



Orbis  
Education  
Trust



**Kingsthorpe College**  
Orbis Education Trust

**Assistant Learning Director of English**

**RECRUITMENT PACK**

February 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:**

Assistant Learning Director of English

**AT:**

Orbis Education Trust, Kingsthorpe College

**SUMMARY OF ROLE:**

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

**COMMENCEMENT:**

April 2026

**CONTRACT TYPE:**

Permanent, Full time

**SALARY:**

MPS/UPS plus TLR 2(a) £3,527

# 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.



## Assistant Learning Director of English TLR2A £3,527

We are seeking an inspirational, highly motivated and innovative Assistant 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 successful candidate will demonstrate strong subject knowledge and a desire to build strong relationships within the team and across the school.

**The role** of Assistant Learning Director would involve taking on responsibility within the department that promotes good progress in students. Exact responsibilities would be discussed with the learning director and the deputy learning director based on strengths and areas of development. 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

**About us:** Kingsthorpe College is an oversubscribed 11-18 Academy with approximately 1,400 students on roll (200 students Post 16). We were graded by Ofsted as Good in all areas in December 2019 and in March 2025 Ofsted inspection found that Kingsthorpe College has taken effective action to maintain the standards identified at the previous inspection. We are now looking forward to the next stage of our journey from good to great. In September 2021, we joined Orbis Education Trust, and this has unlocked further possibilities for colleagues to develop, progress, and make a significant contribution to inspiring the students within our schools. We therefore believe it is an exciting time to join #TeamKC and be part of a community, which is resolute in its drive to help our students leave with the confidence and skills to be able to take part in the great conversations of our times.

We have also implemented a bespoke leadership programme enabling staff to develop their knowledge and understanding of leadership. This has provided a number of promotional opportunities for staff within the school and wherever possible, we will promote from within our trust. We believe that Kingsthorpe College provides something unique and the perfect environment in which both staff and students have opportunities to flourish and grow in a world of possibilities.

The position is open for April 2026.

To apply for this role please visit: <https://mynewterm.com/jobs/138932/EDV-2026-KC-71391>

Closing date for applications: 9.00am, Tuesday, 24<sup>th</sup> February 2026. Interview dates during same week.

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 hr@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

**Job Title:** Assistant Learning Director of English – TLR 2 (a)

**Reports to:** Learning Director

**Contract:** Permanent, full time

To provide high quality leadership and management alongside the Learning Director and to develop effective partnership working with other staff to secure high levels of student progress.

## KEY DUTIES AND RESPONSIBILITIES:

- Support the Learning Director in their key role and undertake reasonable tasks requested.
- To ensure high standards of learning and teaching and academic attainment and progress for all students within the curriculum area.
- To implement an effective assessment system within the curriculum area in question.
- To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
- To take a significant part in the development, delivery and the promotion of the curriculum area.
- To assist in the management of the resources of the Department within the limits of the delegated budget and in accordance with the school's financial procedures.
- Along with the Learning Director, to devise and implement quality assurance systems, including regular learning observations.
- To contribute to the co-ordination and implementation of the school's enrichment curriculum.
- Actively seek student voice/feedback to raise standards
- To undertake and support subject-specific staff training and professional development within the curriculum area in question.
- To help deliver the quality assurance department programme.
- To support the development of the use of ICT within the curriculum area.
- To contribute to the English Improvement Plan and self-evaluation processes as required.

## TEACHING

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

## SCHOOL ETHOS AND PRIORITIES:

- Establish a clear, shared understanding of the importance and role of the subject in contributing to a student's spiritual, moral, cultural, mental and physical development and in preparing students for the opportunities, responsibilities and experiences of adult life.
- Support the vision, ethos and policies of the school and promote high levels of achievement in the department.
- Support departmental staff in achieving the priorities and targets of the school and monitor progress.
- Support the evaluation of the effectiveness of the school's policies and developments and analyse their impact on the department.
- Intervene appropriately if targets are not being met.
- Operate whole school and departmental policies on rewards and sanctions in order to maximise student achievement.
- Ensure that parents/carers are well informed about the curriculum, targets and students' progress and attainment at each key stage.
- Be responsible for leading a team of adults and their morale management.
- Provide support and challenge to teachers and assistants who work in the department.
- Oversee the completion of tracking forms and full reports.
- Maintain existing resources and explore opportunities to develop or incorporate new resources from a wide range of sources inside and outside school.
- Maintain a safe, effective and stimulating environment for the teaching and learning of the subject

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.

# Person Specification

Attributes	Essential Criteria	Desirable Criteria
Education and Qualifications	<ul style="list-style-type: none"> <li>• Degree in English or other suitable qualification.</li> <li>• QTS/PGCE.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership qualification or equivalent</li> </ul>
Experience and Knowledge	<ul style="list-style-type: none"> <li>• Consistently good or outstanding teaching</li> <li>• Sound knowledge of the National Curriculum at KS3 &amp; KS4</li> <li>• Understanding of target setting</li> <li>• Experience of using data analysis tools</li> <li>• Experience of leading a key initiative within the department</li> </ul>	<ul style="list-style-type: none"> <li>• Proven successful teaching experience at all Key Stages.</li> <li>• Experience of teaching in more than one school</li> <li>• Sound knowledge of the KS4 and KS5 curriculum and syllabuses</li> </ul>
Ability and Skills	<ul style="list-style-type: none"> <li>• Ability to motivate and manage staff</li> <li>• Ability to motivate students of all abilities</li> <li>• Vision to move the subject forward</li> <li>• Ability to teach across the curriculum area (Where relevant)</li> <li>• Excellent communication skills, both oral and written</li> <li>• Ability to use ICT in all aspects of teaching and learning</li> <li>• Good administrator, including ability to meet deadlines</li> <li>• Good planning skills</li> <li>• Creative thinker</li> <li>• Ability to work independently</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to deliver CPD</li> <li>• A flexible approach</li> </ul>
Personal Characteristics and Aptitude	<ul style="list-style-type: none"> <li>• An effective team leader</li> <li>• High expectations for all pupils and belief in bringing out the best in all</li> <li>• Commitment to upholding and promoting the ethos and values of the school</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Ability to work effectively with diverse groups of people.</li> <li>• Good interpersonal skills.</li> </ul>	Evidence of commitment to and interest in widening own professional competence
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>	