



Orbis  
Education  
Trust



Kingsthorpe  
College



# Kingsthorpe College

Orbis Education Trust

**Deputy Learning Director of English**

**RECRUITMENT PACK**

March 2026



## About

# Orbis Educational Trust

**Orbis Education Trust** was founded In September 2021 and comprises of:

**Southfield School**, 11-18 years of age, single sex (mixed sixth form), 1,200 place secondary school (Ofsted rating – Good, with outstanding features (April 23).

**Kingsthorpe College**, 11-18 years of age, mixed sex, 1,500 place secondary school (Ofsted rating – Good, December 2019).

**Hunsbury Park Primary School**, 4 – 11 years of age, 351 pupils (Ofsted rating – Good, September 2022).

A fourth school will soon join the Orbis family;  
**Hanwood Park School**, 900 place secondary school.

Our mission is:

'To provide world-class education and extra-curricular activities, that empower every student to achieve their full potential. Through collaboration and innovation, we strive to create a learning environment that is inclusive, supportive, and challenging, and that inspires students to pursue their interests and passions.'

We are committed to closing the 'enrichment gap' and providing all students with a wider education to develop their life skills In our schools we have Combined Cadet Force (CCF) contingents (Royal Navy and Army), and extensive Duke of Edinburgh award programmes along with a broad enrichment offer.

We understand that every child is different and, therefore, encourage a culture of collaboration that embraces the views of pupils, parents/carers, staff and trustees. It is important that all stakeholders feel an integral part of the Orbis family.

As a trust, we are dedicated to working together to share best practices and resources and providing our students with a diverse range of opportunities that prepare them for success in whatever path they choose to follow.

## Staff Wellbeing

We truly believe that our staff are our greatest asset. We start from a position of professional trust and empower our staff to be the best they can within their roles. We know our staff want to deliver the best possible experience and outcomes for our students and we see it as our duty to make sure the training, wellbeing and motivation we provide to our staff allows this.

We continuously review our benefits package to balance the importance of career satisfaction, development and achieving a balanced approach to work and personal time and commitments.

Professional development is at the core of any profession. We ensure that staff have every opportunity to develop their teaching throughout their career. Our schools have a professional learning afternoon each week that enables staff to focus upon up to date, research led and relevant Continuous Professional Development.

What we offer:

- A competitive salary;
- Healthcare scheme for staff members and their families;
- One early or late finish per fortnight for teaching staff;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- Career progression opportunities, we will always recruit internally where possible;
- Competitive pension;
- Generous paid holiday entitlement (support staff)
- Opportunities for flexible working Including a nine day fortnight;
- Free parking;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Collection and delivery of dry cleaning;
- Long service awards and social events;



## Job Details

**POST OF:**

Deputy Learning Director of English

**AT:**

Orbis Education Trust, Kingsthorpe College

**SUMMARY OF ROLE:**

We are seeking an inspirational, highly motivated and innovative Deputy Learning Director of English to join our welcoming and high performing English team.

**COMMENCEMENT:**

September 2026

**CONTRACT TYPE:**

Permanent, Full time

**SALARY:**

MPS/UPS plus TLR2B £5,872 FTE per annum

# Joining Kingsthorpe College

**There is a vibrancy and an energy across our college. We firmly believe that Kingsthorpe College is successful because we work so well with each other**

At Kingsthorpe College, we are passionate about providing opportunities for all our students to achieve artistic, athletic and academic excellence. We very much believe that our role is to help develop successful learners, confident individuals, and responsible citizens. In addition to ensuring that all our young people achieve their potential in these areas, there is also a genuine commitment to respect for individuals which is demonstrated in the daily life of the College.

High quality relationships are at the heart of everything that we do. We want our young people to be happy, confident, curious, and resilient learners. We know that this can only happen if relationships are built on trust and mutual respect. We believe that when young people feel safe and secure, everything is possible, and we promise to do our utmost to make sure that we unlock the potential in everyone.

All we can ask from our students is that they do their best, and we value hard work, determination, and thoughtfulness. We are proud of the extracurricular provision that we can offer, and we work hard to give our students plenty of opportunities to develop their confidence and creativity – both in and out of lessons.

We believe in clarity of communication, and the power of feedback. We always welcome open and honest dialogue between all those involved in and with the College. We are excited and optimistic about what the future holds for the young people and community which we serve.

Our Values and Ethos are:

Aspiration, Responsibility, Respect and Care

- To significantly stretch the performance and achievement of every student.
- To provide an exciting curriculum that makes learning enjoyable.
- To develop in each student a positive self-image and sense of worth.
- To promote high aspirations and high expectations.
- To develop respect for, and the recognition of, the needs of others.
- To enable each student to make informed decisions and exercise their rights and responsibilities.

To achieve all of this we will:

- Work in close partnership with students and their families.
- Engage effectively with other services in meeting all students' needs.
- Sustain an ordered community where expectations are consistently applied.
- Encourage students to take responsibility and develop leadership skills by working with each other.
- Promote enrichment activities which build on the curriculum and develop personal qualities.



## Deputy Learning Director of English TLR2B £5,872

We are seeking an inspirational, highly motivated and innovative Deputy Learning Director of English to join our welcoming and high performing English team. We believe all students have the right to experience an academically rich and inclusive curriculum, where all students learn to develop and hone their own creative voice.

**The role:** The English curriculum is of core importance to our students' journeys, with students studying a range of canonical and diverse texts throughout their studies. Our KS 3 curriculum has been designed to ensure that students have the necessary breadth and depth of skills to be successful in their GCSE studies. We have a flourishing A level cohort, teaching both English language and English literature. Our department is friendly, collaborative and dedicated to being the best we can be, utilising examiner experience and professional development opportunities to ensure we secure excellent progress for our students.

### Why join us:

We invest in and support our aspirant and highly skilled staff, making it easy to access opportunities for continued professional development;

Our safe and nurturing environment enables staff to thrive;

We are a collaborative team working across the school and with wider Trust colleagues – sharing ideas, spreading best practice, supporting and challenging, and bringing out our very best;

Our faculty consistently beats national performance indicators year on year;

We offer:

- ✓ A staff wellbeing day during term time;
- ✓ Long service awards and social events;
- ✓ Healthcare scheme for staff members and their families;
- ✓ One early or late finish per fortnight for teaching staff;
- ✓ Automatic progression through pay points;
- ✓ An in-house Leadership Development Programme;
- ✓ Career progression opportunities;
- ✓ Opportunities for flexible working including a nine day fortnight;
- ✓ Free parking;
- ✓ Cycle to Work Scheme;
- ✓ Discounts on holidays and retailers;

### About us:

Kingsthorpe College is an oversubscribed 11-18 school with approximately 1,400 students on roll (200 students post 16) Graded Good in all areas by Ofsted in December 2019, we are now looking forward to the next stage of our journey from good to Great. During a recent interim inspection, inspectors noted significant improvements since their previous visit, highlighting high expectations of pupils, strong pupil progress, our safe and secure learning environment, and enriched curriculum. They also praised Trust and school leadership. With our Trust growing, we are likely to have many more career development opportunities coming up in future.

The position is open for September 2026 start.

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2026-KC-15618>

**Closing date for applications: 9.00am, Wednesday, 15<sup>th</sup> April 2026. Interview dates week commencing Monday, 20<sup>th</sup> April 2026.** If this role attracts sufficient interest before closing date, we may decide to interview this vacancy at an earlier date, so an early application is advised. If you want more info about the role, please contact us at [recruitment@orbismat.com](mailto:recruitment@orbismat.com) or 01604 716106.

*Kingsthorpe College is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undergo enhanced DBS clearance. The school is committed to Equal Opportunities in Employment.*



# Job Description

<b>Role:</b>	Deputy Learning Director of English
<b>Faculty:</b>	English
<b>Contract:</b>	Permanent, full time
<b>Salary:</b>	MPS/UPS plus TLR 2(b) £5,872 per annum
<b>Line Manager:</b>	Learning Director of English

## Main Responsibilities:

Under the reasonable direction of the Headteacher, carry out the professional duties of a teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).

- Support the Learning Director of English and to deputise when and where appropriate.
- Ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the Faculty area, in accordance with the aims of the College and the curricular policies.
- Develop and enhance the teaching practice of others.
- Monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.

## Specific Duties:

Reporting to the Learning Director of English.

- Responsible for the provision of a full learning experience and support for students.
- Liaising with the Headteacher, Leadership Team, the Learning Director of English, teachers and support staff, external agencies and parents.

## Teaching

- Undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

## Operational/Strategic Planning

- Help the Learning Director of English to develop appropriate syllabuses, resources, schemes of work, assessment and feedback policies, and teaching strategies.
- Assist in monitoring and following up student progress.
- Assist in the implementation of College policies and procedures, for example Equal Opportunities, homework, etc.
- Have oversight for the strategic improvement of learning and teaching within a key stage.
- Work with colleagues to formulate aims and objectives for the faculty which have coherence and relevance to the needs of students and to the aims and objectives of the College.

## Curriculum Provision

- Liaise with the Learning Director of English to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the College's strategic objectives.
- Take responsibility for the review, management and development of the English curriculum for a Key Stage.

## Curriculum Development

- Support curriculum development within the whole faculty.
- Keep up to date with national developments in the subject area and teaching practice and methodology.
- Monitor actively and respond to curriculum development and initiatives at national, regional and local levels.
- Liaise with the Learning Director of English to maintain accreditation with the relevant examination and validating bodies.
- Work with the Learning Director of English to embed literacy, numeracy and communication skills within the English curriculum and ensure they are integral to students' learning.

## Staffing/Staff Development

- Work with the Learning Director of English and Senior Leadership Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- Engage actively in the performance management review process and act, when required, as reviewer for staff within the Faculty.
- Promote teamwork and motivate staff to ensure effective working relations.
- Participate in the College's ITT/ECT programme.

### **Quality Assurance**

- Ensure the effective operation of quality control systems.
- Assist in the process of the setting of targets for teachers and students within the faculty and work towards their achievement.
- Help to establish common standards of practice within the faculty and develop the effectiveness of teaching and learning styles in all relevant subject areas within the faculty.
- Contribute to the College procedures for lesson observation and feedback.
- Implement the College quality procedures and ensure adherence to those within the faculty.
- Participate in the monitoring and evaluation of the faculty in line with agreed College procedures including evaluation against quality standards and performance criteria.
- Seek/implement modification and improvement where required within the faculty.

### **Management Information**

- Ensure the maintenance of accurate and up-to-date information concerning the faculty on the management information system.
- Assist in the use of analysis and evaluation of performance data for staff and students.
- Help to produce reports within the quality assurance cycle.
- Assist in the production of reports on examination performance, including the use of value-added data.
- Assist in the identification of exam entries within the faculty.

### **Communications and Liaison**

- Help ensure that all members of the faculty are familiar with its aims and objectives.
- Ensure effective communication as appropriate with the parents of students.
- Liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- Contribute to the planning and delivery of College liaison activities.
- Contribute to the development of effective subject links with partner schools and the community, attending, where necessary, liaison events in partner schools and promoting subjects effectively at liaison events in College, partner schools and the wider community.

### **Management of Resources**

- Assist the Learning Director of English to identify resource needs and to contribute to the efficient/effective use of physical resources.
- Co-operate with other faculties to ensure a sharing and effective usage of resources to the benefit of the College and the students.

### **Pastoral System**

- Help to monitor and support the overall progress and development of students within the faculty.
- Help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- Act as form tutor and carry out the duties associated with the role as outlined in the generic job description.
- Assist in the implementation of the behaviour management system in the faculty so that effective learning can take place.

### **College Ethos**

- Play a full part in the life of the College's community, to support its distinctive vision and ethos and to encourage staff and students to follow this example.
- Actively promote the College's policies.
- Comply with the College's Health and Safety policy and undertake risk assessments as appropriate.

These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.

It is the practice of this College to examine job descriptions and to update them to ensure that they relate to the jobs as they are being performed or to incorporate whatever changes are being proposed. It is the College's aim to reach agreement on any alterations. If this is not possible the Headteacher reserves the right to insist on changes to your job description after consultation with you.

*Kingsthorpe College is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff to share this commitment.*

# Person Specification

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	<ul style="list-style-type: none"> <li>• Relevant subject degree.</li> <li>• QTS</li> </ul>	<ul style="list-style-type: none"> <li>• Good Honours degree.</li> <li>• Further appropriate qualifications or interest in gaining further relevant qualifications.</li> <li>• Evidence of continuing Professional development.</li> <li>• Experience of working in a Secondary School</li> </ul>
Experience and Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of the requirements of the secondary curriculum.</li> <li>• Knowledge and understanding of how assessment for learning can improve student performance.</li> <li>• Knowledge of how to plan and implement a scheme of learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching A-Level Language or Literature</li> </ul>
Ability and Skills	<ul style="list-style-type: none"> <li>• Ability to teach across the 11-19 age range.</li> <li>• Ability to deliver effective and outstanding teaching and learning.</li> <li>• Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them.</li> <li>• Ability to deliver the highest standard of positive classroom and behaviour management strategies in an 'Inclusive' environment.</li> <li>• Ability to use ICT effectively and with confidence.</li> <li>• Ability to motivate, challenge and inspire students.</li> <li>• Ability and willingness to fulfil the role of Academic Mentor (Form Tutor) within a pastoral team.</li> <li>• Ability to work constructively as part of a team; developing positive relationships with colleagues.</li> <li>• Ability to communicate confidently both orally and in writing.</li> <li>• Ability to use emotional intelligence to manage learners and situations.</li> <li>• Ability to prioritise conflicting demands.</li> </ul>	
Personal Characteristics and Aptitude	<ul style="list-style-type: none"> <li>• Commitment to the ethos of the College.</li> <li>• Commitment to the education of the whole person promoting social and emotional well-being in addition to academic development.</li> <li>• High expectations of students and self.</li> <li>• Willingness to take responsibility and to display initiative.</li> <li>• Good organisational skills.</li> <li>• Adaptability and openness to change.</li> <li>• Reliability and integrity.</li> <li>• Approachability.</li> <li>• Professional appearance, conduct and demeanour.</li> <li>• To be well motivated, hardworking, able to work confidently under pressure and emotionally resilient.</li> <li>• Enthusiastic, positive and determined.</li> <li>• A sense of humour</li> </ul>	

# Person Specification

Attributes	Essential Criteria	Desirable Criteria
<b>Suitability to Work with children</b>	<p>Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'.</p> <p>Appropriate and relevant references will be checked.</p> <p>Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact.</p>	
<b>Equal Opportunities</b>	<p>Ability to demonstrate awareness/understanding of equal opportunities.</p> <p>Commitment to equal opportunities in the delivery of the curriculum.</p>	