

**Candidate**

**Information pack**

**Teacher of**

**3D Art and Design**

Dear Applicant,

Thank you for your interest in our academy. We hope that this letter and the attached information helps you to understand that we are working hard to make our academy stand out from the crowd; we intend to become an academy of choice in the local area. To achieve this Fowey River Academy is evolving, and fast. We are doing things differently, on purpose. We have a strong sense of what we are about, and so I would like to explain to you our philosophy and approach.

FRA believes in a growth mind-set. Intelligence is not fixed, but can - and will - be grown and nurtured. Our Adventure Learning ethos promotes exploration and discovery. We are committed to the idea that everyone is capable of excellence: the first attempt at something is just that, a first attempt. We believe that failure only occurs when you stop trying, or there are insurmountable barriers.

Our philosophy is to require students to persevere to master academic knowledge and skills; we need to teach them how to be resilient when faced with a challenge.

Fowey River Academy is committed to a broad and balanced curriculum offer, and we want all students to experience and love the creative subjects.

We have superb facilities for Art and Design, including two large, fully equipped art rooms, two D&T workshops, a kiln plus photography and textiles equipment. The academy is well-equipped with a range of materials and resources and we have excellent ICT facilities, including a mac suite. The Creative Industries faculty has its own suite of computers and a dedicated technician.

You will be joining a faculty that is made up of two existing Art specialists, a music teacher, a drama teacher, a media teacher and a food technologist. We are strengthening the team by creating a Head of Faculty position. This person’s central role will be to promote the creative subjects so that they remain at the heart of the curriculum offer.

This particular post has been created in direct response to requests from students and parents to teach the use D&T machinery and develop the associated practical skills. We are keen to support the local community and to play a role in strengthening vocational education in the area.

We hope this pack informs and interests you and we look forward to receiving your application by the deadline.



Martin Dale

Principal



**Salary, Continuing Professional Development and Benefits**

Salary MPS/UPS

Full time/part time

You will be paid on the main teachers' scale: the exact starting point will be determined with you at interview and will be commensurate with your experience and track record to date.

CPD

Our new Performance Management processes will ensure that you get plenty of opportunities to hone and develop your teaching skills. You will have regular career development conversations in which we will discuss how you want to grow over the coming years and you will have access to our MAT's CPD, training and support structures.

Your ability to progress in your career matters to us because it is what we call a ‘win-win'. You will be ready for new, harder challenges because you will have done such a great job of transforming the lives of our students, by securing outstanding practice and results, that you will be hungry to impact in new roles and challenges.

Benefits

As a new member of staff, you will receive extra ring-fenced time in your first year to learn new skills and pedagogical approaches which you can then apply or, in the case of Lead Practitioners/ SLEs, time for you to coach and develop others.

You will be allocated a professional mentor who will be dedicated to inducting you and then helping you grow. They will assist you to build a portfolio with career progression in mind. When you are ready, you will have opportunities to lead projects on pedagogy, curriculum design and innovation.

You will have free access to the academy's Sports Hub, fitness suite, classes and programmes.

You will receive a MacBook Pro and an iPad to help you plan your lessons and develop and deliver professional resources and presentations.

You will have access to a national network of leading practitioners via our partners and our memberships to national organisations like Challenge Partners and PiXL.

**Teacher of 3D Art and Design: Person Specification**

This post is suitable for an NQT or experienced teacher.

Fowey River Academy is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This role will require the post holder to have an enhanced DBS disclosure. It is the individual's responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with.

Essentials:

Good Honours Degree

DfE recognised QTS Experience

Experience of teaching Art and Design/ Technology at KS3 and KS4.

A proven track record of students making excellent progress in your lessons.

Appropriate in-service training and professional development undertaken.

Demonstrable Classroom Skills and attitudes:

Clear thinking; the ability to incisively cut through misconceptions and achieve clarity of understanding.

Modelling the process; the skill of sharing both expected outcomes and the steps needed to get there.

High-challenge, low stress; the ability to establish and sustain a positive learning environment where students are encouraged to stretch themselves in a supportive atmosphere.

Pedagogy rooted in deep understanding of how information is learned, retained and recalled.

Growth mind-set; the ability to promote an ethos where failure is learned from, not feared.

Required professional and personal qualities and mind-sets:

Self-awareness – you make time to consider how others see you.

Multiple perspectives orientated – you are aware of the dangers of a single story.

Emotional intelligence – you manage your own feelings when interacting with others and are aware of others' thoughts and feelings.

Relentless positivity – you bring solutions, not problems, to the table; you are a ‘can-do, will-do' person.

Humanity and humour – you remember why you came into teaching in the first place and you smile in the face of adversity and ambiguity.

Resilience – you are a starter-finisher and always see a task through to completion.

Flexibility – you adapt constantly to new situations and embrace evolution.

Authenticity – you are believable enough to command the respect of others.

Avoider of labelling – you believe that intelligence is not fixed, there are not high/middle/low ability students, there are high, middle and lower prior-attainers.

Deadline keeper – you do what you should do, on time.





**Job Description**

Post: Teacher of 3D Art and Design

Salary: MPS/UPS commensurate with skills and experience.

Full/Part Time, permanent.

Purpose

* To have responsibility for planning, delivery and assessment of learning activities for identified groups of students.
* To ensure student achievement within these groups is at least in line with expectations (Minimum Expected Grades - MEGs)
* To be accountable for progress and achievement of students within these groups.
* To have responsibility for the pastoral care of an identified tutor group.
* To implement academy policies and procedures as appropriate in day-to-day activities.

Delivery

* Plan fun, engaging and suitably challenging learning experiences for all allocated groups of students; use knowledge of prior attainment and on-going assessment data to ensure activities are appropriate for all students
* Read, comment and advise on students' work regularly in accordance with published academy policies.
* Undertake regular assessments of students' progress, in accordance with published academy assessment requirements; report the outcomes of such assessments to the subject leader, students and parents as appropriate; ensuring all appropriate deadlines are met.
* Attend parental consultation evenings for all groups of allocated students.
* Consistently teach at least good lessons, with the aim of improving to consistently delivering outstanding lessons.
* Manage the classroom behaviour of allocated groups of students, using the academy's published procedures for rewards and sanctions.
* Undertake the role and responsibilities of a tutor and Crew leader.
* Attend all subject team meetings as directed by the subject leader; attend all year team meetings as directed.
* Contribute to developments within the subject/year team, as agreed with the relevant real-world.
* Contribute to the delivery of revision, coursework, catch-up and enrichment programmes.
* Ensure you play a full role in keeping the academy's VLE up-to-date so that it is a relevant teaching and learning tool.

General

* Play a full part in the life of the academy community; support the academy's priorities and ethos and require students to follow this example.
* Undertake continued personal professional development activities
* Participate in subject team activities.
* Undertake duties as per the published rota.
* Undertake a reasonable share of cover lessons in accordance with the published cover policy.
* Undertake any other responsibilities or tasks as reasonably requested by the Principal.

Upper Pay Spine

* In addition to the above, teachers who have progressed to the upper pay spine will be expected to undertake additional responsibilities. The scope of these should increase along with UPS progression as outlined in academy Performance Management documentation, specifically the ALAT Career Stage Expectations documentation.
* Teach consistently good or better lessons, with the understanding that your experience requires that an ever-increasing number of your lessons are outstanding.
* Contribute to developments within the subject/year team and lead on appropriate aspects/ projects.
* Undertake induction, coaching and mentoring of identified staff or trainees, as agreed in line with the academy's policy.
* Contribute to the whole academy professional development programme as appropriate.
* Provide guidance, support and mentoring for identified students.

Footnotes

1. The above details are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to him/her by the Principal or his representative.
2. This Job Description may be reviewed at any time via consultation between the SLT and the post-holder, as may be necessary and appropriate to the needs of the academy. It will be reviewed annually. 

**How to apply**

* We encourage you to read a copy of our prospectus available on our website – this sets out our Adventure Learning philosophy
* Read the job description and person specification again
* Complete the application forms – FRA is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In compliance with Safer Recruitment guidelines, CVs cannot be accepted.
* Write a letter of application

We look forward to hearing from you by the deadline. Please note we reserve the right to close this vacancy earlier than advertised should the position be filled or we receive a high volume of applications.

Please send completed applications to Ali Honey **ali@neopeople.net**

(Should you require alternative formats please contact Ali)

Closing date**: 09:00am Monday 23rd April 2018**

**Fowey River Academy is an equal opportunities employer and is committed to Safeguarding and promoting the welfare of children and young people. The post is subject to satisfactory receipt of all statutory requirements in line with safer recruitment, inclusive of an enhanced DBS check.**