



KINGS'

SCHOOL · WINCHESTER

Dear Applicant,

At Kings' we are proud of our ambition to achieve excellence in everything that we do. Our mission is simple; we aim to provide all pupils with:

- Inspiring Futures
- Exceptional Character
- Academic Excellence

Our school motto, *Una Laborantes (working together)* exemplifies our beliefs and behaviours. At Kings' our mission and values drive all that we do and as a result we aim for our teachers to enjoy impeccable behaviour in lessons with respectful, hardworking and highly motivated pupils. We are a genuinely comprehensive school that is working to provide a knowledge-rich education for pupils of all backgrounds. We aim to teach an unashamedly challenging curriculum, consisting of the best that has been thought and said, and as you would expect, your leadership will be at the heart of this.

Our mission is not just for our pupils, we have the same goals for our staff. We want to invest in you and ensure that Kings' is a centre of excellence for teaching and learning, where teachers thrive because teaching is at the heart of all we do. To be part of the leadership team and contribute to our exciting journey, you will to be highly motivated by these three questions:

- Do you want to be part of a team where you will help make a lasting impact on our pupils, develop strength of character and help them to fulfil all they can be in the future?
- Do you want to work in a school that values knowledge and ensures that pupils achieve excellent outcomes; a school that ensures that all of our pupils are taught the cultural and social capital that enables them to succeed in the world?
- Do you want to work in a school that prioritises your professional development and that of all other staff because we know that great teachers and great teaching are the key to all our pupils having inspiring futures?

Kings' is highly ambitious with a continuous drive to be even better. We know that it is the staff in the school that make the difference. We take workload seriously. Our systems are designed, and constantly refined, to make sure you can really focus on your core purpose – growing great leaders who grow great teachers, in a sustainable way.

The successful candidate will be:

- An excellent teacher and leader who is committed to continually improving their practice.
- Someone who values working as a team and relishes the responsibility of ensuring that the life chances of all our pupils is maximised.
- Someone who knows that they will be a better leader tomorrow than they are today, and actively seeks opportunities for professional growth.
- Someone who is totally aligned with our values and mission. If you are the type of person who fits with our culture, you will love shaping the future of our school.





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Job title: Deputy Head of Year & Teacher of Subject

Required: April 2023

Location: Kings' School, Winchester

Salary: Main Pay Scale / Upper Pay Scale + TLR 2a

Hours: Full time

We encourage all subject teachers to apply if interested in a Deputy Head of Year Position.

We are looking for an inspirational, tenacious and highly effective Deputy Head of Year to be an integral part of our school leadership in April 2023. You will have a passion for teaching, the skills to inspire our pupils to succeed and the desire to play a central role in our school mission: inspiring futures, exceptional character and academic excellence.

At Kings' School we have very high expectations of ourselves and of our pupils. We invest heavily in our staff and have a strong reputation for outstanding support and development for teachers, including for ECTs. We provide access to the highest quality professional development, which ensures you are at the forefront of teaching and learning innovation.

Kings' is an exciting and rewarding place to work: our pupils are keen to learn and succeed; they appreciate their teachers' support and dedication.

This is an exciting opportunity for a committed and high-quality leader wishing to be central to an extremely effective and supportive team of middle leaders; and to contribute to the ongoing growth of Kings' as the school continues to flourish.

For further information and to apply for this position, please visit our website at www.kings-winchester.hants.sch.uk

Please submit your application to recruit@kings-winchester.hants.sch.uk

Closing Date: Midday Friday, 03 February 2023

Interview Date: Week commencing 06 February 2023

We reserve the right to close this advert and/or interview at any time.





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Kings' School mission and values

At Kings' our values are at the heart of our school culture. They underpin our mission, that we are ***Working Together to achieve Inspiring Futures, Exceptional Character, and Academic Excellence.***

We are reminded of our vision by our motto, ***Una Laborantes*** (Working Together), and our core values - developed and agreed by the Kings' community of pupils, staff, parents, and carers - help to guide every child, employee, and volunteer towards attaining that goal.

These values act as our inspiration and navigation in our learning, our work, and our life at school as we work together for our pupil's personal growth and future academic success.

Our school values are to:

- Discover brilliance in everyone
- Have unlimited ambition
- Earn success
- Be kind, be humble, and have integrity
- Make a difference





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Job Description – Teacher of Subject

Job purpose, including main duties and responsibilities:

In addition to meeting the Teacher Standards and adhering to the school policies, to:

- Actively embody Kings' School mission and values.
- Continue to invest in your professional development, taking responsibility for your own improvement by engaging actively in our professional growth process.
- Plan and teach a consistently good standard of lessons, making sure that all pupils make sustained progress over time.
- Teach lessons that meet the different needs of all pupils in the lesson.
- Improve outcomes for all pupils.
- Promote the safeguarding and welfare of all pupils.
- Be a form tutor and provide daily pastoral care.
- Actively contribute to the co-curricular programme and broader life of the school.

Please find the Deputy Head of Year Job Description attached separately.





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Person Specification

A Qualifications and Professional Development	
Qualified teacher status	A
Appropriate qualifications e.g. degree or equivalent	A
Professional qualification(s) in a relevant field	A
Evidence of safeguarding training	A/I
Evidence of recent relevant professional development (that has impacted on your practice)	A/I
B Knowledge and Experience	
Excellent (relevant) subject knowledge	I
Ability to build strong collaborative relationships with colleagues, parents and pupils	I/R
Experience of developing long term strategic plans to deliver the vision of the school	A/I/R
Track record of ensuring an effective classroom climate through the implementation of a range of behaviour management strategies	I/R
Strong understanding of current educational issues and initiatives, including those relating to pastoral provision	A/I
Ability to evaluate and develop curriculum / teaching / assessment strategies that meet the needs of all pupils, inc. FSM and SEND	A/I/R
Ability to motivate, inspire and develop the capacity of other middle leaders, teachers and tutors to improve their practice	A/I/R
Ability to perceptively monitor and evaluate the pastoral provision / quality of the learning in a tutor time / subject area	A/I/R
Ability to coach and develop colleagues to improve their teaching practice	A/I/R
Commitment to safeguarding and promoting the physical and emotional health and well-being of young people	A/I/R
Continue to improve your own practice, in order to improve outcomes for pupils; together with a willingness to seek and be responsive to professional feedback	A/I/R
Excellent literacy, numeracy and IT skills	A/I/R
A proven track record of excellent outcomes in your own teaching, for all pupils	A/I/R
C Personal Qualities	
Demonstrate personal and professional integrity, including modelling the school's mission and values:	A/I/R
D Confidential Reference	
Positive recommendation from all referees, including current employer	R

A = application

I = interview

R = reference

