



Orbis
Education
Trust



Kingsthorpe
College



Kingsthorpe College

Orbis Education Trust

Teacher of Art and Design

RECRUITMENT PACK

May 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 Art and Design

AT:

Orbis Education Trust, Kingsthorpe College

SUMMARY OF ROLE:

We're looking for a passionate and skilled Art & Design Teacher to join our creative faculty. If you believe in the power of visual thinking and want to cultivate that spark in young people across key stages, we want to hear from you.

COMMENCEMENT:

September 2026

CONTRACT TYPE:

Permanent, Full 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 Art and Design

We're looking for a passionate and skilled Art & Design Teacher to join our creative faculty. If you believe in the power of visual thinking and want to cultivate that spark in young people across key stages, we want to hear from you.

The role:

Kingsthorpe College is seeking a creative and passionate Teacher of Art and Design to join our dynamic team. This is an exciting opportunity to inspire and nurture students' artistic talents across a broad and engaging curriculum, encouraging creativity, critical thinking, and self-expression. The successful candidate will be committed to delivering high-quality teaching, fostering a positive and inclusive classroom environment, and contributing to the wider life of the school. We welcome applications from enthusiastic educators who are dedicated to supporting student achievement and who bring energy, innovation, and a love of art and design to their practice.

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

We offer:

- One early or late finish per fortnight for teaching staff;
- Healthcare scheme for staff members and their families;
- Automatic progression through pay points;
- Extensive Continuous Professional Development;
- An in-house Leadership Development Programme;
- A staff wellbeing day during term time;
- Cycle to Work Scheme;
- Discounts on holidays and retailers;
- Long service awards and social events;

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.

The position is open for September 2026 start. Applications from ECTs are welcomed.

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2026-KC-09674>

Closing date for applications: 9.00am, Monday, 11th May 2026. Interview dates week commencing 11th May 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

Role:	Teacher of Art and Design
Faculty:	Visual Arts
Line manager:	Learning Director of Visual Arts
Contract:	Permanent, full time
Pay:	MPS / UPS

Principal Responsibilities:

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.
- Consistent and high expectations of classroom behaviour and management.
- Having the capability to update own or faculty subject knowledge.
- Applying ICT links in planning and lesson delivery.
- Applying the use of threshold concepts 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 examination 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 management teams reference tutor matters, and/or subject matters.
- Registering students and being punctual for registration.
- Mentoring students.
- Attending tutor/parent consultations.
- 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 school, eg. Field trips.
- Ensure the immediate teaching area is attractive, safe and is conducive to student learning.
- Reporting all faults to the Director or Deputy Director of the Faculty.
- Liaising with the ICT suite manager to book rooms and maintain the hardware.

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

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks will be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

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	Desirable
Qualifications/ Experience	<ul style="list-style-type: none"> • Degree in Art and Design or related subject • QTS • Experience of working in a Secondary School. • Ability to teach at least 2 of the art and design pathway subjects (Fine Art, Photography, Textiles or 3D Design). 	<ul style="list-style-type: none"> • Good Honours degree. • Further appropriate qualifications or interest in gaining further relevant qualifications.
Knowledge	<ul style="list-style-type: none"> • Strong subject knowledge. • Knowledge of the requirements of the secondary national curriculum for art and design. • Knowledge and understanding of how assessment for learning can improve student performance. 	<ul style="list-style-type: none"> • Evidence of continuing professional development.
Skills and Abilities	<ul style="list-style-type: none"> • Ability to teach across the 11-16 age range. • Ability to deliver effective and outstanding teaching and learning. • Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them. • Ability to deliver the highest standard of positive classroom and behaviour management strategies in an 'Inclusive' environment. • To be able to use ICT effectively and with confidence as a teaching tool within the fully online and blended classroom and to analyse progress data. • Ability to motivate, challenge and inspire students. • Ability and willingness to fulfil the role of Academic Mentor (Form Tutor) within a pastoral team. • Ability to work constructively as part of a team, developing positive relationships with colleagues. • Ability to communicate confidently both orally and in writing. • Ability to use emotional intelligence to manage learners and situations. • Ability to prioritise conflicting demands. 	<ul style="list-style-type: none"> • Experience in Post 16 teaching. • Experience and understanding of using Photoshop or Adobe Creative Cloud applications. • Experience of using Microsoft Teams and Office365. • Have created and written schemes of learning for 11 - 16 age range.
Personal characteristics	<ul style="list-style-type: none"> • Commitment to the ethos of the College. • Commitment to the education of the whole person, promoting social and emotional well-being in addition to academic development. • High expectations of students and self. • Willingness to take responsibility and to display initiative. • Good organisational skills. • Adaptability and openness to change. • Reliability and integrity. • Be approachable. • Professional appearance, conduct and demeanour. • To be well motivated, hardworking, able to work confidently under pressure and emotionally resilient. • Enthusiastic, positive and determined. • A sense of humour. 	

Suitability to Work with children	<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>	
Equal Opportunities	<p>Ability to demonstrate awareness/understanding of equal opportunities.</p> <p>Commitment to equal opportunities in the delivery of the curriculum.</p>	

