



The Gryphon School

TEACHER OF CREATIVE ART AND DESIGN SEPTEMBER 2019



The Gryphon School
Bristol Road
Sherborne
Dorset
DT9 4EQ



The Gryphon School

TEACHER OF CREATIVE ART AND DESIGN

RECRUITMENT INFORMATION PACK

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March 2019

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Creative Art and Design at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us, as does the accompanying document, 'Additional Information for Applicants'.

At The Gryphon School we have invested in a new model and culture for design in its broadest sense. We have a strong moral purpose to provide a broad curriculum which develops the interests and skills of all students as well as developing the next generation of artists, designers, inventors, entrepreneurs, problem-solvers, creators and industrialists. We want to encourage creativity, innovation and risk taking – design is about experimentation as well as precision and detail.

We are interested in all areas of expertise and specialisms but we want someone who has the passion to be involved in our broader vision creative design futures. We are following the GCSE Art and Design suite of courses and are doing the same at A Level. The KS3 curriculum provides for exciting and innovative experiences. This has proved very popular with students of all abilities. There are new design hubs with Macs building upon the excellent facilities for art and photography.

The successful applicant will have energy, enthusiasm and a love of Creative Art and Design as well as:

- a strong subject knowledge and passion for all aspects of the visual and tactile arts – painting, sculpture, photography, design etc
- personal enthusiasm to embrace and contribute to our new vision for design in its widest form, encouraging experimentation, creativity and exploration
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- the ability to be a team player who will go the extra mile to support students and who will enjoy the challenges of this role
- the desire to be immersed in the life of a busy and highly successful school.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision and is a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. Since September 2017 we have been designated as a teaching school and are very excited about the opportunities that this new status will bring. In a recent national publication, The Real Schools Guide, The Gryphon was rated as one of only two schools in Dorset as 5 star; based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'exceptional'.

Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

Our 2018 GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The percentage of exams awarded level 7 or above (equivalent to an A or above in previous years) has risen to over 25% against a national average of 21%, and the proportion of grades at level 4 and above is now 79% against a national average of 69.2%.

Additionally our A level results were excellent with 32% A*-A, smashing the national average of 26.4%. The top A* grades also outperformed the national average with The Gryphon achieving 9.4% compared to 8% nationally. 53 students received at least one A* or A, with 4 students receiving 4A*, 6 more receiving all A's, 6 achieving at least 2 A*, and another 7 receiving all A* or A's.

In November 2016 our inspection as a Church School (SIAMS) judged us to be Outstanding. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a "good school" and we enclose a copy of their letter to me outlining our many strengths. Our focus for this year, which reflects our Church School status, is that we should be a "10:10" school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

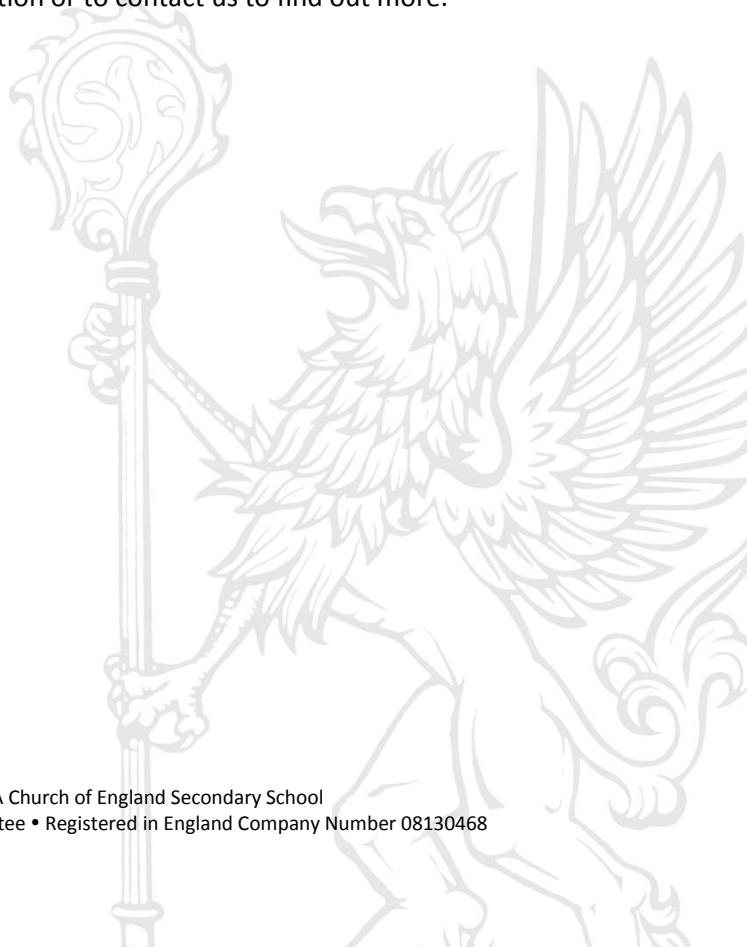
We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

N J Edwards

Nicki Edwards
Headteacher



THE APPLICATION PROCESS

We look forward to receiving your application by **9am on Thursday 25 April 2019**. It is hoped that the interviews will take place as soon as possible after the closing date. You are asked to provide the following:

- A completed Gryphon application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to Rachel Dean, P.A. to Headteacher, The Gryphon School, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to her at: Gryphon.HR@gryphon.dorset.sch.uk

Should you wish to arrange a visit to view the School, please do not hesitate to contact Rachel who will also be happy to arrange this.

The Gryphon School has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

The Gryphon School is committed to equal opportunities and positively encourages applications from all sections of the community.



The Gryphon School

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USEFUL INFORMATION

We have designed a provision that enables students to be passionate designers, creative, blue sky thinkers, open minded, multi- disciplinary, confident with different materials, thinking of unique problems and possible solutions, innovative and seeing the links to business. This is done through a package of experiences and courses which enable students to be successful and make outstanding progress.

The vision for the student experience in Creative Design is based on the following:

Creativity and Ideas

- Exploration – nurturing and feeding creativity, exploring materials and processes, facilitating a personal response and developing ideas
- Experimentation – an iterative approach, where design failure is permitted and improvement is always possible; use of cardboard, blue foam etc. to play with design
- Inspirations through artist/designer research – a historical perspective, a global feed, British design ethos
- Developing confidence - entering into national competition e.g. James Dyson Award - “Design something that solves a problem.”
- Personalising art and design for an individual or character

Critical understanding and evaluation

- Curiosity - lateral thinkers, practical thinkers, creative thinkers
- Understanding through experimentation
- The design process
- Critical observation, asking the right questions
- Appreciation of audience and purpose – an empathetic view
- Learning how to develop a critical and cynical understanding
- Design can be $1+1=3$...*we may need to explain this to you?*
- Feasible Viable and Desirable - time resource management
- Virtually orientated students
- Making a difference - Extending human capacity, improving living and working spaces, promoting health and wellbeing...
- Commercialisation and beyond - opportunities for exploiting IP (Kickstarter/Indiegogo), to interact with business, to provide a community offering - ‘Maker Space’

Curriculum

The courses we offer are:

At KS4 – Years 10 and 11

- GCSE Art, Craft and Design
- GCSE Art and Design – Three-Dimensional Design
- GCSE Art and Design - Photography
- GCSE Art and Design – Textile Design



In the Sixth Form – Years 12 and 13

- AL Art and Design - Art, Craft and Design
- AL Art and Design - Three-Dimensional Design
- AL Photography

At KS3 – Years 7, 8 and 9

Art, Creative Design, Textiles and Catering are taught. Students typically have 6 hours per fortnight covering Art, Creative Design, Food and Textiles, delivered through a biannual rotation.

Staffing

As part of the Team there is:

- a Head of Art and Design – TLR2.3
- a Head of Photography – TLR2.1
- Food/Cooking Lead – TLR2.1
- Specialist Technicians

Members of the Creative Art and Design Faculty:

- Mike Fenton-Wilkinson, Art, Creative Design and Three-Dimensional Design
- Steffi Simpson, Art
- Jamie Malone, Art
- Mischa Beccaro, Creative Design and Three-Dimensional Design
- Georgina Workman, Creative Design and Three-Dimensional Design
- Nigel White, Photography
- Helen Carvell, Art and Photography
- Anna Jensen, Art and Textiles
- Jenny Salmon, Textiles
- Caroline Elsworth, Food and Cooking
- Stevie Goddard, Food and Cooking

Specialist Technicians include:

- Kate Baker – Art and Photography
- Nigel Coehlo – Creative Design and Three-Dimensional Design
- Bev Chandler – Food and Cooking
- Paula Parfitt – Food and Cooking

Team Resources

- 3 light and spacious vault-ceiling, multi-disciplinary Art studios, one of which is a specialist sculpture and ceramics room (equipped with 2 kilns) and one is equipped with screen printing facilities, including a professional screen wash cabinet and vacuum tables.
- 3 light and spacious multi-disciplinary Design studios, one of which is equipped with 44 iMac's, running specialist 3D Design software, with outputs to a laser cutter and 3D printer.
- A purpose-built, professional photographic studio and iMac suite and an additional general use iMac room. An Adobe software suite is accessible throughout both the iMacs and additional Department PCs.
- A heat treatment room with two forges and Mig welding facilities.
- A Textiles room with extensive resources and 2 Food Technology rooms, one of which is equipped with full commercial catering facilities including an 8 place combi oven. Attached to the catering facilities, is a bistro restaurant which is used by students to serve meals on an occasional basis
- All rooms are equipped with a Promethean Whiteboard and comprehensive resources
- Offices and Materials' Stores

The School is fully networked, with computers in all rooms. There is WiFi across the whole school, and students are encouraged to bring their own devices (BYOD).

This post is pensionable and remuneration is on the Teachers' Pay Scales.

The Gryphon School is committed to safeguarding and promoting the welfare of children and young people and values the diversity of our workforce and welcomes applications from all sections of the community. Successful candidates will be subject to an enhanced Criminal Records Bureau check.

The Gryphon School is committed to equal opportunities and positively encourages applications from all sections of the community.

The Gryphon School operates a no-smoking policy, and smoking, therefore, is not allowed on any part of the school site.

If you would like to discuss this post please do not hesitate to contact Mr Mike Fenton-Wilkinson, Head of Department at the school on 01935 813122 or Michael.fenton-wilkinson@gryphon.dorset.sch.uk



The Gryphon School Person Specification

Teacher of Art, Design and Creative Design

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.



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The Gryphon School – Support for Staff – What we provide.....

High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2nd year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

Links with other schools

The Gryphon is outward looking and a lead members of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group
- Member of the Jurassic Coast Teaching School Alliance

Health and well-being

- Access to The Gryphon Sports Centre including brand new fitness suite
- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Free Mindfulness sessions, aimed at improving mental wellbeing by enhancing good feelings about life and oneself
- Support from the School Chaplain

Supporting families

- The Little Gryphons Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis

- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Generous food allowance whenever on duty (£4.00 per day)
- Generous business travel allowance
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc

TEACHER OF CREATIVE ART AND DESIGN

Start Date: 1 September 2019

Closing Date: 9.00 am on Thursday 25 April 2019

Interviews: Friday 03 May 2019

Salary: Teachers' Pay Scales

Contract: Permanent

Contact Details: School Office on 01935 813122, website on www.gryphon.dorset.sch.uk or e-mail office@gryphon.dorset.sch.uk

At The Gryphon School we have invested in a new model and culture for art and design in its broadest sense. We have a strong moral purpose to provide a broad curriculum which develops the interests and skills of all students as well as developing the next generation of artists, designers, inventors, entrepreneurs, problem-solvers, creators and industrialists.

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Art and Creative Design. You may have a particular expertise or specialism in one area, but we want someone who has the passion to be involved in our broader vision of creative design futures. Please see our recruitment pack for more details.

The successful candidate will have:

- a strong subject knowledge and passion for all aspects of the visual, virtual and tactile arts – painting, sculpture, photography, graphics, design etc
- personal enthusiasm and the ability to embrace and contribute towards our vision for creative design in its widest form, encouraging experimentation, creativity and exploration
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

The Gryphon is a heavily oversubscribed 11-18 school, which is successful in gaining high results for its students at both GCSE and A-level. The large Sixth Form of 450 students is exceptional. Its students have an excellent record of success in gaining university entrance, including to Oxbridge and the Russell Group, and in the most challenging courses. We are a very proud school which attracts students from around North and West Dorset as well as South Somerset.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision. You will find Sherborne to be a centre for educational excellence as a beautiful rural country town that has easy road and rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast. We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and England.

Teaching is often outstanding. Teachers make lessons stimulating and practical. They have excellent subject knowledge. The Good School Guide described pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others. We are a comprehensive school serving a diverse community. The high quality support staff make a real difference.

Our special culture and ethos focuses on high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our students. The A Level average points score per entry is the highest of all Dorset state schools and one of the highest in the country; it was also the highest for academic A levels as well as vocational A levels.