



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 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 in the Teacher of Business & Economics 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 may 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 Business & Economics

September 2025 start ECT, MPS, UPS Full-time (1fte). Permanent

King James's School is offering an exciting opportunity to work as a Teacher of Business and Economics within the heart of our vibrant, modern school.

You will be joining a highly supportive Business and Social Studies Department and will be required to teach Business Studies and Economics at both KS4 and KS5.

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 through high quality CPD. In addition, 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 with an enviable output to top university courses from our high performing A level students. 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 and satisfactory references are 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: **Wednesday 26th February 2025, 8.00am.**

Please note that CVs will not be accepted.



Information on the Business and Social Sciences Department

The Department is committed to providing quality academic and vocational courses that are appropriate to students' future choices and are relevant to everyday life. Emphasis is placed on building students' subject knowledge and independent learning skills using up to date practical examples and case studies. We aim to develop enquiring minds and a thirst for learning in a range of business and social science subjects. We are a very supportive and collaborative department who share resources, expertise and subject knowledge to ensure our students achieve their potential and excellent outcomes.

There is a wide range of subjects and courses within the Department.

In Key Stage 4, students can choose to study GCSE Business and GCSE Economics during Year 10 and Year 11. In Key Stage 5, we offer a broad range of advanced qualifications including A Levels in Business, Economics, Psychology and Sociology. We also offer A Level Applied Business for students who prefer coursework-based learning. These subjects open up a range of possibilities from higher education on academic or vocational degrees to training and employment. The courses complement scientific, humanities, languages and arts based studies as well as being fascinating in their own right. Where possible visits and guest speakers are used to enhance students' learning experience.

Outside the classroom students have the opportunity to get involved in our enterprise activities including our very popular, well-established and highly successful Young Enterprise programme. Students get the opportunity to run their own business for a year in competition against teams from other schools and gain a great deal of commercial experience - some even make a profit!



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 **Wednesday 26th February 2025, 8.00am**

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 BUSINESS & ECONOMICS

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"> • Head of Department • Head of Year

<i>Salary Grade :</i>	Main Pay Scale Upper Pay Scale
<i>Full Time/FTE :</i>	Full Time (1fte)

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 BUSINESS & ECONOMICS

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 4 • Teaching experience at Key stage 5 	 ✓ ✓		 2 , 4 and 5
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 (in Microsoft Word/Excel) 	 ✓ ✓ ✓ ✓ ✓ ✓ ✓	 ✓	 2 and 4 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) 2. From application form
 3. Test after shortlisting 4. Probing at interview
 5. Documentary Evidence 6. OTHER (please specify)