GREENSHAW LEARNING TRUST

GLOUCESTER ACADEMY



Teacher of Art

Recruitment Pack

Maternity cover (in the first instance)

ALWAYS LEARNING

Introduction

Thank you for your interest in our Teacher of Art post, with a possible TLR.

We are looking for an inspirational teacher to cover for our colleague who is going on maternity leave at the end of this academic year. There may well be opportunities for the right candidate to continue their teaching career with us or one of our other schools once the maternity cover comes to an end.

It is a unique and exciting opportunity for an inspirational and aspirational leader to join Gloucester Academy and further contribute to the life chances of our young people in the school, and across the Trust. The Academy will be on a rapid trajectory of improvement, that will be sustained over many years, it is a chance to be part of something very special. It will support career development and equip you for a further promotion within the Academy and within our trust. We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds, close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and challenges, being able to drive ambitions is key.

Gloucester Academy joined the Greenshaw Learning Trust on 1st June 2020.

The Greenshaw Learning Trust is a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character. The Greenshaw Learning Trust website www.greenshawlearningtrust.co.uk provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

The Gloucester Academy website www.gloucesteracademy.com will also provide further information on the school.

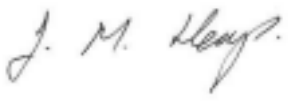
Vision

The vision for Gloucester Academy is simple 'Every child to climb the mountain to the best University or Profession'. This will be supported through disruption free learning and a clear expectation of working hard and being kind.

Work life balance is central to this vision for our students. We offer a highly visible and supportive SLT, centralised planning and resources, centralised detentions, disruption free learning, whole class feedback through a clear feedback policy, lessons structure based on the Rosenshine principles, visualisers in every classroom, subject experts working together within a collaborative trust, highly bespoke CPD in a short weekly session i.e. Teach Like a Champion foci each session.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks. Please make contact for an informal discussion.
Yours faithfully



Jonathan Heap
Headteacher

Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure

The Greenshaw Learning Trust Mission Statement

- *We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*
- *We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*
- *We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

Department and Subject Information

Our Art Department

Context and Background:

Gloucester Academy became part of the Greenshaw Learning Trust in February 2020. As a result, Gloucester Academy has undergone transformational change in an extremely short period of time. A relentless focus on exceptional teaching and learning, staff development, strong behavioural expectations and routines, enables teachers and students to thrive within a disruption free environment. The new leadership team, supported by the whole staff body, work together to ensure that every student climbs their own personal mountain to access the best possible jobs and universities in the future. Building on our early success, we are unapologetically ambitious for what our students can achieve, and this post offers the opportunity to be part of the transformational journey here at Gloucester Academy.

The Department:

At Gloucester Academy, the Art department is committed to ensuring that all students from KS3 and KS4 are exposed to a World Class Curriculum that offers them the opportunity of first class teaching and learning. A curriculum which offers full coverage of the vital key skills and knowledge needed in order to achieve high end outcomes at GCSE and to develop a love of the arts and the cultures that surround them. Art, craft and design embody some of the highest forms of human creativity. A high-quality art and design education should engage, inspire and challenge students, equipping them with the knowledge and skills to experiment, invent and create their own works of art, craft and design. As students' progress, they should be able to think critically and develop a more rigorous understanding of art and design. They should also know how art and design both reflect and shape our history, and contribute to the culture, creativity and wealth of our nation.

Job Description – Teacher of Art

To work with colleagues, Trustees, School Council and parents/carers, in partnership, sustaining and improving the quality of education:

- to enable all students to realise their individual talents to the full,
- to prepare all students for the changing demands of future adult life,
- to encourage a view of education as an enjoyable, lifelong process,

Creating an appropriate working environment which promotes students': Health; Safety; Enjoyment and Achievement; Positive Contributions; Economic Well-being.

Reporting to: **Head of Department**
Salary: **Main/Upper Teacher Pay Scale** (possibility of a TLR for the right candidate)

Responsibilities Main Duties / Responsibilities

I. To work with the Headteacher and Senior Leadership Team to promote inclusion, and equality of opportunity for both students and staff.
II. To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students.

III. To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust.

IV. To perform particular assigned duties at the reasonable direction of the Headteacher or their designated representative(s)

General

- To participate in school initiatives where every person is expected to contribute to learner's progress.
- To participate in the school's professional learning programme as agreed.
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.

Such other duties as may be reasonably allocated by your line manager or Headteacher.

Key Contacts

Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Heads of Subject Areas, other support staff and pupils of the School.

Contact with parents and other School visitors, including students on work placements.

Other job requirements

The teacher will be part of the school's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Safeguarding

The Trust is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

Person specification – Teacher of Art

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	
Training, Qualifications and School Experience: In their application, candidates will demonstrate that they have the following training, qualifications and school experience:		
	• Hold a recognised degree (or equivalent) with a good classification in a relevant subject • Teaching qualification (QTS) • Commitment to own self development	
Criteria	**Essential**	
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	• Ability to teach your subject area up to Key Stage 4 • Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning • A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement • Demonstrate a commitment to following the school's principles of teaching, learning and assessment • Good discipline/classroom management • Commitment to working within the School's Safeguarding Policy and Procedures. • Commitment to high standards and expectations. • High levels of professional integrity	
Criteria	**Essential**	**Desirable**
Professional Knowledge and Understanding: In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding of:		
	• Excellent subject knowledge and a genuine passion for teaching your subject • Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum • Understanding of Exam Board specifications	• Awareness of wider educational contemporary issues

The Recruitment Process

1. Applications

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.gloucesteracademy.com.

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than **Friday 1st July 2022 Midday. We encourage early applications.**

Applications received after this date and time will not be considered.

2. Shortlisting

Shortlisted candidates will then be invited by telephone to attend for interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interview dates to be announced.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. Taking up post

The successful candidate will take up the post on **1st September 2022.**

Should you require any additional information, please contact Imogen Maguire-HR Manager imaguire@gloucesteracademy.co.uk