



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.

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. Although some pupils need more support, most of our students come to school eager to learn and to contribute to their school community. The local community is supportive of the school, the catchment area is well defined and we have excellent relationships with parents who choose to send their children here. There is 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. The opportunities for your personal development are rich in this school.

Thank you for considering King James's School.

**Clare Martin**  
**Headteacher**



KING JAMES'S SCHOOL  
KNARESBOROUGH

# Teacher of Drama

September 2024 start  
ECT, MPS or UPS  
Full time.

Temporary to cover a period of maternity leave

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Drama to teach across the age levels of 11 – 18. This is a wonderful opportunity to join a highly regarded, successful and well renowned department.

King James's School is a large 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 Drama department is high performing with a consistent history of excellent results. At both GCSE and A-Level we follow AQA specifications. We also offer the Performing Arts Level 2 BTEC Tech award and the Level 3 Performing Arts Diploma. You will be able to teach across the full age-range.

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](mailto:recruitment@king-james.co.uk) and be received by : **Tuesday 18<sup>th</sup> June 2024, 08.00am**  
Please note that CVs will not be accepted.



# Information on the Drama Department

This is a temporary, full-time post, commencing in March 2024. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed. We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Drama.

We deliver the AQA GCSE Drama and A'level Drama and Theatre Studies course. In addition to this we also offer the Level one and two Tech Award in Performing Arts (acting) and the Level 3 National Diploma. The department holds an excellent reputation for examination results at GCSE averaging between 80-90%. A'level groups achieve above national average. Performing Arts results are consistently exceptional.

The successful candidate will:

- have a real passion for all aspects of Drama and Theatre.
- be able to build relationships quickly.
- show respect to others.
- be positive, optimistic, caring, kind and approachable.
- be willing to be immersed in the life of a busy and successful school.
- be able to inspire and motivate others, supporting a shared vision and direction for the department.
- use resources, intellect, creativity and innovation to be successful.

This is a wonderful opportunity to join a thriving, vibrant, successful and exceptionally hardworking team that works hard to inspire students and instill in them high standards. Drama is a popular subject that has consistently attracted high numbers at GCSE and has a high level of success at GCSE and A level. The Drama department places emphasis on teaching practitioners, styles and skills to complement and inform all other aspects of the Drama curriculum.

The department is a hive of activity all year round with students taking full advantage of the facilities and the friendly bustling atmosphere created. We offer a sound range of extra-curricular activities including 'House Drama', School Production, KS3 Drama Clubs, KJS Studio Production and work evenings for GCSE and A level students which are seen to be an important part of the job. Extra-curricular responsibilities are absolutely integral to this post and the Head of Department places a high level of expectation upon staff to inspire and provide extra-curricular opportunity for students.

As a department we are totally committed to each child and to providing a friendly, relaxed, safe and stimulating environment for young people to learn about Drama. We strive to develop their imaginations, experiment with their creativity and teach them to respect and support their peers. The team is highly enthusiastic and passionate about Drama; we are dedicated to producing innovative and exciting schemes of work. Students' enjoyment and learning experience is at the center of everything we do.

We are looking for an outstanding teacher. Someone who will inspire and lead students creatively, advocating a broad knowledge of Drama and Theatre. The candidate must be effective in communicating enthusiasm and practical experience. There should be a competent ability to demonstrate practical skills within lessons.

# 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](mailto:recruitment@king-james.co.uk) and be received by:

**Tuesday 18<sup>th</sup> June 2024, 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 DRAMA**

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

<i>Salary Grade :</i>	<b>Main Pay Scale Upper Pay Scale</b>
<i>Full Time/FTE :</i>	<b>Full time</b>

**Professional Responsibilities****ALL TEACHING STAFF**

	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 DRAMA

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
<b>Qualifications &amp; Training</b> <ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Good Honours degree in related subject</li> </ul>	 ✓ ✓		 2 and 5 2 and 5
<b>Experience</b> <ul style="list-style-type: none"> <li>• Teaching experience at key stage 3-4</li> <li>• Teaching experience at Key stage 5</li> </ul>	 ✓	 ✓	 2 , 4 and 5
<b>Skills &amp; Knowledge</b> <ul style="list-style-type: none"> <li>• Able to communicate effectively, orally and in writing.</li> <li>• Able to demonstrate effective planning and teaching skills</li> <li>• Able to present confidently to a large group of students</li> <li>• Able to work with others to achieve common goals</li> <li>• Able to use / analyse assessment data systems to raise standards</li> <li>• Able to provide clear direction and to inspire, motivate and enthuse others</li> <li>• Confident in own ability to be effective and to take on challenges</li> <li>• Good ICT skills (in Microsoft Word/Excel)</li> </ul>	 ✓ ✓ ✓ ✓ ✓ ✓ ✓	      ✓	 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4 2 and 4



<p><b>Skills &amp; Knowledge (continued)</b></p> <ul style="list-style-type: none"> <li>• Able to form good working relationships with all staff and students</li> <li>• Effective behaviour management</li> <li>• Able to support staff and students in maintaining high standards</li> <li>• Up to date awareness of the National Curriculum and specifically within their individual specialism</li> <li>• Efficient and effective administrative, organisational and personal management skills</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p>
<p><b>Personal attributes</b></p> <ul style="list-style-type: none"> <li>• Able to motivate others and to adopt a positive approach to education</li> <li>• Energy , enthusiasm and perseverance</li> <li>• Reliability and integrity</li> <li>• Good interpersonal skills</li> <li>• Positive commitment to individual personal development</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p> <p>2 and 4</p>
<ul style="list-style-type: none"> <li>• Capacity to work hard, under pressure, to meet deadlines</li> </ul>	<p>✓</p>		<p>2 and 4</p>
<ul style="list-style-type: none"> <li>• Adaptable and amenable with respect to working practices</li> </ul>	<p>✓</p>		<p>2 and 4</p>
<ul style="list-style-type: none"> <li>• Ability to work independently and be a team player</li> </ul>	<p>✓</p>		<p>2 and 4</p>
<p><b>Equal Opportunities</b></p> <ul style="list-style-type: none"> <li>• Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice</li> <li>• A commitment to inclusive education</li> </ul> <p><b>Health &amp; Safety</b></p> <ul style="list-style-type: none"> <li>• An understanding of health &amp; safety issues</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>4 and 5</p>

- 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) |