

Uppingham Community College
Recruitment Information Pack



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Welcome from the Principal

Thank you for your interest in the Art and Design vacancy at Uppingham Community College. This is a fantastic opportunity to join a successful, happy and aspirational school. At UCC we have an exceptionally talented group of professionals who work in a positive, collegiate manner to provide our students with an inspirational learning experience.

Our key values as a school community are Respect, Honesty and Kindness. Everything we do is based upon these simple core principles.

We are committed to the highest standards of education and have invested in staff, facilities and resources to ensure all of our students acquire the knowledge and skills required to succeed in an ever-changing world. We offer a broad and balanced curriculum which meets the needs of each individual and we continually focus on developing teaching and learning by focussing on educational research and investing in staff development.

As teachers, leaders and as parents ourselves, we understand the importance of young people feeling safe and happy at school. We work tremendously hard to ensure the environment at UCC is welcoming, positive, safe and focussed on learning. We are relentlessly aspirational for our students and we want them to achieve the highest possible standards of academic excellence, alongside becoming amazing young adults.

As a school, we are very committed to developing our staff. I firmly believe that in order for our young people to flourish we must invest in the development of our staff so they can thrive professionally and provide an excellent education for our students. We are determined to provide a working environment for our staff in which workload is manageable, job satisfaction is high and where we are focussed on the aspects of school life that make the biggest difference in the lives of our young people.

We are a school that has excellent staff attendance and retention levels. Consequently, our staff turnover is very low and recruitment opportunities are quite rare. Therefore, this is an exciting opportunity to join a fantastic school, work within a great team and teach a superb group of young people.

Uppingham Community College is a wonderful place to learn and to work! I look forward to receiving your application.

Ben Solly

Principal





UCC is a great place to work, develop and grow

Our vision as a school is simple:

Everyone at UCC thrives in their learning, achievement and development.

This applies to everyone in our school community and therefore a central strategy for us is to provide the conditions in which our staff can thrive in all aspects of their role in school.

Considering this, we are serious about developing our staff and investing in their professional development. The approach we take is embodied by the following quote:

“Train your staff so they are able to leave, treat them so they don’t want to”.

UCC performance

The educational performance of UCC is very strong. Every year we achieve outcomes for our students that are significantly higher than the national averages. In 2018 and 2019, our Progress 8 scores classified us as ‘Above Average’, meaning that our students made very good progress in their education whilst at UCC.

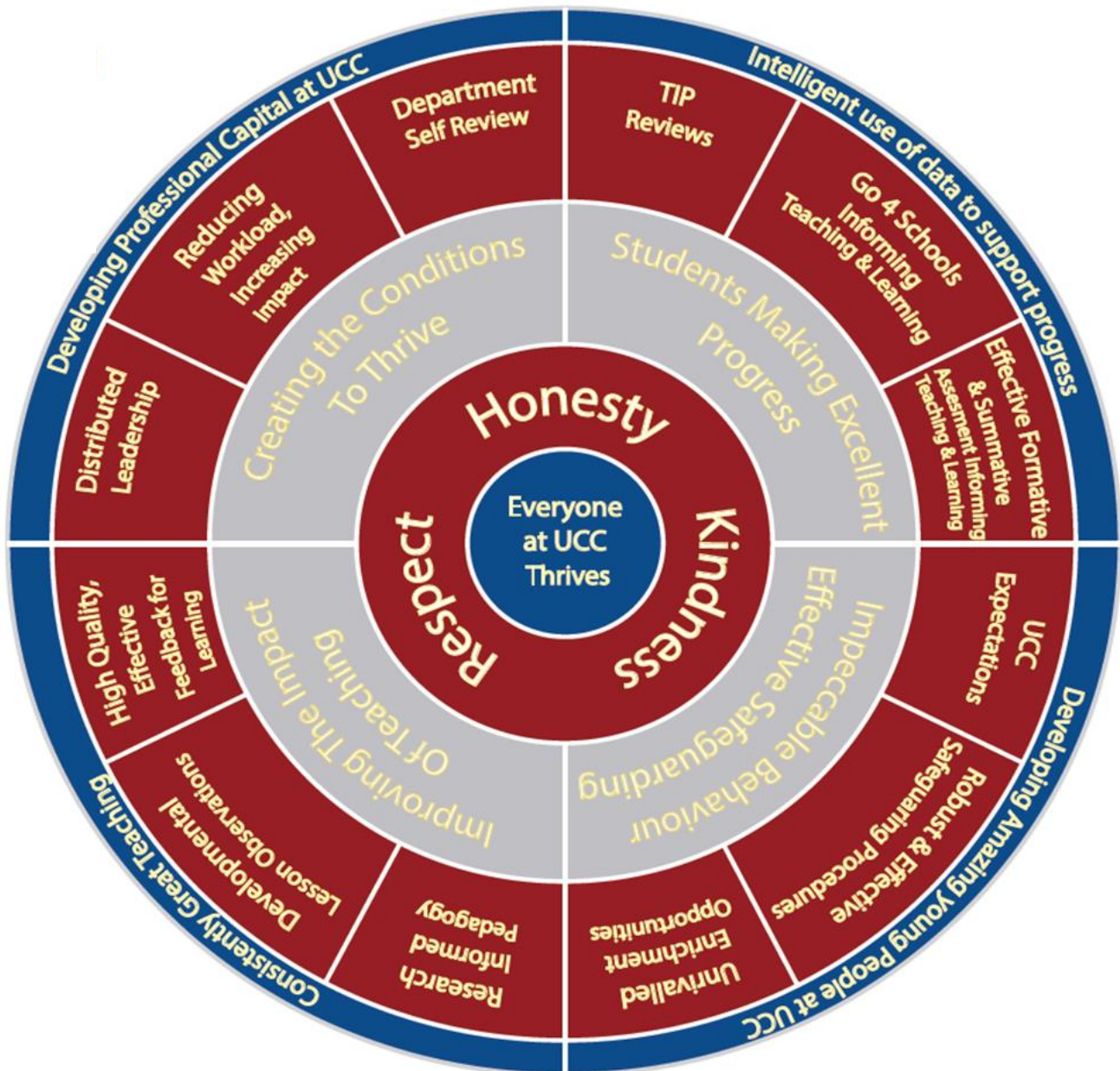
We are also equally proud of our inclusive ethos. We are passionate about our core values and we are just as focussed on our students becoming respectful, honest and kind human beings as we are about the examination outcomes they achieve.

We are classified by Ofsted as a Good school. However, we are not motivated by the inspection framework, nor are we overly focussed on the accountability measures for schools. Instead, we work incredibly hard at building a strong team ethos, setting our expectations extremely high with our challenging curriculum, teaching students really well and caring for them in a compassionate manner. We believe if each of these areas are delivered to a consistently high standard then the outcomes our students achieve will be superb.

National Recognition

Due to our exceptional delivery of the national Embedding Formative Assessment (EFA) programme, we were awarded Ambassador School status by the SSAT in 2019. This means other schools will learn from the way we develop the knowledge and skills of our teachers.

The SSAT have also recognised UCC as a high achieving school in 2018, placing us in the top 20% of all schools nationally for student attainment.



UCC Vision – Everyone at UCC Thrives, Making Excellent Progress in Their Learning, Achievement and Development

Our offer to staff

“Train your staff so they are able to leave, treat them so they don’t want to”.



Strategy	Description
Personal Improvement Planning (P.I.P.) instead of Performance Management	Every member of staff completes a P.I.P. during the academic year. This has replaced the Performance Management process, which schools have traditionally operated. Our P.I.P. empowers staff to take ownership of their professional development whilst encouraging them to become incrementally more effective. We do not use data driven targets relating to student performance, focussing more on the process (teaching and learning) than the product (outcomes).
Developing Professional Capital	Enhancing the professional capital of our staff is critical to our success. We invest in staff training to ensure they have up to date knowledge and skills to perform their roles superbly. We encourage collaboration through our internal training programme to ensure we harness our internal expertise and we use coaching to support our staff with making calm, objective and rational decisions so that we always keep the best interest of young people at the centre of it all. We ensure our staff have opportunities to take qualification that will develop their careers, examples of which include: -The National Professional Qualification for Middle Leadership (NPQML) -The National Professional Qualification for Senior Leadership (NPQSL) -The National Professional Qualification for Headship (NPQH) -Masters Degree
Distributed Leadership	We operate a distributed leadership strategy across the school, which means that leaders have the authority and autonomy to lead their areas of responsibility, as long as the strategies align with the whole school development plan.
Coaching	Coaching forms a fundamental component of our staff development programme. We employ a professional leadership coach who works with staff who hold leadership responsibilities in order to help them become reflective, resilient and effective practitioners. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged
Teacher Development Programme	Our TDP ensures that all teachers, regardless of their career stages, receive a challenging, supportive and developmental training programme. Our Developing Leaders Programme (DLP) provides staff who are aspiring to, or are new to leadership roles. A coach is allocated to members on the DLP and we use Leadership Matters training materials to ensure the content of the programme has a strong evidence base. Our Established Leaders Programme offers a similar structure for more experienced leaders, incorporating coaching and reflection throughout a personalised leadership programme.

Our offer to staff (continued...)

“Train your staff so they are able to leave, treat them so they don’t want to”.



Strategy	Description
Newly Qualified Teachers	We offer newly qualified teachers a robust, supportive and bespoke training programme that will enable you to develop into an outstanding teacher.
Recently Qualified Teachers	Teacher retention in the UK is a major problem with many teachers leaving the profession within their first 5 years of teaching. At UCC our teacher retention is excellent and we continue to support RQTs throughout their first 5 years of teaching with a bespoke programme delivered by our experienced staff.
Flexible and Part Time Working	Flexible working arrangements are also promoted where possible, to enable our staff to manage their work life and family commitments.
Health and wellbeing strategies	<p>Having happy and healthy staff is key to a successful organisation. UCC is committed to:</p> <ul style="list-style-type: none">- providing employees with a safe, healthy and supportive environment in which to work- recognising that the health and wellbeing of our employees is important- providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place.</p>
Equal opportunities	We are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
Comprehensive Induction	We want you to instantly feel part of the UCC family when you join us. It is important to us that every member of staff has the right start to working here. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of Team UCC.



Job advert & application process

London Road,
Uppingham,
Rutland LE15 9TJ
Tel: 01572 823631
Fax: 01572 821193
E-mail: bagga_b@ucc.rutland.sch.uk
NOR: 894

Teacher of Art & Design - Full time, Maternity Cover

Required from 2nd March 2020

The Principal and Governors of this highly successful, oversubscribed 11-16 college are seeking to appoint an outstanding professional to develop the excellent provision that is already in place in our department. The successful applicant will have vision and drive combined with the ability to work with a team of committed professionals and to contribute to the college at a strategic level.

You will have:

- A commitment to the teaching of Art & Design;
- Outstanding teaching skills and an understanding of how children learn;
- Exceptional organisational and interpersonal skills;
- A belief that every child can succeed and the determination to help each child fulfil their potential;
- The ability, imagination and drive to enrich Art & Design across the college to ensure high quality provision and participation.

To apply please submit your UCC application form and letter of application to bagga_b@ucc.rutland.sch.uk by Friday 6th December, 9:00 am.

The College is committed to safeguarding and promoting the welfare of children and all posts are subject to DBS checks.

Job Description



Job Title	Teacher of Art & Design
Job purpose	To promote Art & Design through high quality teaching, effective coaching and mentoring and improved standards of learning and achievement for all students.
To whom the post holder reports	<p>The post holder is responsible to the:</p> <ul style="list-style-type: none">• Principal in all matters• The governing body in the Principal's absence.• The Head of Design Technology. <p>The post holder is also expected to interact on a professional level in order to promote a mutual understanding of the curriculum and its impact on the College policy and practice, with the aim of improving teaching and learning within the Department and across the College.</p> <p>The post holder will also be expected to network and liaise, when relevant across the family of schools and wider, to ensure a consistency of approach regarding transition and course development.</p>
The post holder may offer guidance and support to:	<ul style="list-style-type: none">• All members of teaching and support staff associated with the teaching of Art.
Duties and responsibilities specific to the post	<p>Strategic direction:</p> <ul style="list-style-type: none">• Formulate and support the aims, ethos, vision and policies of the College.• Develop positive working relationships and sustain motivation across the College.• Develop, implement, monitor and maintain policies and practices which reflect the College's commitment to high achievement, and which are consistent with national and College strategies and policies.• Establish short, medium and long term plans for the development and resourcing of the curriculum area.• Monitor the progress made in achieving targets and evaluate the impact on teaching and learning.• In conjunction with primary colleagues, develop consistency and progression in the Year 6 -11 programmes.

	<p>Teaching and learning:</p> <ul style="list-style-type: none"> • Take a role in supporting the monitoring and evaluation of teaching and learning in Art across the college. • Develop and implement systems for recording individual pupils' progress, and collect and interpret specialist assessment data. • Ensure schemes of work are differentiated appropriately and evaluate the impact on teaching and learning. • Evaluate the quality of the teaching and learning experience. <p>Leading and managing staff:</p> <ul style="list-style-type: none"> • Take part in coaching and mentoring systems to ensure the support and development of all staff working within the subject area. • Plan, delegate and evaluate work carried out by colleagues, when relevant, and ensure a consistent approach across the College. • Promote a creative and collaborative working environment. • Create, maintain and enhance effective relationships. <p>Resource management:</p> <ul style="list-style-type: none"> • Identify resources needed to meet the learning needs of pupils and advise the Principal/Governing body of priorities for expenditure. • Monitor and control the use of these resources. • Ensure a working environment which pays due regard to health and safety requirements. • Assist the Head of Design Technology in formulating and presenting reports to the Governing body. <p>Accountability:</p> <ul style="list-style-type: none"> • Provide an annual analysis of results for Head of Department. • Provide a written annual report for Governors. • Present a subject update for Governors on request.
Generic duties and responsibilities	<p>To work within the framework of national legislation and in accordance with the provisions of College Teachers Pay and Conditions Document. In addition, the post is subject to compliance with:</p> <ul style="list-style-type: none"> • College policies and guidelines on the curriculum and organisation. • County policies. • The conditions of service for college teachers in England and Wales and with locally agreed conditions of employment. • Common core of skills and knowledge for the children's workforce. <p>The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the College Teachers Pay and Conditions document.</p>



Department Information

Art & Design at UCC is a popular and well respected subject achieving outstanding results.

We are keen to build on that foundation of excellence and seek a committed and enthusiastic practitioner who is looking to develop Art into wider materials and opportunities.

At GCSE students currently follow the AQA 'Art and Design' syllabus. This allows them to explore a thoroughly multimedia approach. Students experience the work and workshop opportunities available through visiting artists and also through visits to local and London Galleries as well as the Cambridge Botanical gardens as the basis for their work.

At KS3 Art sits within the umbrella of Design and Technology, taught as a discrete subject in a modular programme that supports the wider development of a student's aesthetic and emotional response to the world around them. Art both supports the work done in Design Technology and also uses the research and development skills inherent in the teaching of the design process. It is the department's firm belief that without inherent Art education, 'Designing' struggles to understand the nature and value of colour and form so essential to high quality and relevant product design; the design process develops a students' ability to work intelligently and independently in response to either a brief or as an emotional response to a given situation.

Facilities available include a dedicated Art room with printing equipment and within the whole department there are specialised rooms for the teaching of Electronics, Food & Nutrition, Fashion & Textiles, Graphics, and Multi-Materials all taught within the exam syllabus 'AQA Design and Technology'. The whole department works to a multi-discipline approach providing all learners access to the creative curriculum.

As a Technology Academy we are keen to immerse students in the wider ranges of modern technologies and we are aware that there are tremendous opportunities for course development, student experiences and local representation. The Teacher of Art will be expected to embrace these opportunities and work with the department to enhance and support the learning of all the students working within the Design & Technology and Art umbrella, as well as those studying a discrete GCSE Art & Design course.