



KINGSBURY HIGH SCHOOL

spectemur agendo



TEACHER OF RELIGIOUS STUDIES

Candidate Information Pack

MARCH 2024

About Kingsbury High School

KHS is a large 12 form entry 11-18 split site school with a vibrant learning environment with a strong community ethos. We are situated in an Inner London location, but with an out of London feel; the site is surrounded by parkland with large playing fields and great local amenities, excellent transport links to enable easy access from central London and fringe areas. Our school is truly diverse in its makeup, whilst united as one family working to achieve the best for all our students.



Alex Thomas (Headteacher)

Kingsbury High School has many strengths and a long history of success. There is a keen understanding of the importance of values and a sense of tradition, encapsulated by the School motto, *spectemur agendo*. It dates back to the founding of our predecessor school, the Kingsbury County, in the 1920s, and it is Latin for, “let us be judged by our actions”. As Headteacher I seek to lead the school with this at the heart and ask students to respect themselves, others and the environment.

Our students gain excellent examination results in both GCSE and across the Sixth Form. In our most recent inspection Ofsted again rated the school as “good”. Equally, the school is very proud of the way it has achieved these outcomes and the rounded education it offers to its students. We recognise our place in the community and are a key part of the partnership, Kingsbury Schools Together with our local primary schools and the Village (special) School.

A great school is a combination of different things. We are equally proud of the many opportunities we provide for our students beyond the curriculum and how we develop students as individuals ready for adult life. Students know our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society. Our key values are: Aspiration; Integrity; Respect; Responsibility and Resilience. Through these, we aim to combine both academic success and the development of the broader aspects of each student’s character.

For further information, details about our school and other events at KHS, please visit our website: www.kingsburyhigh.org.uk

Our Ethos and Values: The Kingsbury Way



Our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society.

Aspiration	Integrity	Respect	Responsibility	Resilience
<p><i>Being optimistic about the future.</i></p> <p><i>Being ambitious in everything we do.</i></p> <p><i>Being unwavering in our expectation that all can succeed and meet their potential.</i></p>	<p><i>Being honest about our strengths and weaknesses.</i></p> <p><i>Being open about decisions and doing what we say we will do.</i></p> <p><i>Being prepared to apologise if we get things wrong.</i></p>	<p><i>Being considerate of the views of, and our impact on, different groups and the community.</i></p> <p><i>Being proud about what makes each one of us different.</i></p>	<p><i>Being accountable for our actions.</i></p> <p><i>Being clear about what we expect.</i></p> <p><i>Being aware of our impact on the environment.</i></p>	<p><i>Being explicit in developing physical and emotional wellbeing.</i></p> <p><i>Being prepared to go 'the extra mile'.</i></p>

Our Staff Benefits

Free On-site Parking	Weekly Staff Treats	Cycle-to-work Scheme	Staff Tea / Coffee
Local Government Pension Scheme	Employee Assistance Program	Staff Social Events: Christmas Lunch Summer BBQ	Commitment to Continued Professional Development

Job Description

Reports to: Head of Faculty (Humanities)

Salary Scale: MPS/UPS (Inner London)

Contract: Permanent/Full Time

Deadline for Applications: Friday 5th April 2024

Proposed Start Date: May or September 2024

Please note that early applications are encouraged as we will be reviewing them as they come in. First stage interviews may take place virtually as suitable applications are received.

Further to the duties and responsibilities listed within the Common Pay Spine job description for all teachers at the School, and initially, the post holder is responsible to the Head of Faculty/linked Assistant Headteacher/ Headteacher and any other designated line manager(s) for the following:

- teaching Religious Education throughout the age and ability range as directed
- implementing whole school policies (including child protection, behaviour, special educational needs, health and safety)
- prioritising focuses as outlined in the School/Faculty/Department Improvement Development Plan as directed (including assessment)
- working with the Head of Department to update and implement current schemes of work
- maintaining accurate and up-to-date attendance, punctuality and assessment records for all teaching groups
- attending Faculty and Department meetings, whole-school CPD and safeguarding training as directed;
- contributing to the general development of the Faculty/Department by keeping up to date with relevant curriculum developments
- working collaboratively with members of the Faculty/Department
- supporting extra-curricular opportunities within the Faculty/Department (such as clubs)
- assisting with subject related pupil activities (such as educational visits)
- general assistance with the administration within the Faculty/Department.

Notes: (i) The above responsibilities are subject to the general duties and responsibilities contained within the statement of Conditions of Employment. (ii) This description of role allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post-holder must use Directed Time in accordance with the School's published Time Budget Policy and have regard to clause 4(1) (f) of a Teacher's Conditions of Employment. (iii) This role description is subject to amendment and will be reviewed annually and possibly modified in the light of the post-holder's professional development and changing school needs.

Person Specification

Knowledge and Experience

- Strong subject knowledge
- Knowledge and understanding of the ways in which effective teaching can promote pupil progress
- Knowledge and understanding of the key features of inclusive teaching and learning
- Knowledge and understanding of the use of data to support teaching and learning

Skills and Abilities

- Able to plan for and meet the Kingsbury expectations for effective teaching
- Ability to inspire and motivate students
- Able to provide students with effective written feedback
- Ability to communicate effectively with an appropriate sense of audience
- Evidence of understanding the principles of equality and putting equal opportunity into practice
- Ability to influence and support the development of good practice, appropriate to career stage
- Ability to form effective relationships with colleagues, students and parents
- Ability to be an effective member of a team
- Ability to show initiative and develop new ideas
- Well organised with good time management and ability to work under pressure
- Competence with ICT and ability to use ICT skills in working practice

Safeguarding

A commitment to, and understanding of, safeguarding and promoting the welfare of our students

Safeguarding / Safer Recruitment

Kingsbury High School is committed to the safeguarding of children All employees are expected to comply with our School Child Protection and Safeguarding Policy.

Safer recruitment

Kingsbury High School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Any roles which involve working with children, young people or vulnerable adults, or roles in which the duties will involve access to sensitive information relating to children, young people or vulnerable adults, the School will take up references prior to interview.

You should provide details of referees including your current and previous employers, covering the last 5 years.

Candidates can request for us not to send a reference request to their current employer prior to interview by emailing us at khsvacancies@kingsburyhigh.org.uk

As part of our Safer Recruitment Policy, a full employment history is also required for this role. Please provide a full employment history, together with a satisfactory written explanation of any gaps in employment. Unless otherwise stated, a Basic DBS check will be undertaken as part of the pre-employment checks for successful candidates.

Online Search

Shortlisted candidates will be subject to Social media background checks. The purpose is to identify any matters that might relate directly to Kingsbury High School's legal duty to meet the safeguarding duties set out in KCSIE. Candidates will get the chance to address any issues of concern that come up during the search at interview.

Diversity Statement

Kingsbury High School values the diversity of its community and aims to have a workforce that reflects this. We therefore encourage applications from all sections of the community.

High Volume Applications

Kingsbury High School reserves the right to close any vacancy earlier than the advertised closing date should there be a high volume of applications received.

DBS

This role requires an Enhanced DBS (This post is exempt from the Rehabilitation of Offenders Act, 1974)

Advert Close

All vacancies close at midnight unless otherwise stated.

How To Apply

To apply for this role directly, we ask that you complete the following documents:

- KHS Application Form—Teaching Staff
- KHS Self Declaration Form
- KHS Equal Opportunities Monitoring Form

Please send the completed documents with the job role you are applying for in the subject line of the email to:

khsvacancies@kingsburyhigh.org.uk

If you would like to have a phone call or school visit prior to submitting your application you can make the request via email to us. Please note that we will aim to do our best to accommodate your request, but this may not always be possible.

If you have any queries about this or any other KHS vacancy, please do not hesitate to contact us on:

Email: khsvacancies@kingsburyhigh.org.uk

Phone: 0208 206 3000

