

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

Head of Faculty: Art & Photography

September start
MPS / UPS plus TLR 2c (£7,847)
Permanent, full-time opportunity

We are seeking applications from an enthusiastic, imaginative and energetic Head of Art. You will be leading 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. Ideally, we are seeking a candidate with a Fine Art background with the ability to lead on both Fine Art and Photography. 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 are high performing and ambitious with its student outcomes – regularly achieving some of the highest results in school and a standard of work that is above and beyond what most secondary schools produce. You will be able to teach across the full age-range, including a considerable Sixth Form, 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. Enhanced DBS disclosure is 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.co.uk and received by **8am Tuesday 14th May 2024**. Please note that CVs will not be accepted.



This position is subject to an enhanced DBS check.

Teaching and Learning

King James's School has an excellent academic record.

Attainment of our Year 11 students is consistently above national average. In 2015, 67% of students achieved a grade C or higher in both English and Mathematics; approximately 10% higher than the national rate. In total, 62% of students also added at least a further three GCSE subjects at A*-C. All students are able to choose subjects that form the EBacc, should they wish. It is currently a non-compulsory option within our Key Stage 4 curriculum.

Progress in English and Mathematics has also been relatively strong compared with national percentage rates. Since the introduction of the measure in 2013, the percentage rate making expected and beyond expected progress in Mathematics has been consistently 10 – 17% higher than national rates. In English, progress has been up to 13% higher. Both subjects saw a slight decline in 2015, although the Key Stage 2 SATs boycott impacted on the starting point for nearly 50% of our students.

King James's Sixth Form students also attain and progress well. Sixth Form admissions policy is more inclusive than many providers and, therefore, the ability profile of the cohort is very mixed. Nevertheless, pass rates remain similar to national figures. The 2014 validated data indicates that our students' value added score has been significantly higher than national levels for three years. (2015 unvalidated data had not been released by 24th February 2016.)

The school also uses the ALPS system of measuring progress. Both our Teaching and Value Added scores are 3 (indicating a provider in the top 25% nationally).

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 and be received by **8am Tuesday 14th May 2024**.

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

HEAD OF FACULTY: ART & PHOTOGRAPHY(TLR 2C)

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>	<ul style="list-style-type: none"> Assistant Head
<i>Responsible to:</i>	<ul style="list-style-type: none"> Assistant Head Head Teacher

<i>Salary Grade :</i>	Main / Upper Pay Scale plus, TLR 2c
<i>Full Time/FTE :</i>	Full Time

Professional Responsibilities

ALL TEACHING STAFF

1.	To fulfil all the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment for teachers
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CURRICULUM

1.	To raise student achievement against school and national benchmarks
2.	To lead the strategic and operational development of the curriculum area in conjunction with the agreed aims and policies of the school
3.	To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies within the curriculum area at key stage 3, 4 & 5 in line with school objectives
4.	To monitor actively and respond to curriculum development and initiatives at national, regional and local levels
5.	To ensure key assessments are embedded in each learning cycle
6.	To maintain a subject-based student and staff area on Fronter
7.	To support the development of the application of ICT in the curriculum area
8.	To keep up to date with national developments in the subject area and teaching practice and

	methodology
9.	To model outstanding teaching & learning, feedback and assessment with your own teaching groups
10.	To support and promote whole-school literacy/communication across the curriculum
STAFFING, STAFF DEVELOPMENT, RECRUITMENT/DEPLOYMENT OF STAFF	
1.	To work with the Deputy Heads to ensure that staff development needs are identified and addressed with best practice shared
2.	To contribute to Performance Management processes, acting as Team Leader for staff within the curriculum area
3.	To hold regular meetings of the curriculum team, promoting teamwork and effective working relations
4.	To liaise fully in the creation and maintenance of the timetable, ensuring suitable deployment of staff within the curriculum area
5.	To be fully involved in relevant recruitment and leaving procedures, including writing references as necessary
6.	To ensure the effective and efficient deployment of classroom support
7.	To participate in the school's ITT programme
SELF-EVALUATION AND PLANNING	
1.	To implement school self-evaluation procedures and to maintain a SEF (Self-Evaluation Form) for the curriculum area
2.	To assist in setting targets within the curriculum area and to work towards their achievement
3.	To help to establish common standards of practice within the curriculum area and develop the effectiveness of teaching and learning in-line with whole-school policy
4.	With the department, to develop portfolios of exemplar student work
5.	To contribute and adhere to the school procedures for lesson observation
6.	To seek and implement modification and improvement where required within the curriculum area and to maintain and implement a departmental improvement plan
MANAGEMENT INFORMATION	
1.	To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area on the management information system
2.	To monitor and follow up relevant data on student progress through the use and analysis and evaluation of performance data
3.	To oversee and produce student reports for the curriculum area in line with school learning cycles
4.	To assist in the production of reports on examination performance, including the use of value-added data
COMMUNICATIONS	
1.	To help ensure that all members of the curriculum area are familiar with its aims and objectives and those of the school
2.	To work effectively with the senior leadership team link, other core heads of department, learning managers and link governors to ensure effective strategies for improving pupil

	progress
3.	To ensure effective communication as appropriate with the parents of students
4.	To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies
5.	To hold regular, minuted meetings of the curriculum area
6.	To contribute to the school's website as required
7.	To contribute to the collection of material for press releases and marketing activities
8.	To contribute to the development of effective subject links with partner schools, external agencies and the community; attending necessary liaison events in partner schools and to promote the curriculum area at Open Days/Evenings and other events in the wider community
9.	To promote extra-curricular activities which stimulate an interest in the curriculum area
MANAGEMENT OF RESOURCES	
1.	To assist the Deputy Heads and Business Manager to identify resource needs and to contribute to the efficient /effective use of physical resources
2.	To oversee the fabric and displays in classrooms and ensure good library provision
PASTORAL SYSTEM	
1.	To be responsible for promoting and safeguarding the welfare of children and young people in the school
2.	To monitor students' progress, performance and attendance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary
3.	As Form Tutor, to be responsible for day-to-day administration in the form
4.	To contribute to PSHCE, citizenship and enterprise activities
5.	To implement and adhere to the school's Behavior Management policies
6.	To support form, year and school extra-curricular activities as appropriate
ADDITIONAL DUTIES	
1.	To be aware of and implement health and safety responsibilities as an employee of the school
2.	To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example

Personal Specification

HEAD OF Faculty: Art
& Photography
MPS / UPS,TLR 2C

CRITERIA		ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training	Qualified Teacher Status	✓		2
	Evidence of own professional development	✓		2
	(Good) Honours Degree		✓	2
	Teaching experience at Key Stage 3-5	✓		2
	Evidence of successful leadership and management of a relevant curriculum area	✓		2 & 4
	Evidence of successful collaboration with staff	✓		2 & 4
	Evidence of raising achievement through successful leadership	✓		2 & 4
	Experience in two schools		✓	2
	Experience of leading professional learning and development	✓		2
	Successful experience as a Performance Management team leader	✓		2
	Able to set clear expectations and to hold people to account	✓		4
	Experience of working closely with members of the Senior Leadership Team		✓	2
	Skills & Knowledge	Ability to harness a range of leadership styles in appropriate situations	✓	
Able to develop others' capabilities and help them realise their full potential		✓		4
Confidence in own ability to be effective and to take on challenges		✓		2 & 4
Able to communicate effectively, orally and in writing, to a variety of audiences		✓		2, 3 & 4
Able to chair meetings effectively		✓		4
Able to work with others to achieve common goals		✓		2 & 4
Able to use assessment data systems to raise standards		✓		2, 3 & 4
Able to provide clear direction and to inspire, motivate and enthuse others		✓		2 & 4

CRITERIA		ESSENTIAL	DESIRABLE	ASSESSMENT
Skills & Knowledge (continued)	An outstanding teacher with a clear understanding of learning and teaching processes	✓		2 & 4
	Experience of monitoring and evaluating the quality of teaching and learning	✓		2 & 4
	Able to analyse assessment data	✓		2, 3 & 4
	Able to form good working relationships with all staff and students	✓		2 & 4
	Up to date awareness of curriculum development issues	✓		2 & 4
	Able to support staff and students in maintaining high standards of behaviour	✓		2 & 4
	Awareness of the impact of recent Government policies and initiatives especially in relation to the Secondary Strategy and Vocational Developments	✓		2 & 4
	Good understanding of the way in which ICT can develop teaching and learning	✓		2 & 4
	Manipulate subject specific technologies	✓		2 & 4
Personal Qualities	Reliability and integrity	✓		2 & 4
	A sense of humour	✓		2 & 4
	Energy, enthusiasm and perseverance	✓		2 & 4
	Good interpersonal skills	✓		2 & 4
	Shows a strong presence in the classroom and the wider school	✓		2 & 4
	Show respect for, and commands respect from, both staff and students	✓		2 & 4
	Capacity to work hard, under pressure, to meet deadlines and cope with stress (their own and others)	✓		2 & 4

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT	
Personal Qualities (continued)	A good record of attendance during the last three years	✓		2 & 4
	A commitment to inclusive education	✓		2 & 4
Equal Opportunities /Health & Safety	To assist in ensuring NYCC's equalities and H&S policies are considered and implemented in the school's overall and particular working practices	✓		2 & 4

Assessment

1. Test prior to shortlisting (all applicants)
2. From application form
3. Test after shortlisting
4. Probing at interview
5. Documentary evidence
6. Other - to be specified