



Part of
LEAP
Multi-Academy Trust

Brinsworth Academy Head of Art, Design and Technology TLR

Post Title: Head of Art, Design and Technology TLR

This is an exciting opportunity for an enthusiastic, driven and well-qualified teacher of Art, Design & Technology to lead our team within a very successful and popular faculty. We deliver GCSE Art, Photography, Textiles, WJEC Construction and BTEC Product Design at Key Stage 4. At Post-16, we offer Art A level and Textiles A Level.

The post is a full time, permanent post to start in September 2023.

The closing date for applications is Tuesday 9th May 2023

Candidates wishing to visit the school may do so. Please contact Caroline Fullelove, HR on 01709 828383 or email cfullelove@bri.leapmat.org.uk to arrange a visit.

The SUBJECT Department

The Art, Design and Technology Department is a friendly, enthusiastic and supportive team of 7 staff members.

Art, Design and Technology are highly popular options at Brinsworth Academy. We are looking for a leader who can inspire students to achieve excellence; believing that lessons should be active, engaging and inspirational, promoting resilience and creativity. We pride ourselves on the high quality of support each student receives to give them every opportunity to reach their full potential. Within the department we have created a supportive environment in which staff are encouraged to develop professionally.

Results at Key Stage 4 have been consistently above national averages. Sixth form courses enjoy a good uptake and results are above average, resulting in positive L3VA scores.

We have a two-year KS3 and in Art, Design and Technology students develop the skills that they will need for Key Stage 4. All schemes of learning are currently being developed by the team, working collaboratively, to ensure the development of skills for GCSE are being taught in an engaging manner. There is an exciting opportunity for the new leader of the team to shape Key Stage 3 Technology.

We teach students in mixed ability form groups in key stage 3 and in key stage 4 the suite of subjects are taught in groups that are mixed ability, determined by the option block choice. Our subjects are traditionally popular options with students wishing to stay on at our successful sixth form.

There are many opportunities for staff development within the department and through the Academy's extensive CPD program. We look forward to welcoming staff who will contribute to our ongoing success. We look forward to working with a colleague who is highly motivated and passionate about the subject and who seeks to contribute to further success.

Job Description

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has students who achieve well.

Leadership

- Lead learning within the Art, Design & Technology Department
- Monitor, manage and develop the quality of teaching and learning in the department, in line with the whole school priorities, to maximise student progress;
- Monitor, support and evaluate the deployment of resources, including staffing;
- Develop, co-ordinate, monitor and evaluate strategic planning within Art, Design & Technology in order to improve standards in the subjects;
- Manage the assessment and tracking of students, including data analysis as required, and devise and implement appropriate intervention strategies;
- Ensure all colleagues are aware of and meet internal deadlines by submission of all relevant data, ensuring the accuracy of predictions and assessment data through rigorous QA and standardisation;
- Manage the department in terms of curriculum design, assessment, recording and reporting and support for positive behaviour;
- Design, implement and evaluate communication systems for the Art, Design & Technology department including subject meetings and communication with all stakeholders;
- Ensuring policies relating to student rewards and behaviour management are implemented to secure a well-ordered and disciplined environment;
- Evaluating own teaching critically to improve effectiveness;
- Ensuring the effective and efficient deployment of classroom support;
- Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover.
- Ensure the department has a clear understanding of the educational landscape

Teaching, Learning and Curriculum

- Be accountable for sustained improvement of T&L
- Ensure the curriculum is continually assessed and developed;
- Coordinate and support the development, implementation and evaluation of intervention strategies in Art, Design and Technology to maximise student progress;
- Lead the leadership and development of the Art, Design & Technology curriculum development and evaluation, ensuring access for students of all ages;
- Monitor schemes of learning in terms of short, medium and long term plans, focusing on differentiation and assessment.

Staff Development

- Establish and lead department training and development as appropriate;
- Participate in and engage with whole school CPD and contribute to staff coaching as required;
- Support development and training needs for members of the Art, Design and Technology team as required;
- Act as an appraiser and ensure that objectives set are rigorous;
- Review teacher performance through QA, holding colleagues to high account, in line with the trust appraisal policy.

Other Professional Responsibilities

- Line management of the TLR holder in the department;
- Contribute to the development of, review and evaluation of the department improvement plan;
- have a working knowledge of teachers' professional duties, teacher standards and legal liabilities;
- operate, at all times, within the stated policies and practices of the academy, in particular safeguarding responsibilities;
- know subject(s) or specialism(s) to enable effective teaching;
- take account of wider curriculum developments;

- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and students;
- contribute to the corporate life of the academy through effective participation in meetings and systems necessary to coordinate the management of the academy;
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings and events with partner schools;
- take responsibility for own professional development and duties in relation to academy policies and practices including health & safety policies;
- liaise effectively with parents.

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 the leadership team to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the academy and the professional development of the staff.

Person Specification

	Criteria	How assessed*
Qualification	Degree or equivalent in an appropriate subject	A/C
	Qualified Teacher Status	A/C
Experience	Ability to teach subjects delivered by the faculty	A/I
	Strong teaching ability with good/outstanding outcomes	A/I/R
	Use of a variety of teaching strategies and approaches to challenge students	A/I
	Assessment driven planning to maximise progress	A/I/R
	Responsibility within a school	A/I/R
Knowledge	Commitment to personal development and development of others	A/I
	Up to date knowledge of the curriculum area	A/I/R
	High expectations that motivate and challenge students	A/I
	Deep understanding of assessment and data analysis	A/I
	Strong understanding of national performance measures	A/I
Skills & Abilities	Principles that promote positive relationships and an excellent climate for learning	A/I
	Outstanding classroom teacher with an ability to motivate and engage students of all abilities	A/I/R
	Strong moral purpose and drive for improvement	A/I/R
	Genuine passion and belief in the potential of every student	A/I
	Ability to develop learning resources and contribute to department schemes of work	A/I/R

	Effective and systematic behaviour management to promote positive relationships	A/I/R
	Good communication, planning and organisation skills with a strong attention to detail	A/I
Personal Attributes	Sensitive to the varying needs of young people and individuals	A/I/R
	Enthusiasm, flair, energy and imagination	A/I
	Strong educational principles based on inclusion and equality	A/I
	Demonstrate resilience, motivation and commitment to raising standards	A/I
	High level of emotional intelligence, honesty and integrity	A/I/R
	Excellent communication skills	A/I
	Willingness to be involved in the full life of the academy including extra-curricular activities	A/I
	Good health and attendance record	R

* A – Application form; R – Reference; I – Interview; C – Certificates

LEAP Multi Academy Trust's mission is to help all students to "Achieve Excellence" via quality first teaching, responsive pastoral care and decisive leadership.

We welcome contact to discuss this post, as well as visits to our academy.

Completed applications should be returned by email to: recruitment@bri.leap-mat.org.uk

The Learner Engagement and Achievement Partnership is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the disclosure of criminal records can be found at <https://www.gov.uk/disclosure-barring-service-check>.

We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may face.



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