



Orbis  
Education  
Trust



Kingsthorpe  
College



# Kingsthorpe College

Orbis Education Trust

**Teacher of RE**

**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

<b>POST OF:</b>	Teacher of RE
<b>AT:</b>	Orbis Education Trust, Kingsthorpe College
<b>SUMMARY OF ROLE:</b>	Teach RE as a specialism across KS3, KS4 and KS5
<b>COMMENCEMENT:</b>	June 2026 or September 2026 depending on candidate's availability
<b>CONTRACT TYPE:</b>	Permanent, Full Time
<b>SALARY:</b>	Main / Upper Pay Scales

# 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.



## TEACHER OF RE

We wish to appoint a highly motivated and creative RE specialist who will inspire our students across Key Stages 3, 4 and 5. The ideal candidate will bring innovative approaches to teaching Religious Education and demonstrate a passion for the subject.

### The role:

The Humanities faculty (comprising History, Geography and RE) is a friendly, hard-working team, committed to stimulating students' interest and enjoyment in their studies, with a strong team ethos of collaborative planning and shared resources. RE is a popular subject throughout all year groups and therefore we are looking for someone who can bring passion and knowledge to the classroom through engaging and exciting lessons. We strive to make our KC RE curriculum diverse, exploratory and illuminative, so that our students feel represented in the studies that they undertake.

### 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
- ✓ Competitive pension;
- ✓ 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 post will ideally start June 2026; however September 2026 start is considered. Applications from ECTs are welcome as are applicants wanting part time working.

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2026-KC-33107>

**Closing date for applications: 9.00am, Monday, 23<sup>rd</sup> March 2026. Provisional interview dates week commencing Monday, 23<sup>rd</sup> March 2026.** If this role attracts sufficient interest before closing date, we may decide to close and 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

**Role:** Teacher of RE  
**Contract:** Permanent, full time  
**Responsible to:** Learning Director of Humanities

## Teaching:

- Teaching, planning and recording of lessons through the key stages
- Maintaining teaching and learning at a high standard for all classes and lessons
- Assessing, monitoring, recording and reporting to parents on student progress
- Maintain high quality marking and feedback according to the faculty policy that informs student progress
- Consistent and high expectations of classroom behaviour and management
- Maintain a purposeful, orderly classroom environment including learning centred displays
- Having the capability to update own or Faculty subject knowledge
- Applying ICT links in planning
- Applying the use of reasoning, mastery and problem solving skills into planning
- Keeping up to date with national RE developments, exam board guidance (GCSE and possibly A Level), and statutory requirements.

## Departmental:

- Aiding with subject team planning
- Reviewing, evaluating and incorporating ideas into schemes of work
- Contributing to the Faculty Development Plan and the overall College Development Plan
- Moderating and standardising student work and assessments
- Attending and contribute to subject team meetings
- Collaboration with other colleagues in target setting, sharing good practice, and communication skills
- Undertake specific duties within the team as agreed with your line manager
- Contributing to cross-curricular thematic teaching, and conveying this to students
- Meet deadlines for reporting, marking and other assignments

## Pastoral:

- Attending regular pastoral meetings
- Liaising with House management teams reference tutor matters, and/or subject matters
- Mentoring students
- Attending tutor/parent progress meetings
- Contacting parents/or guardians with reference to attendance, achievements and behaviour

## Professional Development and Conduct:

- Arriving punctually to all lessons
- Displaying appropriate conduct and behaviour towards students and other members of staff, including a commitment to equal opportunities
- Displaying a committed and positive approach to the profession
- Identifying specific areas for professional development (subject knowledge and understanding, career progression).
- Taking part in appraisals and teaching evaluations
- Keeping abreast of current educational issues and developments
- Contribute to the ethos of the school

The above-mentioned duties are neither exclusive nor exhaustive and the post-holder may be required to carry out other duties as required by the school.

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 direct change 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

	ESSENTIAL	DESIRABLE
Qualifications / Experience	<ul style="list-style-type: none"> <li>Relevant subject degree</li> <li>QTS</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a Secondary School</li> <li>Good Honours degree</li> <li>Further appropriate qualifications or interest in gaining further relevant qualifications</li> <li>Evidence of continuing professional development</li> </ul>
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> </ul>	<ul style="list-style-type: none"> <li>Knowledge of the developments relating to Functional Skills</li> <li>Knowledge of the agreed syllabus for RE in Northamptonshire</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>Ability to teach across the 11-18 age range</li> <li>Able 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>To be able 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>Able to work constructively as part of a team; developing positive relationships with colleagues</li> <li>Able to communicate confidently both orally and in writing</li> <li>Able to use emotional intelligence to manage learners and situations</li> <li>Able to prioritise conflicting demands</li> </ul>	<ul style="list-style-type: none"> <li>Able to offer Post 16 teaching</li> <li>Ability to offer KS3 History or Geography teaching</li> </ul>

	ESSENTIAL	DESIRABLE
Personal characteristics	<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>· Be approachable</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>	
Suitability to Work with children	<ul style="list-style-type: none"> <li>· Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'</li> <li>· Appropriate and relevant references will be checked</li> <li>· 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</li> </ul>	
Equal Opportunities	<ul style="list-style-type: none"> <li>· Able to demonstrate awareness and understanding of equal opportunities</li> <li>· Commitment to equal opportunities in the delivery of the curriculum</li> </ul>	