**Teacher of Creative Arts (Full Time)**

Start date: September 2019

Salary: MPS / UPS

Closing date: **Monday 22nd April 2019 at 9am**

Interviews: w/c 22/04/2019 or 29/04/2019

Opened in September 2013, The Studio, Liverpool, is a school for 14-19 year olds focused on the creative and digital technology sectors. **The Studio empowers students to make a positive impact on the world through an innovative use of digital technology and is a launchpad for students’ careers in emerging areas of the creative and digital sectors.**

Housed in a state of the art building in the Baltic Triangle area of Liverpool, The Studio looks, feels and **is** different in the way it shapes learning and creates its own unique culture of excellence through project based and technology led learning. As we grow, there are likely to be many opportunities for career progression both at The Studio and through the Northern Schools Trust.

You will be an inspirational teacher of Creative Arts/Graphics/Photography/Visual Effects/Concept Art, you will drive the achievement of our students in these subjects at both KS4 and KS5. You will be passionate about promoting creativity and keen to ensure it is embedded into the culture and future development of The Studio.

You will work alongside colleagues to harness the creative talents of our students and support them to develop excellence across a range of academic and vocational subjects and through our Project Based Learning programme. You will work with our Sector Skills Champion to make best use of our industry partners to stimulate students’ interest and develop their employability in the creative industries. You will need to be skilled in using technology to enrich and personalise learning.

The Studio is a great place to work. It is a forward thinking school leading developments in project based learning and coaching and you will play a full part in this. This is a collaborative approach to learning and teaching and you will need to be good at forging purposeful relationships, flexible in approach and a strong team player.

Application Forms and further details can be downloaded from

<http://northernschoolstrust.co.uk/current-vacancies/>

<http://thestudioliverpool.uk/recruitment/>

**The Studio is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

Dear Candidate

Thank you for taking the time to apply to join us as a Teacher of Creative Arts.

The Studio has grown out of an ambition to equip young people for successful careers in the creative, technology, gaming and digital technology sectors locally. This is a dynamic sector: creative, independently minded, meritocratic and forward thinking and it offers an enticing future for young people well prepared to take advantage of it. You will take a role in developing technology enabled learning to support students’ success and, in a wider sense, empower them to create, rather than respond to, the future.

You will be joining The Studio at an exciting time. We have grown to capacity of 300+ students since opening in September 2013. Our Creativity subjects are have achieved outstanding results – last year approx. 80% of A Levels in Art and Graphics were A\*-B grades. There is a talented and inventive teaching team in place who are tenacious in securing excellent progress and inventive in forging new opportunities for students that bring their learning to life. We currently run an Edge funded project, the Studio DEN: Digital Entrepreneurship Network which gives professional support to students to develop and launch creative and digital products. In 2016 we were elected as an Ashoka Changemaker school in recognition of our innovation and social impact, and membership of this network brings many opportunities for students and staff.

You will be enthusiastic about the need for a creative approach to education and, through your expertise, you will be able to inspire others by modelling it. You will be innovative in your approach and keen to forge new ground that ensures rich, deep and secure learning. Our continued success depends on a collaborative approach so you will need to be a very effective team-builder. You will be adept at integrating the real world into learning. We are working closely with our industry partners to ensure our students have unrivalled access to their expertise through the curriculum, work placements and entrepreneurship projects.

We are a unique school with student entry at the start of KS4 and KS5. With half the school being new each year, you will need the flexibility and problem solving skills required to work in an emergent context. In return, you will play a central role in building the national and international reputation of The Studio and will have ample opportunity to demonstrate your own success.

**To apply please complete the application form and write a covering letter of no more than 2 sides addressing how your skills and experience have prepared you to teach Creative Arts at The Studio. You should address the particular skills, knowledge, qualities and attitudes outlined in the Job Role / Person Specification below. Please also state the areas of BTEC, GCSE, AS and A Level you are confident to teach.**

I wish you well with your application and look forward to meeting you through the process. If you would like to speak with me about any aspect of the role please do get in touch.

Yours

Jill Davies

Principal

**Teacher Creative Arts: Job Role**

**Our Vision**: To be a thriving learning hub for creative media and digital technology by providing innovative, partner-led, applied learning opportunities that enable young people to achieve excellence and gain progression to university, employment, or entrepreneurship in this sector

**Our Students:** Studio students learn to be creators, rather than consumers, of digital technology who have the skills and attitude to generate opportunities for themselves within this emerging sector.  They are digital leaders, committed to using digital technology to secure improvements in quality of life for themselves and others.

**Why this sector? What are the employment prospects for Studio students?**

‘£2 billion: The global sales of the UK video games industry in 2008’

The Digital and Creative sector in the region employs over 28,000 people in more than 4,500 enterprises. Games development in the Merseyside region generates £300m annually, provides more than 1,600 direct jobs and has a supply chain that employs another 3,000. There is a strong community of games, apps, social media and interactive TV developers who are looking to employ dynamic young people to help support this growing industry.

NESTA predicts that Creative and Digital Industries will grow at double the rate of the rest of the economy and in the games industry alone at least 1,700 more workers are needed over the next five years to maintain the UK’s global position. TIGA surveyed games developers finding:

• 63% had faced skill shortages in the last 12months

• 74% find it hard to fill programmer vacancies

• 88% believed the problem was a lack of skills, experience or qualifications

• 70% said that greater availability of skilled labour would help their business

**How is The Studio - Liverpool Different?**

A Studio School is a new kind of school for 14 to 19 year olds of all abilities. We aim to close the gap between what young people need to succeed in life and the skills and knowledge that the current education system provides. Studio Schools use the latest ways of learning based on real world enterprise projects and real work.

* The school day runs from 9:00am to 4:00pm for students and 8:45 to 5:00 for staff with an early finish on a Friday
* We follow the Liverpool school holiday pattern with a 39 week year for teachers and additional weeks for students to do work experience and other activities
* Every teacher will be trained as a professional coach and will use this to coach individuals and groups of students
* Studio Schools are small with approx. 300 students (75 in each year group)
* Students follow familiar GCSE, BTEC and AS/A Level subjects including the core subjects of English, Maths and Science through carefully designed and highly demanding Project Based Learning
* Project Based Learning is a key feature of the Studio with different subject areas collaborating to devise, deliver and assess projects and map their curricula to them.
* Practical learning and internships/work placements are a key feature of the Studio School Model
* The curriculum content is determined and shaped in partnership with employers and universities
* The Studio has a KPI employability skills model that helps students demonstrate their readiness for employment in the creative and digital sectors.

**Teaching and Learning at the Studio**

**Studio Teachers**

Teachers at the Studio are committed to student centred pedagogies that promote autonomy and independent learning. Teachers will be trained to use coaching techniques to help students’ set and meet learning targets and take responsibility for their progress. Learning is technologically enabled to support differentiation and personalisation of the curriculum. There is a mix of discrete subject based teaching and Project Based Learning and teachers will collaboratively plan and deliver projects in their areas of expertise. Learning coaches may also contribute to students’ personal development as Personal Coaches and through the delivery of with Studio Play, Studio Professional Play and Studio Lead projects that promote self-awareness and develop students as digital leaders. Teachers will be supported by, and report to, a team of Curriculum Leaders with responsibility for their curriculum area.

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| **Job Description: Teacher / Learning Coach** |
| **Post Title:** | **Teacher / Learning Coach** |
| **Purpose:** | * To contribute effectively to the work of The Studio and to the achievement of its mission.
* To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
* To contribute to the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students.
* To actively safeguard and promote the welfare of students.
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| **Reporting to:** | Curriculum Leader for your subject area. |
| **Responsible for:** | The provision of a full learning experience and support for students. |
| **Liaising with:** | Personal Support Coaches, other Teachers/Learning Coaches and other professionals eg SENCo. |
| **Salary/ Grade:** | The appropriate point on the STPC scale for teachers. |
| **MAIN (Core) DUTIES** |
| **Operational / Strategic Planning** | * To contribute to the Studio’s planning activities.
* To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.
* To plan and prepare courses and lessons and project based learning.
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| **Curriculum Provision** | * To assist the Curriculum Leader to ensure that the curriculum area provides a range of courses and learning opportunities to deliver and complement the Studios strategic objectives.
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| **Curriculum Development** | * To assist in the process of curriculum development and change to ensure the continued relevance to the needs of students, examining and awarding bodies and the Studio’s Vision and Strategic Objectives.
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| **Staffing****Staff Development****Recruitment / Deployment of Staff** | * To take part in the Studio’s staff development programme by participating in arrangements for further training and professional development.
* To continue personal development in the relevant areas including subject knowledge and teaching methods that support the Studio’s pedagogical approach.
* To participate in the Performance Management process.
* To work as a member of a designated team and to contribute positively to effective working relations within the Studio.
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| **Quality Assurance** | * To help to implement The Studio’s quality procedures and to adhere to those.
* To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed Studio procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
* To develop and review methods of teaching and programmes of work.
* To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and coaching functions of the Studio.
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| **Management Information and Administration** | * To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS.
* To complete the relevant documentation to assist in the tracking of students.
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| **Communications** | * To communicate and consult with the parents of students.
* Where appropriate, to communicate and co-operate with internal/external individuals and bodies as appropriate.
* To follow agreed policies for communications in the Studio.
* To show an active and personal commitment to safeguarding students by communication any issues that may arise
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| **Marketing and Liaison** | * To take part in marketing and liaison activities such as Open Evenings and liaison events with prospective parents and schools.
* To help with the interviewing of prospective students.
* To contribute to the development of effective subject links with external agencies.
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| **Management of Resources** | * To contribute to the process of the ordering and allocation of equipment and materials.
* To assist the Curriculum Leaders to identify resource needs and to contribute to the efficient/effective use of physical resources.
* To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Studio, curriculum area and the students.
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| **Coaching and Academic Mentoring System** | * To promote a safe environment for all students as part of the safeguarding agenda.
* To promote the general progress and well-being of individual students.
* To register students, accompany them to assemblies, encourage their full attendance at all sessions and their participation in other aspects of Studio life such as work experience, entrepreneurship and enrichment opportunities.
* To undertake regular coaching with students to assist in evaluating their progress and development and in identifying and monitoring personal action plans.
* To evaluate and monitor the progress of students and keep up-to-date the individual student progress records and other records as may be required.
* To contribute to the preparation of the students’ personal development and achievement profiles and other reports, including the drafting of references.
* To alert the appropriate staff members to problems experienced by students and to make recommendations as to how obstacles to learning may be removed.
* Monitor course work and targets and report any falling off of performance
* Monitor merits, rewards and sanctions and undertake appropriate actions
* To support the activities within the House system and take part in events.
* To deliver the personal development programme and support students digital leadership skills.
* To contact parents, via Curriculum Leaders or Personal Support Coaches to keep them informed of any difficulties and problems experienced.
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| **Teaching** | * To teach, according to the students’ educational needs, including the setting and marking of work to be carried out by the student in the Studio and elsewhere.
* To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required to provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
* To undertake a designated programme of teaching.
* To ensure a high quality learning experience for students which meets internal and external quality standards.
* To prepare and update subject and project based learning materials.
* To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
* To make extensive use of the ICT facilities that are available to enhance teaching and learning.
* To contribute to the development of the materials on the VLE
* To maintain discipline in accordance with the Studio’s procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
* To undertake assessment of students as requested by external examination bodies, departmental and Studio procedures.
* To mark, grade and give written/verbal feedback as required.
* To ensure that all cross curricular aspects such as Citizenship are delivered according to the Studio plan and that these are assessed and recorded as required.
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| **UPS 1,2,3** It is the role of post threshold teachers to support others younger in the profession to gain the necessary skills to pass through the threshold or to move higher in expertise. It is therefore expected that each member of staff will contribute towards the development of the practice of colleagues and be supportive of them so that that the base of knowledge is shared and our expertise as an academy grows. UPS 1,2 and 3 are deemed to be good and very good practitioners and the quality of their work should be always commensurate with that expectation.**The teachers core competencies and skills as defined by the TDA****OTHER SPECIFIC DUTIES**This job description is current at the date shown but, in consultation with you, may be changed by the Principal. |

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| **Person Specification: Teacher/Learning Coach** |  |  |
| **Skills / Knowledge / Qualities** | **Essential**  | **Desirable**  |
| **Qualifications** |  |  |
| Relevant professional qualifications - Degree level or equivalent Teaching Certificate |  | ✓ |
| Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection and safeguarding of children and young people | ✓ |  |
| Displays commitment to the protection and safeguarding of children and young people | ✓ |  |
| Relevant professional experience and/or qualifications from the creative and digital technology sectors  |  | ✓ |
| **Management of Learning: Teaching** |  |  |
| To be a good very good or outstanding teacher under the Ofsted framework | ✓ |  |
| Has problem solving analytical and negotiating skills | ✓ |  |
| Has very good communication skills | ✓ |  |
| Commitment to and ability to support the distinctive ethos of The Studio | ✓ |  |
| Planning and organisational skills | ✓ |  |
| Ability to relate well to staff, students and parents | ✓ |  |
| Values and respects the views and needs of children and young people | ✓ |  |
| Has excellent ICT skills which can be used in teaching for learning and good presentational skills | ✓ |  |
| Is resilient and demonstrates ability to work well under pressure. Manages time effectively. | ✓ |  |
| Ability to be a fully integrated team member and be adaptable and flexible in approach to meet the needs and aspiration of the students. | ✓ |  |
| Is committed to personal and professional development. Is reflective and learns form past experiences. | ✓ |  |
| Is willing to work within the organisational procedures and processes to meet the required standards for the role. | ✓ |  |
| Has experience or a commitment to coaching to facilitate learning  |  | ✓ |
| Has experience or commitment to Project Based Learning |  | ✓ |
| **Management of Learning: Curriculum** |  |  |
| Good understanding of the relevant curriculum area | ✓ |  |
| Willingness to keep up-to-date on issues concerning curriculum development  | ✓ |  |
| Willingness to participate in the evaluation and monitoring of the relevant curriculum area(s) and quality assurance procedures | ✓ |  |
| Willingness to identify and implement action points for improvement | ✓ |  |
| Ability to maintain confidentiality where appropriate | ✓ |  |
| Experience of mapping and delivering subject learning outcomes across different curriculum areas |  | ✓ |
| Understanding and experience of Project Based Learning or experience of organising and integrating work based learning opportunities eg placements  |  | ✓ |
| **Management of Learning: Staff** |  |  |
| Willingness to participate in Personal Development | ✓ |  |
| Review and Staff Development procedures. | ✓ |  |
| Commitment to equality of opportunity and fair treatment for all staff and students. | ✓ |  |
| Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances | ✓ |  |
| Willingness to undertake training to complete individual training needs. | ✓ |  |
| Willingness to contribute to the design and delivery of staff development programmes. | ✓ |  |
| Experience of forging relationships with sector partners to enhance curriculum and learning |  | ✓ |

**The Studio is committed to the safeguarding of its students and the promotion of the welfare of children and young people and expects all staff and volunteers to share this commitment.**