

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.

Clare Martin
Headteacher



KING JAMES'S SCHOOL
KNARESBOROUGH

Teacher of Art

NQT, MPS or UPS
September 2024 Start
Permanent. Part Time (0.5fte)

We are seeking applications from an enthusiastic, imaginative and energetic Teacher of Art. You will be joining a highly successful and supportive team.

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 run a School Direct secondary programme to train the next generation of teachers.

You will be joining a highly community orientated, inspirational and ambitious school. We are seeking an outstanding candidate to support our educational aims who has the vision, drive and interpersonal skills to motivate our students. You will benefit from strong leadership, effective support by colleagues and being part of an ethos that achieves the best possible outcomes for our students.

The Art Department is high performing – regularly exceeding over 80% 9-4 at GCSE in both Art and Photography and a particularly high percentage in the 9–7 grade range. We have a strong alumnus of students that have studied A level Art or Photography now working in the creative industries of which we are rightly proud of. You will be able to teach across the full age range, from Key Stage 3 to Key Stage 5.

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 is required for this post.

An application form is available for download from our school website. Completed applications must be submitted via email to recruitment@king-james.co.uk and be received by **Tuesday 14th May, 08.00am**.

Please note that CVs will not be accepted.




Information on the Art Department

The Art Department is in a fabulous building with splendid views and has the space and resources for a 21st century Art curriculum. There are 4 Art rooms with 4 members of staff. There is one technician who provides excellent support for lessons in terms of preparing materials, photocopying, and ensuring equipment such as cameras and the two etching presses are in working order. There are two large kilns and ample storage including a large lockable portfolio store. There is an excellent Art and Photography library within the Art Department and staff have an office that is at the heart of the Department. The Art Department has a wide range of exemplary material which students use frequently.

The Art Department at King James's aims to create an environment in which students gain a sense of achievement and are encouraged to become involved in the cultural life of both the school and community. We strongly believe that being skilled in art is not an inherited talent but gained through formative progression. The Department has a tradition of underpinning all practical work with a critical understanding of both European and World Art. At GCSE & A level we regularly visit galleries and museums ensure that cultural capital is instilled upon our students, whatever their background. We believe that all students should know how art and design both reflects and shapes our history, and its contribution to the culture, creativity, and wealth of our nation.

Through the sequencing and delivery of our curriculum we aim for each year group to cover the same traditional genres of art which are still life, portraiture, and landscape in their own bespoke way to fulfil the Hierarchical knowledge & Cumulative knowledge. In conjunction with this genre repetition, is the sequencing of distributed training for all our students. This delivered through a repetition of skill acquisition using the formal elements within painting, drawing, sculpture, and printmaking. This allows the students to see their skills developing more clearly building their confidence throughout the key stage and gain that sense of achievement alongside strengthening the skills, processes, techniques, habits needed to participate successfully at KS4. The student voice exercises we continually undertake also inform the potential flight path of our curriculum. The Department stresses the importance of homework as a means whereby students may express their own ideas and practice skills.

We strive to engage, inspire, and challenge pupils, equipping them with the knowledge and skills to experiment, invent and create their own works of art, craft, and design. Through the very nature of making an artwork the students are often challenged to further this we often ask students across the key stages to work outside of their comfort zone, whilst providing the scaffolding through guidance and support. We have a long-standing reputation with the Art colleges at Leeds and York and many A' level students are successful in securing places at Art school or straight on to Degree courses in Art and Photography. 

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.co.uk by **Tuesday 14th May, 08.00am.**

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.



JOB DESCRIPTION

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

TEACHER OF ART

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>Line Manager:</i>	Head of Department
<i>Responsible to:</i>	<ul style="list-style-type: none"> • Performance Manager • Head of Department • Head of Year

<i>Salary Grade :</i>	Main Pay Scale Upper Pay Scale
<i>Full Time/FTE :</i>	Part Time (0.5fte)

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

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 their subject, its teaching and place in the National Curriculum and that of the school
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.

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 ART

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training <ul style="list-style-type: none"> Qualified Teacher status Good Honours degree in related subject 	<ul style="list-style-type: none"> ✓ ✓ 		<ul style="list-style-type: none"> 2 and 5 2 and 5
Experience <ul style="list-style-type: none"> Teaching experience at key stage 3-4 Teaching experience at Key stage 5 	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> 2, 4 and 5
Skills & Knowledge <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) 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4

Skills & Knowledge (continued) <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 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 		<ul style="list-style-type: none"> 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4
Personal attributes <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 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ 		<ul style="list-style-type: none"> 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4
<ul style="list-style-type: none"> • Capacity to work hard, under pressure, to meet deadlines 	<ul style="list-style-type: none"> ✓ 		<ul style="list-style-type: none"> 2 and 4
<ul style="list-style-type: none"> • Adaptable and amenable with respect to working practices 	<ul style="list-style-type: none"> ✓ 		<ul style="list-style-type: none"> 2 and 4
<ul style="list-style-type: none"> • Ability to work independently and be a team player 	<ul style="list-style-type: none"> ✓ 		<ul style="list-style-type: none"> 2 and 4
Equal Opportunities <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 	<ul style="list-style-type: none"> ✓ ✓ 		<ul style="list-style-type: none"> 4 and 5
Health & Safety <ul style="list-style-type: none"> • An understanding of health & safety issues 	<ul style="list-style-type: none"> ✓ 		

Assessment: 1. Test prior to shortlisting (i.e. all applicants)
3. Test after shortlisting
5. Documentary Evidence

2. From application form
4. Probing at interview
6. OTHER (please specify)