KING JAMES'S SCHOOL

KNARESBOROUGH

Candidate Information







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:
Local Government Pension Scheme (18% 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.



Leave and Perks

Generous annual leave starting at 28 days (non-teaching staff), rising to 34 days plus bank holidays with service.
Free ample onsite parking.
Membership discounts at leisure centres.

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

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.
Miriam Oakley
Headteacher

KING JAMES'S SCHOOL
KNARESBOROUGH

Teacher of Physics

Full Time | Permanent

Required for Easter 2027 (or sooner for the right candidate)

Salary: ECT,MPS or UPS

We are seeking applications for an enthusiastic, imaginative and energetic Teacher of Physics to join our highly successful and supportive team within the Science Department. You will be required to teach across KS3 and KS4 with the possibility of KS5 for a suitable candidate.







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 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.

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 be received by**: 8am Wednesday 25th November 2026**

Interviews will be held – Thursday 3rd December 2026

Please note that CV's will not be accepted.

Information on the Science Department

The Science Department is one of the largest in the school with 13 members of teaching staff and three specialised Science Technicians.

The Science Department benefits from a Head of Science with support from subject leads in Biology, chemistry and Physics who oversee KS4 and KS5 as well as a specialist KS3. We have 12 specialist laboratories along with a dedicated Science staff room/work room.

Science is taught in combined, mixed ability groups across Key Stage 3, the curriculum is aligned with the Oxford smart Activate scheme. In Year 9 our students continue to follow the Key Stage 3 curriculum until Christmas and begin the Key Stage 4 curriculum from January onwards. Key Stage 4 and Key Stage 5 are delivered by subject specialist teachers.

All students in Key Stage 4 cover AQA Combined Science as per the new specifications and we offer Separate Science as an part of the school's option process, we also currently offer Child Development as an option in Year 10. We offer all three Sciences at A' level as well as the Level 3 AAQ in Health & Social Care.

Our aim in Science is to develop and foster a lifelong interest in Science and understanding of the world around us. We encourage students to think for themselves and aim to nurture their study and research skills so that they are able to make sense of the changing technological world and the Science stories in the news that affect our lives.

The Science staff work collectively as a team with encouragement to contribute to the running of the Department whether it is through the running of clubs, revision classes or updating schemes of work. We are a cohesive group, striving towards the best levels of achievement and outcomes for all of our pupils.



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 Wednesday 25th November 2026**

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

ED5880
ED6037

JOB DESCRIPTION

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

TEACHER OF PHYSICS

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.

Line Manager:	Head of Department
Responsible to:	• Performance Manager • Head of Department • Head of Year

Salary Grade :	Main Pay Scale Upper Pay Scale
Full Time/FTE :	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 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 PHYSICS

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training			
• Qualified Teacher status	✓		2 and 5
• Good Honours degree in related subject	✓		2 and 5
Experience			
• Teaching experience at key stage 3-4	✓		2 , 4 and 5
• Teaching experience at Key stage 5		✓	
Skills & Knowledge			
• Able to communicate effectively, orally and in writing.	✓		2 and 4
• Able to demonstrate effective planning and teaching skills	✓		2 and 4
• Able to present confidently to a large group of students	✓		2 and 4
• Able to work with others to achieve common goals	✓		2 and 4
• Able to use / analyse assessment data systems to raise standards	✓		2 and 4
• Able to provide clear direction and to inspire, motivate and enthuse others	✓		2 and 4
• Confident in own ability to be effective and to take on challenges	✓		2 and 4
• Good ICT skills (in Microsoft Word/Excel)		✓	2 and 4

Skills & Knowledge • 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 • 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
• Capacity to work hard, under pressure, to meet deadlines	✓		2 and 4
• Adaptable and amenable with respect to working practices	✓		2 and 4
• Ability to work independently and be a team player	✓		2 and 4
Equal Opportunities • Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice • A commitment to inclusive education **Health & Safety** • An understanding of health & safety issues	✓ ✓ ✓		4 and 5

Assessment:
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)**