

February 2021

Dear Applicant,

Thank you for your interest in the post of **Full-time Teacher of Photography**

The following documents will assist you in your application:

- Job Description and Department information
- Summary of Terms and Conditions for Teaching Staff
- Teacher pay scale
- Application and Monitoring Form

The application pack is available to download from the vacancies section of the College website <http://www.godalming.ac.uk/about-us/vacancies> and as a hard copy from the HR Department – personnel@godalming.ac.uk

The closing date for receipt of applications is **Monday 15th March 2021 at 10am.**

Completing your application

Please complete the application form giving full details in each section as requested in order to demonstrate how you feel your skills and experience are suited to the role. This will enable the selection panel to assess each applicant's relative strengths against the criteria in the specification.

Returning your application

Please return your application form by e-mail as an attachment to personnel@godalming.ac.uk

Short-listing and interview arrangements

Since we will not be able to respond to all applicants, if you have not been contacted by the 22nd March, please assume that you have been unsuccessful. All applications are considered carefully and objectively against pre-determined criteria. Please feel free to contact the HR Department if you would like to enquire about the progress of your application. **Interviews are currently planned for 22nd March and will be held remotely if the current lockdown measures continue.**

Thank you for your interest in the College. I hope you will find the information useful and look forward to receiving your application.

Yours sincerely,



Emma Young
Principal

Full time Teacher of Photography

The College is looking to appoint a Teacher on a full time basis to teach A Level Photography from the start of the academic year 2021/22. Applicants will need to be enthusiastic, committed and aware of the needs of 16-19-year olds. We would welcome your application whether you're an experienced teacher or newly qualified.

The Art and Design Department

- The Art and Design department is one of the biggest departments in the College. They set and achieve extremely high standards and have been consistently graded outstanding by the College over the past 15 years.
- The department are at the cutting edge of developments in Art and Design and have a well-qualified team who are passionate about their pedagogy and Art.
- The department is very well resourced and teaching takes place in specialist teaching areas. The Photography teaching area consists of two teaching rooms, equipped with PC's for every student and the appropriate software as well as a preparation area.
- The area also boasts a large, flexible specified space for photography studio work as well as a separate dark room.
- Teaching and learning in the area is highly effective resulting in extremely high levels of student satisfaction and achievement (amongst the highest in the country).
- The staff in the department work closely together with an emphasis on sharing good practice and resources. Teachers are well supported by a team of appropriately qualified technicians. The Photography course also has a specialist technician.
- The department contributes in a number of ways to the extra-curricular activities offered by the College, including +Explore courses in Photography (nine week short courses), and by showcasing student work in the annual Arts Festival.

Departmental Profile

| | |
|---------------|---|
| CURRENT STAFF | <ul style="list-style-type: none">• Daniel Fooks (Curriculum Lead)• Belinda Goodman (Course Leader Art)• Victoria Way (Course Leader Textiles)• Keith Reynolds (Course Leader Photography)• Emma Stepney (Course Leader Graphics)• Ben Francis (Course Leader 3D-Design)• Armand Cordero (Art & Graphics)• Georgie Jefferies (Art and Textiles)• Ellie Coleman (Photography)• Lewis Mulrennan-Cook (Photography & 3D-Design)• A team of 7 technicians |
|---------------|---|

| | |
|--|--|
| COURSES | <ul style="list-style-type: none"> • A level Art (Art, Craft and Design) AQA • A level Art (Textile Design) - AQA • A level Art (Photography) - AQA • A level Art (Graphic Communication) – AQA • A level Art (3D-Design) – AQA • Level 2 Higher Project Qualification - AQA |
| STUDENT EXAMINATION ENTRIES and RESULTS | <ul style="list-style-type: none"> • Full details are available on the college website at www.godalming.ac.uk |

Job Description – Subject Teacher

This document summarises those professional duties that would typically be expected of a subject teacher. Not every duty will necessarily be relevant to every post; part-time teachers will be expected to carry out these duties pro-rata according to the numbers of hours employed and the numbers of students taught.

TEACHING

- Planning and preparing schemes of work and lessons to facilitate student learning
- Teaching and supporting learning according to individual student needs
- Setting and marking of work to be carried out by the student in college and elsewhere
- Assessing, recording and reporting on the development, progress and attainment of each student

STUDENT WELFARE AND SUPPORT

- Promoting the general progress and well-being of students through both individual and group support
- Providing guidance, consultation and advice to students on educational matters and on their further education and future careers
- Communicating and consulting with the parents of students and prospective students including attendance at Parents' Evenings and Open Evenings
- Maintaining good order and discipline among the students and safeguarding their health and safety both when they are authorised to be on the College premises and when they are engaged in authorised College activities elsewhere

APPRAISAL AND STAFF DEVELOPMENT

- Participating in arrangements made for the appraisal of one's own performance and that of other staff as appropriate
- Reviewing from time to time methods of teaching and programmes of work
- Participating in arrangements for further training and professional development

ADMINISTRATION AND OTHER DUTIES

- Attending and participating in meetings relating to the curriculum, administration or organisation of the College
- Preparing students for public examinations and supervising during such examinations
- Supporting and assisting the Head of Department in departmental developments, the selection and professional development of other teachers and support staff, and the induction and assessment of new teachers
- Participating in administrative and organisational tasks related to those duties described above, including registering the attendance of students and the ordering and allocation of equipment and materials as appropriate

SAFEGUARDING

Godalming College is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment as outlined in our Child Protection Policy.

This job description is intended as a guide. The post-holder will be expected to carry out any other tasks which may reasonably be assigned and which are consistent with the overall scope and purpose of the job.

Person Specification – Subject Teacher

This document describes the type of person that we would expect to apply for one of our teaching roles. It provides an objective means of comparing candidates during the selection process. It should not be regarded as a comprehensive list of all that is relevant, nor will it necessarily be expected that the successful candidate will display all of these features.

QUALIFICATIONS

Applicants should have:

- A degree or equivalent professional qualification in the subject to be taught, or in a closely related subject

And ideally have:

- Qualified Teacher Status (including being a newly qualified teacher)

Opportunities are available for Applicants without a teaching qualification to follow a training course leading to a teaching qualification whilst with us.

EXPERIENCE

Applicants who have previously taught will usually be expected to have:

- taught students of a similar age and at a similar level, e.g. taught 16-18 year olds at A level
- a record of high student achievement through their own teaching

SKILLS & QUALITIES

- Enthusiasm for the subject and an ability to deliver it in an engaging and imaginative way
- Interest in students as individuals including advancing their learning and being involved in other aspects of their development. This may include being a Personal Tutor, or working in areas such as key skills or core studies
- Commitment to ongoing professional development including familiarity with curriculum developments in the subject area
- Excellent communication and presentation skills, both written and oral
- Good IT skills or a willingness to develop them and an appreciation of the contribution of ILT to learning
- Ability to relate well with students and develop good working relationships with other staff

THE COLLEGE

Godalming College is one of the best performing sixth form colleges in the country and a great place to work and study. We are very proud of the achievements of all our students and have a strong track record of consistently high results. Value added scores are excellent and the College was rated Outstanding by Ofsted in our inspection in December 2019.

The success of Godalming College is also about community with students from all walks of life enjoying a whole range of opportunities in a welcoming and friendly environment. Students enjoy a stimulating, lively and challenging learning and social experience; they are treated as adults by specialist and dedicated teaching staff in facilities that have seen major investment over many years. We have completed a £14m building programme creating a new English and Modern Foreign Languages block, Media suite, new netball and tennis courts and an 11 acre site for Rugby and Football pitches.

The College employs around 200 teaching and support staff on both a full and part-time basis.

OFFERS OF EMPLOYMENT

All offers will be subject to the receipt of satisfactory references, enhanced DBS disclosure, medical clearance, right to work in the UK check and proof of necessary qualifications. As the post is based in a Sixth Form College we have a responsibility to ensure that all staff are suitable to work in this environment and referees will be asked to confirm this.

SALARY

Salaries are paid according to the Sixth Form College Teachers' pay spine and the Godalming College Single Leadership spine, depending on previous teaching experience. The Academy Trust Board reviews salary scales against any cost of living increases on an annual basis, the changes being implemented from 1st September. Incremental progression is subject to satisfactory performance review.

WORKING HOURS

Full-time teaching staff have a time-tabled teaching commitment of 23.5 hours plus almost 9 hours directed time per week. Part-time staff will normally be appointed for a pre-determined number of time-tabled hours with an additional proportionate directed time element. In addition, a teacher will be expected to work such additional hours as may be needed to discharge their duties effectively including, in particular, the marking of student work, the writing of reports on students, preparation of lessons, teaching material etc.

COLLEGE YEAR & TERM DATES

The College year runs for a period of twelve months from 1st September-31st August although the official start of the Autumn term varies. In 2021, the Autumn Term began on 31st August for all staff.

PENSION

The Teachers' Pension Scheme provides a full range of benefits and full details can be found on their website <https://www.teacherspensions.co.uk/>

STAFF DEVELOPMENT & TRAINING

The College recognises the importance of the continued development of its staff and is committed to the support and promotion of staff development and training activities for all staff.

OTHER INFORMATION

The College is within walking distance of Godalming town centre and the railway station. Godalming is readily accessed from the A3 and free car-parking is available to staff on the College campus. There is a Restaurant that provides a range of hot meals, salad bar and sandwiches. There is also a Snack Bar and mid-morning catering service available in the Staff Room. The gym with fitness training equipment is available for staff use between the hours of 8am – 5.30pm (when not being used for teaching purposes).

Godalming College Teacher Pay Spines

1st May 2021

Plus Fringe Allowance on all points £1081

a) SFCA National Spine (NSP)

| | |
|-------------|----------------|
| NSP1 | £25,570 |
| NSP2 | £27,264 |
| NSP3 | £29,076 |
| NSP4 | £31,008 |
| NSP5 | £33,068 |
| NSP6 | £35,263 |
| NSP7 | £36,696 |
| NSP8 | £39,133 |
| NSP9 | £41,732 |

b) Godalming College Single Leadership Spine

| | | |
|----------|------------|----------------|
| A | L1 | £42,079 |
| | L2 | £42,793 |
| | L3 | £43,520 |
| B | L4 | £44,260 |
| | L5 | £45,013 |
| | L6 | £45,778 |
| C | L7 | £46,556 |
| | L8 | £47,438 |
| | L9 | £48,153 |
| D | L10 | £48,971 |
| | L11 | £49,805 |
| | L12 | £50,651 |
| E | L13 | £51,511 |
| | L14 | £52,387 |
| | L15 | £53,278 |
| | L16 | £54,184 |
| | L17 | £55,105 |
| | L18 | £56,041 |
| | L19 | £56,994 |
| | L20 | £57,962 |
| | L21 | £58,949 |

c) Godalming Responsibility Allowances

| | |
|-----------|---------------|
| R1 | £553 |
| R2 | £1,268 |
| R3 | £1,996 |
| R4 | £2,736 |
| R5 | £3,489 |
| R6 | £4,254 |