

# Head of Department: Art

Lynn Grove Academy



**LYNN GROVE  
ACADEMY**  
*Creative  
Education  
Trust*



## Dear Colleague

**Thank you for your interest in Lynn Grove Academy.**

Our pupils make Lynn Grove a great place to work. In our school, you will find lively positive young people with open minds who are ready to make the best of opportunities that come their way. They understand and uphold our core values of mutual respect, hard work and kindness. They are polite, considerate and engaging; we have many reasons to be proud of them.

We are a large and friendly staff team who understand the importance of collaboration to support all our pupils to achieve their full potential. We invest heavily in professional development and believe in working closely with our neighbouring primary schools.

Our ambition is that every young person should leave us with the attributes of a successful young adult ready for the next stage of their education or training. Through our lessons and through our extracurricular offer we aim to foster a love of learning and interests that will be enriching and sustaining well into adult life.

We are committed to offering a broad and balanced curriculum that allows all pupils to follow their interests and supports them to achieve highly. We never underestimate the importance of pastoral support and have structures in place to provide care and guidance through the challenges of teenage years. The pastoral team makes a significant contribution to the positive social, moral, cultural and spiritual life of the school.

We are proud to be members of the Creative Education Trust family of schools. As a CET school we have access to outstanding support from the very best experts in school improvement and professional development. Our pupils benefit from an exciting offer of cross trust enrichment activities and an innovative approach to cross-curricular development through the 'Knowledge Connected' programme.

We are fortunate to enjoy great support from Lynn Grove parents who show a real interest in the progress of their sons and daughters and contribute to the sense that our school is at the very heart of our community.

Lynn Grove is situated between Bradwell and Gorleston, which form part of Great Yarmouth. The school is situated in a quiet residential area surrounded by extensive playing fields. We are well positioned for very easy access from Norwich or North Suffolk and we have ample parking for all our staff. Our school is very popular and is expanding but remains oversubscribed; currently 1050 pupils attend.

I look forward to receiving your application.

Yours sincerely

Alison Mobbs  
Principal

You can find out more at:

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

**“We know that every learner can be successful if we find a way to tap in to their interests”**

# ABOUT CREATIVE EDUCATION TRUST



**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



## Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



## We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership and recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

You can find out more at:

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

# ABOUT LYNN GROVE ACADEMY



Our on-site facilities include:

- Library open daily from 0800 to 1730
- Suites of subject areas
- Excellent ICT provision
- Impressive Virtual Learning Environment
- Extensive playing fields
- 3G all-weather pitch
- Extensive social space for our learners



## THE ART DEPARTMENT

We have good reason to be very proud of the work of our Art department. The department is staffed by two full time teachers and supported by a part time technician. Our Key Stage Three curriculum establishes a strong foundation for future success and Art and Photography are very popular choices for pupils to GCSE level. In recent years GCSE results have been very strong. The department is well resourced in bright, airy specialist classrooms with access to excellent ICT resources.

Academic work is supported by high quality enrichment which raises aspirations and develops our pupils' appreciation of the context in their studies.



### Summary of Lynn Grove Academy's Progress Scores in 2018:

- Progress 8 score: +0.14
- Attainment 8 score: 46.4
- Staying in Education or entering employment: 94%



To see full details of the school performance data please visit:  
<https://www.compare-school-performance.service.gov.uk/school/137541/lynn-grove-academy>

# SUPPORT FOR OUR STAFF

For our pupils to achieve to their full potential we know that it is essential that our staff thrive professionally. We value teamwork highly and provide ample opportunities for all our teachers to work collaboratively with their colleagues.

As teachers we believe that we never stop learning and we support each other to develop professionally. We share ideas and good practice regularly and encourage everyone to contribute to the professional development programme.

With careful planning we have arranged our school day to give everyone two hours a week in their teams to devote to professional development. The time spent with colleagues focussing on department and school improvement is much appreciated.

We understand the importance of working with other schools in our trust and beyond. Our middle leaders have benefited from their participation in the Ambition School Leadership Teaching Leaders Programme and some have embarked on NPQ qualifications. We value subject specific CPD highly and are members of the Prince's Teaching Institute which provides access for our teachers to high quality subject specific professional development.

Newly qualified teachers at Lynn Grove will benefit from high quality mentoring and access to a customised induction course designed specifically to smooth their progress through the NQT year.

We are keen to welcome trainee teachers from a range of Higher Education Institutes. We work in partnership with the University of East Anglia, TeachFirst, Suffolk and Norfolk ITT, the TEN group and our ITT providers



You can find out more at:  
[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

# HEAD OF ART JOB DESCRIPTION AND PERSON SPECIFICATION

---

## PURPOSE AND SCOPE

---

- To be responsible for achieving the best possible standards in work and conduct for all pupils in the class and to promote and safeguard the welfare of all pupils within the school.
- All Teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers job descriptions are linked to the DfE Teachers' Standards 2012. Teachers' work performance will be assessed against the Teachers' Standards as part of the performance management process.

---

## ORGANISATIONAL RELATIONSHIP

---

- The post holder is responsible to the Principal.

---

## LEADERSHIP AND MANAGEMENT

---

- Establish a vision for the department and realise it through department development planning.
- Contribute to monitoring of department quality of teaching through leaning walks, work scrutiny and work moderation.
- Act as a role model of good classroom practice for other teachers, modelling effective strategies with them.
- Monitor the effectiveness and impact of performance management arrangements within the department.
- Actively contribute to teacher development through mentoring, coaching, observation and feedback.
- Actively contribute to CPD and training both within the department, for trainee teachers and across the school.

---

## TEACHING AND LEARNING

---

- Evaluate and improve schemes of work, assessments and resources so that they underpin quality teaching within the department.

- Analyse pupil performance to identify underachievement, including gaps in group attainment/progress, DP pupils, class and individual pupils.
- Contribute to planning and delivery of strategies to close gaps in a timely fashion.
- Lead timely interventions to overcome barriers to learning.
- Contribute to maintaining a strong culture of behaviour for learning within the department, ensuring that systems of reward and sanctions are consistently applied, LG3 is promoted and pupils are supported to be 'Ready to Learn'.
- Develop positive relationships between parents, teachers and pupils to support pupils' learning and engagement.
- Support development of practices that raise standards of literacy within the department and across the school.
- Contribute to enhanced learning and cultural experience through the provision of a rich extra-curricular offer.

You can find out more at:

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

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level or above.</li> <li>• Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>• Master level degree</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Successful experience of teaching at Key Stage 3 and 4</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant work experience outside teaching</li> <li>• Experience of teaching at Key Stage 5</li> </ul>
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Proven ability to deliver well-planned and stimulating lessons</li> <li>• Demonstrable knowledge and understanding of effective behaviour management strategies and the ability to put these in to practice</li> <li>• Good knowledge of what constitutes effective teaching and learning</li> <li>• Experience of devising strategies to support less able children and extend the more able</li> <li>• Knowledge of current educational trends and initiatives</li> <li>• Understanding of the principles and practice of assessment for learning</li> </ul>	
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Data analysis skills</li> <li>• Good organisational skills</li> <li>• Good communication skills</li> <li>• Proven ability to establish productive professional relationships with children, colleagues and parents</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.</li> </ul>	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.