



HABERDASHERS' ASKE'S

# KNIGHTS ACADEMY



---

2018-19

## ART AND DT TEACHER RECRUITMENT PACKAGE

---

---

AN ALL THROUGH  
3 - 18 ACADEMY

[www.habsfed.org.uk](http://www.habsfed.org.uk)



## From the Executive Principal

Dear Candidate,

Thank you for your interest in the post of Teacher of Art and Design and Technology. This is an excellent opportunity to make a major contribution to the Academy’s continued success.

We are looking for a Teacher of Art and DT to take a strategic lead in maintaining high standards and aspirations. You should have a clear vision for high quality teaching and learning, be able to make a contribution to whole school development through monitoring and supporting the progress of each student.

Haberdashers’ Aske’s Knights Academy is a vibrant, diverse school community with a relentless focus on high expectations and aspirations as one of the early sponsored Academies, with the addition of the primary phase, in 2010. We serve the families of the local community in the London Borough of Lewisham and Bromley and are part of the Haberdashers’ Aske’s Federation Trust, a hard Federation of oversubscribed 3-18 schools in the South East of London, the other schools being Haberdashers’ Aske’s Hatcham College, Haberdashers’ Aske’s Crayford and Haberdashers’ Aske’s Borough Academy opening in September 2019.

The Federation currently comprises three all-through schools and one free primary school, which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

Our school and our Federation is a uniquely exciting place to be and I hope that you decide to join us in our current phase of rapid development and growth.

Dr Tesca Bennett  
Executive Principal  
Haberdashers’ Aske’s Knights Academy



## From the Chief Executive

### A message from the Chief Executive

A very warm welcome to Haberdashers’ Aske’s Federation. We are a Multi-Academy Trust of three secondary schools and five primary schools organised as three all-through 3-18 academies and a primary free school. In addition we have our newest secondary school Haberdashers’ Aske’s Borough Academy due to open in September 2019:

Haberdashers’ Aske’s Crayford Academy	Haberdashers’ Aske’s Knights Academy
Haberdashers’ Aske’s Hatcham College	Hatcham Temple Grove Free School

Our schools are in the London Boroughs of Lewisham and Bexley and educate over 5,000 children and young people in south-east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our Principal Sponsors, the Worshipful Company of Haberdashers, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

### Being part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Performance, our three all-through school clusters are autonomous schools with their own Principals and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students. All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.

Mr Adrian Percival  
CEO



## Our Vision

The Haberdashers' Aske's Federation is a Federation of three all-through academies, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- are happy and safe at school and are able to learn successfully within a supportive environment.
- are able to achieve their full potential personally, academically and socially.
- develop and grow as independent, resourceful and resilient individuals.
- are equipped with the skills, qualifications and love of learning they will need to be successful

**“We are forward-looking and value innovation within the context of our long tradition of providing excellent education.”**

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



## Role Description

### Teacher of Art and DT

We are determined that our pupils are taught by individuals who are committed to their academic progress and ensure none fall behind. We are looking for an individual who understands that all children are entitled to be successful and one who will be relentless in ensuring all children are literate and motivated learners.

You will be tasked with developing the curriculum while looking at new ways to motivate and interest students of all abilities. You will need experience of teaching Art and DT at KS3 and KS5. It is important that you can bring innovative ideas to the role and a commitment to developing new activities and initiatives.

Lessons must be well planned, challenging and engaging, teaching must be consistently good or better, and marking and feedback must be of a very high quality, to enable students to make outstanding progress.

The post holder will be an innovative and forward thinking individual, who has a problem solving approach and a positive outlook. We will expect you to teach pupils across the full age and ability range present in the school in order to ensure the highest possible standards of pupil achievement, personal development and wellbeing.

We are seeking a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate is a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the role, alongside genuine enthusiasm and passion for Art and DT.

## Role Description

### Key responsibilities

To work within and contribute to established Federation, School and Department frameworks for:

- Lesson planning, delivery and evaluation
- Student behaviour and care
- Student assessment
- To actively contribute to the teaching of Art and DT across all age and ability ranges
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate
- To devise innovative, challenging schemes of work
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal examinations and tests as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- To be fully committed to and actively contribute to the academy house and enrichment activities programme
- To possess excellent ICT skills and use these as a core tool in the teaching of Art and DT
- To provide accurate information for parents as directed by the School and Department policy and to attend parents' evenings and other presentation meetings as directed

#### Achievement/Pupil Progress

- To ensure that the students' progress is assessed in line with the school's assessment policy
- Ensure students receive high quality assessment feedback through book marking and assessment in lessons
- To be able to use data to identify underachieving pupils and to introduce the use of interventions to raise achievement.
- To write termly reports based on the progress of all pupils

## Role Description

### Key responsibilities continued

- To contribute to departmental self-evaluation
- To monitor the quality of teaching; based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- To maintain an organised and effective learning environment in the classroom and shared areas.
- To take responsibility for own professional development in discussion with the Head of Dept.
- To help disseminate ideas and approaches for classroom and curriculum management to help raise standards.
- Plan, prepare and deliver good/outstanding lessons to provide students with the opportunity to achieve their potential
- Ensure that lessons are engaging and stimulating taking into account students' individual needs
- To actively encourage a range of effective teaching and learning strategies

### General responsibilities

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy
- To promote the ethos of the Federation / Academy
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To support the Academy's commitment to the continued professional development of all staff
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies
- To undertake any additional duties as may reasonably required by the CEO or Principal





Criteria	Essen- tial	Desir- able	How identified and assessed*
Education/qualification and training			
Will hold a good honours degree in a relevant discipline with a demonstrable passion and enthusiasm for teaching Art & Design	✓		AP,I, R
Has a teaching qualification	✓		AP,I, R, AS
Experience			
A commitment to literacy and the expertise to deliver relevant and engaging Art Analysis lessons	✓		AP,I, R
Have high expectations of achievement and behaviour and a genuine commitment in pupil progress	✓		AP,I, R
Experience of effective behaviour management	✓		AP,I
Will have knowledge of the National Curriculum, GCSE and A level developments	✓		AP,AS,I,R
Proven track record of raising educational standards	✓		AP,AS,I,R
Have curriculum and/or pastoral experience		✓	AP,I, R
Personal characteristics/other requirements			
Has keen organisational skills and the ability to multi task and delegate	✓		AP,I,R
Will demonstrate high level communication and literacy skills	✓		AP, AS,I, R
Use of performance data to track student progress and monitor achievement. Has strategies for raising achievement	✓		AP,I, R
Is a 'can do' person who works positively and collaboratively	✓		AP, I, R
Will be able to demonstrate professionalism of the highest order	✓		AS,I,R
Is committed to individual learning pathways and assessment for learning	✓		AP,AS,I, R
Will play a full and active role in the wider development of the Academy	✓		AS,I,R
Is committed to working with others to improve the numeracy levels of all students within an all-through setting	✓		AS,I,R
Commitment to safeguarding and promoting the welfare of children and young people	✓		AP,AS,I,R

\* AP: application, AS: assessment, I: interview, P: presentation; R: references



## Recruitment Schedule

- Closing date: 20th May 2019 - 12:00pm
- Interview date:23rd May 2019

## Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

## References

Before you are invited to interview, the academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

## Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

## Additional Recruitment Information

### Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

### Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

### Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

### Newly Qualified Teachers (NQTs)

NQT's who have been qualified for less than 12 months are welcome to apply for our teaching vacancies.

### Special requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [knightshr@haaf.org.uk](mailto:knightshr@haaf.org.uk) and where practical we will support your request.

### Visiting the Academy

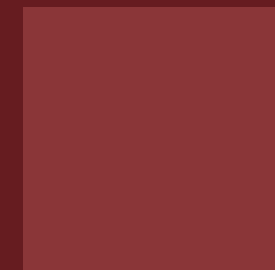
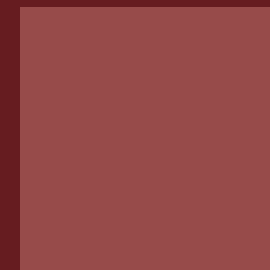
If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of the school.



HABERDASHERS' ASKE'S

**KNIGHTS  
ACADEMY**

AN ALL THROUGH 3 - 18 ACADEMY



Knights Academy  
Launcelot Road, Bromley,  
Kent BR1 5EB

Tel: 020 8461 9240  
Email: [kreception@haaf.org.uk](mailto:kreception@haaf.org.uk)

[www.habsfed.org.uk](http://www.habsfed.org.uk)