



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 'J. Tudor', with a stylized flourish at the end.

**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

### Purpose:

- Contribute to the formulation of the English area aims and policies under the leadership of the Director of English and ensure that they are translated into action in the classroom
- Secure continuous improvement leading to transformation in the teaching and learning of KS3 English students, raising standards and producing the highest levels of student achievement.
- To be responsible for leading, managing and developing the teaching and learning of KS3 English students.
- To effectively lead, manage and deploy teaching/support staff and financial resources within KS3 English in collaboration with the Director of English
- To develop eLearning across English to KS3

Reporting to: Director of English

Responsible for: KS3 English teaching staff and other relevant personnel within the curriculum area

Liaising with:

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

Principal/Core Responsibilities

Operational/Strategic:

- Collaboratively establish and implement a vision for teaching and learning in KS3 English and its place in the wider English curriculum
- Collaboratively contribute to the English area transformation plan under the leadership of the Director of English
- Lead the development of high quality, learning centred policies, practices and schemes of work which:
- Ensure continuity and progression for the learning of all students, actively planning for all student groups (e.g. HEA, SEN)
- Meet the requirements of the National Curriculum
- Ensure assessment (incorporating the principles of AFL), tracking, intervention and reporting improve student learning and achievement

Day-to-Day:

- Contribute to regular English team meetings
- Contribute to the direction of the wider school curriculum under the guidance and leadership of the Director of English
- Engage in and encourage innovation
- Implement and operate the school's Health and Safety policy in the subject area
- Responsibility for monitoring all English ability sets
- Work with KS3 English staff to ensure KS3 English reflects the school's ethos and aims
- Liaise with the Director of English to ensure ICT enhances student learning.

## Teaching, Learning & Curriculum

- To liaise with the Director of English to ensure the delivery of an appropriate, inclusive, high quality, innovative curriculum programme that is in line with the school's wider plans (STP) and enhances them.
- To liaise with Heads of Key Stage to ensure a coordinated approach to learning support for each student
- With the Director of English, be accountable for the delivery of KS3 English
- To constantly explore improvement, innovation and personalisation
- To keep up to date with national developments in KS3 English including teaching methodologies
- Develop and manage high quality, effective KS2 to 3 transition
- Ensure effective targeted intervention systems across the KS3 working with other curriculum teams
- Contribute to our international dimension
- Develop eLearning and work-related learning

## Staff:

- Set expectations for staff and students, in the context of school policies, and help them to achieve those standards in relation to:
- Working practices and relationships with students, including the management of behaviour for learning
- Working practices and relationships with staff, including team working and mutual support
- Help to identify and respond to the professional learning needs of staff
- Provide support for new staff and trainee teachers
- Develop effective working relationships with SLT, other leaders and staff in the school
- Contribute to an effective support for staff in student disciplinary matters that is in line with whole school disciplinary procedures
- Undertake performance management reviews, acting as a reviewer for staff in English.
- Participate in recruitment and selection
- Act as a positive role model for staff on a day-to-day basis

## School Self Evaluation:

Support the Director of English in meeting the expectations described in the School Self Evaluation handbook, including reporting procedures and deadlines.

## Communications:

- To ensure effective collaboration with staff, parents and students
- To liaise and work with partner schools, HEIs, Examination Boards and other relevant external agencies
- Excite and engage visitors at Open Evenings, and other events
- Liaise with partner primary schools to ensure continuity of learning and progression from KS2 to 3, including innovative transition activities.

## Resources:

- Set priorities for expenditure and with the Director of English, manage budgets in line with improvement plans
- Ensure the effective management of accommodation and learning resources including ICT
- Deploy Staff

#### 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 Post holder may be required to perform duties other than those given above. These may vary from time to time without changing the general level of responsibility. Such variations would not justify the re-evaluation of a post.

## Person Specification

### Attributes

#### Essential:

- Be passionate about teaching English
- 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

#### Desirable:

- Have ambition and a desire to play a significant role in Middle Leadership within this school
- Competence – Knowledge, Skills, Abilities and Experience

#### Essential:

- Be an Outstanding English 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

### Qualifications

#### Essential:

- Degree
- Qualified Teacher Status (QTS)

## Band/Salary/ Hours

- Full Time and Permanent
- MPS/UPS + TLR 2b (£4782)
- Appointment Date: 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

## SAFEGUARDING STATEMENT

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.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

References will be obtained before interview at shortlisting 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.