



# ALL SAINTS

## ACADEMY PLYMOUTH



### **Teacher of Art (Maternity Cover)**

### **Information Pack and Job Description**

### **All Saints Academy, Plymouth**

# Welcome to All Saints Academy, Plymouth!

This is an exciting time to be part of All Saints Academy, Plymouth and Team ASAP! The academy is undergoing rapid change and improvement and is a brilliant place to work. The academy is housed in state of the art buildings. Our outstanding facilities are some of the best in Plymouth from purpose built classrooms, all fitted with interactive whiteboards to professional catering kitchens for students to use and a Motor Vehicle workshop. We are the only Church of England secondary academy in West Devon and are committed to educating students of the Christian faith, those who belong to other faiths and those who subscribe to no faith. We have the highest expectations of our students here and ensure they go on to achieve their best. All staff and students are committed to the All Saints' mission that all children **succeed beyond potential**. We have high expectations of students here, with a commitment to delivering outstanding teaching and learning that inspires our students and leads to excellent outcomes.

Our mission is underpinned by four values or as we call them here, 'golden threads'. They are:

**Faith** – Putting Christian faith at the heart of every action and ensuring a safe environment and caring ethos for all.

**Foundations** – Providing strong foundations in learning, behaviour and success for all.

**Family** – Understanding the importance of family, the value of community and support for all.

**Futures** – Preparing for bright futures shaped from excellent progress, achievement and choice for all.

Our four golden threads ensures that all of our students are developed during their time here at the academy, academically, socially, morally and spiritually.

We collaborate closely with the Ted Wragg Multi Academy Trust which allows partnership working for the benefit of all of our students with other schools in Devon. We are an innovative school that really values professional development with staff. To that extent we invest in staff to have time to be part of the 'incremental coaching' programme that stems from America, based on the 'Leverage Leadership' book and 'Teach Like a Champion' techniques. This is what is enabling us to become one of the best schools in Devon and the South West.

I am very proud to be Headteacher of All Saints Academy, Plymouth which is a very special place to work. I am looking for an exception person for this post and as you read through this information pack, if you wish to find out more, please get in touch. Thank you for taking the time to consider this post and if it is right for you, I look forward to receiving your application.



A handwritten signature in blue ink, appearing to read 'Lee Sargeant'.

Lee Sargeant  
**Headteacher**

**Post:**  
Teacher of Art

**Salary:**  
MPS/UPS

**Responsible To:**  
Head of Art

**Working Pattern:**  
Full Time, Fixed Term (until June 2019)

**Disclosure Level:**  
Full DBS

**Closing Date:**  
Monday 21 January, 10am

**Interview Date(s):**  
Friday 25 January

**Start Date:**  
Monday 18 March



## Department/Area Information

The Art department currently consists of three specialist teachers. Photography GCSE and ART Btec are offered at Key Stage 4 and 5, and Art is offered at Key Stage 3. Students are also encouraged to enter competitions, and work from this school is regularly exhibited through the Rotary Club and Plymouth University.

The art department encourages students to be both individual and creative, whilst using a wide range of the materials and techniques available. The department has the facilities to be able to use ceramics, chemical development of photographic images in the darkroom, Photoshop, and textiles to create smaller or larger pieces of work.

The art rooms are large and with a lot of natural light, and all positioned in one area which is also close to the darkroom. This allows and encourages students to work in this area during their free time in a creative environment, with the choice of which room to work in. The department itself is very welcoming, with a warm friendly atmosphere and a real passion for the subjects taught.





## Job Purpose

To be an excellent teacher, with drive, passionate and commitment to ensure students succeed beyond potential. To be dedicate to providing the best possible learning experiences and outcomes for students.

## Job Description PART 1

### 1 Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

### 2 Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study.

### 3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulation and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies. use and evaluate distinctive teaching approaches to engage and support them.

# Job Description Continued

## **4 Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homelearning and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

## **5 Adapt teaching to respond to the strengths and needs of all students**

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## **6 Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

## **7 Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

## **8 Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and well-being.

## Job Description Continued

### PART 2

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

having regard for the need to safeguard students' well-being, in accordance with statutory provisions

showing tolerance of and respect for the rights of others

not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

# Person Specification

Training & Qualifications	Essential	Desirable	D – Documentary A – Application I – Interview R – References
Qualified Teacher Status	X		DA
University Degree or equivalent	X		DA
An excellent track record in improving educational outcomes for students which you can evidence		X	AIR
A proven track record of dealing effectively with student issues such as behaviour, academic progress and effective guidance		X	AIR
Professional knowledge & understanding – applicants should be able to demonstrate a good knowledge and understanding of the following:			
Monitoring and evaluation of teaching & learning		X	AIR
Curriculum and assessment and use of ICT		X	AI
Effective teaching and learning strategies	X		AIR
Experience of supporting and developing staff		X	AI
Strategies for involving students and parents in achieving the best outcomes		X	AIR
A strong understanding of statutory educational frameworks, including 14-19 reforms, Ofsted, Safeguarding and SEN		X	AI
Understanding and commitment to the school's responsibility for safeguarding and promoting the welfare of children	X		I
Excellent communication and interpersonal skills	X		IR
Adaptability to change and new ideas	X		IR
Resilience and stamina when faced with complex situations		X	AIR
Ability to prioritise, plan, organise well and work with others to achieve objectives	X		IR
Ability to relate to young people, colleagues and external partners	X		IR
Innovative and creative in approach to raising achievement	X		I
Ability to work independently and cope with a challenging workload	X		AIR

## Applying for the Post

Please read this Job Information Pack before completing the application form. If you are handwriting your application, please use BLACK ink and complete in full. If emailing, you will be required to sign the application form if called to interview. CVs will not be accepted. Please return completed applications forms, with a cover letter outlining why you are suitable for the post, your skills and how you meet the job description. Please address this to the Headteacher using no more than 2 sides of A4, Aerial/Times New Roman font size 12 and send to Katie Plant (Headteacher's PA) by email [kplant@asap.org.uk](mailto:kplant@asap.org.uk) or by mail to All Saints Academy, Honicknowle Lane, Pennycross, Plymouth, PL5 3NE.

