



CIRENCESTER  
KINGSHILL  
SCHOOL

# Teacher of Humanities

**Start date:** January 2026 or sooner

**Salary:** £32,916 (MPS1) - £51,048 (UPS 3) per annum pro rata

## Full-time, Maternity Contract

### What We Are Looking For...

A well-qualified, enthusiastic and committed person is required to join this friendly and supportive Humanities Faculty on a contract to cover maternity. Applicants will be expected to teach both History and Geography to Key Stage 3 and one or other of the subjects to GCSE level. A good qualification in Geography or History is essential.

We would be pleased to receive applications from ECTs or more experienced teachers who seek a challenging position in a Faculty noted for its curriculum development. Our Humanities faculty are looking for someone who is committed and supportive to enhance the team. In either case, enthusiasm, talent and lots of commitment are essential.

### What We Can Offer You...

There will be plenty of opportunities to take on new initiatives, experiment with new ideas and take a full role in the functioning of this successful faculty.

**At Key Stage 3** students are taught in their tutor groups with class sizes of around 27. Classes are often taught History and Geography by the same teacher.

**At Key Stage 4** the Faculty offers GCSE options in Geography (AQA) and History (AQA). Pupils are taught in mixed ability classes of around 26.

The successful applicant will be joining a team with an excellent mixture of members with a wide range of professional experience. The successful applicant will be encouraged to contribute fully to all aspects of this thriving faculty. We have regular meetings to exchange ideas and support one another. We work hard and we enjoy what we do.

All courses are well resourced with clear schemes of work and teacher guidance. Members of the Faculty work closely together as a team both in teaching and preparing resources. The successful applicant will also receive plenty of assistance particularly in areas with which they may be unfamiliar. invited to

An important philosophy of the Faculty is the relationship between teacher and student in the learning process. This is as important as knowledge of the subject.

We are committed to mixed ability teaching throughout the Faculty. Students learn through a variety of activities in the classroom including class discussion and enquiry. Use of ICT is firmly embedded into the schemes of work to aid teaching and learning.

Fieldwork in both Geography and History is an integral part of our courses. We are constantly looking for new and interesting ways to develop this aspect of our work.

The Faculty is involved in many cross-curricular initiatives and works with other faculties on a variety of topics. The Faculty has also established links with local museums and outside speakers.

All of our humanities classrooms have interactive whiteboards and are equipped with visualisers. We use Educake as our homework platform. However, we know that no resource is as important as the class teacher.

Career development and CPLD is encouraged through our Inquiring Minds programme. A full induction programme will help you to settle in quickly.

**Closing date for applications:**

Monday 29<sup>th</sup> September 2025 at 9.00am

### **What We Expect Of You...**

We want all of our students to achieve their maximum potential. First class teaching skills and drive within the classroom are vital. In addition to teaching, we will also encourage you to participate in CPLD to support in achieving the school's ambitious vision of 'shaping greater futures' for all students. This is a tremendous opportunity for an ambitious and motivated teacher to join a faculty with a proven track record of working collaboratively and supportively to achieve strong outcomes.

### **Form Tutor**

Alongside this role, you will be required to act as a form tutor under the guidance of the relevant Head of Year. Our form tutors play a significant role in the lives of our students: the first point of contact; the students' unlocking potential lead and an advocate for the student throughout their time with us.

### **Salary**

The salary range for the post is: -  
£32,916 (MPS1) - £51,048 (UPS 3) per annum pro rata. Salary will be determined on qualification and relevant experience. The post is a maternity contract.

### **Continued Support for ECTs**

We value the contribution that early career teachers make to our school and recognise that staff in the early years of their careers may need further support and guidance as they continue to improve as a professional. As such ECTs at Cirencester Kingshill School can expect to receive a range of supportive measures including:

- Reduced teaching timetable
- Participation in the Early Career Framework and training programme
- A range of in-house CPD training
- Weekly meetings with your subject mentor
- Opportunities to observe other teachers in the classroom
- Lesson observations to help improve your practice
- The support and guidance of a Professional Tutor & Induction Lead.

### **Safeguarding**

Cirencester Kingshill School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment. This post is subject to an enhanced Disclosure & Barring Service check. All

shortlisted candidates will be subject to an online check.

We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

### **How to Apply**

- Please complete the Teaching Staff application form, including names, addresses, contact numbers and email addresses of your two referees. One referee should be your most recent Headteacher or Course Tutor.
- Please include your CV.

***Please note that applications without the above being completed/included will not be accepted.***

It would also be helpful if you could include a letter of application which explains how your experiences and skills will best fit the role of Teacher of Humanities and how you would be able to add value to Kingshill School.

For further details and an application form please go to the school website:

[www.cirencesterkingshill.gloucs.sch.uk](http://www.cirencesterkingshill.gloucs.sch.uk), telephone 01285 651511 ext. 231 or email: [jobs@kingshillschool.co.uk](mailto:jobs@kingshillschool.co.uk)

Please email completed application forms and relevant documentation to:  
[jobs@kingshillschool.co.uk](mailto:jobs@kingshillschool.co.uk)

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**Interview date:**

**Wednesday 1<sup>st</sup> October 2025**

*We reserve the right to close this recruitment early if there is a sufficient number of applications and change the interview date.*

**shaping greater futures**

## **JOB DESCRIPTION:**

**POST:** Class Teacher

As a teacher at Kingshill School, we take pride in our subject knowledge, we seek to unlock potential of all students and we believe that every child can succeed. We are also committed to our own continuous professional development and foster an enquiring mind to grow, collaborate and be outward facing. We know and believe that we can be better today than we were yesterday in our role as teacher, tutor and colleague.

### **Main Purpose of the Role**

Aside from the Teachers' Standards, the main roles and responsibilities of our teachers are to:

- Plan learning activities in line with the schemes of learning that enables an equitable experience for all our students to think hard, work hard and remember more through Quality First Teaching.
- Implement each lesson plan through our Active Minds programme (Teaching & Learning strategies) so that our students think hard, work hard and remember more.
- Be agile in response to securing accelerated outcomes for our students; checking for understanding leads to adaptive teaching.
- Interrogate data to unlock potential for all students.
- Refer to, embed and imbue our underpinning values (our STEPs) in every aspect of the role so that we can shape greater futures for our students; allowing them to grow as ambitious, confident, resilient young people and adults.
- Commit to continuous learning and professional development: attending meetings, Inset, widely reading, researching and to be receptive to feedback so that we can independently and in collaboration be better than we were yesterday.
- Embrace collaboration both within the faculty and wider school community; seeking to learn from and share knowledge and skills with other colleagues.
- Take pride in the role of form tutor, supporting our students to be the best version of themselves each and every day.
- Deliver PSHE as required and to do so with commitment and passion so that our students have the skills, knowledge, tolerance and balanced viewpoints to access the wider world.
- Commit to participating to the wider school both through co-curricular activities to inspire and motivate students to have life-long enjoyment of your subject and to extra-curricular activities to develop opportunities beyond the life of the classroom.
- Be a role model who promotes professional standards and expectations to young people, the Kingshill team and the wider community.
- Equipping all our young people to acknowledge and celebrate their skills, qualities and successes, securing positive progression routes in a global market.
- Implement school policies consistently and follow the procedures outlined in our Staff Handbook.
- Undertake any other duties reasonably required by SLT which supports the overall aims and objectives of the School Development Plan.

This Role Description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and pursuit of the 'National Standards of Excellence for Headteachers' (2015) underpins this role.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from **time** to time without changing the character of the post or general level of responsibility. This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Headteacher.

**OTHER GENERIC JOB DESCRIPTIONS RELATING TO THE POST:** n/a

**RESPONSIBLE TO:** Head of Faculty: Humanities

**ASSOCIATED LINKS:** Class Teachers, Year Leaders, Lead Practitioner: SENDCO, SLT and Volunteers

Post Holder Sign: ..... Date: .....

Please print your name: .....

Line Manager Sign: .....Date: .....

Please print your name: .....

September 2025



## Person Specification - Teacher of Humanities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• A degree in their subject area or a related subject.</li><li>• PGCE (Postgraduate Certificate in Education) or equivalent.</li><li>• QTS</li></ul>	<ul style="list-style-type: none"><li>• A postgraduate qualification, e.g. a masters degree.</li></ul>
Experience, Understanding and Knowledge	<ul style="list-style-type: none"><li>• Experience of teaching within a secondary school environment or, for early career teachers, work or voluntary experience in a comparable environment.</li><li>• A clear understanding of the subject's curriculum and examination specifications across key stages 3 and 4.</li><li>• Sufficient knowledge to answer subject-related questions raised by students.</li><li>• An ability to use different teaching methods and adapt to cater for students' different needs.</li><li>• Knowledge of effective intervention strategies to improve the quality of teaching and learning.</li><li>• Conducting assessments, keeping records and producing reports on students.</li><li>• Implementing safeguarding procedures in schools.</li><li>• Organising and participating in extracurricular activities.</li></ul>	<ul style="list-style-type: none"><li>• An understanding of relevant legislation and educational developments.</li><li>• An understanding of how assessment and attainment information can be used to improve practice.</li><li>• Skills in effective resource management and deployment.</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>• Punctual, with a good attendance record.</li><li>• An excellent communicator, verbally and in writing.</li><li>• Organised</li><li>• An excellent time manager.</li><li>• Hardworking, with high expectations of themselves and their professional standards.</li><li>• Committed to CPLD.</li><li>• Able to work both independently and as part of a team.</li><li>• Able to maintain successful working relationships with other colleagues.</li><li>• Able to plan and resource effective interventions to meet curricular objectives.</li><li>• Driven and energetic.</li><li>• Able to work flexibly, attending morning and evening meetings, in addition to managing a demanding workload.</li></ul>	<ul style="list-style-type: none"><li>• Committed to the value and promotion of their subject.</li><li>• Able to effectively promote the school's ethos and vision.</li><li>• Dedicated to promoting their professional development, and that of others.</li><li>• Able to promote good behaviour consistently.</li><li>• Able to plan and take control of situations.</li><li>• Committed to contributing to the wider school and its community.</li><li>• Capable of handling a demanding workload and successfully prioritising work.</li><li>• Professionally assertive and clear thinking.</li></ul>



# Cirencester Kingshill School

## Employee Benefits

Cirencester Kingshill School is proud to offer a wide range of benefits for our employees, which includes:

- Attractive salary and pension schemes – Teachers Pension Scheme (Teaching Staff) or the Local Government Pension Scheme (Professional Support Staff)
- Family friendly policies
- A range of statutory benefits including sick pay, maternity, paternity, shared parental and adoption leave
- Access to an employee assistance programme for all staff that offers services, including wellbeing, self-referral counselling, information on stress, weight management, smoking cessation
- Access to Occupational Health services
- New staff induction and support programmes
- Continuous service in other state funded schools will be honoured in relation to sick pay, holiday entitlement, pension rights
- Access to or provision of IT equipment (role specific)
- Cycle to work scheme
- Long service awards
- Access to CLPD and INSET, personalised for individuals through the schools' Appraisal procedures, including access to role specific academic study and professional qualifications
- Onsite parking facilities and cycle storage
- Staff social, sporting and wellbeing activities throughout the year
- The dining room is open for staff to use at break and lunch times
- Staff room with facilities, including tea and coffee
- There is an optional staff social fund
- 10% discount on Adult Education at Cirencester College: [About Adult Education – Cirencester College](#)