



KINGSBURY  
GREEN  
ACADEMY

# Recruitment Pack



*Achieving Excellence Together*

**ASCEND**  
LEARNING TRUST

## About the Ascend Learning Trust

The Ascend Learning Trust formed in 2017 and is a successful Trust with seven schools geographically spread across Wiltshire and Swindon.

The values of Compassion, Respect and Ambition are those which are essential in the Ascend Learning Trust and we are dedicated to ensuring every pupil achieves above and beyond their potential with secure and enduring relationships with and within each Academy in the Trust.

**We offer Compassion** to understand and recognise the needs of the many members and stakeholders of each

Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

**We seek and offer Respect** for the traditions, knowledge and experiences gained over many years in our Academies through developing and supporting staff as they progress their careers in school and pupils on leaving school.

**We seek and hold Ambition** for our Ascend Learning Trust community for the future, its economic development, its safety, its ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

As a member of our staff you will share our values of **Compassion, Respect and Ambition** working to achieve our shared mission of offering **Excellence for All**.

Each Academy and its staff seek to strengthen each other, sharing good practice and building capacity whilst maintaining its own identity and working with its own community.

We encourage applications from strong individuals who are passionate about providing opportunities for young people in our community, if you have the vision, energy and determination we welcome an application to join our Trust.

## Work for Us

As well as our commitment to staff development opportunities we also offer a wide range of services which support your employment journey with us, these include:

### Professional Development

The North Wiltshire School Centred Initial Teacher Training is part of our Trust training new entrants to the profession.

We lead a Challenge Partner Hub of around 30 schools and are 1 of only 13 Designated OLEVI Centres in the country.

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom. In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.

### Benefits

We also offer an excellent staff benefit package which includes discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 30 days (+ 8 bank holidays per year)

### Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory Carefirst we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school. **This includes:**

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required,

## Welcome from the Principal

### Dear Candidate

Thank you for taking the time to view this application pack. This is a unique opportunity for the right candidate to join an energetic, creative and forward-thinking team at a progressive school with big ambitions.

Kingsbury Green Academy, which is part of the successful Ascend Learning Trust, opened its doors for the first time on the 5th of September 2019. Formerly The John Bentley School, the decision was taken by the Principal, MAT CEO and Board of Governors to completely re-imagine and redefine the identity of the school.

This change of identity encompasses all elements of school life and means that Kingsbury Green Academy is fully aligned with the vision and values of the Ascend Learning Trust. This exciting opportunity will attract exactly the kind of candidate we are looking for at Kingsbury Green Academy.

Candidates interested in joining a school and maintaining the status quo need not apply! Instead, we want to hear from colleagues with fresh ideas who are prepared to work tirelessly to improve the life chances of our pupils.

We want to hear from colleagues who share the following vision and values:

### Vision and Values

Kingsbury Green Academy will deliver a rich and diverse curriculum, taught by knowledgeable inspirational teachers, which engages learners so that they make outstanding progress, regardless of their starting points.

Every member of Kingsbury Green Academy will achieve excellence together through:

- Challenging ourselves to seize every opportunity to grow and develop
- Removing social, economic and academic barriers to enable students to realise their potential
- Recognising that success is as a result of hard work and perseverance
- Encouraging every individual to be bold, courageous and aspirational
- Creating a culture where individuals respect one another and are proud of themselves, their school and the wider community

As Principal of Kingsbury Green Academy, I can promise you the support of a small and caring senior team. I can promise you a first class setting in which to work with some of the most amazing young people you are ever likely to meet, and I can promise that you will work with the most committed team of professionals I have ever had the privilege of working with.

I look forward to reading your application.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jason Tudor', with a stylized, flowing script.

**Jason Tudor**  
Principal

## About our School

**Thank you for visiting our employer profile. We hope you'll enjoy learning more about the excellent opportunities for teaching at Kingsbury Green Academy and living in the nearby area.**

Kingsbury Green Academy, which is part of the successful Ascend Learning Trust, opened its doors for the first time on the 5th of September 2019.

We are an ambitious, forward thinking 11-18 Academy situated in a beautiful location on the outskirts of Calne in Wiltshire.

## Our Facilities

The school has superb facilities which include: 13 Science Labs, a Design and Technology complex, digital media centre and the latest computer-aided design and ICT facilities. Sport is important at Kingsbury Green and we enjoy a sports hall, gymnasium, tennis courts and 33 acres of sports fields, as well as the use of the neighbouring 'Calne Community Campus'.

The Arts are supported with Art and Design studios, a photography dark room and processing facilities, fully equipped Drama studios and three purpose-built music rooms with practice rooms for instrumental tuition.

We also have a cafeteria with outdoor covered eating area, gardens, an on-site nursery (babies to pre-school) and a purpose-built Sixth Form Centre.

## Our Location

Our Campus is set on the edge of town, with views across the beautiful rolling Wiltshire countryside. Calne offers a great rural quality of life but is not far from other nearby towns and the M4, giving easy access to Bristol and to the South West. Wiltshire is home to the World Heritage Site of Stonehenge and boasts many other sites of historical interest.

Calne is some 19 miles east of Bath, 6 miles east of Chippenham, 13 miles west of Marlborough and 16 miles south west of Swindon. We welcome visits to the school for prospective candidates.

Please contact [dtillyer@kga.ascendlearningtrust.org.uk](mailto:dtillyer@kga.ascendlearningtrust.org.uk) to arrange your visit.

## Job Description

### Teacher of MFL

Reporting to: Curriculum Leader for MFL

Responsible for: The provision of a full learning experience and support for students

Liaising with: Principal, Deputy Headteacher, Assistant Headteachers, Curriculum Leaders/ Directors, Heads of Key Stage, teaching/support staff, external agencies and parents

All employees of Kingsbury Green Academy are required to understand and contribute to the school's Objectives and Core Values.

- To implement and deliver an appropriately broad, balanced, relevant and personalised curriculum for students and to support the designated curriculum area as appropriate
- To monitor and support the overall progress and development of students as teacher/Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student attainment
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

### Principal Responsibilities:

#### **Operational/Strategic:**

- To assist in the development of appropriate specifications, resources, schemes of work, marking policies and teaching strategies.
- To contribute to the curriculum area development plan and its implementation
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

#### **Teaching, Learning & Curriculum:**

- To assist the Curriculum Leader to ensure that the curriculum area provides a range of teaching which compliments the school's strategic objectives.
- To assist in the process of curriculum development and change so as to ensure continued relevance to the needs of students, examining and awarding bodies and the school's aim.
- To assist the Heads of Key Stage in the process of curriculum development for tutor time and Personal, Social, Health and Economic Education (PSHEE).

#### **Staff:**

- To take part in continuous professional learning, utilising the school's CPD processes.
- To maintain good subject knowledge and an awareness of excellent, current practice in teaching.
- To engage actively in the Appraisal and Review Process.
- To ensure the effective and efficient deployment of classroom support.
- To work as a member of designated teams(s) and to contribute positively to effective working relations within the school.

#### **School Self Evaluation:**

- Support the Curriculum Leader, Heads of Key Stage and other post holders in meeting the expectations described in the School Self Evaluation handbook, including reporting procedures and deadlines.



**Communication:**

- To communicate effectively with the parents of students as appropriate.
- Where appropriate communicate and work with persons or agencies outside the school.
- To maintain appropriate student records.
- To complete relevant documentation in support of student tracking.
- To track student progress and use information to inform teaching and learning, engaging with whole school assessment, recording and reporting procedures (including Parents' Evenings and other consultations).

**Resources:**

- To work productively with the Curriculum Leader to ensure effective ordering and management of resources.

**Student Guidance:**

- To be a Form Tutor.
- To promote the general progress and well-being of individual students and of the Form tutor Group as a whole.
- Under the leadership of the Heads of Key Stage, ensure implementation of the school's pastoral and guidance systems.
- To register students, and encourage their full engagement in all aspects of school life.
- To contribute to the teaching of, and deliver, Tutor Time, with a specific focus on Learning to Learn, and PSHE in line with school policy and work with the Heads of Key Stage to plan an appropriate differentiated and PSHE curriculum.
- To apply relationships for learning systems so that effective learning can take place.
- To liaise with other staff as appropriate, in response to problems experienced by students across the curriculum.
- To play a central role in managing the learning of students in the Tutor Group, particularly with reference to effective implementation of Parents Evening systems and procedures.

**Other Specific Responsibilities:**

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- The individual is responsible for promoting and safeguarding the welfare of children and young persons she/he is responsible for or comes into contact with.
- This job description may be changed by the Principal in consultation with you to reflect or anticipate changes in the job commensurate with the grade and job title. Such variations would not justify the re-evaluation of a post.



## Person Specification

### Personal:

#### Essential:

- Be passionate about teaching MFL
- Possesses a 'can do' attitude
- Creative and proactive in finding solutions
- Flexible and adaptive to changing needs and priorities
- Resilient, calm and tenacious under pressure
- Passionate about inclusive practice and equality of opportunity
- Relentless in finding ways to remove any barriers to success
- Excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students and parents
- Commitment to the protection/safeguarding of all students
- Self-reflective practitioner who always seeks to improve
- Willingness to contribute to the extra-curricular life of the school
- Sense of humour

### Competence - Knowledge, Abilities, Skills & Experience

#### Essential:

- Be an innovative and enthusiastic MFL Teacher with evidence of impact on student outcomes
- A proven track record of total commitment to helping every student achieve their very best and make good progress
- Have very high expectations of the learning of all students at all times
- Have a good understanding of how data supports and enhances student progress and achievement
- Be a positive team player with a strong commitment to professional development
- Embrace new technologies and ideas that enhance the learning of English Highly self-motivated
- Able to prioritise workload and work well under pressure with competing deadlines
- Good ICT skills

#### Desirable:

- Experience and evidence of teaching excellent lessons

### Qualifications & Training

#### Essential:

- Degree
- Qualified Teacher Status (QTS)
- Further relevant professional studies in MFL related field

#### Desirable:

- Potential for future career in middle leadership
- Experience in an MFL role

## Band/Salary/ Hours

Full Time and Permanent

MPS/UPS

**Appointment Date:** Easter or September 2023

## How to Apply

To apply please ensure you complete an application form available from the Trust website [www.ascendlearningtrust.org.uk](http://www.ascendlearningtrust.org.uk) or complete the online application. Applications should be submitted via [recruitment@ascendlearningtrust.org.uk](mailto:recruitment@ascendlearningtrust.org.uk)

Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

## Job Description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job.

The criteria listed within the job description detail how each of these areas will be assessed. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

### All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Health checks

The Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at short-listing stage and may be used in the interview process. If previous employment has included working with children then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.