

The Weston Road Academy



**Subject Leader Performing Arts
Information Pack February 18**



**The Weston Road Academy
Blackheath Lane, Stafford, ST18 0YG**

Aspiring and Believing to Achieve the Extraordinary

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Letter from Headteacher

9th February 2018

Application for Subject Leader Performing Arts, The Weston Road Academy

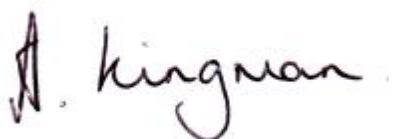
Dear Applicant,

Thank you very much for requesting details for the position of Subject Leader Performing Arts at The Weston Road Academy. This is an exciting opportunity for a person with experience wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the Academy at an exciting time as it continues to grow, until we reach full capacity in 2020. We are looking to recruit for September 2018, an enthusiastic and committed teacher to join us on our journey to becoming an established, outstanding school. You will be a great teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system.

This is an excellent opportunity for you if you are seeking your first teaching promotion or an established leader, committed to enriching the lives of our pupils. We seek somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff at the school share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to arrange a visit to The Weston Road Academy, please contact us on 01785 413600.

Yours sincerely,

A handwritten signature in dark ink, reading 'A. Kingman'.

Ann Kingman
Headteacher

Vision and Values



Vision: *To be an outstanding Academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive Academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our Academy. We are not just a school recognised by Ofsted as Good with Outstanding pupil behaviour, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our Academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first Academy. As a converter Academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the Academy and we invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education.

Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT. The curriculum ICT network comprises over 400 laptops, computers and iPads with high speed internet access.

The Academy Day

08:50am	Registration	12:45pm	Lunch
09:05am	Period 1	1:25pm	Period 5
09:55am	Period 2	2:15pm	Period 6
10:45am	Break	3:05pm	Intervention
11:05am	Period 3	3:15pm	Period 7 (Sixth Form Only)
11:55am	Period 4	4:05pm	Period 8 (Sixth Form Only)

Leadership Team

Mrs A Kingman – Headteacher

Mr M Smith - Deputy Headteacher - Pastoral Care

Mr D Bloor - Assistant Headteacher - Teaching and Learning

Mr N Everill - Assistant Headteacher - Assessment and Data

Mr J Hackett - Assistant Headteacher - Inclusion and Community

Mrs S Hancox - Director of Finance

Extended Leadership Team

Mr C Gibbard - Associate Headteacher - Sixth Form

Governors

Our Governing Board is made up of a group of individuals from both the Academy Parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Curriculum and Standards Committee and Staffing Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

Mr Andrew Hind, Parent Governor, Chair of Governors

Mr Paul Glover, Governor Co-opted by The Academy Trust

Mr John Heath, Governors appointed by The Academy Trust

Mr Jerry Archer, Parent Governor

Mr Dougie Craig, Parent Governor

Mr Andy Jackson, Parent Governor

Mrs Louise Lewis, Parent Governor

Ms Anita Baker, Staff Governor

Mrs Lynn Jones, Staff Governor

Admissions

The Weston Road Academy Trust is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2018-2019 is 181.

Admissions over-subscription criteria:

- 1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order).
- 2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date;
- 3) Staff children
- 4) Children living within the catchment area of the Academy.
- 5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy

Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 8, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this "Options stage", pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in Ethical Studies.

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.

Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

Year 7 and 8

The following table gives the breakdown of lessons in Years 7 and 8.

<u>SUBJECT</u>	<u>YEAR 7</u>	<u>YEAR 8</u>
ENGLISH	5	5
MATHEMATICS	4	4
MUSIC	1	1
COMPUTING AND DIGITAL LITERACY	1	1
SCIENCE	4	4
TECHNOLOGY	2	2
ART	2	2
HISTORY	2	2
GEOGRAPHY	2	2
FRENCH	3	3
PHYSICAL EDUCATION	3	3
ETHICAL STUDIES	1	1

Years 9, 10 and 11

<u>SUBJECT</u>	<u>YEAR 9</u>	<u>YEAR 10</u>	<u>YEAR 11</u>
ENGLISH	5	4	4
MATHEMATICS	5	5	5
SCIENCE	5	6	6
PHYSICAL EDUCATION	2	2	2
ETHICAL STUDIES	1	1	1

Curriculum

4 BLOCKS each of 3 periods	
and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN	
PERFORMING ARTS	
BUSINESS STUDIES	
COMPUTER SCIENCE	
FOOD TECHNOLOGY	
FRENCH	
GEOGRAPHY	
HISTORY	
	ICT
	MUSIC
	PHOTOGRAPHY
	PHYSICAL EDUCATION
	PRODUCT DESIGN

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Music, BTEC Performing Arts, Technical Award in Performing Arts and VCert Health and Fitness.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies, at A Level and a Level 3 course in Creative and Digital Media. Others are available through the other Stafford High Schools.

Content: Years 12 and 13 (The Sixth Form)

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



Blackheath Lane
Stafford ST18 0YG
Tel: 01785 413600
e-mail: office@westonroad.staffs.sch.uk
11-18 co-educational; NOR 917

The Weston Road Academy



SUBJECT LEADER PERFORMING ARTS

Required from September 2018

Permanent Full Time Post (TLR 2.5 £4,440)

Are you an inspiring teacher with a real passion for Performing Arts looking for your next opportunity?

WE will give to you: -

- structured support as you embark on your new role
- exciting career development
- a key role in shaping the continuing improvement of the academy
- a stimulating working environment where pupils "show great enthusiasm for their learning and are keen to do well " (Ofsted).

YOU will bring to us: -

- successful, best practice teaching
- strong understanding of how to lead others along the road to excellence in Music and Drama
- a determination to advance your career by taking the department to the next level.

We are seeking an inspiring teacher with excellent subject knowledge to teach inspirational lessons and to use their drive, passion and teaching dynamic to make a significant contribution to our successful Performing Arts department. Extra-curricular activities play an essential part in this role. The role is ideally suited to a Musician.

Weston Road is a friendly, harmonious, progressive, over-subscribed 11-18 academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care. In return for your overwhelming desire for excellence and career ambition, we offer an outstanding framework for improving learning and a stimulating, innovative environment.

We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act.

Closing date: Friday 2 March 2018 (12:00pm)

Please see the academy website (www.westonroad.staffs.sch.uk) for further details.

Completed applications should be returned to afarnell@westonroad.staffs.sch.uk

Job Description

SUBJECT LEADER PERFORMING ARTS

Full-Time Permanent Post (TLR 2.5 £4,440)

Required September 2018

Closing Date: Friday 2nd March 2018 (12:00pm)

Purpose

- To raise standards of pupil attainment and achievement within the subject area and to monitor and support pupil progress.
- To be accountable for pupil progress and development within the subject area.
- To develop and enhance the teaching practice of others.
- To ensure the provision of personalised learning (an appropriately balanced, relevant and differentiated learning experience for pupils, including effective assessment for learning) for pupils studying the subject area, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Headteacher of the academy
- To lead, manage and develop the subject area.
- To effectively manage and deploy teaching/support staff, and financial and physical resources within the department to ensure high standards of pupil progress.
- To take an active role in leading extra-curricular/enrichment activities.

Reporting To:

Assistant Headteacher, Headteacher.

Responsible For:

Staff whose posts are primarily within the department: teaching staff, support staff designated to work primarily in the subject area.

Liaising with:

Headteacher, Leadership Team members, other subject leaders, pastoral leaders and relevant staff with cross-academy responsibilities, relevant support staff, parents.

Operational/Strategic Planning

- To lead the development of personalised learning through the development of appropriately differentiated schemes of work, resources, and teaching strategies within the subject area.
- To ensure that assessment and marking within the department supports target-setting and promotes effective learning.
- The day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
- To monitor and follow up pupil progress, ensuring an effective department system for this.
- To implement academy policies and procedures, e.g. Equal Opportunities, Health and Safety, etc.
- To lead department colleagues in formulating aims, objectives and improvement plans for the department which have coherence and relevance to the needs of pupils and to the aims and objectives of the academy.
- To lead the financial management of the department and ensure that it reflects the needs of pupils within the subject area, and AIP/DIP objectives.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary, therefore liaising with the Academy's Health and Safety Officer.

Curriculum Provision

- To liaise with the Leadership Team to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme in line with academy aims and objectives.
- To be accountable for the development and delivery of the subject area.

Job Description

Curriculum Development

- To lead curriculum development for the whole department, working with the assistant subject area leader where such post exists.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the Leadership Team to maintain accreditation with the relevant examination and validating bodies.
- To ensure that the development of the subject area is in line with national developments.

Staff Development, Recruitment and Deployment of Staff

- To work with the Assistant Headteacher (Teaching & Learning) to ensure that staff development needs are identified and that appropriate training is designed to meet such needs.
- To be responsible for the efficient and effective deployment of the department's support staff (e.g. Learning Support Assistants).
- To undertake Performance Management Review(s) and to act as reviewer for a group of staff within the department.
- To make appropriate arrangements for classes when staff are absent, liaising with the Cover Officer to secure appropriate cover within the department.
- To participate in the selection process for teaching posts when required and to ensure effective induction of new staff.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To participate in the academy's ITT programme, as agreed with the Leadership Team.
- To be responsible for the day-to-day management of staff within the department and act as a positive role model.

Quality Assurance

- To ensure the provision of differentiated schemes of work for all courses to guide and support high quality teaching and learning.
- To ensure the effective operation of quality control systems (e.g. homework monitoring, pupil book checking, analysis of department assessment results and other quality assurance procedures).
- To establish the process of the setting of pupil performance targets within the department and to work towards their achievement.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles.
- To contribute to academy procedures for lesson observation.
- To implement academy quality procedures and to ensure adherence to those within the department.
- To monitor and evaluate the department in line with agreed academy procedures including evaluation against quality standards.
- To seek/implement modification and improvement where required.

Management information

- To make use of analysis and evaluate performance data provided.
- To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- To produce annual reports on department examination performance including the use of value-added data and report on progress with the department improvement plan.
- To manage the department's collection and use of pupil performance data.
- To provide the Governing Body with relevant information relating to the department's performance and development, as requested.

Job Description

Communication

- To ensure that all members of the department are familiar with its aims and objectives.
- To ensure effective communication/consultation as appropriate with the parents of pupils.
- To liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- To represent the department's views and interests at middle leader meetings.

Marketing and Liaison

- To contribute to academy liaison and marketing activities, e.g. the collection of material for press releases.
- To lead the development of effective subject area links with partner schools and the community, attending liaison events in partner schools where necessary and ensuring the effective promotion of the subject area at Open Evening, Prize-giving Evening and other events.
- To promote the development of effective subject area links with external agencies.

Management of Resources

- To manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.
- To work with the Leadership Team in order to ensure that the department's teaching commitments are equitably and efficiently time-tabled and roomed.

Pastoral Systems

- To monitor and support the overall progress and development of pupils within the department.
- To monitor pupil attendance together with pupils' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as a form tutor and to carry out the duties associated with that role as outlined in the generic teacher job description.
- To ensure the behaviour policy and behaviour management procedures are implemented in the department so that effective learning can take place.

Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher. To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

Additional Duties

- To play a full part in the life of the academy community, to support its aims and ethos and to encourage staff and pupils to follow this example.

Other Specific Duties

- To continue personal professional development as agreed.
- To engage actively in the performance management process.
- To undertake any other duty as specified by STPCB not mentioned in the above.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification

CRITERIA	Essential	Desirable
Relevant Experience:		
Consistent outstanding teaching		
Experience of working in a number of schools or educational organisations		
Successful leadership of a course or curriculum initiative	A	
Experience of contributing to the shaping and implementation of whole school policy in the area of Teaching and Learning		
Experience of the professional development of colleagues		
Education and Training:		
Good subject understanding and QTS		
Higher degree		
Recent (last three years) relevant in-service training		
Professional knowledge, skills, and attributes:		
Ability to articulate a personal vision for the subject rooted in high standards and comprehensive principles	A	
Understanding of the methods of securing high value added in pupil attainment across the ability range		
Good understanding of the use of pupil performance data to raise attainment	A	
Good knowledge of national developments and subject pedagogy	A	
Ability to foster effective teamwork	A	
Good communication skills with the ability to motivate staff and students	A	
Good understanding of effective subject leadership	A	
Understanding of the principles and processes of managing change		
Understanding of the keeping children safe agenda and a personal commitment to all students' welfare		
Ability to work creatively and innovate	A	
Enthusiasm about teaching and working with young people		
Ability to set high standards and provide a role model for students and staff		
Energy, vigour and perseverance		

Criteria indicated as 'A' may be selected in completing Section 8 of the application form.

Selection Procedure

Applicants are asked to send a fully completed application form to the Academy, highlighting any gaps in employment. No other letter or CV is required.

During the selection day, candidates will tour the academy, meet members of the Performing Arts department. The process will include teaching a lesson, carrying out a task and taking part in an interview discussion. The appointment decision will take account only of the application form and these activities. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.



The Performing Arts Department

The department is accommodated in two large teaching rooms - a drama studio and a music room. There are also 3 practice rooms and an office; these are closely situated next to the theatre. There is a Drama teacher in the department. This role would suite a Musician.

The music room is well equipped with keyboards, classroom percussion, a set of 24 djembes and 10 Apple Mac Minis running Logic and Sibelius software and an electronic whiteboard. In addition there are a number of electric and acoustic guitars, bass guitars, two drum kits, electric piano, amplifiers, mics and PA system.

Music is taught as a discreet subject to Year 7 & 8. It then becomes optional for years 9-11. Currently music appears as a skill taught in the AQA Technical Award in Performing Arts (3746) . There is a year 11 music group and in this students are working towards the Edexcel Music 9-1 or the BTEC L1/2 Award in Music. The successful candidate can shape their curriculum to meet the students needs. Instrumental provision comes from the support of a guitar teacher, an upper strings teacher, a Woodwind teacher and a keyboard and vocal specialist. There are a number of ensembles that meet on a regular basis.

In recent years the department has staged very successfully Our House and Sweeney Todd productions.

The Weston Road Academy



Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

The Weston Road Academy
Blackheath Lane, Stafford, ST18 0YG

Aspiring and Believing to Achieve the Extraordinary