TEACHER OF ART
Recruitment Information Pack



Putting Achievement First

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TEACHER OF ART
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CONTENTS

	Page No.
Letter from the Head of School	3
Working with Swale Academies Trust	4
Introduction to The North School	5
School's Values and Ethos	6
The Application Process	7
Details of Vacancy	8
Job Description	9
Person Specification	11
The North School Facts and Statistics	12

March 2018

Dear Applicant

Thank you for showing an interest in the post of Art Teacher at our school.

This is an extremely exciting time to join The North School on its journey to be outstanding. Our aim is to ensure that every single member of the school community is putting achievement first, fostering resilient, independent, happy and confident learners who leave school with the right skills and qualifications for the world they are growing into.

The North School has entered an exciting stage of its development. After the best ever exam results in Summer 2016, in partnership with the Swale Academies Trust we continue to be focused on school improvement and continuous learning for both our students and staff. We are particularly proud of the recent advances in oracy and students' leadership.

We look for talented and committed people and work hard to keep them, helping them reach as high as they can. We are looking for somebody that has high expectations of themselves and of others to join our staff team. In return we offer access to our outstanding teacher programmes; outstanding leadership programme and out shadow leadership scheme.

We are looking to recruit a teacher with a good grasp on good and outstanding teaching, confident in their ability and able to consistently deliver effective lessons and learning with a positive approach.

You should possess excellent communication and organisational skills, be hard working, flexible and professional. Have high expectations of students, colleagues and yourself, displaying energy and enthusiasm in and out of the classroom, contributing to the school's overall success. A willingness to contribute to other areas of school life would be welcome.

I want The North School to be outstanding a strong part of the local community. If you share our commitment to educational excellence, we want to hear from you.

Yours sincerely

Mrs Anna Lawrence
Head of School

WORKING WITH SWALE ACADEMIES TRUST

Welcome from the Chief Executive Officer
Swale Academies Trust

Since its creation in September 2010 Swale Academies Trust has become a strong and successful school improvement service, specialising in taking schools in Ofsted category and turning them into good schools. A glance at the most recent Ofsted reports for Westlands Primary School, Meopham School, The North School, Regis Manor School and Sittingbourne Community College, will all point to the effectiveness of the Trust in bringing about change and providing and enabling excellent leadership. First and foremost Swale Academies Trust is about the provision and development of high quality leadership and management.

We don't seek to develop clone schools that deliver education in a regimented manner. Rather, we value the development in our schools of a spirit of enquiry and action research that provides the best possible education that is right for students in a local setting. We do however collectively value and strive for all students to produce beautiful work which showcases their development over time of which they, their teachers and support staff and parents can be really proud. We are proud of our schools and we strive for a sense of shared pride in the achievements of all of our students.

Our ambition is driven by enabling schools and children to succeed. We have a wide range of excellent and highly accomplished senior leaders who lead with a sense of purpose, charisma and a set of shared values. The Trust is fortunate to be overseen by a Board of Directors who share leaders' values and who provide the highest quality challenge and support.

Jon Whitcombe
CEO Swale Academies Trust



INTRODUCTION

We are proud that The North School is a happy and improving school where students and teachers enjoy learning together. An experienced team of colleagues provide all students with the best possible opportunities, both inside and outside of the classroom. Our teachers encourage all students to develop their resilience and independence.

Our students are expected to treat each other and staff with care, courtesy and consideration. They are taught to always try their very best at whatever they do and to value the progress they make as individuals. We value a community approach to education to ensure that there is a broad range of expertise within the school. This enables our students to be supported in all areas, so that they may strive to reach their full potential in school and in their future lives.

At The North School we recognise that the students are at the centre of the learning experience and that they all come with different needs and abilities, not to mention interests and strengths. Therefore we continually review the curriculum diet available; to ensure that it best reflects the national picture and the needs of the students. This enables us to make the learning experience as skills based as possible with a broad range of subjects and an emphasis on personal achievement.

Working in partnerships with parents and the local community is important to us. Collaboration with parents to ensure that every pupil in our care reaches their full potential is highly valued. We encourage all parents to get involved in the life of the school. The well-established Parents' Forum offers an excellent opportunity to influence the developments at the North School.

Our classroom practice and academic achievement are supported by a wide range of facilities that include a Basketball Academy, excellent sports facilities and clubs, a climbing wall and even a full working farm that has achieved great success at the Kent Show. All these elements contribute towards our safe, positive and varied learning environment that will enable your child to achieve their full potential and enjoy their time with us.



SCHOOL'S VALUES AND ETHOS

The North School recognises that people have different strengths and interests and we aim to give individuals the opportunity to develop those further where possible.

We expect students to have high expectations of themselves, to share our aim of 'putting achievement first' and to commit to the school's values,

As a school we value:

- Challenge: Everyone is expected to do their best, never settle for second best and show a determination to achieve high standards in whatever they do
- Respect: The school upholds each individual's right to learn and respects different views, opinions and beliefs; showing kindness and consideration towards others is a baseline
- Resilience: We understand that long-term success requires perseverance, quality improvements to students' work and the ability to learn from mistakes
- Community: We believe that being part of the school community makes us stronger; caring for each other and supporting our local community helps us achieve our very best.
- We learn together, we celebrate together and we support each other through challenges.
- Leadership: The school believes that the voice of students and the leadership they show should play a significant part in the life of The North School.





THE APPLICATION PROCESS

Within this pack you will find a document detailing the responsibility of the role and a person specification listing the requirements you must meet to satisfy the selectors at the shortlisting stage. You should ensure that you address each of the points within the person specification in your application. Whether or not you are selected for interview will be determined solely on the information provided in your application form.

Should you be shortlisted for interview your suitability for the post will be explored including your motivation to work with children and young people and your understanding of appropriate boundaries.

Please limit any additional information to two single sides of A4 Paper. Please note CVs will not be considered. Applications should be typed or written in black ink.

All posts are offered subject to:

- A satisfactory Enhanced check from the Disclosure and Barring Service or Disclosure Scotland
- Identity Verification
- Verification of your entitlement to work in the UK
- Verification of any relevant qualifications, including Qualified Teacher Status if you are applying for a post requiring QTS
- Receipt of 2 satisfactory references
- Satisfactory pre-employment health clearance.

Copies of teaching certificates or any further professional qualifications will need to be provided at interview stage. If you are applying for a teaching post, your qualified teacher status will be verified.

Please note that this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind overs, including those regarded as spent must be declared. Providing false or misleading information could result in the application being disqualified or summary dismissal if in post.

References will be taken up prior to interview. Referees should be able to comment on your professional suitability for the post you have applied for. One referee **should** be your current or most recent employer.

Completed applications should be returned to recruitment@north.kent.sch.uk or by post addressed to Mrs Jo Manning, Personnel/Recruitment Manager, The North School, Essella Road, Ashford, Kent TN24 8AL. If returning your application by post, please ensure your envelope contains the correct postage. If you would like us to acknowledge receipt of your application form, please enclose a stamped addressed envelope with your application.

Closing date for the receipt of applications is Friday 23rd March 2018.

Shortlisting will take place on the afternoon of Monday 28th March and interviews will take place shortly after shortlisting. An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date please assume your application has been unsuccessful.

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 01233 614600 ext. 210.

TEACHER OF ART
Required for September

The North School are looking for an inspiring and successful art teacher to join our successful Art Department. The successful applicant should be an excellent classroom practitioner and bring passion and enthusiasm to the role along with the ability to teach proactive and focused lessons for all age groups. Experience of teaching GCSE and A Level is essential. Specialist knowledge of painting, printing, photography or sculpture would be an advantage. In return we can offer the full benefits of our excellent support and CPD programmes both internally and through Swale Academies Trust.

Applicants should possess excellent communication and organisational skills, be hard working, flexible and professional. They should have high expectations of students, colleagues and self, displaying energy and enthusiasm in and out of the classroom, contributing to the school's overall success. A willingness to contribute to other areas of school life would be welcome.

Applications are welcome from both experienced and newly qualified teachers.

Further details about the school can be found on our website www.north.kent.sch.uk and further information about the vacancy can be obtained from the school via email at recruitment@north.kent.sch.uk

The closing date for applications: **Midday, Friday 23rd March 2018**

Interview date: **To be confirmed.**

The North School is committed to safeguarding and promoting the welfare of young people, and expects all staff and volunteers to share in this commitment. Any successful candidate will be required to undertake an Enhanced Disclosure by the Disclosure & Barring Service.

The North School is an Equal Opportunities Employer

JOB DESCRIPTION

JOB TITLE:	SUBJECT TEACHER/FORM TUTOR
PAY SCALE:	
LINE MANAGER:	

You will perform such duties as may be required of you by the current School Teachers' Pay and Conditions document and guidance on School Teachers' Pay and Conditions and subject to any amendments due to government legislation.
Your duties may be varied to meet the changing demands of the school at the reasonable discretion of the Head of School.
You will perform such other duties as may reasonably be expected by the Head of School in line with the expectations of your post.

1. PRINCIPAL RESPONSIBILITIES

- To facilities and encourage learning to enable students to achieve high standards.
- To share and support the school's responsibility for the well-being, education and discipline of all students.
- To contribute to the continuous development of the school.

2. SPECIFIC TEACHING DUTIES:

- Prepare and teach lessons of a high standard:
    - Following agreed school policies on teaching and learning
    - Following designated programmes of study
    - Carrying out the necessary assessments
    - Setting and marking homework and monitoring homework diaries
    - Providing information/comments for records
    - Monitoring students in accordance with agreed faculty, community and school strategies
- Maintain discipline in accordance with school policies and demonstrate good practice with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc.
- Contribute to agreed practices of department and school development, record keeping, monitoring, evaluation of lessons and development and maintenance of resources.
- Contribute to agreed practices for monitoring the academic, behavioural and social welfare of students.
- Engage in continuous professional development in relevant areas.

3. GENERAL DUTIES:

- To take part in performance management and department evaluations.
- To participate in appropriate meetings with colleagues and parents.
- To set work for classes when absent.
- To provide cover for absent colleagues according to agreed school policy.
- To carry out a share of supervisory duties in accordance with agreed practices.
- Participate in training and other learning activities as required and attend relevant meeting to ensure own continuing professional development.
- Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health, safety, security, confidentiality and data protection, reporting any concerns to the appropriate person, to maintain a safe and secure learning environment for students.
- Undertake any professional duties reasonably delegated to you by the Head of School, Deputy Head or Line Manager.

4. ORGANISATION:

Please refer to organisational charts in the staff handbook.

5. ORGANISATION:
Please refer to organisational charts in the staff handbook.

6. ADDITIONAL RESPONSIBILITIES - to be negotiated with Line Manager, Head of Department/Community Principal.

7. PERFORMANCE MANAGEMENT
Knowledge and Understanding
- Demonstrate a thorough and up to date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.

Teaching and Assessment
- Demonstrate that you consistently and effectively plan lessons and sequences of lessons to meet students' learning needs.
- Demonstrate that you consistently and effectively use a range of appropriate strategies for teaching and classroom management.
- Demonstrate that you consistently and effectively use information about prior attainment to set expectations for students and monitor progress to give clear and constructive feedback.
- UPS3 : Make a distinctive contribution to raising students' standards.

Student Progress
- Demonstrate that, as a result of effective teaching, students achieve well relative to their prior attainment, making progress which is as good as or better than similar students nationally.

Wider Professional Effectiveness
- Take responsibility for own professional development and use outcomes to improve your teaching and students' learning.
- Make an active contribution to the policies and aspirations of the school.
- UPS2 : Seek to share your expertise with colleagues.
- UPS3 : Take advantage of appropriate opportunities for professional development.
- UPS3 : Use professional development effectively to improve students' learning.
- UPS3 : Contribute effectively to the work of the wider team.
- UPS3 : Play a critical role in the life of the school.

Professional Characteristics
- Demonstrate that you are an effective professional who challenges and supports all students to do their best through:
    - Inspiring trust and confidence.
    - Building team commitment.
    - Engaging and motivating students.
    - Analytical thinking.
    - Taking positive action to improve the quality of students learning.
    - UPS3 : providing a role model for teaching and learning

8. ACCOUNTABILITY
- As a subject teacher you are immediately responsible to the appropriate Head of Department/Subject Leader.
- As a form tutor you are immediately responsible to the appropriate Community Principal.
- All teachers holding posts of additional responsibility are immediately responsible to the designated line manager, indicated in the published line management arrangements.
- All staff are ultimately responsible to the Head of School.

This job description does not form part of the contract of employment. It describes the way the postholder is expected and required to perform and complete the particular duties as set out in the foregoing.

The Head of School reserves the right to amend the job description in consultation with the employee to reflect changes in the duties of the post.

PERSON SPECIFICATION

JOB TITLE:	SUBJECT TEACHER/FORM TUTOR
QUALIFICATONS:	• Qualified Teacher Status • Evidence of and relevant professional development.
EXPERIENCE:	• Of working as part of a team to raise standards. • Evidence of good organisational skills, the ability to innovate, work collaboratively, lead and manage change. • A teacher who is able to demonstrate good classroom management and practice.
KNOWLEDGE:	• Knowledge and understanding of teaching and learning, curriculum development and assessment. • Knowledge of current educational issues such as the Secondary Strategy, 14-19 Curriculum and Specialist Schools. • Ability to teach across all Key Stages, including GCSE is essential. Also an ability to teach BTEC Diploma or other courses is an advantage but not essential.
PERSONAL SKILLS:	• Approachable. • Excellent communication. • Confident and competent. • Personal commitment to quality and excellence. • Resilient with the ability to be adaptable. • A desire and capacity for further promotion.

The North School is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment.

This post will require an enhanced disclosure under the Disclosure and Barring Service.

The North School Facts and Statistics :	
Type of School	Community School
Age Range	11-19
Location	Ashford, Kent
Gender	Mixed
Specialisms	Sport and Rural Dimension
Number of students on roll	870
Attendance	93.5% (2016)
Number of teaching staff	80
Number of associate staff	65
% of students on free school meals	13.2% (2016)
% of students with SEN	3.1% (2016)
% of students with EAL	9.8% (2016)
GCSE results 5+ A* to C (and equivalent including English and Mathematics)	41% (2014) 26% (2015) 56% (2016)
Number of students in Sixth Form	144
Ofsted Inspection Report – Sept 17	https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/118832