



KINGSBURY
GREEN
ACADEMY

Recruitment Pack



Achieving Excellence Together

ASCEND
LEARNING TRUST

About the Ascend Learning Trust

The Ascend Learning Trust formed in 2017 and is a successful Trust with seven schools geographically spread across Wiltshire and Swindon.

The values of Compassion, Respect and Ambition are those which are essential in the Ascend Learning Trust and we are dedicated to ensuring every pupil achieves above and beyond their potential with secure and enduring relationships with and within each Academy in the Trust.

We offer Compassion to understand and recognise the needs of the many members and stakeholders of each

Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

We seek and offer Respect for the traditions, knowledge and experiences gained over many years in our Academies through developing and supporting staff as they progress their careers in school and pupils on leaving school.

We seek and hold Ambition for our Ascend Learning Trust community for the future, its economic development, its safety, its ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

As a member of our staff you will share our values of **Compassion, Respect and Ambition** working to achieve our shared mission of offering **Excellence for All**.

Each Academy and its staff seek to strengthen each other, sharing good practice and building capacity whilst maintaining its own identity and working with its own community.

We encourage applications from strong individuals who are passionate about providing opportunities for young people in our community, if you have the vision, energy and determination we welcome an application to join our Trust.

Work for Us

As well as our commitment to staff development opportunities we also offer a wide range of services which support your employment journey with us, these include:

Professional Development

The North Wiltshire School Centred Initial Teacher Training is part of our Trust training new entrants to the profession.

We lead a Challenge Partner Hub of around 30 schools and are 1 of only 13 Designated OLEVI Centres in the country.

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom. In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.

Benefits

We also offer an excellent staff benefit package which includes discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 30 days (+ 8 bank holidays per year)

Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory Carefirst we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school. **This includes:**

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required,

Welcome from the Principal

Dear Candidate

Thank you for taking the time to view this application pack. This is a unique opportunity for the right candidate to join an energetic, creative and forward-thinking team at a progressive school with big ambitions.

Kingsbury Green Academy, which is part of the successful Ascend Learning Trust, opened its doors for the first time on the 5th of September 2019. Formerly The John Bentley School, the decision was taken by the Principal, MAT CEO and Board of Governors to completely re-imagine and redefine the identity of the school.

This change of identity encompasses all elements of school life and means that Kingsbury Green Academy is fully aligned with the vision and values of the Ascend Learning Trust. This exciting opportunity will attract exactly the kind of candidate we are looking for at Kingsbury Green Academy.

Candidates interested in joining a school and maintaining the status quo need not apply! Instead, we want to hear from colleagues with fresh ideas who are prepared to work tirelessly to improve the life chances of our pupils.

We want to hear from colleagues who share the following vision and values:

Vision and Values

Kingsbury Green Academy will deliver a rich and diverse curriculum, taught by knowledgeable inspirational teachers, which engages learners so that they make outstanding progress, regardless of their starting points.

Every member of Kingsbury Green Academy will achieve excellence together through:

- Challenging ourselves to seize every opportunity to grow and develop
- Removing social, economic and academic barriers to enable students to realise their potential
- Recognising that success is as a result of hard work and perseverance
- Encouraging every individual to be bold, courageous and aspirational
- Creating a culture where individuals respect one another and are proud of themselves, their school and the wider community

As Principal of Kingsbury Green Academy, I can promise you the support of a small and caring senior team. I can promise you a first class setting in which to work with some of the most amazing young people you are ever likely to meet, and I can promise that you will work with the most committed team of professionals I have ever had the privilege of working with.

I look forward to reading your application.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jason Tudor', written in a cursive style.

Jason Tudor
Principal

About our School

Thank you for visiting our employer profile. We hope you'll enjoy learning more about the excellent opportunities for teaching at Kingsbury Green Academy and living in the nearby area.

Kingsbury Green Academy, which is part of the successful Ascend Learning Trust, opened its doors for the first time on the 5th of September 2019.

We are an ambitious, forward thinking 11-18 Academy situated in a beautiful location on the outskirts of Calne in Wiltshire.

Our Facilities

The school has superb facilities which include: 13 Science Labs, a Design and Technology complex, digital media centre and the latest computer-aided design and ICT facilities. Sport is important at Kingsbury Green and we enjoy a sports hall, gymnasium, tennis courts and 33 acres of sports fields, as well as the use of the neighbouring 'Calne Community Campus'.

The Arts are supported with Art and Design studios, a photography dark room and processing facilities, fully equipped Drama studios and three purpose-built music rooms with practice rooms for instrumental tuition.

We also have a cafeteria with outdoor covered eating area, gardens, an on-site nursery (babies to pre-school) and a purpose-built Sixth Form Centre.

Our Location

Our Campus is set on the edge of town, with views across the beautiful rolling Wiltshire countryside. Calne offers a great rural quality of life but is not far from other nearby towns and the M4, giving easy access to Bristol and to the South West. Wiltshire is home to the World Heritage Site of Stonehenge and boasts many other sites of historical interest.

Calne is some 19 miles east of Bath, 6 miles east of Chippenham, 13 miles west of Marlborough and 16 miles south west of Swindon. We welcome visits to the school for prospective candidates.

Please contact dtillyer@kga.ascendlearningtrust.org.uk to arrange your visit.

Job Description

Job: Teacher of Art

Reporting to: Curriculum Leader for Creative Arts

Purpose:

- To deliver an appropriately broad, balanced, relevant and personalised curriculum for students
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To monitor and support the overall progress and development of students
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Core Duties and Responsibilities:

- Plan and deliver inspiring lessons using a range of teaching strategies and resources, which meet students' needs and facilitate progress for all
- Manage behaviour effectively in accordance with the school's behaviour policy to create a positive and effective learning environment
- Actively celebrate the achievement of students using school systems to praise and reward
- Provide feedback to students in accordance with school and departmental policies
- Prepare and conduct assessments of students' learning and submit data regarding students' progress
- Maintain appropriate records of student attainment and progress
- Set and mark homework in accordance with school policy
- Contribute in developing/reviewing/revising engaging and challenging schemes of learning and resources
- Ensure the effective and efficient deployment of classroom support
- Participate in professional development and performance management reviews in line with school policy.
- Develop and maintain links with subject and pastoral staff to support, monitor, assess and evaluate the progress of individuals
- Ensure effective communication as appropriate with the parents/ carers of students
- Contribute to the creation, planning and organisation of extra-curricular activities to promote the subject and enhance students' learning.
- Contribute to the appearance and ethos of the school through the maintenance of a pleasant learning environment within the classroom and departmental areas
- Participate in general supervisory duties in accordance with published duty rotas

Pastoral:

- Be committed to the safeguarding and welfare of young people

- Act as a role model for staff and students
- Actively support a culture where all members of the school community respect others and their physical surroundings.
- Support the personal development of students and contribute to maintaining a caring climate in which the 5Cs (Courage, Consideration, Conscientiousness, Consideration, Creativity) are encouraged
- Fulfil the role of tutor and provide pastoral support to tutees
- Promote and monitor attendance in accordance with the school's policy
- Support and contribute to extra-curricular activities and school events
- Contribute to the wider life of the school
- Foster good relationships and liaison with parents/carers

Professional Development:

- Continuously develop your range of teaching and learning strategies to support the development and progression of individual students
- Keep up to date with developments and initiatives in the subject area
- Be an active member of the school's English department
- Participate proactively in professional development initiatives

Other Responsibilities:

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

Person Specification

Person Specification – Teacher of Art

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
Personal	<ul style="list-style-type: none">• Passionate about teaching Art• Possesses a 'can do' attitude• Creative and proactive in finding solutions• Flexible and adaptive to changing needs and priorities• Resilient, calm and tenacious under pressure• Passionate about inclusive practice and equality of opportunity• Relentless in finding ways to remove any barriers to success• Excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students and parents• Commitment to the protection/safeguarding of all students• Self-reflective practitioner who always seeks to improve• Willingness to contribute to the extra-curricular life of the school• Sense of humour		<ul style="list-style-type: none">Application formLetterReferencesLesson ObservationInterviewStudent Panel

Competence

Knowledge
Abilities
Skills
Experience

- Be an innovative and enthusiastic teacher of Art with evidence of impact on student outcomes
- A proven track record of total commitment to helping every student achieve their very best and make good progress
- Have very high expectations of the learning of all students at all times
- Have a good understanding of how data supports and enhances student progress and achievement
- Be a positive team player with a strong commitment to professional development
- Embrace new technologies and ideas that enhance the learning of Art
- Able to prioritise workload and work well under pressure with competing deadlines
- Good ICT skills

Evidence of teaching excellent lessons

Application form

Letter

References

Results

Certificates

Interview

Student Panel

Qualifications and Training

- Degree
- Qualified Teacher Status (QTS)

Potential for future career in middle leadership

Application Form

Letter

References

Certificates

Band/Salary/ Hours

**Part Time and Permanent 0.6/0.7 FTE
MPS/UPS**

Appointment Date: September 2023

Closing Date: Monday 20th March 2023

Interview Date: Thursday 23rd March 2023

How to Apply

To apply please ensure you complete an application form available from the Trust website www.ascendlearningtrust.org.uk or complete the online application. Applications should be submitted via recruitment@ascendlearningtrust.org.uk

Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

Job Description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job.

The criteria listed within the job description detail how each of these areas will be assessed. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Health checks

SAFEGUARDING STATEMENT

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups, including ethnicity, gender, transgender, age, disability, sexual-orientation or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children, then at least one referee must be from this employment, regardless of whether this is the current or most recent employment, any gaps in employment must be detailed and an explanation provided in the relevant section.