



KING JAMES'S SCHOOL
KNARESBOROUGH

Candidate Information



Note from the Headteacher

Thank you for your interest in working at King James's School.

I would say at the outset that this is a very rewarding school in which to work.

Many job adverts specify what they demand from the candidate. We have plenty of skills and qualities that we are looking for but we also have a lot to offer to prospective candidates. First and foremost the students here are great to work with. It is a comprehensive school and our students reflect the full range that you would find in any area, but by and large the classes are filled with well-motivated students willing to learn and to contribute to their school community. The local community is very supportive of the school, the catchment area is well defined and we have excellent relationships with the local parents who choose to send their children here. We fill up each year with pressure for places from beyond our catchment area. Knaresborough and North Yorkshire isn't just a great place to teach, it's a great place to live.

The extra-curricular life of the school is rich, most staff who work here make the most of it; there really is a vibrancy here that is difficult to match. We have a committed staff (teaching and non-teaching) who go the extra mile. Almost without exception, teachers go above and beyond the core delivery of lessons to enhance the enrichment opportunities for the students.

The ethos here is one of the strengths. Even though we have a charter going back to 1616 we are a very forward facing school with an open and friendly ethos. We are highly inclusive and we have a strong reputation for delivering outstanding care and outcomes for students with SEND alongside an enviable output to top university courses from our high-performing A level students. Our A level results place us in the top 20% of providers nationally consistently, year on year.

We are demanding of our staff, teaching and associate staff. We believe that our community deserves an outstanding school and we strive to be outward facing, never resting on our laurels and always seeking further improvement. We expect students and staff to embrace challenge and to see resilience and hard work as the route to success. At the same time we have a very strong commitment to the development and training of all staff, teaching and non-teaching. This is a school in which the opportunities for your personal development are rich.

We believe in close collaborative working with other schools. We are proud of the relationships that we have fostered, including within the Yorkshire Teaching School Alliance and taking the lead role within the White Rose Alliance for School Direct. We currently work very closely with Boroughbridge High School with whom we share 6th form provision.

Thank you for considering King James's School.

Carl Sugden
Headteacher



KING JAMES'S SCHOOL
KNARESBOROUGH

Teacher of SEMH (Social, Emotional, Mental Health Needs) Full-time. Permanent Commencing: 1 May 2022 MPS / UPS

King James's School is offering an exciting and rewarding opportunity to work as a teacher who delivers both curriculum and social, emotional, mental health support.

This role is suitable for a Qualified Teacher with experience of working with students who have additional needs (SEMH and/or SEND).

It may inspire the interest of a teacher who takes the holistic approach and is enthusiastic to work with small groups of students in developing their key skills.

You will have freedom to deliver elements of the curriculum through learning experiences tailored to their individual needs, whilst ensuring consistency in the support they receive.

King James's School is a large 11-18 comprehensive school proud to offer a diverse and rich curriculum and is committed to high quality professional development and career opportunities for all staff.

We are seeking an outstanding candidate to support our educational aims and who has the vision, drive and interpersonal skills to motivate and engage our students. You will be passionate about education and have the ability to harness a safe and productive environment for your learners.

You will have the confidence to liaise closely with the school's curriculum and pastoral teams, parents/carers and agencies to ensure a coordinated and consistent approach to their support in order to help achieve their best possible outcomes.

We promote curriculum and social inclusion for all our students. This enables them to embrace the broader developmental experiences gained in a mainstream school environment. This post is key to achieving these aims.

The school is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment. An Enhanced DBS disclosure and satisfactory references are required for this post.

Full post details and an application form are available via our website.

Completed applications must be submitted via email to:

recruitment@king-james.n-yorks.sch.uk and be received by:

Friday 18th February 2022, 8am.

Please note that CVs will not be accepted.



Purpose of the Role

This rewarding role is designed to:

- provide high quality support, teaching and learning for young people with SEMH needs.
- deliver elements of the curriculum through learning experiences built around the individual needs of students.
- liaise and work with other members of the pastoral and curriculum team and parents / carers to ensure coordinated and consistent support for the students you are working with.
- work under guidance to implement work programmes for individuals/groups.
- assist with the planning cycle and the management/ preparation of resources.

Added Value

To be successful in this role you will be someone:

- who is passionate about education
- with skills / experience to contribute directly and indirectly to an environment where young people feel valued, understood, and SEMH needs are met which allows them to become successful learners.
- with excellent classroom management, de-escalation skills and who can build strong positive relationships with young people.
- who has experience of working with young people who have SEMH needs.

How to Apply

Please complete the King James's School teaching application form.

Please use the section "Experience & Qualities relevant to the Post" on the application form to demonstrate how you can meet the criteria given in the advert.

Please note CVs will not be accepted. Please do not enclose a covering letter as this will not form part of your application.

We are committed to safeguarding and promoting the welfare of young people and expect all members of staff to share this commitment.

An Enhanced DBS disclosure is required for this post through North Yorkshire County Council. This will be arranged for the successful applicant.

Your completed application form must be submitted via email to recruitment@king-james.n-yorks.sch.uk and be received by **Friday 18th February 2022, 8am.**

Thank you for your interest in this post. If you have not heard from us within 21 days of the closing date, please assume your application has been unsuccessful and, in that event, may we wish you well in your search for a suitable position.



KING JAMES'S SCHOOL, KNARESBOROUGH

JOB DESCRIPTION

All job descriptions will be reviewed annually & set in the context of the school's aims & current development plan

TEACHER OF SEMH

To be accountable for students' attainment and achievement. To ensure all students make progress by promoting, monitoring and supporting the overall learning and personal development of students. To uphold the aims, policies, procedures and ethos of the school.

<i>Responsible to:</i>	<ul style="list-style-type: none">• Senior Leadership Team• Performance Manager
<i>Salary Grade :</i>	Main Pay Scale Upper Pay Scale
<i>Full Time/FTE :</i>	1.0 FTE

Professional Responsibilities

ALL TEACHING STAFF

1.	Work within the School Teachers Pay and Conditions Document.
2.	Promote the school's stated ethos
3.	Contribute to and implement the annual School Improvement Plan and agreed policies
4.	Teach as directed throughout the school subject to appropriate training
5.	Monitor, expect and improve progress in pupil learning
6.	Participate in the pastoral management of the school as requested
7.	Take part in performance management procedures outlined in an agreed school policy
8.	Take responsibility for their own professional development

Specific Responsibilities

TEACHER OF SEMH

1.	Establish an appropriate learning environment that nurtures and develops social and emotional aspects of learning.
2.	Deliver high quality specialist teaching
3.	Develop and manage an appropriate, creative and accessible curriculum.
4.	Champion the needs of young people with SEMH.
5.	Understand the role and values of families and carers as partners in supporting their children to achieve positive outcomes.
6.	Be responsible for promoting and safeguarding the welfare of children and young people.
7.	Plan, evaluate and adjust lessons/ work plans as appropriate for the individual needs of the students.
8.	Monitor and evaluate pupils' responses to learning activities through observation and planned recording of achievement against predetermined learning objectives
9.	Assist with the development and implementation of Individual Learning Pathways.
10.	Establish productive working relationships with pupils, acting as a role model and setting high expectations.
11.	Promote the inclusion and acceptance of all pupils within the learning space.

ALL TEACHING STAFF

1.	Plan and deliver lessons using a range of strategies to meet pupils' individual learning needs.
2.	Have a thorough knowledge and understanding of the subject(s) and their place in the curriculum.

3.	Set and mark homework according to school and department policies.
4.	Mark, assess, record and report on pupils' achievements, setting appropriate targets for improvement.
5.	Meet deadlines for reporting, marking, submission of assessment data, coursework, marks and forecast grades.
6.	Prepare pupils for examinations, taking part in standardising and moderating activities required by departments and examination boards.
7.	Contribute to the development of schemes of work, school and department policies as appropriate.
8.	Attend and contribute to appropriate meetings and professional development activities.
9.	Contribute to the process of department self-evaluation and improvement planning.
10.	Undertake whatever other duties might reasonably be requested by the Head or Head of Department.
11.	This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff to share this commitment.

Specific Responsibilities

FORM TUTORS

1.	Take responsibility for day to day discipline routines and attendance in the form group
2.	Review and discuss pupils' work and welfare, setting targets as necessary
3.	Promote good behaviour and positive attitudes at all times
4.	Support form, year and school activities as appropriate

Person Specification

TEACHER OF SEMH

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
<p>Qualifications & Training</p> <ul style="list-style-type: none"> • Qualified Teacher status • Good Honours degree in related subject • SEMH and/or SEND 	<p>✓</p> <p>✓</p> <p>✓</p>		<p>2 and 5</p> <p>2 and 5</p> <p>2 and 5</p>
<p>Experience</p> <ul style="list-style-type: none"> • Teaching experience at key stage 3-4 • Teaching experience of small group intervention. • Teaching experience of PSHCEE • Teaching experience at Key stage 5 	<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	<p>2 , 4 and 5</p>
<p>Skills & Knowledge</p> <ul style="list-style-type: none"> • Able to communicate effectively, orally and in writing. • Able to demonstrate effective planning and teaching skills • Able to present confidently to a large group of students • Able to work with others to achieve common goals • Able to use / analyse assessment data systems to raise standards • Able to provide clear direction and to inspire, motivate and enthuse others • Confident in own ability to be effective and to take on challenges • Good ICT skills (in Microsoft Word/Excel) 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p>

<p>Skills & Knowledge (continued)</p> <ul style="list-style-type: none"> • Able to form good working relationships with all staff and students • Effective behaviour management • Able to support staff and students in maintaining high standards • Up to date awareness of the National Curriculum and specifically within their individual specialism • Efficient and effective administrative, organisational and personal management skills 	<p>✓ ✓ ✓ ✓ ✓</p>		<p>2 and 4 2 and 4 2 and 4 2 and 4 2 and 4</p>
<p>Personal attributes</p> <ul style="list-style-type: none"> • Able to motivate others and to adopt a positive approach to education • Energy , enthusiasm and perseverance • Reliability and integrity • Good interpersonal skills • Positive commitment to individual personal development • Capacity to work hard, under pressure, to meet deadlines • Adaptable and amenable with respect to working practices • Ability to work independently and be a team player 	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>		<p>2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4</p>
<p>Equal Opportunities</p> <ul style="list-style-type: none"> • Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice • A commitment to inclusive education <p>Health & Safety</p> <ul style="list-style-type: none"> • An understanding of health & safety issues 	<p>✓ ✓ ✓</p>		<p>4 and 5</p>

- Assessment:**
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|---|---------------------------|
| 1. Test prior to shortlisting (i.e. all applicants) | 2. From application form |
| 3. Test after shortlisting | 4. Probing at interview |
| 5. Documentary Evidence | 6. OTHER (please specify) |