Orbis Education Trust

Kingsthorpe College

Teacher 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:	Teacher of English
AT:	Orbis Education Trust, Kingsthorpe College
SUMMARY OF ROLE:	We are seeking to appoint an inspirational and highly motivated teacher to complement our English Department
COMMENCEMENT:	September 2026
CONTRACT TYPE:	Permanent, full time / part time
SALARY:	MPS / UPS

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 English

We are seeking to appoint a teacher who has a passion for English, has the ability to drive students to great success, and the willingness to contribute to the wider life of the school. The successful candidate will have proven subject knowledge and the ability to inspire our students. This is a wonderful opportunity for either experienced or newly qualified, to join our English Department. The successful applicant will join a thriving and dynamic department, enjoy working with our students, and be part of collaborative teams.

The role: The role focuses on developing key skills from Key Stage Three through to Key Stage Five via our curriculum journey. Students and staff engage with a diverse range of texts and text types from a variety of time periods and perspectives which enhances their cultural capital and appreciation of the literary cannon. Literacy is at the heart of our curriculum which includes opportunities for students to have a library lesson at Key Stage Three and work on Sparx Reader. This ensures all students are equipped with high level Literacy skills that they can use across the school and beyond. At Key Stage Four, English Language and English Literature are taught as a blended experience to ensure students grasp the connected nature of the knowledge and skills that they develop: this has led to consistent outcomes. Our growing Sixth Form and expertise in the department means that a high number of students internally and externally choose from our offering of both English Language and English Literature facilitating their future paths.

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. 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-02799

Closing date for applications: 9.00am, Wednesday, 15th April 2026. Interview dates week commencing 20th 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 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

Post: English Teacher
Reporting to: Learning Director of English
Contract: Permanent, full time / part time

Principal Responsibilities:

Teaching

- Teaching, planning and recording of lessons
- Maintaining teaching and learning at a high standard for all classes and lessons
- Assessing, monitoring, recording and reporting to parents on student progress
- Applying ICT links in planning
- Applying the use of Key Skills into planning

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 coursework and levelled work
- Maintaining high expectations of subject coursework
- Attending subject team meetings
- Collaboration with other colleagues in target setting, sharing good practice, and communication skills
- Contributing to cross-curricular thematic teaching, and conveying this to students

Pastoral

- Attending regular pastoral meetings
- Liaising with Year Group 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

Health and Safety

- To be aware of and adhere to Kingsthorpe College procedures for health and safety in and out of college
- Ensure the immediate teaching area is attractive, safe and is conducive to student learning
- Reporting all faults to the Director of the Faculty

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

General

- Other duties in support of the College as decided by the Headteacher within the scope of this post

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	• Degree in English or other suitable qualification. • QTS/PGCE.	
Experience and Knowledge	• Proven successful teaching experience in a secondary school or good evidence from ITT course. • Sound knowledge of the effective pedagogy • Good knowledge of legislation and guidance on curriculum requirements • Understanding of use of target setting.	• Experience of teaching A-Level Language or Literature
Ability and Skills	• Ability to motivate students of all abilities. • Ability to adapt teaching to meet pupils' needs • Excellent communication skills, both oral and written. • Ability to use ICT in all aspects of teaching and learning. • Ability to organise time efficiently and work to deadlines. • Ability to work independently. • Evidence of continuing professional development • A flexible approach to work.	
Personal Characteristics and Aptitude	• Interest in widening own professional competence. • Commitment to upholding and promoting the ethos and values of the school • Ability to work effectively with diverse groups of people. • Good interpersonal skills.	
Suitability to Work with children	Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'. Appropriate and relevant references will be checked. 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.	
Equal Opportunities	Ability to demonstrate awareness/understanding of equal opportunities. Commitment to equal opportunities in the delivery of the curriculum.	