



Merchants' Academy **BE PROUD**

Head of Performing Arts

INFORMATION FOR CANDIDATES

merchantsacademy.org

Head of Performing Arts

From January 2018

Full time Permanent

MPS/UPS + Allowance of £4,500 + Health Cash Plan and Benefits package

Merchants' Academy is a 3-18 Academy sponsored by the Society of Merchant Venturers and the University of Bristol. This is an exciting time to join us as the Academy grows and standards continue to rise. The Academy is very well resourced, where staff and their development is a priority.

Applications are invited from high quality teachers to join the enthusiastic and dedicated Performing Arts Department at Merchants' Academy as Raising Standards Leader.

We are seeking an inspirational music specialist who is committed to raising the attainment and aspirations of our students. In return you will join a first class staff team and have every opportunity to further your professional development and career.

Candidates for this post should be:

- inspiring and able to motivate and challenge students to make rapid progress.
- able to establish strong relationships and have excellent interpersonal skills.
- bold, optimistic and tenacious in setting and achieving high standards.

In addition, candidates should have the following leadership qualities:

- Strong leadership skills through which you are able to inspire and develop a team.
- Recent and relevant knowledge of different curriculum developments within your subject.
- An understanding of national developments within education.
- Ability to support other staff through both general CPD and teaching pedagogy.
- Drive and enthusiasm through which you can support the senior leadership team in developing Performing Arts.

Closing date: 12.00pm on Friday 20th October 2017

Merchants' Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a new Multi Academy Trust based in Bristol formed through the merger of CGS Trust and Merchants' Academy Trust in September 2017. Comprising Primary, Secondary, all-age schools and a Special school the Trust has 3,200 pupils and 700 staff. The Trust is sponsored by the Society of Merchant Venturers and the University of Bristol.

The Society of Merchant Venturers is a private entrepreneurial and charitable organisation that actively supports enterprise in Bristol. It has been involved in improving the city's education for at least 400 years. As a sponsor, the Merchant Venturers are heavily involved in all aspects of the Trust including Governance. They bring first class expertise in governance and a wide range of business acumen to the benefit of our schools.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is committed to encouraging the number of local students seeking a place within Higher Education. The University is actively involved in the development of the Trust's curriculum and Governance and allows our pupils and students to access its excellent academic facilities. The University has created an extensive programme of opportunities for our pupils which no other schools have. The University also offers support in other areas, such as research and mentoring.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their support, challenge and expertise are greatly valued.

The Academies of Venturers Trust comprise of:

- Bannerman Road Community Academy
- Barton Hill Academy
- Colston's Girls' School (consisting of Secondary and Sixth Form phases)
- The Dolphin School
- Fairlawn School
- The Kingfisher School
- Merchants' Academy (an all-age school consisting of Primary, Secondary and Sixth Form phases)
- Venturers' Academy



Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits *(for all staff on Venturers Trust contracts and working over 10 contractual hours per week)* include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free

EMPLOYEE ASSISTANCE PROGRAMME - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

TRAINING AND DEVELOPMENT - First class training and development opportunities are provided within the Trust

HIGHER DEGREE SUPPORT FUNDING - Significant contribution to the funding of Master's Degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors

RESEARCH PRACTITIONER BURSARIES - Awards of up to £1,000 per project, for staff to undertake in-house research that would benefit the Academy

PROFESSIONAL DEVELOPMENT - 10 Professional Learning days per year

FREE LUNCHES - A free lunch is provided every day to any member of staff who performs at least one lunchtime duty a week

FREE USE OF THE GYM AT THE SPORT CENTRE - use the gym free of charge and get subsidised prices for the many classes available

CHILDCARE VOUCHERS - Participation in the Childcare Voucher Scheme, free of tax and national insurance

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme

ICT LOANS - A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

RETAIL DISCOUNTS - An extensive range of free goods/services and discounts available to staff

PROFESSIONAL INTRODUCTION INCENTIVE - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction

RELOCATION SUPPORT - An interest free loan to staff who are relocating repayable over 2 years up to £5,000 or the equivalent of 2 month's salary

Further details of our employee benefits can be found on the Academy website.



Performing Arts at Merchants' Academy

At Merchants' Academy the Performing Arts Department is one which has an influence on so much of what happens at Merchants' Academy. As you will have read, the co-curricular offer is central to the experience of every child at Merchants' Academy and Performing Arts is a key part in both the taught curriculum and the wider co-curriculum. Many students at Merchants' Academy join our school with little experience or exposure to the world of performing arts however, go through an exciting journey in their time with us and develop as individual actors, performance specialists or musicians. This is something that we are very proud of and the work from the age of three through until young adulthood is something that we know ensures that every one of our children achieves more than they ever thought possible. It is this ethos and the impact that we have as a department that led to the Merchants' Academy Performing Arts department achieving the Music Teacher Awards "best Music Department 2016" an accolade that we are very proud of.

Our department is made up of highly-valued, experienced teachers and peripatetic music staff. We are a strong team who work well together, have high expectations, but also value kindness and humour.

Children have access to music and drama from the very start of their primary experience and then can develop this all the way through the Academy. In addition to the taught curriculum, students can join the choir, receive additional peripatetic teaching (paid for by the Academy), join the Orchestra and take part in a range of drama performances at every stage of their school life. All of these activities have an all age element which results in some of our youngest children performing alongside some of our oldest children and it does not stop there as we have a staff choir that also performs.

Students receive regular music and drama lessons in Y7-Y9 and these are taught as discrete subjects by subject specialists. The schemes of learning build on previous subject knowledge but also allow children to make progress on an ab initio basis. These schemes of learning inspire and excite students and as a result many of the students opt to continue the subject in to Y10, Y11, Y12 and Y13.

The curriculum in Y10 and Y11 focuses on the development of knowledge and skills to prepare students to continue to follow their passion in the subject. The BTEC pathway is currently followed for both music and drama with some GCSE options available. At year 12 and Y13 Music can currently be taken as a music L3 BTEC or a music technology BTEC and drama is followed as a drama and theatre studies A level.

The Performing Arts Department has the following aims:

- To inspire young people in their love of music and the performing arts
- To develop an understanding of the theoretical aspects behind the practical aspects of music and drama.
- To set high expectations for all students and staff in the progress they make in music and drama.
- To deliver the curriculum that enthuses students to achieve more than they ever thought possible.
- To develop experts in their specialism and ensure that students can go on to excel in their chosen art at the very highest of levels.

Living in Bristol

Merchants' Academy is on the southern fringe of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from the city, country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It is built on the confluence of the Rivers Avon and Frome, and is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks and squares and stunning architecture.

The city has a long tradition of trade and engineering and recently celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage.





Post: Raising Standards Leader

Responsible to: Assistant Vice Principal (linked to specific subject area).

Liaising with: Principal, Vice Principals, Assistant Vice Principals

Purpose: To lead the curriculum area in delivering on the highest possible levels of achievement and attainment through ensuring that the curriculum area has the best staff, improves standard of learning and has the highest level of expectations for all. In order to achieve this, the job description is in addition to that of a teacher.

Quality of Teaching and Learning

- Monitor the quality of teaching and learning across all curriculum area lessons.
- Lead in the scrutiny of both teaching and assessment to ensure the highest standards for all staff and students.
- Ensure that curriculum staff develop a range of teaching strategies to drive up progress, improve teaching standards and learning experiences.
- To facilitate collaborative planning and assessment to ensure the highest possible level of teaching, learning and student progress.
- Support all curriculum staff in the relentless approach to the positive discipline policy.
- Ensure the effective setting, marking and scrutiny of homework tasks.
- Monitor and analyse attainment and progress levels across the curriculum area and within teaching groups in order to put in place appropriate interventions for staff and students.
- Monitor and analyse attainment and progress levels of all students, inclusive of specific groups such as SEND, G&T, FSM/PPM and CLA.
- To ensure all aspects of teaching and learning are planned appropriately to take into account the needs of all groups, inclusive of SEND, G&T, FSM/PPM and CLA.

Leadership and Management

- Lead, develop and hold to account staff within the curriculum area.
- Ensure high expectations from all staff within the curriculum area.
- Ensure all staff are motivated in delivering the Academy vision.
- Ensure the effective implementation of the Academy policies, in particular the teaching and learning policy and the positive discipline policy.
- Induction of new staff to the curriculum area and ensure requirements for teaching and learning are met.
- Lead and ensure accountability of staff within the curriculum area that hold additional responsibilities.
- Ensure lesson observations and performance management processes are completed for all staff within the curriculum area.
- Monitor and evaluate the performance of all staff and take action where there is under performance.
- To be active in the curriculum area leaders meetings to ensure highest possible standards.
- Calibrate assessments made by staff to ensure accurate predictions for students.
- Ensure that all curriculum area staff communicate regularly and effectively with parents.
- Ensure that there is effective planning for the induction and support of new staff, newly qualified staff and training teachers that may hold posts within the curriculum area.



Strategic Vision and Curriculum Planning

- To inspire others to embed the vision and core BRISTOL values and employability into every aspect of Academy life.
- Lead the curriculum staff through the development and implementation of a Raising Attainment Plan.
- Ensure that curriculum area staff are up to date with education developments.
- Ensure that the most appropriate curriculum is followed at all key stages and that schemes of work are regularly reviewed and lesson plans developed.
- Monitor and implement continual professional learning opportunities for staff within the curriculum area.
- Complete examination analysis and use this information to scrutinise practice, identify priorities and inform future planning.
- Ensure the effective and efficient use of resources, including budget management and support staff, in order to drive up standards.
- Inspire teachers to take learning beyond the classroom through the provision of excellent co-curricular opportunities and curriculum related visits and field work.
- Contribute towards the curriculum structure and learning interventions across the whole Academy.

Other duties and responsibilities

Carry out other duties that the Principal of the Merchants' Academy may reasonably request.

Merchants' Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.





CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Graduate with QTS or as required by the DfE 	<ul style="list-style-type: none"> Higher Degree
Experience	<ul style="list-style-type: none"> A successful teaching record Experience of working with students of all abilities in the age range 11-18 	<ul style="list-style-type: none"> Ideally as a fully qualified teacher in more than one secondary school Experience as an external examiner
Professional Learning	<ul style="list-style-type: none"> Commitment to continuing personal and professional development 	
Leadership Skills and Values	<ul style="list-style-type: none"> Ability to inspire, motivate and challenge students and staff Ability to monitor, evaluate and develop strategy priorities and responding if inadequacies Demonstrable commitment to the pursuit of excellence in educational standards. Ability to communicate effectively with colleagues, students, parents and external agencies Commitment to and promotion of co-curricular opportunities 	
Knowledge & Understanding	<ul style="list-style-type: none"> Demonstrate very good subject and curriculum knowledge Know how to promote high levels of progress and outcomes by students and staff adapting teaching and leadership as needed 	
Student Involvement	<ul style="list-style-type: none"> Commitment to student involvement Personal commitment to listen to student voice Use data analysis to focus on individual student's needs and development of independent learning High expectations of students and staff 	
Personal Attributes	<ul style="list-style-type: none"> Flexibility and responsibility to cope with diverse needs of the post Resilience to work under pressure Positive, tenacious and optimistic Ability to quickly establish positive relationships with students, staff and parents Clarity of thinking and analysis 	