



SILCOATES

Independent education for boys and girls aged 3-18

TEACHER OF ART

for September 2018

CANDIDATE INFORMATION PACK





OVERVIEW OF SILCOATES SCHOOL

Silcoates is a co-educational 3 to 18 school of 560 pupils, which seeks to bring out the very best in every pupil through instilling in them a love of learning and a willingness to seize every opportunity they are given. Whilst many of our pupils begin their life at Silcoates in the Junior School, others join aged 11 and 16 (and at many points in-between!). This continuity serves to embed the skills and qualities that make our pupils enthusiastic and effective learners. It also ensures that they develop strong and life-long friendships with their peers. New pupils to the School are given an especially warm welcome and they soon feel valued members of our community.

Whilst we are academically selective, the pupils have a broad range of abilities and needs and thus we have a curriculum that becomes increasingly flexible as pupils develop their own strengths and aptitudes. The most academic will succeed at Silcoates – in 2017, one of our Sixth Form leavers went to Cambridge, three went to Durham and four went to medical school – but all our pupils are given the opportunity to fulfil, or even exceed, their academic potential. Indeed, 90% of our UCAS applicants last year achieved places at their first choice universities on the back of their academic success. At GCSE, 94% of grades were at C or above, with 47% at grade A* or A. 24 of the 55 pupils in Year 11 achieved 5 or more A* or A grades. All bar one of the pupils achieved at least a C grade in English Language and Maths and all bar two gained 5 A* to C grades.

The breadth and variety of our curriculum is matched by the range of activities on offer outside the classroom. Having all the School on one site enables the pupils in the Junior School to benefit from the vast array of facilities on offer, from the all-weather playing

surface to the indoor swimming pool to the fully-equipped Drama Studio. In the Senior School, pupils are given numerous opportunities to get involved, both within and outside the curriculum. These become enshrined in the Silcoates Diploma, which is a formal recognition of a pupil's commitment.

Sport and exercise are important features of life at Silcoates. Boys are introduced to our core sports of rugby, hockey and cricket in the Junior School and, due to our size, most have the opportunity to play for the School throughout their career. In 2017, our 1st XV made it to the semi-final of the NatWest Vase competition at the home of Saracens RFC. Girls are equally as competitive in hockey and netball. Recent tours have included the US and Canada, Italy and South Africa. We passionately believe that sport is for all and so alternative options are available, such as basketball, tennis and badminton, with the emphasis being as much on participation and development as on achievement.

All pupils are given every encouragement to express themselves in the full range of artistic activities. This is certainly in evidence in the Junior School, where the children have the chance to sing, paint and perform on an almost daily basis. Pupils throughout the school have the opportunity to excel in Art and are also able to study Photography at A Level. Music is thriving, not least due to our modern and well-equipped specialist facility. Drama is thriving: recent productions have included 'Oliver!', in which almost a fifth of the School participated, and 'The Lion, the Witch and the Wardrobe'. 'Grease' is going to be produced in February 2019.

Pupils of all ages have the opportunity to push themselves way beyond their comfort zones through going on trips and expeditions abroad. The Duke of Edinburgh's Award Scheme is very well established at the School and several pupils achieve Gold every year. 'Grit' and determination are also evident on our biennial expedition to Tanzania, when senior pupils have the opportunity to participate in the life of a rural village, whether that be through refurbishing a school or educating the children. Such activities are life-changing and many pupils look back on them as one of their highlights of their time at Silcoates.

The principal accolade that many parents and former parents afford the School is that it is a warm and welcoming community and that their children make friendships here that last them a lifetime. It is certainly true that there is not one 'type' of Silcoatian and that the School endeavours whenever possible to focus on an individual's needs, whether they be academic, co-curricular or social, to ensure that everyone feels encouraged, safe and happy. Our pastoral system enables every pupil to have a close relationship with their form teacher or tutor and, in the Senior School, their Head of Year. We also have a full-time Chaplain and School Nurse, who are both on hand to offer advice and care.

Not only do we care for one another, we also acknowledge the good fortune we have been given to be part of Silcoates. All pupils take part in a large number of charitable activities throughout the year. In 2017, we were given the Yorkshire Society Community Award for raising more than £50,000 across the year. In our regular acts of worship, which are broadly Christian, we seek to imbue each and every member of our community with a

sense of mission to help others. Humility and a sense of responsibility are traits we wish to see at the heart of all Silcoatians.

Further Information

The school's November 2016 ISI Inspection report is available on our website. We are delighted that ISI have captured the essence of our school and our commitment to continuous improvement.

Location

The school is located five minutes from Junction 41 of the M1 motorway and ten minutes from Junction 30 of the M62 motorway. A daily coach service, covering six routes, is provided for pupils living slightly further afield. Our postcode is WF2 0PD.



JOB DESCRIPTION

Under the general direction of the Head of Art, the successful candidate will have the following duties and responsibilities. You may also be required to assume the role of Form Tutor, details of which are also included. These duties should be read in conjunction with the Staff Handbook:

Teaching and Learning

- Plan lessons and sequences of lessons effectively in order to maximise the learning needs of pupils.
- Use information about pupils' prior attainment in order to set appropriate and challenging work.
- Provide targeted support for pupils who have special educational needs and/or for whom English is an Additional Language.
- Liaise with the Head of Learning Support as appropriate regarding pupils causing concern.
- Use a range of appropriate strategies for teaching and classroom management which engage pupils and stimulate intellectual curiosity through the use of effective questioning, clear presentation and good use of resources.
- Assist in the creation of new resources for all key stages, and assist in the updating of existing departmental resources.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Take part in the various co-curricular art classes, booster sessions and programme of events throughout the school year.
- Assist in the organisation and smooth running of art trips.
- Be involved in the teaching, assessing and internal standardisation of GCSE and A Level courses.
- Display and exhibit pupils' work to a high standard, both in the classroom and around school.
- Assist the Head of Art in the day-to-day running of the department.

Assessment, Recording and Reporting

- Mark and monitor pupils' class work and homework in accordance with school and departmental policies.
- Encourage pupils to be involved in self- assessment.
- Record and report on pupils' progress as outlined in the school and departmental assessment policies.
- Produce written reports in line with school and departmental reporting policies.
- Meet school deadlines for recording and reporting.

Pastoral Care

- Promote the well-being of pupils.
- Consult with the Head of Art regarding pupils causing concern.
- Liaise with the Form Tutor and Pastoral Head of pupils causing concern in the classroom.

Form Tutor

- Act as the first point of contact for parents on all matters except requests for leave of absence and circumstances of special seriousness or importance.
- Monitor all academic, co-curricular and social aspects of a tutee's life at Silcoates.

- Be aware of home circumstances and keeping in regular contact with parents.
- Ensure that good academic progress is being made in all subjects, with special reference, where appropriate, to public examinations.
- Ensure that tutees have a full but manageable programme of co-curricular activities.
- Keep a copy of all tutees' regular weekly commitments.
- Knowledge about all other commitments.
- Keep the Pastoral Head informed of tutees' all-round progress.
- Discuss half-term and end of term reports after completion.
- Where appropriate, write UCAS references and other testimonials and monitor accurate completion of all application forms.
- Write and proof-read end of term reports.
- Make full use of the pupil information system.
- Check and sign academic or behaviour reports daily.
- Maintain a full and up-to-date record of each tutee in the pastoral records.
- Be available for advice and help.
- Take necessary initiatives in tutees' interests and discussing significant areas of concern with parents or other appropriate parties.
- Carry out daily registration and following up any absences.
- Monitor absence and provision of work for tutees who are on extended absence.
- Attend tutor meetings convened by the Pastoral Head.
- Undertake duties in the year group area as designated by the Pastoral Head or Deputy Head.

Managing your own Professional Development

- To take responsibility for own professional development and to keep up to date with research and developments in the subject(s) you teach.
- To understand responsibilities in relation to school and departmental policies and practices, including understanding the school's aims and ethos.
- To improve teaching and pupils' learning through professional development activities.
- To participate in the Professional Development Review programme.

Please note that the successful candidate may be required to do some teaching in our Junior School (on the same campus and running the same timetable).

Person Specification

Qualifications

Degree or equivalent in relevant subject.
Qualified Teacher Status.

Experience

A record of successful teaching or teaching practice.
Good working knowledge of the National Curriculum for subject area.
Understanding of current good practice in teaching and learning .
Record of continuing professional development or comprehensive Career Entry Profile (NQTs).
Experience in teaching A Level Photography (desirable).

Knowledge

To have a thorough, up-to-date knowledge of current trends in art and an awareness of current art exhibitions.
To have good ICT skills and be willing to expand knowledge in this area.
To understand the assessment requirements of GCSE and A Level courses as applicable.

Skills and abilities

A professional, welcoming and engaging style.

ICT and data literate.

A commitment to helping pupils realise their full potential.

A willingness to participate in co-curricular activities.

Other requirements

Flexible approach to working hours.

To take part in CPD and appraisal.

To undertake such other appropriate duties as may be deemed necessary by the Headmaster.

KEY INFORMATION

- The start date is 1st September 2018 (although attendance at the INSET days on Thursday 30th and Friday 31st August is expected).
- The salary for this position will be dependent on experience.
- Service with the School is pensionable in accordance with the Teachers' Pension Scheme.
- Children of full-time members of staff are entitled to 50% fee remission, subject to satisfying the usual entry criteria.
- School lunch is provided free of charge during term time.

PROVISIONAL TIMETABLE

Monday 19th February 12.00pm

Closing date for applications.

w/c Monday 26th February or w/c Monday 5th March: interviews

APPLICATION PROCEDURE

All applications must be submitted using the School's Application Form, which should be downloaded from our website and returned via email. Please include an accompanying letter in support of your application.

Visits to the school are welcomed and can be arranged by contacting the Head's PA on head@silcoates.org.uk

Silcoates School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.