



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:  
Teacher's 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.

# Note from the Headteacher

Thank you for your interest for the Teacher of Maths at King James's School. Our school is a fantastic community, and I am sure that taking on this role would be a hugely fulfilling step on your career journey.

We are most proud of our ethos. We place students at the heart of all we do, and King James's students are delightful! The school is the heart of the community, physically located at the centre of this historic and beautiful market town. It is the school of choice for local residents, with most students walking to school, and those from surrounding villages who are fortunate to gain a place here, travel in on short bus journeys.

We have a truly comprehensive intake which brings a great vibrancy to the school. Our ethos is supported by clear values of 'Ready, Respectful, Engaged' which is demonstrated by the good behaviour and positive relationships enjoyed by staff and students throughout the school. Students are eager to be involved in all aspects of school life, including the many extra-curricular opportunities and visits that take place; the House events; and the Student Council. Parents are committed to supporting the school and there is a genuine feel of common purpose, with staff, students and parents all working in partnership to ensure that school is a happy place, with lots of opportunities, ensuring that students achieve well and go on to have great prospects.

We have a thriving sixth form where most of our students continue their education. We provide a wide range of Level 3 courses. Students go on to a wide range of destinations, including Oxbridge, Russell Group Universities, and high-quality apprenticeships.

When joining King James's, you will be warmly welcomed by our dedicated team of colleagues. The Pastoral department itself is staffed by experienced team members. However, there is no complacency, and the whole school is committed to being the best they can be. We are committed to developing all staff and offer a range of professional development opportunities both within school and through networking with other local schools, with whom we have close relationships.

We are part of a federation with Boroughbridge High School and there will be chance to work with colleagues in both schools; for your own professional development and with the aim of improving education across both schools, to benefit young people in the area, and not just in Knaresborough. This year we had a joint training day which looked at engaging teaching, with colleagues from both schools sharing resources and discussing ways to inspire students and fuel a love of learning.

Our commitment to staff includes the offer of a range of benefits, including access to discounts at major retailers, employee assistance programs, and wellbeing initiatives such as cycle-to-work schemes. We do all we can to ensure every member of our team feels supported, valued, and empowered in their roles.

We have high expectations of one another, believing that our community deserves nothing less than excellence, but that comes with all the support you need to be successful and grow. A member of our Leadership Team will be your line manager, with whom you can share ideas, discuss challenges, and who will support you personally and professionally.

We are committed to deeply safeguarding and are keen to ensure that all our staff embody our values and promote the welfare of children. We therefore seek candidates with the right character and disposition as well as with the understanding of their responsibility to support the ongoing culture of vigilance in our organisation. Every member of staff will be undertaking Positive Regard training in September so that we have a common understanding of our culture.

I do hope you are as excited to join our school as we are to appoint the right candidate. If you would like to discuss any aspects of the role, or visit the school, please do not hesitate to contact me. I look forward to receiving your application and hope to meet you in person in due course.

**Clare Martin**  
**Headteacher**



KING JAMES'S SCHOOL  
KNARESBOROUGH

# Teacher of Maths

ECT, MPS or UPS

Anticipated start date April 2025

Permanent. Part-time (0.6fte)

**We are seeking applications for an enthusiastic, imaginative and energetic Teacher of Mathematics to join our highly successful and supportive team. The role is required to teach KS3/4. If you have experience of teaching KS5 this would be an advantage.**

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 Maths Department is high performing and teaches through to Key Stage 5. At both GCSE and A-Level we follow AQA specifications.

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 **Friday 14<sup>th</sup> February 2025 08.00am**.

Please note that CVs will not be accepted.



# Information on the Maths Department

The Maths Department team is led by a supportive subject leader and has 11 team members.

One of the primary aims of the Maths Department is to stimulate interest and enthusiasm for the subject. At all Key Stages, standards of attainment are consistently well in excess of national averages. We endeavour to develop, in all students, confidence and accuracy in handling everyday maths ideas and techniques. A variety of teaching and learning methods, incorporating both individual and group activities, develop each student's written, oral and practical skills.

KS3 Maths is delivered in line with the new National Curriculum. At Key Stage 4 as well as studying GCSE Mathematics, we also offer the Level 2 Certificate in Further Mathematics and Entry Level Certificates in Mathematics where appropriate. Interest in studying Maths at post-16 is very strong. The A Level Maths course provides a stimulating and interesting base for further study. In addition, we also offer A Level Further Mathematics and also Mathematical Studies, a Level 3 Core Mathematics qualification to ensure post-16 Mathematics is available to as many students as possible.

Careful monitoring of all students' performance throughout their time at King James's School enables us to set high and clear targets for each student and give them effective feedback to maximise their potential in the subject.

# 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 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) by Friday 14<sup>th</sup> February 2025, 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 MATHS

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>	Head of Department
<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>	Main Pay Scale Upper Pay Scale ECT
<i>Full Time/FTE :</i>	Part time (0.6fte)

### 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 MATHS

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>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>		<ul style="list-style-type: none"> <li>2 and 5</li> <li>2 and 5</li> </ul>
<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>	<ul style="list-style-type: none"> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>2 , 4 and 5</li> </ul>
<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>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li></li> <li></li> <li></li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> <li>2 and 4</li> </ul>

<p><b>Skills &amp; Knowledge</b> (continued)</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>2 and 4 2 and 4 2 and 4 2 and 4 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>2 and 4 2 and 4 2 and 4 2 and 4 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>4 and 5</p>

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

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