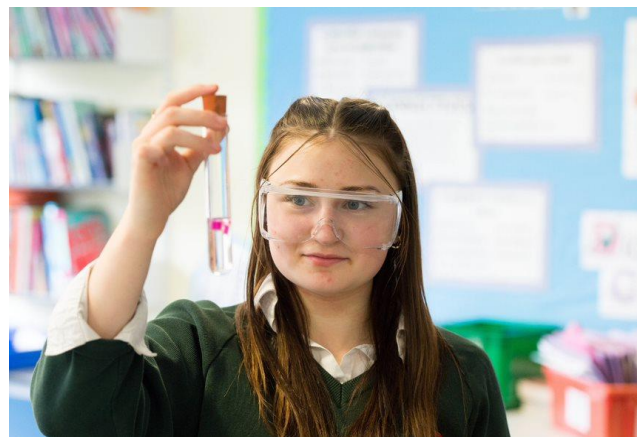




KING JAMES'S SCHOOL
KNARESBOROUGH

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.

At King James's School, our core values—*Ready, Respectful, and Engaged*—are at the heart of everything we do, shaping the attitudes and behaviours of our students and staff alike. Guided by our vision "*To set no limits on what we can achieve*," we foster a culture of high aspiration and continuous growth. As a school grounded in unconditional positive regard, we believe that strong, respectful relationships form the foundation of effective learning and personal development. Our relationship-based approach ensures every student feels valued, supported, and empowered to thrive, while our staff are committed to nurturing an inclusive and inspiring environment where everyone can succeed.

We have plenty of skills and qualities that we consider important, 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 the vast majority are 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 is not just a great place to teach, it is a great place to live.

The extra-curricular life of the school is rich. Most staff who work here involve themselves in 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 collaborative working with other schools. We are proud of the relationships that we have fostered, including taking the lead role within the White Rose Alliance for School Direct. We are also federated with another local school, Boroughbridge High, for whom we provide 6th form provision and some non-teaching support.

Thank you for considering King James's School and we look forward to receiving your application.

Paul McIntosh
Acting Headteacher



KING JAMES'S SCHOOL
KNARESBOROUGH

Head of History

September 2025 start
MPS or UPS plus TLR 2c (£8,279)
Full time, Permanent

Do you have the drive, determination and desire to lead our History department? Are you an existing leader or someone who is ready and willing to take the next step in their career?

We are seeking applications for an enthusiastic, imaginative and energetic Head of History to lead our highly successful and supportive History department. You will be required to teach all Key Stages.

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 able to motivate and enthuse others to fulfil their potential; lead by example both within the classroom and in the wider leadership role; communicate effectively with all stakeholders including staff, students, parents and governors and evaluate and implement strategies to impact positively on pupil progress.

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 the 'Vacancies' area of our school website. Completed applications must be submitted via email to recruitment@king-james.co.uk and be received by **Friday 9th May 2025, 08.00am.**

Interviews will be held on **Tuesday 13th May 2025.**

Please note that CVs will not be accepted.



Employee Benefits



Financial Benefits

We are delighted that we are able to provide you with access to a large range of employee benefits at King James's School.

Access to contributory pension schemes:
Teacher Pension Scheme (28.6% employer contribution).
Salary sacrifice schemes (e.g. cycle to work, technology and car schemes).
Discount vouchers for the high street, entertainment and supermarket shopping through Vivup.
Subsidised onsite catering facilities.



Well-being support

Health Assured Employee Assistance Programme:
Free, confidential 24/7 support and counselling.
Flexible working options and well-being initiatives.



Leave and Perks

Free ample onsite parking.
Membership discounts at leisure centres.



Community and Additional Opportunities

Collaborative and supportive staff culture.
Lunch duty opportunities:
Hourly pay of up to £12.65 plus a free meal.

Some of these offers are subject to conditions and may change. See provider for full details.

Information on the History Department

The History Department team is led by the Head of Department and has 6 team members. The primary aim of the department is to stimulate interest and enthusiasm for the subject. Knaresborough is a historic town which provides a local stimulus for the students. We endeavour to develop, in all students, a love of the subject and a thirst for learning.

At all Key Stages, standards of attainment are consistently in excess of national averages. At GCSE results are outstanding; based on both progress and attainment scores. The is also the case at A level. History is the most popular A level choice at King James's.

Key Stage 3 History is delivered over three years and in line with the National Curriculum. It aims to enthuse pupils whilst preparing them for Key Stage 4. At Key Stage 4 pupils study Anglo-Saxon and Norman England, International Relations and the Cold War, Medicine in Britain 1250 – present and Germany 1919 – 39. The exam board is Edexcel.

Interest in studying History at post-16 is very strong indeed and the department has had consistently excellent results. The course elements are: a personal study, Lancastrians and Yorkists and Henry VII, Tudor Rebellions and Russia 1894-1941. The exam board is OCR.

The department also currently delivers and leads the A level Politics course. This is also highly successful. Although the Head of Department will monitor the progress of the students on this course, the leadership or even delivery of this subject is not a pre-requisite nor considered an advantage for this post.

The department does lead on many cross-curricular themes, including but not limited to Black History Month, commemorative events (VE Day, Armistice etc.) as well as running some educational visits (Berlin, Battlefields, Parliament etc.).

The successful candidate will continue to lead the department

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 an additional 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 **Friday 9th May 2025, 08.00am.**

Interviews will be held on **Tuesday 13th May 2025.**

Thank you for your interest in this post. If you have not heard from us by the 31st May 2025 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 HISTORY

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

<i>Salary Grade :</i>	Main Pay Scale Upper Pay Scale (plus TLR2c)
<i>Full Time/FTE :</i>	Full Time

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 Assistant Head

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

HEAD OF HISTORY

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training <ul style="list-style-type: none"> Qualified Teacher status Good Honours degree in related subject 	✓ ✓		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 Leadership responsibility 	✓ ✓	✓	2 , 4 and 5 2 and 4 2 and 4
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 	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	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 	✓ ✓ ✓ ✓ ✓		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 	✓ ✓ ✓ ✓ ✓		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 	✓		2 and 4
<ul style="list-style-type: none"> • Adaptable and amenable with respect to working practices 	✓		2 and 4
<ul style="list-style-type: none"> • Ability to work independently and be a team player 	✓		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 Health & Safety <ul style="list-style-type: none"> • An understanding of health & safety issues 	✓ ✓ ✓		4 and 5

Assessment:

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

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