



KING SOLOMON

INTERNATIONAL BUSINESS SCHOOL

Education Excellence & Character Development



English Teacher

Information Pack





King Solomon International Business School

Education Excellence & Character Development

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Dear Colleague,

I am very pleased you are considering joining King Solomon International Business School. This is an exciting opportunity to make a noteworthy difference to the staff and students.

At King Solomon we endeavour to inspire our students to seek out the best from what life has to offer. It is our aim to nurture students who are equipped and keen to make the most of the vast array of opportunities set out before them in school and beyond. Our vision is to achieve academic excellence, develop students with exemplary character and to prepare students to effectively live, work and trade in the global economy, ensuring all students succeed.

We are a vibrant and active school community where the school vision is centred on academic excellence and character development. As a Christian school, the virtues of the 'Fruit of the Spirit' are viewed as one of the core purposes of our work in terms of developing students exemplary character and having a caring and positive impact as a global citizen.

The Christian ethos provides a framework for the kind of character we want our pupils to develop. We therefore seek to develop student's ability to recognise good advice, make sound judgements, wise decisions and to be honest, just, fair and resourceful.

King Solomon is a Free School which opened in September 2015 and caters to ages 4 – 18. Our Primary School is two-form entry, and the year groups currently range from Reception to Year 3. Our Secondary School is a three-form entry and the year groups currently range from Year 7 to Year 10.

Our curriculum is tailored to embrace the International Baccalaureate (IB) learner profile as we seek to lay the foundation for them to effectively progress onto studying in their later years at the school, the IB Diploma (an outstanding pre-university course that offers a broader programme of study than A-levels) or the IB Career related Certificate (a vocational orientated programme).

Please explore our website and read the supplementary materials included in this job pack to find out more about us. The job description and person specification will show you an indication of the character we hope to recruit for this post.

If you wish to follow us on the journey to develop students who are able to reflect critically upon the world around them, who adopt a responsible attitude towards global citizenship and who play an active role in helping to shape their own learning journey through school, I would be delighted to receive your application.

Your application must be received by **17:00 on 24th October 2018**. You must fill out our application as we do not accept C.Vs for this post. A cover letter will be accepted accompanying your application form, and this should outline your experience and achievements that prepare you for this role and show how you will make an impact in our school.

Yours faithfully,

Mr Gilroy Brown
Principal



Post: English Teacher

Salary/Grade: MPS/UPS (Depending on Experience)

Contract Type: Permanent

Contract Start Date: January 2019

King Solomon International Business School has a growing and engaging Secondary School. We need someone exceptional to join our Secondary teaching team from January 2018. Our Secondary provision is engaging, inspired and inclusive. We use RM Integris to assess our pupils and encourage parents to engage well with our students' learning journey.

We are a three form entry Secondary School, and as we only opened in 2015 we currently have three Year 7 groups, three Year 8 groups, three Year 9 groups and three Year 10 groups in our Secondary School.

We are a vibrant and active school community where the school vision is centred on academic excellence and character development. As a Christian school, the virtues of the 'Fruit of the Spirit' are viewed as one of the core purposes of our work in terms of developing students exemplary character and having a caring and positive impact as a global citizen.

We offer a broad, balanced curriculum, which is enhanced by our enrichment provision. There are lots of opportunities for students to develop their learning muscles, enhance their basic skills of communication and literacy as well as explore particular strengths and interests.

Our staff are continually developing imaginative ways to engage students, and demonstrate their commitment to support our young people as they explore the world around them

We believe in partnership with all stakeholders. This means working closely with parents and carers to support students to make outstanding progress. It also means encouraging students to work together to support one another. Our ethos leads us to promote respect for each other as well as ourselves, which is a priority of our school.

King Solomon International Business School is committed to the safeguarding and promoting of welfare of vulnerable groups including children, and expects all staff and volunteers to share this commitment. An enhanced DBS clearance is therefore required for this role.

Application packs are available from our website or from our school. All completed applications must be returned either by post or directly to the school office, or emailed to hr@kingsolomonibs.com. Interested applicants can contact the school on 0121 357 1905.



Post: English Teacher

Salary/Grade: MPS/UPS (Depending on Experience)

Contract Type: Permanent

Contract Start Date: January 2019

Central Purpose: The successful candidate will be engaging, forward thinking and have a sound understanding of the Curriculum. You must be a good team player and willing to share your ideas and expertise for the benefit of the children and to promote the Christian ethos of the school within the context of our mission statement.

Our Ideal candidate will:

- Be an enthusiastic, able teacher with proven practice.
- Act as a contributor to the staff team.
- Maintain good and effective relationships throughout the school and the wider community thereby, supporting the school's established Christian Ethos
- Act as an effective curriculum coordinator.

We are seeking to appoint a dynamic and inspirational English Teacher with a commitment to providing an outstanding provision, who possesses excellent knowledge of the curriculum. The ideal applicant should be committed to maintaining exceptional classroom practice and to working collaboratively and creatively with colleagues

King Solomon International Business School is Birmingham's first co-educational, non-denominational, inclusive, all-through faith designated Christian school for students aged 4-19. The school welcomes children from the Christian faith as well as those from other faiths and those of no faith. The Department for Education is funding a multi-million-pound state of the art building, fit for 21st century learning with cutting edge design and resources in keeping with our international business specialism.

We offer you a professional and supportive team intent on continued improvement for all, a positive working environment where everyone is valued, and a purposeful environment where good behaviour is a priority, an ethos of mutual respect where we listen to and value all contributions, high quality professional support and development, and a committed team.

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually as part of the Performance Management Review.

Closing Date: 24th October 2018

Application packs are available from our website or from our school. All completed applications must be returned either by post or directly to the school office, or emailed to hr@kingsolomonibs.com. Interested applicants can contact the school on 0121 357 1905.



Post: English Teacher

JOB DESCRIPTION

Central Purpose: The successful candidate will be engaging, forward thinking and have a sound understanding of the Curriculum. You must be a good team player and willing to share your ideas and expertise for the benefit of the children and to promote the Christian ethos of the school within the context of our mission statement.

- Set high expectations which inspire, motivate and challenge pupils when teaching
- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected

1. Promote excellent progress and outcomes by pupils in Secondary School

- To be accountable for pupils' attainment, progress and outcomes
- To be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on this
- To guide pupils to reflect on the progress they have made and their emerging needs
- To demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- To encourage pupils to take a responsible and conscientious attitude to their own work and study

2. Demonstrate good subject and curriculum knowledge of the English Curriculum

- Elicit enthusiasm and excitement for learning from students
- To demonstrate a critical understanding of developments in the curriculum
- To demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English

3. Plan and teach well-structured lessons

- To impart knowledge and develop understanding through effective use of lesson time
- To promote a love of learning through embedding the International Baccalaureate Learner Profile
- To set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- To reflect systematically on the effectiveness of lessons and approaches to teaching
- To contribute to the design and provision of an engaging curriculum

4. Adapt teaching to respond to the strengths and needs of all pupils

- Plan work in accordance with departmental schemes of work and national curriculum programmes of study.
- Take account of pupils' prior levels of attainment and use them to set future targets.
- Set work when required for absent pupils.

- Maintain good discipline by following the school's pupil disciplinary policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all pupils.
- Identify and work appropriately with 'special educational needs' pupils and 'gifted and talented' pupils.

5. Make accurate and productive use of assessment

- Keep appropriate records of pupils' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Adhere to the school's marking policy at all times.
- Carry out assessment programmes, as agreed by the school, or department.
- Complete pupil reports in line with school policy. Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

6. Manage behaviour effectively to ensure a good and safe learning environment

- To have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- To have high expectations of behaviour, and apply the school's systems of sanctions and rewards.
- To be able to manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- To maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

7. Fulfil wider professional responsibilities

- To operate at all times within the stated policies and practices of the school
- To establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students;
- To contribute to the corporate life of the school through effective participation in meetings
- To take part in marketing and liaison activities such as parent's evenings, review days and other appropriate school events.
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues and feedback from pupils.
- To liaise effectively with parents and governors.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures. Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and

well-being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and to the school.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

The job purposes and key statements remain indicative and by no means exclusive. Given the evolving needs of the school, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.

The post is exempt from the provisions of the Rehabilitation of Offenders Act and all convictions or cautions must be declared.

An annual review of this job description and allocation of particular responsibilities will take place as part of the Performance Management Review.



POST TITLE: English Teacher

PERSON SPECIFICATION

Qualifications	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • Qualified Teacher Status • Training relevant to the curriculum • Further qualifications and/or studies relevant to the secondary age range • First Aid Training • Knowledge and experience of personalised learning • Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential. • Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy including: the contribution that their subjects/curriculum areas can make to cross-curricular learning; and recent relevant developments. 	E D D D D E E
Specialist Knowledge	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • Plan for progression across the Secondary age and ability range, designing effective learning sequences within lessons and across series of lessons informed by secure subject and curriculum knowledge • Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills • Plan, set and assess homework, other out- of-class assignments and coursework for examinations, where appropriate, to sustain learners' progress and to extend and consolidate their learning • Teach challenging, well organised lessons and sequences of lessons across the Secondary age and ability range • Use an appropriate range of teaching strategies and resources • Detailed knowledge of the structure and content of the current English/Drama curriculum. • Understanding and knowledge of current issues in education 	E E E E E E D
Personal Qualities	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • A caring ethos • A commitment to the school • A commitment to working co-operatively in a team situation • An enthusiastic, caring and flexible approach to teaching • Commitment to quality learning 	E E E E E E

<ul style="list-style-type: none"> • Commitment to the role of parents/carers as co-educators • A creative thinker • Self-motivation and initiative • An ability to embrace change with enthusiasm and a positive outlook • A commitment to high standards • To be able to work and plan with colleagues in a constructive manner • To be able to motivate children to achieve their best • To be a practising Christian • A sense of humour • An ability to lead a subject area effectively • To be able to think strategically • To contribute eagerly to all aspects of school life • A global outlook • An interest in business and enterprise along with a willingness to promote within the school 	E E E E E E D D D D D D D D
Professional Development	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • A willingness to attend courses and training which further school development as well as personal goals • An ability to disseminate information to staff and to share expertise • An understanding of current development in primary education • To have an up to date knowledge of national priorities to support school improvement planning 	E E D D
Letter of Application	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • Ability to present succinctly a professionally sound philosophy and practise of education • Ability to demonstrate how this philosophy and previous experience relates to the post applied for 	E E
References	Essential (E) or Desirable (D)
<ul style="list-style-type: none"> • Two fully supportive references commenting on candidates professional and personal qualities. One of these must be from the candidates most recent head teacher. 	E