



#BETTER TOGETHER





WELCOME TO UFFCULME ACADEMY TRUST

I hope that this recruitment pack will give you an idea of Uffculme Academy Trust, what we stand for and what it might be like to work with us.

We have a simple and compelling vision for education. We believe that our schools should sit at the heart of our communities; that there are no limits to what our children and young people can achieve; and that they should be great places to work and learn.

We are incredibly proud of our Trust and the schools within it. Strong partnerships, collaboration and generosity are the bonds which underpin our collective mission to provide great education for all children no matter what their starting point or their background.

I have been associated with Uffculme Academy Trust for more than 10 years, and I have no doubt that it is a very special organisation. Having moved from Headteacher to Executive Head to CEO, I know first-hand how a strong ethos, ambitious culture and compassionate environment drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions.

We are looking for an individual who shares the same vision and values - if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.



We look forward to receiving your application.

LORRAINE HEATH, OBE
CHIEF EXECUTIVE OFFICER



Welcome To Axe Valley Academy

Dear Applicant,

Thank you for your interest in this exciting post. The Art Teacher post is one that is pivotal in the journey of continued improvement of Axe Valley Academy and to the future success of our school.

Axe Valley is an ambitious school where a staff body of dedicated and motivated professionals continue to work hard to support its community. It is a school that we are immensely proud of because it is a real community. We are a completely comprehensive school offering high quality educational opportunities to students of all abilities and aptitudes.

I am looking for an enthusiastic team player who shares our commitment to ensuring that the young people we serve receive the best possible standard of education because the progress of each individual student matters to us regardless of their starting points and despite their barriers.

You will join a supportive, positive and committed team who shares a vision of driving Axe Valley to be exceptional. We are a school that staff and students are proud to be a part of and who enjoy working together. We aim to develop well rounded young people equipped to deliver positive social change in their school and wider communities. We believe that students need a broad education, one that nurtures specific positive character traits and virtues. We also pride ourselves on our pastoral care. Being a smaller school has some significant advantages and one of those is being able to know every student as an individual; to recognise and nurture their strengths; to teach kindness explicitly and to be as kind as we can. Our beliefs as a school community are straightforward teachers are here to teach and students are here to learn. There is no escaping that a huge part of the purpose of education is to equip children with the examination results that they need to give them as many options as possible. We must be in the business of opening doors for the young people in our care. We demand the highest standards and expect students to engage with their learning no matter what and we don't apologise for this.

If this vision matches your own, we would be delighted to hear from you.



Laura Jenkins - Headteacher



JOB DESCRIPTION

Post	Teacher of Art – 0.7 FTE (with potential for 1.0 to be discussed)
Pay Scale	MPS/UPS
Responsible to	Subject Leader
Purpose of job	Ensuring the continued delivery of high-quality teaching and learning and student achievement.
Classroom responsibilities	<ul style="list-style-type: none">• To teach across the age and ability range in line with the Department's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.• Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.• Assess, record and report on the development, progress and attainment of students in line with the Academy and department policies and procedures.• Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.• Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers' Pay and Conditions Document and Teacher Standards.• To set and mark work for classes according to school guidelines.• To set appropriate, quality homework in accordance with the Academy policy.• Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.• To follow Academy procedures for preparing, presenting and assessing students.• Be a form tutor to a designated group of students supporting them academically and pastorally.



	<ul style="list-style-type: none">• Take an active part within the Academy’s monitoring, evaluation and review programmes, professional development activities and teachers’ appraisal structures and cycle.• Attend staff briefings and departmental meetings as required.• Carry out a share of supervising duties in accordance with published schedules.• Carrying out such other tasks commensurate with the above as may be required from time to time by the Subject Leader.
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Knowledge & understanding	<ul style="list-style-type: none">• Have a sound knowledge and understanding of the concepts and skills in his/her specialist subjects and a detailed knowledge and understanding of the National Curriculum programmes of study.• Understand for his/her specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.• Be familiar with the school's current systems and structures as outlined in policy documents including Health and Safety and Child Protection Policies.• Understand and know how national, local comparative and school data including National Curriculum test data can be used to set clear targets for students' achievement.• Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.• Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.
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PERSON SPECIFICATION

	Essential / Desirable (D)
Education	<ul style="list-style-type: none">• Good Honours degree• Qualified Teacher Status• PGCE in Subject (D)• Masters (D)
Experience	<ul style="list-style-type: none">• Outstanding teaching practice• Securing high achievement of students• High level of engagement in own professional development• Working in a range of educational settings (D)
Knows about	<ul style="list-style-type: none">• National Curriculum and qualification requirements for subjects• Strategies for raising achievement and achieving excellence• Principles of effective teaching and assessment for learning• Models of behaviour management• Strategies for ensuring inclusion, diversity and access• Safeguarding and Child protection
Able to	<ul style="list-style-type: none">• Inspire, challenge, motivate and empower students• Model the values and vision of the school• Demonstrate the principles and practice of effective teaching and learning• Access, analyse and interpret information• Collaborate and network with others within and beyond the Academy• Implement effectively Academy policies and systems• Prioritise, plan and organise themselves and others• Think creatively to anticipate and solve problems• Collect and use a rich set of data to understand the strengths and weaknesses of classes
Committed to	<ul style="list-style-type: none">• A collaborative Academy vision of excellence and equity that sets high standards for every student



	<ul style="list-style-type: none">• The setting and achieving of ambitious, challenging goals and targets• Inclusion and the ability and right of all to be the best they can be• The raising standards for all in the pursuit of excellence• The continuing learning of all members of the school community• The developing and sustaining of a safe, secure and healthy Academy environment• Individual, team and whole-Academy accountability for student performance• Effective team work within the Academy and with external partners• Involvement of parents and the community in supporting the learning of children and in defining and realising the Academy vision
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The closing date is 9am Monday 27th March 2023 with interviews to be held that week.

Please note that should we receive sufficient applications for this role the closing date maybe brought forward, so please do apply now if you are interested.

If you are interested in visiting please contact the Headteacher's PA, Liz Heron EHeron@axevalley.uat.ac For an informal conversation about the role, please email LJenkins@axevalley.uat.ac with your contact details.



The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.

The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures including Health and Safety and Data Protection requirements and to be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.

As this post meets the requirement in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.



About Us

Uffculme Academy Trust is a unique partnership of schools working as a multi academy trust (MAT) across Devon and Somerset. Our mission is to deliver excellent education from the ages of 2-18 so that children and young people fulfil their potential, lead safe happy lives and make a positive contribution to society.

The Trust is creating and supporting a network of exceptional schools where:

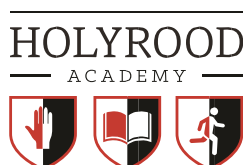
- each school within the Trust sits at the heart of its community,
- aspirations and expectations are high, and achievable, for everyone,
- the culture is joyful and children and staff enjoy coming to work and learn.

We are supportive of learning and development, encouraging our staff to broaden their skills and knowledge through CPD.

If you are looking to work in a fast paced environment, share our values and can help us develop our Creative Arts Faculty to make Uffculme Academy Trust an even greater place to work and learn, then we would love to hear from you



AXE VALLEY ACADEMY is an 11-16 school, with 650 students, based in Axminster, Devon – a beautiful market town based in East Devon. With its quaint villages and unspoilt countryside, and just a few miles inland from the Jurassic Coast World Heritage Site, Axminster is the perfect place to live and work, with the best of Devon and Dorset on its doorstep.



HOLYROOD ACADEMY is an 11-18 Academy in Somerset with approximately 1330 students on roll including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.



NEROCHE PRIMARY SCHOOL is truly an exceptional place of learning – it is a single form of entry school with one class for each year group. We have over 210 pupils from Reception to Year 6 as well as over 40 children on role in our preschool setting.



UFFCULME PRIMARY SCHOOL is a single form of entry school with one class for each year group, with over 220 pupils from Reception to Year 6. We place great emphasis on knowing children as individuals and identifying their individual needs. We provide a safe and happy environment in which all children can reach their full potential.



UFFCULME SCHOOL was the founding school of the Uffculme Academy Trust and exemplifies our key values. A truly outstanding 11-16 school with approximately 1060 students on roll, based between Taunton and Exeter, near the rolling Blackdown Hills and close to the M5 motorway.



WEST COUNTRY TRAINING ALLIANCE demonstrates the value the Trust places on developing our staff and growing our own talent. WCTSA are a strategic partner of the South West Institute for Teaching (SWIFT) and provide high-quality continuous professional development, Initial Teacher Training (ITT) and



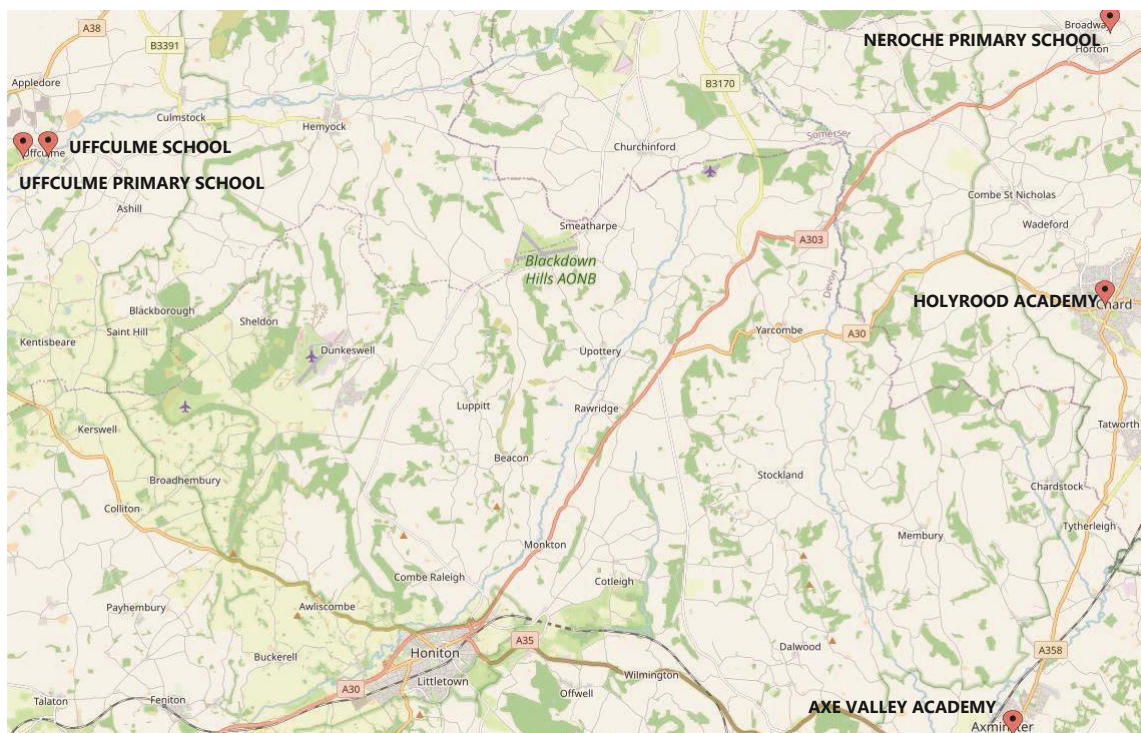
support for school improvement. WCTSA is based at Uffculme School, which acts as the lead school for our School Direct ITT programme.



LOCATIONS

All our schools are situated in the beautiful countryside of Devon and South Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



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#SMALLBUTMIGHTY



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