



Kingsway Primary School

Recruitment information



Kindness **P**erseverance **S**uccess

Teaching Staff for Kingsway Primary School

What do we require?

Having recently celebrated an excellent outcome from Ofsted, we are looking to welcome teachers who share our determination to become exceptional to join our team. Kingsway Primary School is a highly rewarding place to work with passionate, dedicated staff who seek to provide the very best experiences for every child.

Having worked in school leadership for over 20 years, across 3 authorities and in all Ofsted categories, I recognise that KPS is a special place to work.

The school has transformed in recent years and is considered widely as a great school, with able and passionate staff who care deeply about the children they teach.

Lee Pajak – Headteacher

We are looking to welcome a dynamic and inspirational individual dedicated to matching the school's ambition. Your colleagues will say you are approachable and supportive, committed to putting children at the heart of everything that you do and valuing the contribution made by our key stakeholders.

At Kingsway we embrace diversity and are proud of our focus on equality and respect for others as an integral part of the local community and are driven by our values of Kindness Perseverance Success. I am immensely proud to be Chair of Governors at Kingsway and it is my privilege to work with a fantastic team of teachers, governors and most importantly children

Mr James Hill - Chair of Governors

The ideal candidate is aspirational for themselves, the school and the children they teach; they value professional growth and seek to be exceptional in their practice; they understand the vital role that their teaching plays in the life of children and is kind, nurturing, caring, creative and fun.



About our School

We are immensely proud of our wonderful school. Established over a decade ago, the school has grown to become a large primary catering for 420 children from Reception to Year 6, with an attached 60 place nursery.

Children and families are at the center of everything we do: our pastoral and teaching teams develop trusted and supportive connections with parents to ensure the best starting point for the children to realise high levels of achievement in their lives.

Our vision and values ensure an exceptional educational experience that meets the needs of our school and the wider community.

The school has an ambitious curriculum that sets out clearly what pupils must know and by when. Leaders have ensured that the curriculum develops children's knowledge in the early years through to the end of Year 6. The curriculum develops knowledge coherently and logically in most subjects, including in English and mathematics. Teachers use their ongoing checks to plan the appropriate next steps for pupils.

Ofsted 2022

Kindness, Perseverance and Success capture our core belief that children will feel happy and safe through kind and caring relationships with others; they will learn to persevere to overcome challenges through determination and resilience; they will succeed: academically, physically, creatively and socially.

Our vision is that Kingsway Primary School will provide an exceptional educational experience for every child.

Why Kingsway?

Kingsway Primary School is continuing the journey towards excellence following its recent 'Good' Ofsted inspection. Leaders, staff and children have worked hard over the past few years to achieve an Ofsted rating the school felt its community deserved – but were not stopping there. Our vision is to make Kingsway truly exceptional: an exceptional place to learn and an exceptional place to work.

With that in mind we can offer the successful candidate:

A happy, collegiate atmosphere with united staff teams

Well-being is not something we just *do* at Kingsway; we aim to make meaningful changes that support every individual – we even have a dedicated governor that works with our leadership team to monitor and support staff wellbeing. We collaborate with staff to discuss how we can a great place for staff as well as children. We recognise that to teach well, staff must feel motivated, supported and be given the space needed to perform to the highest standards.

Experienced and committed leaders who support and value every professional in the school

Don't just take our word for it, Ofsted said in 2022 that:

“The headteacher and senior leaders are ambitious for pupils. Senior leaders have ensured that there are effective systems in place to enable pupils to enjoy and achieve, including high-quality, tailored support for pupils with SEND. Staff feel empowered. Leaders provide appropriate support to help staff manage their workload.”

Extended professional development opportunities within and beyond the school to support career development (including Early Careers Teachers)

Working in close collaboration with the Gloucestershire Schools Partnership of 38 local schools, we offer a full support programme to all ECTs in addition to regular CPD.

Beyond the first years: we know that a teacher's skills never stop developing and champion effective professional development at all career stages. It is rewarding to know that you are continually developing; we make sure we understand your professional aspirations and help you to work towards those goals both at KPS and beyond.

Many of our teachers use their skills to support schools within, and beyond the GSP, which provides rich experience. Again, Ofsted recognised this as a strength of the school:

“Senior leaders are successfully developing other leaders so that there is even greater capacity to keep improving”

Performance related pay-progression

As part of our annual cycle of appraisals, teachers’ pay can be accelerated to recognise exceptional performance when this is consistently achieved above their current pay - scale. We know that teaching is a vocation, but we also recognise that other rewards such as pay and the space to do the job well are important factors in valuing staff.

Over the past few years the school’s business manager has worked hard with our leadership team to be in the position to ensure staff pay scales are fully aligned with union recommendations.

Wonderful children who love to learn and thrive from exciting opportunities

Words can not express how great our children are - they enjoy being at our school just as much as we enjoy having them. Pupil voice is central to our evaluation: children feel empowered to share their thoughts about what is good, what could improve and how we can make our school better. Children feel safe, secure and supported at all times in school.

We value the role that children play in our school. Pupil groups such as: School Council; Play Leaders; Sports Leaders; Eco-Committee evidence our commitment to helping children grown personally as well as academically.

The opportunity to make a difference to the lives of children who need a great teacher

Kingsway Primary School draws from a mixed and exciting community. We have higher than national percentages of children with Special Educational Needs and those who are from disadvantaged backgrounds.

We have an imperative: to provide the best experience possible both during their journey with us and also in preparation for their future lives. We have expert teams across the school to ensure holistic development of each child: academically, socially, physically and emotionally.

Your role as class teacher is at the epicenter: the quality of experience every child receives pivots on the quality of teaching, engagement and interaction with the children in your class. The reward is as good as it gets: knowing you made a difference.

But don't worry, you're not on your own. With an experienced leadership team, fantastic colleagues and a pastoral team that Ofsted commented as ensuring "interventions are implemented swiftly for identified pupils, whenever these are needed" you'll never be alone.

Get a feel for the school

We invite you to watch the video on our website.

<https://kingswayprimary.org.uk/>

It was created during the pandemic to support parents who wish to learn about the school and it provides a lovely insight into the school.



Want to learn more?

We hope this information has excited you about the possibility of starting or extending your teaching at Kingsway Primary School. If it has, I would welcome the chance to talk with you further. Please email me on: head@kingsway.gloucs.sch.uk

With best wishes

Lee Pajak

Kindness Perseverance Success



KINGSWAY
Primary School

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