

ALL SAINTS

ACADEMY PLYMOUTH



Head of Art

Information Pack and Job Description

All Saints Academy, Plymouth

www.asap.org.uk



Ted Wragg MULTI-ACADEMY **Trust**

Welcome to All Saints Academy, Plymouth!

This is an exciting time to be part of All Saints Academy, Plymouth and Team ASAP! The academy is undergoing rapid change and improvement and is a brilliant place to work. The academy is housed in state of the art buildings. Our outstanding facilities are some of the best in Plymouth from purpose built classrooms, all fitted with interactive whiteboards to professional catering kitchens for students to use and a Motor Vehicle workshop. We are the only Church of England secondary academy in West Devon and are committed to educating students of the Christian faith, those who belong to other faiths and those who subscribe to no faith. We were inspected in May 2019 by the Church inspection team and they graded us as a good school in all areas. We have the highest expectations of our students here and ensure they go on to achieve their best. **All Saints Academy** ensures that every student is **well-educated**, prepared for the **future** and is able to **live life** to the full. We have high expectations of students here, with a commitment to delivering excellent teaching and learning that inspires our students and leads to excellent outcomes.

Our mission is underpinned by four values. They are:

Faith – Putting Christian faith at the heart of every action and ensuring a safe environment and caring ethos for all.

Foundations – Providing strong foundations in learning, behaviour and success for all.

Family – Understanding the importance of family, the value of community and support for all.

Futures – Preparing for bright futures shaped from excellent progress, achievement and choice for all.

Our values ensure that all of our students are developed during their time here at the academy, academically, socially, morally and spiritually.

We also have mantras which we ask all of our school community and stakeholders to live by. They are: **'together we succeed'**, **'work hard, be kind'** and **'no excuses'**. We have these mantras to achieve the very best in all that we do. You can find out more about our mantras on our website.

We collaborate closely with the Ted Wragg Multi Academy Trust which allows partnership working for the benefit of all of our students with other Academies in Devon. We are an innovative Academy that really values professional development with staff. To that extent we invest in staff to have time to be part of the 'precision coaching' programme that stems from America, based on the 'Leverage Leadership' book and 'Teach Like a Champion' techniques. This is what is enabling us to become one of the best Academies in Devon and the South West.

I am very proud to be Headteacher of All Saints Academy, Plymouth which is a very special place to work. I am looking for an exception person for this post and as you read through this information pack, if you wish to find out more, please get in touch. Thank you for taking the time to consider this post and if it is right for you, I look forward to receiving your application.

Lee Sargeant
Headteacher



Post:
Head of Art

Salary:
MPS/UPS

Responsible To:
Associate Assistant Headteacher –
Director of Technology

Working Pattern:
Full Time, Permanent

Disclosure Level:
Full DBS

Closing Date:
Monday 7 October, 10am

Interview Date(s):
Monday 14 October

Start Date:
January 2020





Job Purpose

The purpose of the job is to:

- To provide professional leadership and management for the subject in order to secure high quality teaching, effective use of resources and improved standards of learning and attainment for all pupils.

Job Description

Strategic direction and development of the subject

- Contribute to regular self-evaluation of the subject.
- Evaluate subject assessments and exam results data and report on progress and areas for development to SLT. Prepare appropriate action plans and targeted support to address these areas for development.
- Develop and implement policies and practices.
- Create a climate which enables other staff to develop and maintain positive attitudes towards the subject and confidence in teaching it.
- Use information on pupils, including data to identify pupils who are underachieving in the subject, to set targets for the department.
- Assist with strategies to develop the performance of the department.
- Contribute to whole school development and improvement.

Leading and managing staff

- Contribute to the department development planning process.
- Work closely with any member of the department whose performance is shown to be of concern so that they are aided to make the improvements seen to be needed.
- Lead professional development of subject staff.
- Lead the department in sharing good practice.
- Monitor standards of teaching and learning within the department and report to SLT as necessary.
- Prepare and lead department meetings.
- Lead staff to achieve constructive working relationships with pupils.
- Establish clear expectations and constructive working relationships among staff.
- Work with the SEN Department and any other staff with special educational needs expertise, to ensure that relevant targets in individual education plans are reinforced by subject teachers.

Teaching and learning

- Track progress of individual pupils. Ensure that all pupils are aware of their current progress and the next steps for their continued development.
- Implement raising achievement protocols.
- Lead and manage intervention programmes to address issues of pupil performance.
- Evaluate the quality of teaching and learning of the subject and use data to make effective comparisons.
- Assist the Head of Department in developing enrichment activities.
- Monitor pupil behaviour.
- Establish and implement clear policies and practices for assessing, recording and reporting pupil attainment.
- Maintain department schemes of work within the Key Stages.
- Contribute to department training on teaching and learning.
- Contribute to the department in implementing cross-curricular themes.
- Monitor the quality of reporting to parents within the Key Stage.

Deployment of resources

- Ensure effective and efficient management and organisation of learning resources within subject.

Additional Tasks

- Any other reasonable tasks at the discretion of the SLT/Line Manager/Headteacher.

Person Specification

Training & Qualifications	Essential	Desirable	D – Documentary A – Application I – Interview R – References
Qualified Teacher Status	X		DA
University Degree or equivalent	X		DA
Successful experience as a middle leader	X		A
Leadership qualifications (e.g. NPQML, NPQSL, NPQH)		X	A
Middle leadership experience		X	A
A proven track record of strategic, inclusive and creative management in a secondary Academy	X		ARI
Experience of Academy self evaluation and performance management processes and their impact on raising standards		X	AI
An excellent track record in improving educational outcomes for students which you can evidence		X	AIR
A proven track record of dealing effectively with student issues such as behaviour, academic progress and effective guidance		X	AIR
Experience of managing/leading a significant 'new initiative' and change management		X	AI
Experience of successfully managing change within a Academy organisation		X	AIR
Professional knowledge & understanding – applicants should be able to demonstrate a good knowledge and understanding of the following:			
Monitoring and evaluation of teaching & learning		X	AIR
Curriculum and assessment and use of ICT	X		AI
Effective teaching and learning strategies	X		AIR
Experience of supporting and developing staff		X	AI
Strategies for involving students and parents in achieving the best outcomes	X		AIR
A strong understanding of statutory educational frameworks, including 14-19 reforms, Ofsted, Safeguarding and SEN		X	AI
Understanding and commitment to the Academy's responsibility for safeguarding and promoting the welfare of children	X		I
Excellent communication and interpersonal skills	X		IR
Adaptability to change and new ideas	X		IR
Resilience and stamina when faced with complex situations	X		AIR
Ability to prioritise, plan, organise well and work with others to achieve objectives	X		IR
Ability to relate to young people, colleagues and external partners	X		IR
Innovative and creative in approach to raising achievement	X		I
Ability to work independently and cope with a challenging workload	X		AIR

The Art Department

The Art department consists of three specialist teachers and a part-time technician. Photography GCSE and Art Btec are offered at Key Stage 4 and Art is offered at Key Stage 3. Students are also encouraged to enter competitions, and work from this school is regularly exhibited through the Rotary Club and Plymouth University.

The art department encourages students to be both individual and creative, whilst using a wide range of the materials and techniques available. The department has the facilities to be able to use ceramics, chemical development of photographic images in the darkroom, Photoshop, and textiles to create smaller or larger pieces of work.

The three art rooms are large and with a lot of natural light, and all positioned in one area which is also close to the darkroom. The department itself is very welcoming, with a warm friendly atmosphere and a real passion for the subjects taught. The department benefits from working within the larger Technology Faculty.

Ofsted/Church Inspections

The Academy was placed into Special Measures in February 2017. Since September 2018, the Academy has benefited from new leadership, joining the Ted Wragg Multi-Academy Trust and an injection of new staff and middle leaders. Systems and structures have been overhauled and now the Academy is well in to its journey of rapid improvement. The aim is for the Academy to be judged good in the next academic year.

Ofsted visited for their latest monitoring visit in April 2019 and commented that leaders and managers were taking effective action towards the removal of special measures. Furthermore, inspectors commented that leaders were 'impressively clear in their thinking and increasingly able to plan and act strategically'. Inspectors commented also that they have transformed the Academy in a short space of time. The quality of teaching along with pupils' attitudes and engagement have improved. Inspectors also commented that there have been 'important improvements to the leadership of behaviour' which has improved pupils' behaviour significantly, since the last visit.

There is good capacity to improve and the Academy is on track to be removed from Special Measures in the new academic year.

The Church of England inspection (SIAMS) was completed at All Saints in May 2019 and graded the Academy as good. This took into account the quality of education, pastoral care and the ethos of the Academy.

The Ted Wragg Multi-Academy Trust

The Ted Wragg Trust was established in 2010 with the aim to create an outstanding educational experience for all of Exeter's children. Since then it has expanded to include schools in Plymouth. Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and in Exeter in particular, and about how education can transform young people's futures.

All students within the Ted Wragg Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative teaching.

All Saints Academy, Plymouth is in a formal management partnership with TWMAT and will be fully transferring into the Trust over the coming months.

We Value Our Staff!

We value our staff and do this by having sensible policies and clear systems in place, such as:

- We do not expect staff to write endless feedback to students. We do not do WWW or EBI but instead have a fast whole class feedback approach and live marking.
- We do not expect you to set homework. This is already planned and set for you with our Knowledge Organisers.
- You will not be expected to attend pointless meetings. We value CPD time and to that extent end our school day early once a fortnight to focus on this.
- We do not grade lessons or have formal observations. Instead we invest in weekly incremental coaching, where all staff have a trained coach to watch parts of a lesson and feedback. You will get more out of this than any formal observation or training course.
- Your lessons won't be disrupted by poor behaviour as we have a Ready to Learn Centre where students go if they can't focus in your lesson.
- Your lessons will be planned for you, using high quality schemes of learning developed by expert leaders across the Ted Wragg Multi-Academy Trust. You will be free to deliver these how you please, but there is no need or expectation to be planning every night of the week!
- We do not ask teaching staff to do a duty (either at break, at lunch or before/after school).
- We have corporate membership to the Elfordleigh Hotel and use this for staff events/training. Staff also can access discounted membership rates for their spa and sports facilities.
- Staff can access free health checks with Nuffield Health.

Applying for the Post

Please read this Job Information Pack before completing the application form. If you are handwriting your application, please use BLACK ink and complete in full. If emailing, you will be required to sign the application form if called to interview. CVs will not be accepted. Please return completed applications forms, with a cover letter outlining why you are suitable for the post, your skills and how you meet the job description. Please address this to the Headteacher using no more than 2 sides of A4, Aerial/Times New Roman font size 12 and send to Katie Plant (Executive Assistant to the Headteacher) by email kplant@asap.org.uk or by mail to All Saints Academy, Pennycross, Plymouth, PL5 3NE.

