



Kettering Buccleuch Academy

The best in everyone™

Part of United Learning

Welcome to Kettering Buccleuch Academy

APPLICATION PACK

Job Title: Director of Sixth Form

Salary: ULT Teacher's Pay Scale (£36,400 - £53,040) + TLR1

Hours: 37.5 hours per week

Start Date: September 2026, with flexibility to wait for the right candidate.

Closing Date: 15th June 2026

Interview Date: TBC

An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious Director of Sixth Form

We are seeking an inspiring Director of Sixth Form to lead, motivate and support our Post-16 students to achieve academic success and make confident, aspirational next-step choices. This is an exciting opportunity for a committed leader to further shape a thriving Sixth Form culture and play a key role in the strategic development of the school. A new Sixth Form area is being launched for September giving the successful candidate a superb platform to drive the Post-16 provision forwards.

Kettering Buccleuch Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people can make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as you.

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Ambition and Determination, and will have a working knowledge of how these will apply within an academy context and within the role itself.

“Staff know that their wellbeing and professional development are a priority. Staff value the professional learning they receive from the school, the trust and from pursuing wider leadership qualifications. For example, leaders hear their voice when they make decisions about training and professional development.”

(Ofsted, February 2026)



A message from the Principal



Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of the KBA community will be a truly rewarding experience.

Here at KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of hard work, continuous engagement and care. Every student has the support they require to give of their best every day and every student knows that we share in their aspirations. We also believe that continual development of our dedicated staff and a focused and consistent Teaching and Learning approach will bring about the necessary rewards for our students.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, *“The Best in Everyone,”* reflects our commitment to excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so each individual can achieve their goals and aspire to be the very best they can be. We strive to be exceptional in all that we do at KBA and firmly believe excellence is a habit. Every one of us has untapped potential. We encourage and support each other to unleash this potential to bring out the best in everyone. We recognise that as individuals we are strong but understand that together we are stronger. We celebrate the diverse nature of our community and work in harmony to achieve our vision.

At KBA, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

We welcome visits to the school prior to application. Thank you for considering Kettering Buccleuch Academy - together, let's bring out “the best in everyone”.

Chloe Buckenham
Principal

“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”

(Staff Survey, November 2025)

Why work for us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013. The academy continues to go from strength to strength, with happy and motivated staff, a supportive culture and plenty of opportunities for personal growth with our excellent staff CPD offer. We offer a range of benefits including our wellbeing and workload manifesto, Health Cash Plan, covering healthcare, lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year. We were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers.

“Leaders consider the workload of staff. They have ensured that staff can work in a flexible way, which many appreciate.”

(Ofsted, February 2026)



Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all pupils/students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing excellent education through which all pupils are able to progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people, supporting colleagues to achieve excellence and acting with integrity in all our dealings within and beyond our community, in the interests of young people everywhere. We summarise this ethos as ‘the best in everyone’.

This ethos underpins our core values:

RESPECT

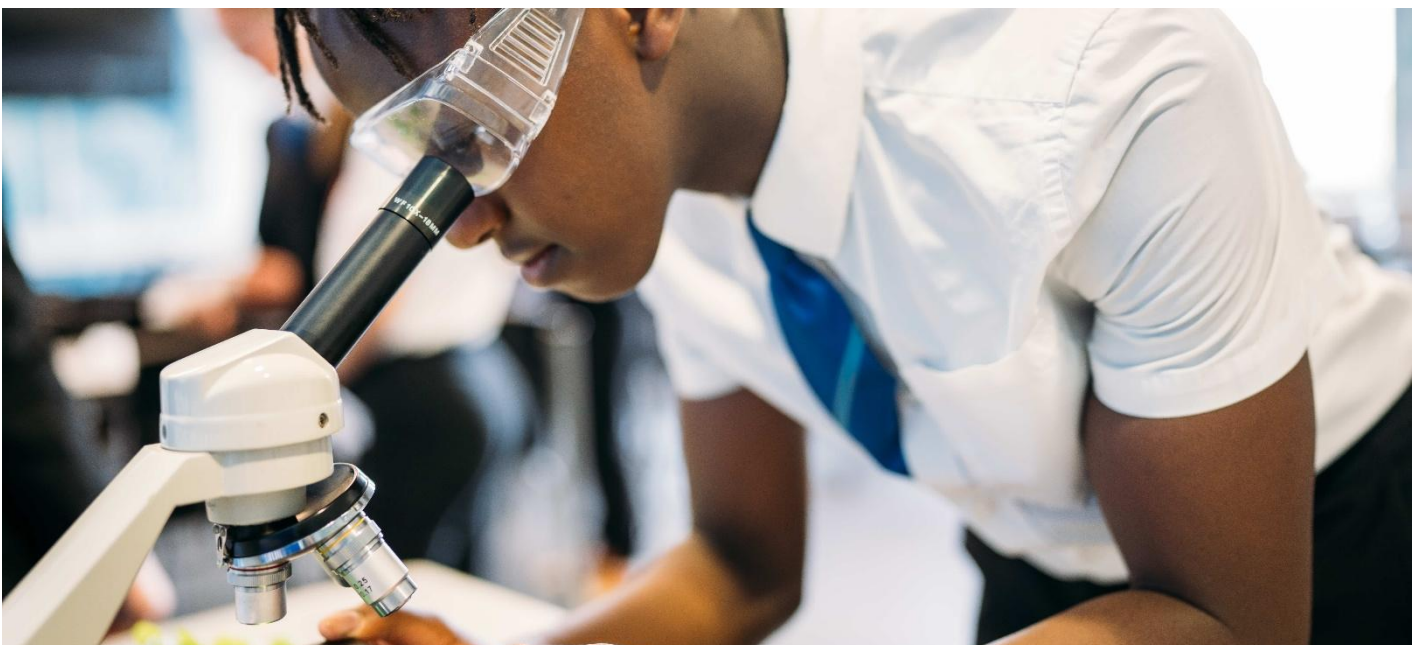
A quality shown through thinking and acting in a positive way about yourself and others.

AMBITION

A strong desire to achieve something.

DETERMINATION

The ability to continue to try, although it may be difficult.



A School of Character

Kettering Buccleuch Academy's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PHSRE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

At Kettering Buccleuch Academy we understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

“Warm, respectful relationships between staff and pupils are noticeable. This creates a positive and nurturing atmosphere, particularly in the primary phase.”

(Ofsted, February 2026)



“The staff and students at KBA make it a special place to work.”

(Staff Survey, November 2025)

About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

Job Description and Person Specification

Job Description – Director of Sixth Form

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Reporting to:

Member of SLT (Senior Leadership Team)

Responsible for:

KS5 performance, outcomes and pastoral care

Line Management of:

Staff within the subject areas

Professional Responsibilities

Within the academy's overall aims and policies, the Head of Sixth Form will have the following specific responsibilities:

- Setting aims and objectives for Sixth Form, in consultation with SLT;
- Ensuring student outcomes for Sixth Form;
- Ensuring and facilitating good co-ordination and co-operation across the department;
- Developing and promoting Kettering Buccleuch Academy as a learning community;
- To monitor the attendance, punctuality and progress of the year group, including key groups, which you oversee;
- Provide timely support and intervention where attendance, punctuality and progress fall below the expected standard, including key groups;
- Provide appropriate pastoral support and intervention for students in the year group as necessary, including key groups;
- To liaise with parents/carers as appropriate;
- Liaise with appropriate staff and outside agencies regarding career guidance and support, including the UCAS process;
- To implement the behaviour policy in a timely and appropriate manner with the students in the year group and to help run Supervised Study;
- To lead on and ensure the delivery of the Global Learning programme for the Sixth Form;
- To liaise with tutors in the year team which you oversee as appropriate;
- To support, organise and attend trips as required;
- To manage the Sixth Form induction process as required;
- To lead on the recruitment of Sixth Form students, including the interview process and to help ensure students are retained on appropriate courses;
- To lead on and attend the organisation and running of academy events, such as the Sixth Form Information Evening, Parents' Evenings and other events;
- To attend the external exam result days and support in the preparation of these;
- To support the development of appropriate study skills in the year group that the oversee;
- To liaise with parents and families ensuring that all communication is professional, effective and prompt;
- To support in the KBA CIAEG programme.

Teaching and Learning

- Ensuring that appropriate schemes of learning are drawn up and implemented by key staff across the academy;
- Co-ordinating the assessment of student progress, including National Curriculum Assessment (NCA) and recording.

- Co-ordinating work, where necessary and appropriate, with other areas, such as Inclusion and ICT;
- Providing support to staff in order to promote effective teaching and learning, classroom management and professional development;
- Model good practice;
- Monitor and evaluate teaching and learning, highlighting strengths and addressing areas of weakness. This will include lesson observation, participating in academy review and external monitoring;
- Create a positive climate for learning;
- Ensure the needs of all students are met;
- Maximise opportunities for educational enhancement;
- To ensure that ICT, literacy and numeracy are reflected in the teaching/learning experience of students.

Performance Management

- Performance management review, including the monitoring of teaching and learning within the department
- Foster a positive team spirit;
- Support areas of weakness in line with academy policy;
- Celebrate strengths;
- Set challenging but realistic objectives;
- Ensure the needs of the academy are reflected in any action planning and development.

Knowledge, Skills and Experience

- Keep up to date with developments relating to the Curriculum Area and Key Stage;
- Show a commitment to your own professional development;
- Ensure statutory requirements are met.

Academy Policy

- To help implement academy quality procedures and to adhere to those;
- To communicate effectively with the parents of students as appropriate;
- Where appropriate, to communicate and cooperate with persons or bodies outside the academy;
- To follow agreed policies for communication in the academy;
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools;
- To attend directed time meetings;
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life;
- To apply the behaviour management systems so that effective learning can take place.

Personnel

- To work as a member of a designated team and to contribute positively to effective working relations within the academy;
- Identify and support Continuing Professional Development (CPD) needs of others;
- Participate in the selection of new staff;
- Delegate responsibilities as appropriate;
- Communicate effectively to all members of the team;
- Support, guide and motivate staff;
- Meet in accordance with calendared meetings and with line managers ;
- Support in the guidance, coaching and mentoring of staff.

Student Outcomes

- Appraising the Head of Sixth form senior leaders of developments within the curriculum area;
- Set targets for attainment at based on data;
- Monitor progress against these targets using interim data;

- Report to the Head of Sixth Form on student progress.

Resources and Accommodation

- To ensure the effective/efficient deployment of classroom support;
- To contribute to the process of the ordering and allocation of equipment and materials;
- To assist others within the curriculum area to identify resource needs and to contribute to the efficient/effective use of physical resources;
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, curriculum area and the students;
- To report anything unsafe.

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.

Person Specification - Director of Sixth Form

The successful candidate will possess all or most of the following attributes: E = Essential D = Desirable
Assessed by: I = Interview A = Application

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	E	A
Qualified to teach in the UK (QTS)	E	A
Qualified to work in the UK	E	A
Evidence of further in-service training	D	A
Further professional education qualifications	D	A
Further leadership qualifications	D	A
LEADERSHIP		
Able to work in close harmony with the extended leadership team	E	A/I
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of under performance	E	A/I
Strong interpersonal, written and oral communication skills	E	A/I
Takes personal responsibility for their own actions	E	A/I
Genuine passion and a belief in the potential of every student	E	A/I
Commitment to the safeguarding and welfare of all students	E	A/I
Can maintain effective working relationships with parents and other stakeholders	E	A/I
EXPERIENCE		
Experience of teaching in a school or education setting (secondary)	E	A/I
A track record of effectively leading/motivating students and staff and developing team approach(es)	D	A/I
Experience of improving student outcomes	E	A/I
Knowledge and understanding of National Educational priorities/developments	E	A/I
Experience of delivering lessons which are consistently at least good to students of all ages and abilities	E	A/I
Experience of implementing behaviour management strategies consistently and effectively	E	A/I
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	A/I
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work and learning plans	D	A/I
Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.	E	A/I
Experience of running enrichment and extracurricular activities which inspire and motivate learners	E	A/I



Kettering Buccleuch Academy

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Part of United Learning

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Respect ■ Ambition ■ Determination