The James Hornsby School

Together we excel

Job Application Pack
Teacher of Geography & Religious Education

ZENITH
MULTI ACADEMY
TRUST

The James Hornsby School
Together we excel

Teacher of Humanities
Geography & Religious Education
Teachers Main Pay Scale
Required As Soon As Possible

Do you wish to be part of a popular, oversubscribed school, where "Staff speak positively about professional development and feel well supported to refine their teaching practice" Ofsted 2026?

At JHS, we believe that "together we excel"—students and staff alike—and we are proud to be a highly inclusive school community.

James Hornsby already benefits from a dedicated and friendly staff body, and we are now seeking a dynamic and committed professional to join us. An excellent and exciting opportunity has arisen for an exceptional Geography & RE Teacher to join our Humanities department. This would be an ideal opportunity for and Early Careers Teacher.

We welcome applications from candidates with a genuine passion for all languages, particularly French and Spanish and the drive and flair to instil a lifelong love of the subject in all students, championing the unique value of languages within the school curriculum.

You should have excellent communication and interpersonal skills, as well as a positive approach to working effectively with all members of the school community and external stakeholders.

This is an exciting time to be joining the school, as we grow in popularity both locally and beyond. We are proud to be part of the Zenith Multi Academy Trust, comprising five local schools with significant professional development support and networking.

By joining us, you will benefit from high-quality professional development opportunities and expert support from a strong leadership network across our family of schools, alongside guidance from our highly experienced Senior Leadership Team.

If you would like to be part of our journey, and make a genuine difference to students' life chances, we would be delighted to hear from you.

We can offer you:
A friendly and welcoming place of work, which invests heavily in staff training
Numerous Staff Wellbeing Initiatives
Benenden Healthcare cover
Cycle to Work Scheme,
Vivup employee discount scheme

For more information or to arrange a school visit/tour contact Leeann Howsego, HR Manager
leeann.howsego@thejhs.co.uk

Applications will be reviewed on a rolling basis as they are received. We reserve the right to close this vacancy early should a suitable candidate be identified.

Applications

To apply for the role please click here CVs will not be accepted without a completed application form.

You must complete the application form fully and give details of all employment, training and gaps in employment since leaving secondary school to the present day. Any additional information, which you wish to bring to the notice of the selection panel should be included in your letter of application (supporting statement). Please ensure you say why and how you meet the criteria from the person specification in your letter of application. Full job description and person specification can be found at the end of this pack.

Shortlisted applicants may be screened prior to interview by checking social media sites. The purpose of such screening will be to ascertain whether a candidate demonstrates appropriate conduct, behaviour and suitability for employment in a school environment.

Closing Date: 27th September 2026
Interview Date: To be confirmed

If you have any queries, wish to discuss the role informally or undertake a visit to the School, please do not hesitate to contact us via email leeann.howsego@thejhs.co.uk or telephone 01268 582 469.

We look forward to receiving your application. You will be notified of your application status within two weeks of the vacancy closing date.

Safeguarding Children & Young People

The Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

Welcome from the CEO

It gives me great pleasure to welcome you to our Trust, and I very much hope this job application pack you gives you a sense of what it is like working in our Trust, including our vision and values.

We are a small, locally-based Trust in South East Essex, currently comprising one primary school, three secondary schools, and one special school: Laindon Park Primary School and Nursery, The James Hornsby School in Basildon, Castle View School in Canvey Island, and The King John School in Benfleet, and Castledon School in Wickford.

We are intentionally a small Trust and very much see our role as central to the communities we serve.

As a member of staff within the Trust, you become part of a dynamic network of staff working to achieve a shared vision for all of our children. You become a valued member of a small group of schools, able to shape the education of future generations. In doing so, we hope that you feel really well supported in your career, and that your well-being is always considered. As a member of our Trust, you engage in a professional learning journey which develops you as a practitioner, and allows you to use your talents to transform lives and make a genuine difference.

Our Core Purpose

To enhance the life chances of every child and drive social mobility.

Mission Statement

A quality education and experience for all.

Values

Dignity **Collaboration** **Positivity** **Aspiration**

Vision

Zenith Trust will ensure excellence across the pillars of school improvement, governance, and business operations, harnessing the transformative power of collaboration so that all students attend truly outstanding schools.

Regardless of background or need, all students will achieve highly and have high levels of well-being, because they are taught and supported by the very best staff, who are well-trained and supported, buy into Zenith's vision, and are committed to providing a quality education for all. School leaders act ethically, inclusively, and always with the child's best interests at heart. Our students will be aspirational for themselves, enjoying their time at school, and flourishing as individuals within a safe, secure and nurturing environment.

All Zenith schools value students' social, moral, cultural, and spiritual development, building exceptional character so that students are kind, resilient, and inspired to be life-long learners. By working closely with the families and local communities we serve, and listening to students' voices, students will be well-prepared for life in a modern, tolerant Britain. They will secure outstanding academic outcomes and high quality destinations, always well-prepared for their next steps. As adults, they will lead happy, purposeful, and rewarding lives, and make a positive contribution to the world.

Andy Hodgkinson
Chief Executive Officer

Why work for Zenith Multi Academy Trust?

Thank you for considering Zenith Multi Academy Trust as your potential new employer.

If you share our commitment to securing transformational change and sustainable school improvement, and would like to be part of our vision to provide excellence in education, we would love to hear from you.

In return we can offer you:

- A friendly Trust which places staff wellbeing and development at the forefront of everything we do
- School settings with excellent facilities
- Access to high quality and bespoke CPD across the Trust, including a collaborative project with the Education Endowment Fund (EEF)
- A supportive and positive Early Careers program run in partnership with National Institute of Teaching (NIoT)
- The opportunity to develop your career with and across the Trust Schools
- The Trust is an early adopter of the new NPQs

Staff Wellbeing

The Trust is committed to providing a safe and healthy working environment for all staff and supports management practices that promote good health and wellbeing of all its employees. The Trust recognises that wellbeing and performance are linked. Improving employees' ability to handle pressure and to balance work and home life will ultimately lead to improved individual and Trust performance, including better outcomes for students.

The Trust has adopted a number of policies to support our commitment to staff wellbeing, including:

- Mental Health and Wellbeing policy which focuses on the Trust's commitment to maintaining the health and wellbeing of staff
- The Health and Safety policy which provides a framework for, and measurement of, safe places to work; and
- The staff Recognition and Reward policy which ensures our staff feel valued for the work they do and recognised for the contribution they make.

The wellbeing and training of our staff are seen as critical in creating the most effective and talented staff team. The high calibre of our staff means that we are constantly striving to improve so that we can provide the outstanding level of education that all our diverse and talented young people deserve.

Continuing Professional Development (CPD)

At Zenith Multi Academy Trust, all staff are encouraged to develop their knowledge, skills, understanding, and attitudes to enhance their professional work, regardless of experience. We work towards 'a culture of excellence', where all staff have the opportunity to continue to improve and sharpen their knowledge and practice. All staff who work in the Trust also have access to our innovative, online learning platform 'Zenith Institute', which provides staff with bespoke training and access to the latest research.

Working for Zenith brings other benefits:

- Free Benenden Healthcare Scheme
    - Access to a GP 24/7 hours a day seven days week for you and your immediate family
    - Access to a Mental Health Helpline 24 hours a day seven days a week
    - Access to a care adviser who can provide advice and information on adult care issues
    - Medical Diagnostics
    - Medical Treatment at one of the hospitals in our treatment network for certain procedures.
    - Physiotherapy
    - Mental Health Counselling Support
    - Financial Assistances to a care adviser who can provide advice and information on adult care issues
- Access to Benenden Healthcare rewards and discounts scheme
    - 46% off digital fitness subscriptions
    - 22% off activity trackers from Fitbit
    - Save up to 11% on the cost of gift cards of E-Gifts
    - Lifestyle shopping vouchers – save 6%
    - Home movies rentals – save up to 40%
- VIVUP Employee Assistance Programme and Lifestyle savings membership
- On site staff counselling programme
- Access to Bike2Work scheme
- Annual calendar of wellbeing events
- Eye sight tests
- On-site free medical health checks
- On-site flu jab clinics
- Free access to on-site gym facilities
- Generous Teachers' Pension and Local Government Pensions schemes
- Generous annual leave entitlement for full-time support staff up to 29 days + 8 bank holidays per annum

The Schools of Zenith Multi Academy Trust

The James Hornsby School
Together we excel

The James Hornsby School is an oversubscribed 'Good' school; as rated by Ofsted, where students are at the heart of all we do. We have a strong family ethos where we believe "Together we excel".

The Headteacher, Tammy Nicholls firmly believes that investing in staff is a priority to ensuring every student receives a high quality education, enabling them to achieve their best. Family, Pride, Ambition and Excellence are their key drivers for success not only for their students, but for their staff as well. As such staff retention and well-being is high.

The James Hornsby School are extremely proud of the strong family ethos that has been built, which focuses on developing personal character, resilience, independence and removing barriers to success. They have a vertical tutoring system and every student and staff member are placed into a college structure, this strengthens the sense of belonging.

Our ethos ensures a safe and happy environment where students are at the centre of all we do. They have highly effective safeguarding structures in place and work in collaboration with parents and carers to ensure high levels of attendance, welfare and outcomes.

They have created an environment where all students can make great progress, this is underpinned by a well-structured curriculum that is rigorous and aspirational and is supported by quality first teaching.

The ultimate purpose is to ignite hope, drive ambition and advance the life chances of everyone who is part of their family. We will help students gain qualifications that will open the door of opportunity and develop the character to get them through.

We welcome the chance to meet with you and discuss your development opportunities as part of the James Hornsby and Zenith family!

THE KING JOHN SCHOOL
A QUALITY EDUCATION FOR ALL

Daniel Steel, is the Headteacher at The King John School, as a parent of two young children himself, he leads the school through the eyes of a parent, with very high expectations and aspirations for his student. The King John School is a popular, oversubscribed school where students' very high attendance and levels of achievement reflect their commitment and enjoyment of school life. The school is a large, mixed comprehensive with a well-established sixth form, and serves the ever-growing communities of Thundersley and Benfleet, as well as welcoming students from further afield.

To enable their students to be happy and successful learners, they strive to create a caring, supportive and aspirational learning community, with high expectations and opportunities for all. They believe in offering a broad and balanced curriculum to enable students to flourish as individuals, and to achieve future success in whatever they choose to become later in life. This includes a strong emphasis on sport and the Arts. Opportunities for extra-curricular activities are extensive for all to support in developing knowledge, skills and cultural capital beyond the classroom setting. These opportunities include enterprise, creative performing arts, and a wide variety of trips and visits. Added to this their sporting expertise which puts them at

the top of the county and national championships in a whole range of sports you will see the school has a lot to offer. They strive to nurture and develop global citizens of the future by celebrating success and valuing aspiration. There is a strong focus on developing students' character by instilling the King John PRIDE values of positivity, resilience, integrity, dignity and equality. They are determined every student should maximise their potential.

The recruitment, retention, and training of fully-qualified staff play a key part in their drive to secure strong academic outcomes for all students, and to instil a life-long love of learning. They understand the vitally important role of partnerships between families and school, and value their relationships with all members of the community they serve.

They have a thriving sixth form, which has been significantly extended to provide a wealth of additional state-of-the-art facilities. Students achieve well in a wide range of subjects and over a three year trend, the results are in the top 15% of over 2000 schools with 68% A*, A or B grades at A-level. Students' destinations are very strong, and they progress to Higher Education, including Cambridge and other Russell Group universities, apprenticeships and employment.

Laindon Park School & Nursery

Laindon Park is a small school located in a rural unspoilt area. Their building retains a Victorian character with many historical features. The Headteacher of Laindon is Cristina Portoles, who ensures that they are a school where the child is at the heart of everything they do and leads the decisions they make.

"Pupils enjoy learning and playing together at this small, friendly school. They are confident that everyone is welcome here. From the early years, children learn to share ideas and equipment. Older pupils proudly take on roles in the school to help each other and to care for the school environment." (Ofsted February 2023)

Castle View School

Pursue Excellence | Be The Best

Steve Durkin is the Headteacher of Castle View School. The school is a place where students are put first in everything the school does. Their aims are to pursue excellence, to be the best they can be and they achieve this by working together with parents and the wider community to bring out the very best in their young people.

A good education inspires, opens doors and makes a difference to the lives of individuals, their families and the wider community. Therefore, the school takes their responsibilities as educators very seriously, doing all they can to help their students achieve anything and everything they set their minds to. The school also takes great pride in providing a happy and harmonious learning environment – one where every student is known as an individual.

As well as valuing academic success, the school strives for every child to become a well-rounded, caring and confident individual who plays a part in their community, and has the skills and mind-set to contribute positively to our wider society. The Headteacher would warmly welcome you to visit the school and discover what it is that makes Castle View School the right choice for you and your child.

Simon Holliday is the Headteacher of Castledon School. This school is a community special school based in Wickford, Essex that aims to unlock the potential of learners aged 5 to 19 with moderate learning difficulties and complex needs. Our motto is "Unlocking Potential".

We work closely with parents, staff and students to create a safe and inclusive community that is based on mutual respect and understanding. Staff, parents and students helped devise the Castledon Code which encourages all within our community to be safe, kind and responsible.

Our school has a range of facilities and resources to support our students' learning and development, including specialist classrooms and equipment, therapy rooms, a sensory room, a soft play area, a music studio, a swimming pool, animal care shelters and an art room. Our students have access to a range of pathways, including life skills, vocational, and academic. We work with our learners and families to identify their goals and aspirations and offer bespoke pathways that are tailored to each individual student.

Our school has won several awards, including the 2022 Essex SEND Teacher of the Year award. We also recently won the Educational Business Award for Environmental Practice in 2022, and the Community Award in 2021, Academy Partnership Award, and SEN Provision Award in 2019.

We invite you to follow us on Instagram to keep up to date with our school community.

The King John School

Laindon Park Primary School

The James Hornsby School

Castle View School

Castledon School

Testimonials

Since joining JHS in January 2019, my personal development has been supported and encouraged. I have benefitted from both formal CPD and shadowing excellent teachers. I have found that within the staff team people are very generous with their time and advice. Everyone is really friendly and welcoming - I genuinely feel like a valued member of the team here.

- Teacher of Humanities, The James Hornsby School (progressed from support staff to unqualified teacher, currently undertaking teaching qualification)

I began my teacher training at James Hornsby in 2019. I feel I have been fully supported on my journey to becoming a qualified teacher with excellent training opportunities. I have had the pleasure to witness fantastic teaching which helped me to become the teacher I am today. Staff are always on hand to lend guidance so you always feel supported. I feel this school is where I want to continue to progress in my career; this is deeply encouraged by senior leaders so you feel you can grow. There is a true family ethos here at James Hornsby where staff and students feel safe and in a happy environment. I look forward to coming to work due to the wonderful friends I have made with staff and because of the students welcoming and friendly nature which is embedded into the school.

- Teacher of Drama, The James Hornsby School

Having worked within Zenith for a number of years I have been afforded so many opportunities to develop. I came to the school as a Head of year and after discussing my drive to be on the leadership team I was given extra responsibilities to ensure the progression was effective and that I was ready to interview for a role. With this in mind I was asked to lead on several faculties and drove the Equality and Diversity within my school. This then led to me being asked to join a school within the MAT to take on the role of associate assistant headteacher. I have now secured a permanent position in this school and couldn't have done it without the opportunities given to me by the Trust.

- Assistant Headteacher, The James Hornsby School

I started working at James Hornsby in January 2012 and began working here as a learning facilitator; almost eight years on and I am now currently the head of mathematics. In this time I have had the opportunity to complete many roles within the school. Working in the behaviour support unit, as an achievement officer and then as a maths instructor, while I was completing my maths degree at university. The leaders within the school identified my skill set and provided me with the support and guidance to move through these positions.

- Maths Teacher – The James Hornsby School

Job Description

JOB DESCRIPTION FOR SUBJECT TEACHERS AND TUTORS

Responsible to Head of Faculty

All teaching staff **are subject teachers and can be called upon to act as personal tutors.** The teaching and learning of our students is our principal task. Each of us is responsible for ensuring that effective learning occurs in our classrooms and that all students have equal opportunity to progress. **Subject teachers** are supported by a Head of Faculty. Duties include:-

- Meeting the defined Teaching Standards
- Preparation of teaching materials
- Regularly marking students' work and completing appropriate assessments according to school marking policy
- Ensuring that work matches students' needs, liaising with the special educational needs department regarding students and implementing the stages of assessment and acting upon value added information
- Writing reports as needed and requested
- Keeping records and monitoring students' progress using SIMS data management
- Liaising with other members of staff about the students
- Setting the tone of the lessons as defined within The James Hornsby School
- Being the first line of the discipline system of the school
- Maintaining an orderly classroom and an attractive environment
- Supporting and implementing the school's policies
- Attendance at all relevant meetings
- Being aware of the responsibilities regarding Health and Safety

The **tutor** is the key member of staff for individual students and their parents. The tutor is central to our pastoral system and is therefore responsible for all aspects of the student's progress, development and welfare. **Tutors** are supported by a Head of College. Duties include:-

- Being the first point of contact for parents, keeping Head of College informed of serious issues e.g. attendance or behavioural problems that may eventually require Senior Leadership Team involvement
- Maintaining updated and accurate records relating to members of the tutor group by recording information on academic performance, behaviour, attendance, punctuality and other relevant issues
- Regular monitoring of student planner and homework records for their tutees
- Completing the daily register and implementing absence checks and procedures
- Ensuring tutor time is used productively and the set programme is followed
- Carrying out student reviews and target setting for tutees
- Encouraging a corporate feeling within the group and supporting group activities
- Maintaining high standards of dress and behaviour
- Keeping the relevant colleagues updated regarding information relating to any tutee and liaising with colleagues regarding student progress. When necessary to call meetings to discuss issues and to support and advise colleagues
- Liaising with the SEN department regarding their tutees and implementing the stages of assessment
- Writing tutor reports and collating subject reports for the tutor group

- Being the first or second line of the discipline system of the school
- Supporting and implementing the school's policies
- Attendance at all relevant meeting
- Being aware of responsibilities regarding Health and Safety
- To undertake any other duties as may be reasonably required from time to time by the Headteacher

This job description does not form any part of any Contract of Employment. It describes the way the postholder is expected and required to perform and complete the particular duties as set out above.