



DERBY MOOR
SPENCER ACADEMY

Together We Succeed

Achievement ● High Expectations ● Aspiration ● Community

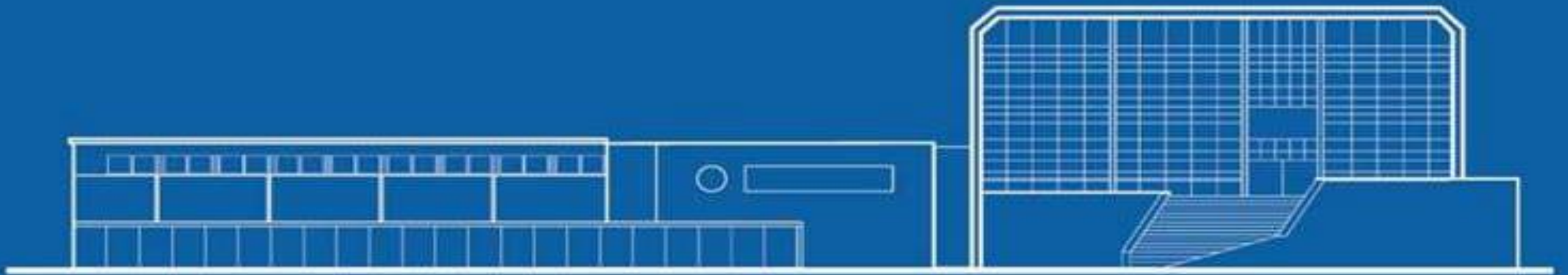


Principal Foreword

Following the promotion of the current post holder, we are looking for an ambitious teacher to lead our Art, Design and Technology faculty. The vacancy offers great potential for career development and will involve strategic oversight of an excellent ADT team alongside opportunities to develop as a leader through our in-house and external CPD offer.

The Art, Design & Technology are a successful team who truly embed our school value of 'Together we succeed'. Collegiality is a huge part of their success; we work together to improve student outcomes and do this through quality first teaching. The best outcomes for students - both academic and pastoral - are at the heart of everything we do.

The faculty's successes are demonstrated through continued improvement in outcomes and curriculum development. The team are committed to ensuring that all ADT students leave with the achievement outcomes and the employability skills that will support them with their next steps. Leading the Art, Design & Technology team will give you the opportunity to develop your leadership skills, your pedagogy and contribute to the overall goals of our large, modern and diverse academy. We look forward to being able to support you in your personal career journey.



Academy Values

Our motto at Derby Moor is “Together we succeed”. When our students, staff and wider community unite and work in collaboration we are stronger. Together we can challenge social injustices, create safe spaces and make a positive contribution to the world we share. Together We Succeed.

Our motto is underpinned by our four core values:

Achievement – We believe that everyone can achieve, regardless of background or personal circumstance.

Aspiration– We believe our students and staff can be the best in their chosen field. Our renowned employability curriculum gives our students the knowledge, skills-base and experiences they need to aim for greatness and to aspire to be the best they can be. For staff, our bespoke cpd offer ensures they have developmental opportunities and are supported to become expert practitioners.

High Expectations– We believe high expectations are the foundations of success and expect the highest standards from our community. This is in terms of their conduct, communication and commitment to their own development. We are preparing students for life and the world of work, as such, we will not settle for anything less than excellence

Community– We believe that the community at Derby Moor is unique and is key in preparing our young people for life in modern Britain. Our community is diverse and we all embrace the rich variety of faiths, cultures and backgrounds that exist here, working together to ensure everyone feels valued, safe and fulfilled.

At Derby Moor we take great pride in the facilities that we offer our students. Our school was re-built in 2013 and features a modern welcoming entrance plaza, state of the art technology and a diverse range of learning spaces and sports facilities. A state of the art environment does not make the school great - the relationships between staff and students, the unique sense of community, a commitment to the latest educational research, excellent cpd and an aspiration to never settle for ‘good enough’ is what makes Derby Moor such a special place to work and to learn. We are seeking to appoint an excellent teacher and forward thinking leader, offering a good track record of achieving improvement, who will help us move the ADT faculty forward on it’s next phase development.

Scott Doyle, Principal



Chief Executive

Thank you for your interest in this leadership role with Spencer Academies Trust (SAT). The Spencer Academies Trust is a multi-academy trust with schools across the East Midlands, and with a strategic focus on Nottinghamshire and Derbyshire.

SAT is a high performing regional MAT with a national reputation for excellence. Our academies work across highly diverse city and rural communities, including a strong presence in Derby and Nottingham. Standards and expectations in trust schools are high – and the trust focus on rapid improvement on the journey to outstanding education delivery.

Spencer Academies Trust is an educational charity, Multi-Academy Trust and Sponsor of Academies. We have approaching 18000 children and young people in our academies and employ more than 2200 teachers, leaders and educational support professionals across the East Midlands.

We currently have 17 primary academies, 8 secondary academies and one primary aged special school in our family of schools. All of our schools benefit from the collaboration and added value that being a member of our Trust offers, and share our values and beliefs. Spencer Trust academies share an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality: one that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.

Paul West, Chief Executive Officer, Spencer Academies Trust

Aims of Spencer Academies Trust (SAT)

Mission

Our Mission is to deliver the best possible outcomes for children and young people.

Vision

Spencer Academies Trust is an exceptional Trust, providing an outstanding education for local children.

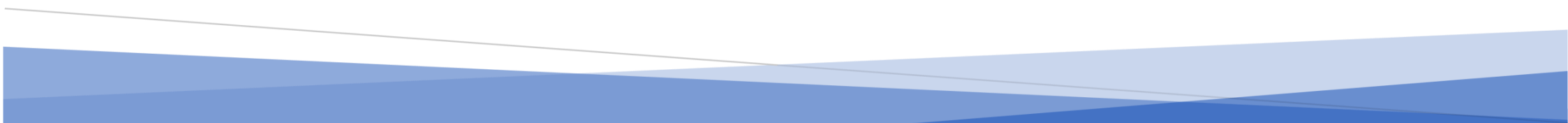
We Believe:

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.
- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more.

Our Trust Behaviours

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together

Our Leadership Behaviours

- Leadership by example
 - Passion for people
 - Coaching not critiquing
 - Understand your impact
 - Having humility
- 



How to Apply

Thank you for your interest in this exciting opportunity as Faculty Leader for ADT at Derby Moor Spencer Academy. For more information, please refer to our website and the Trust website at:

www.derbymoor.derby.sch.uk

www.satrust.com

Applications for this post must be submitted on our online application form, 'Every' which can be found at <https://vacancies.spenceracademiestrust.co.uk/> and by clicking on the 'Apply Now' link.

Please note that candidates should submit a covering letter which should be **no longer than 2 sides of A4** alongside completing the application form. This will be an opportunity to detail your experiences, achievements and your vision for the faculty moving forwards.

For us to adhere to safer recruitment guidelines and best practice, please ensure your completed application form:

- Accounts for any gaps in employment
- Provides detail of all your employment by month as well as year
- Includes all relevant qualifications for this post

For a confidential discussion with the Principal, to arrange a visit, or for further information and any questions please contact:

Gemma Swann PA to the Principal:

☎ 01332 722 706

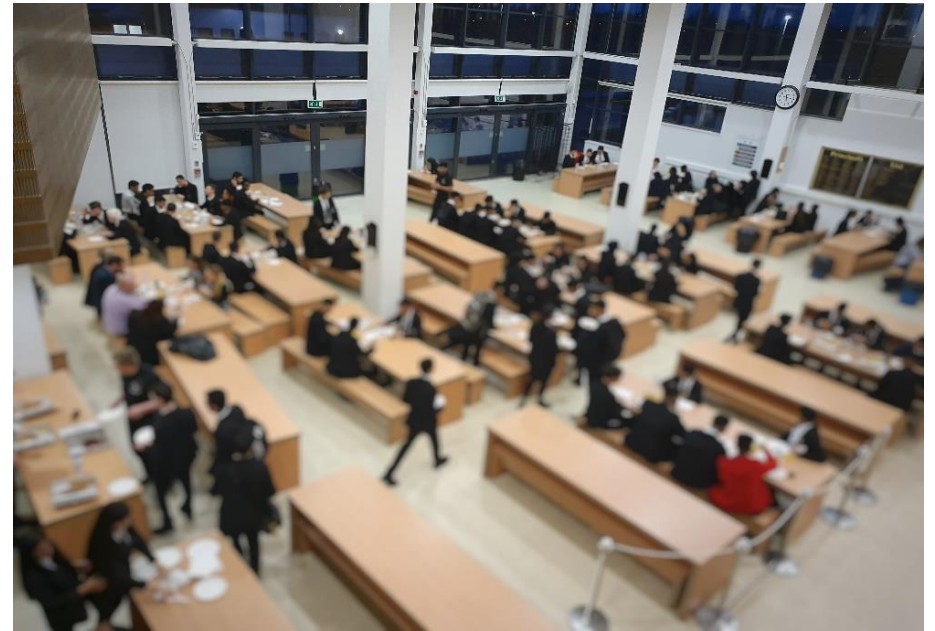
✉ info@derbymoorspencer.org.uk

Closing date for applications: 9.00am, Friday 19th April 2024

Interviews: TBC

Spencer Academies Trust is an equal opportunities employer.

Spencer Academies Trust is committed to safeguarding and promoting the safety and wellbeing of children and young people. This post will be subject to all relevant pre-employment checks including enhanced DBS with children barred list and completion of Level 2 safeguarding training.



Terms and Conditions

Term	Permanent
Salary	MPS/UPS + TLR1B
Pension	Teachers' Pension Scheme
Hours	Full Time
Right to work	The successful applicant will need to provide proof of the right to work in the UK before taking up the post.
Safeguarding	The successful applicant will need to complete level 2 safeguarding training (online) prior to taking up the post.

Job Description

Establishment:	Derby Moor Spencer Academy
Post Title:	Faculty Leader for Art, Design and Technology
Grade/Pay Range:	MPS/UPS + TLR1B
Reporting to	Principal through SLT Line Management



Main Duties and Responsibilities

At the heart of faculty leadership is the provision of professional leadership to secure high quality teaching and learning, effective use of resources, improving standards of achievement for all students, and the promotion of students' personal development and well-being. A Faculty Leader must provide leadership and direction for the faculty and ensure that the faculty is managed and organised to meet school and subject aims and objectives. A Faculty Leader plays a key role in supporting, guiding and motivating teachers to become the best they can be, to achieve the very best outcomes for students and to enrich their school experience.

Faculty Leaders evaluate the effectiveness of teaching and learning, the subject curriculum and progress towards targets for students and staff in order to inform future priorities for the faculty. The policy and practice of monitoring within the faculty provides the information for evaluation and action.

A Faculty Leader identifies needs in their own subject areas and recognises that these needs must be considered in relation to the overall needs of the school. It is also important that a Faculty Leader has an understanding of how their faculty contributes to school priorities and to the overall education and achievement of all students.

Throughout their work a Faculty Leader ensures that practices improve the quality of education provided, meet the needs and aspirations of all students and help to continue to raise standards of achievement in the school.

Job Purpose

To lead, manage, develop, and be accountable for standards across the faculty team. Leadership of the curriculum at Key Stages 3, 4, & 5 in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

Nature and Scope

Excellence at Derby Moor depends upon the provision of professional leadership to secure high quality teaching and learning, effective use of resources, improving standards of achievement for all students, and the promotion of students' personal development and well-being. The Faculty Leader for ADT will need to ensure the faculty is led, managed and organised to meet school and subject aims and objectives.

Dimensions

The post holder will be responsible for the following, with reference to the national framework for middle leaders:

- The strategic direction and development of the faculty

- Teaching and learning
- Leading and managing staff
- Pupil progress and standards of achievement
- The efficient and effective deployment of staff and resources

Accountabilities

- The strategic direction and development of the subject
- To contribute significantly to an annual Faculty Improvement Plan, which contributes to the achievement of the School Improvement Plan, and which involves all the subject staff in its design and evaluation.
- To lead Faculty Quality Assurance processes and lead Self-Evaluation and Team Development Planning.
- To set expectations and goals for colleagues and pupils in relation to standards of achievement and behaviour.
- To represent the faculty in the wider school community and liaise with the rest of the school, governors, partner schools, the Local Authority, further and higher education, industry, outside agencies, examination boards etc.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To develop current systems with regard to health and safety, risk assessments, collection and storage of valuables and other key procedural requirements.
- Teaching and learning
- To contribute significantly to the leading of the development and implementation of effective teaching and learning strategies.
- To contribute significantly to leading the development and implementation of effective faculty assessment policies, within the framework of those for the whole school.
- To promote and support extra-curricular activities, which enrich and support the learning and experience of all pupils, and increases their participation in school life.
- To ensure homework is set in line with school policy.
- To develop the faculty curriculum and implement its intention effectively.

Leading and managing staff

- To support/challenge and professionally develop staff so that they are effective in their role(s) and provide high quality teaching and learning; the above to include participating in and leading the school's programmes of staff training and development.
- To ensure that Performance Management is carried out according to school regulations and that staff receive regular feedback, which supports progress against their PM objectives.
- To support, formally and informally, the pastoral needs of Faculty staff where appropriate.
- To lead on the management of under-performing staff within the Faculty area.
- Pupil progress and standards of achievement

- Within the framework of whole-school policies, to set and monitor appropriately challenging subject targets for pupils, which will make a measurable contribution to the fulfilment of those for the whole school; to manage interventions to maximise pupil progress.
- To have specific responsibility for the RAG meetings at KS4 and KS5.
- To maximise achievement by ensuring that examination entries are at an appropriate tier and non-entries are minimised; to assist with the management and conduct of examinations.
- To ensure effective communication with parents/carers, so they are kept up-to-date with curriculum developments and their children's progress.
- Writing reports on pupils and attending meetings with parents.
- To track different groups of students' progress and put in a clear intervention plan where gaps exist.
- The efficient and effective deployment of staff and resources
- To manage efficiently the available resources of staff, space, finance, and equipment within the limits and guidelines laid down.
- To provide a stimulating environment, including maintaining the content of displays that promote interest and learning.
- To lead and be accountable to the Principal for the spending of capitation allowances and the management of Faculty resource.
- Other Specific Duties
- To undertake the above responsibilities in addition to those held by a standard scale teacher at the school.
- To undertake any other duty as specified by the School Teachers Pay and Conditions Document not mentioned in the above.
- To lead on behaviour management across the faculty, supporting colleagues and intervening where appropriate.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified; therefore, employees will be expected to comply with any reasonable request from a manager, including ad hoc projects, to undertake work of a similar level that is not specified in the job description. The job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification - Essential/Desirable

	Essential	Desirable
Qualified Teacher Status (or equivalent)	✓	
Relevant Degree	✓	
Experience of managing/leading staff		✓
Evidence of commitment to continuing professional development	✓	
Experience in developing policies and strategies		✓
Proven track record of excellent teaching ability and classroom management skills	✓	
Experience of data entry and extraction i.e. student data	✓	
Ability to innovate and manage change	✓	
Involvement in and organisation of wider school activities, including extra-curricular activities	✓	
Knowledge of recent initiatives and issues in education	✓	
Experience of working in a multi-cultural setting		✓

	Essential	Desirable
Have the ability to teach English across the age range from KS3 to KS5	✓	
Proven track record of excellent teaching	✓	
Knowledge of effective teaching, learning and assessment methods	✓	
An understanding and ability to set realistic and challenging targets and be able to assess and review progress	✓	
Understanding of monitoring, review and evaluation to inform strategic planning and development	✓	
Ability to communicate effectively with pupils, colleagues and parents/carers	✓	
Demonstrable ability to problem solve and focus on identifying and acting on solutions	✓	
Demonstrable ability to prioritise	✓	
Ability to manage behaviour effectively	✓	
Ability to work within school-based systems and specified timelines	✓	
Knowledge and understanding of intervention strategies that have a positive impact on student progress and raise standards	✓	
Understanding of emotional intelligence and motivational skills in team leadership and development		✓
Knowledge of SIMS management information system		✓

	Essential	Desirable
Excellent interpersonal skills with the ability to maintain strict confidentiality	✓	
Creative and innovative in their approach to raising standards	✓	
Can demonstrate humility and uses this to reflect and improve their own and others performance	✓	
Ability to communicate clearly orally and in writing	✓	
Confident, polite and friendly manner	✓	
Good organisational and time management skills	✓	
Able to work in collaboration with the leadership team and other colleagues	✓	
Able to work flexibly, adopt a hands-on approach and respond to unplanned situations	✓	
Commitment to the highest standards of child protection and safeguarding	✓	
Recognition of the importance of personal responsibility for health and safety	✓	



DERBY MOOR

SPENCER ACADEMY

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