



**Crosshill**  
School



# Creative Lead Teacher Candidate Pack



Part of the

**Oak**



Learning Partnership

# Creative Lead Teacher

## Welcome from the Headteacher

Dear Candidate,

Thank you for expressing an interest in joining our wonderful community at Crosshill School. We are a forward-thinking, inclusive, and successful school dedicated to supporting children with special educational needs. Our school is a place where every child is valued, supported, and empowered to achieve their full potential.

We are seeking to appoint an inspiring and experienced Creative Lead Teacher to drive innovation and excellence in our Creative Arts provision. This role is a unique opportunity for a passionate Teacher to lead and develop inclusive practice, ensuring all pupils have access to a high-quality, engaging, and impactful Creative Arts curriculum. Your expertise will help shape a dynamic curriculum, using diverse teaching approaches to inspire both students and colleagues. If you are committed to raising aspirations and unlocking the potential of every learner through the arts, we would love to hear from you.

At Crosshill the 'family' feel of the school is vital to our success and lies at the heart of all we do. We pride ourselves on creating a supportive and inclusive environment where each student can thrive. Our dedicated staff work collaboratively to deliver individualised education plans tailored to the unique needs of every child.



# Creative Lead Teacher

## Welcome from the Headteacher

At Crosshill, we deeply value the positive relationships between staff, students, parents, and carers. Our welcoming environment ensures that students feel valued and trusted as individuals, fostering mutual respect throughout our community. We are committed to offering outstanding opportunities for all our students, empowering them to reach their full potential. Through excellent teaching, personalised support, and an inspiring curriculum enriched with the latest technology, our students overcome diverse learning difficulties and additional challenges, growing in confidence to become successful, caring individuals ready for adulthood.

Our mission is to enhance the life chances of every young person at our school, providing opportunities for achievement beyond expectations, regardless of background, need, or prior attainment. By joining our team, you will become part of a supportive team of professionals dedicated to making a positive difference in the lives of our students and their families.

If you have any questions or would like to arrange a visit to our school, please do not hesitate to contact us on 01254 667713 or by e-mailing [info@crosshill.blackburn.sch.uk](mailto:info@crosshill.blackburn.sch.uk) to arrange an appointment.


As you consider this exciting opportunity, I invite you to explore our website and learn more about our ethos, values, and the wonderful work we do here at Crosshill. [www.crosshillblackburn.co.uk](http://www.crosshillblackburn.co.uk)

**We ask that you do not send CV's, please complete and send your application form and a personal statement to [hr@oaklp.co.uk](mailto:hr@oaklp.co.uk)**

We look forward to receiving your application and learning more about how you can contribute to our school community.

**Miss Nicola Pemberton**  
**Acting Headteacher at Crosshill School**





**"Pupils love coming to Crosshill Special School. They smile as they arrive in the morning and they are eager to start their lessons. Pupils behave exceptionally well throughout the day. They are highly respectful to one another, staff and visitors."**

Ofsted Report, November 2021

**Inclusion** is at the  
**heart** of our trust

## Introduction to Our Trust

**Dear Candidate,**

Thank you for your interest in this post at Crosshill School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

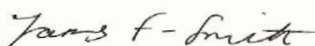
Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:  
**[www.oaklp.co.uk](http://www.oaklp.co.uk)**



**James Franklin-Smith**  
**CEO of Oak Learning Partnership**

**Oak**   
Learning Partnership

[oaklp.co.uk](http://oaklp.co.uk)



**“Pupils and students said that the school is a happy and safe place because staff work hard to make it that way.”**

Ofsted Inspection,  
November 2021.



# Creative Lead Teacher

**Salary:** Main Pay Scale 1 to Upper Pay Scale 3 plus SEN allowance (£2,679), and TLR 2a (£3,391). Actual salary £37,720 to £55,154

**Hours:** 32.5 hours per week. 1265 hours per annum worked as per the Teachers Pay and Conditions.

## Job Description

**Normal place of work:** Crosshill School, although you may be asked to contribute towards trust wide projects.

**Normal working hours:** 32.5 hours per week. 1265 hours per annum worked as per the Teachers Pay and Conditions.

**Responsible to:** Headteacher, Deputy Headteacher.

### PURPOSE OF THE POST

- This role will require the successful candidate to use their specialist skills and experience to lead in developing inclusive practice in Creative Arts (Art, Drama and Music) and to demonstrate impact across the provision.
- To be responsible with SLT for leading teaching and learning and implementation, monitoring and evaluating progress for pupils to achieve the highest outcomes in Creative Arts.
- To develop and implement the curriculum and have a clear vision across the Creative Arts subjects.
- Raise achievement and aspirations of the pupils by providing challenge, opportunity, and recognising and celebrating success.
- To coordinate the delivery of Creative Arts across the curriculum and Key Stages and liaise with other members of the Senior Leadership Team and Middle Leadership Team where necessary, to ensure continuity and progression throughout the curriculum.

### CREATIVE LEAD RESPONSIBILITIES

- To work alongside the Headteacher/Deputy Headteacher with young people with SEND to oversee the Creative Arts curriculum and track progress effectively.
- To demonstrate a good understanding of how to promote and develop the Creative Arts curriculum and teaching using a wide range of teaching approaches and to share this knowledge and best practice with others.
- To ensure that pupils are appropriately and accurately assessed in line with the school assessment policies.
- To organise and maintain resources to assist in maximising pupil progress in all pathways.
- To ensure that enriching resource material is available, co-ordinated and accessible for efficient implementation of individual, group and class work and to update such material as necessary within budgetary constraints.
- Identify pupils who would benefit from intervention. Discuss and help decide how identified needs will be addressed and use strategies to support pupils to achieve learning goals.

- To establish a clear and strong vision of what outstanding provision should look like and the ability to support the school to get there.
- To line manage, mentor and hold to account Creative Arts teachers as required by the Headteacher.
- To report to the trustees and the Headteacher on pupil attainment and achievement.
- To contribute to the Outreach Service by developing your expertise and sharing this with others.
- To promote the aims and objectives of the school as laid down by the trust.
- Be committed to the trust safeguarding policies and practice, including diligent recording via CPOMs
- Contribute to the strategic leadership of personal development tracking through enrichment curricular activities.
- To promote the development of the trust's Equal Opportunities Policy throughout all aspects of school life.
- To deliver appropriate courses and accreditation to meet a range of needs.
- To provide excellent learning opportunities for all pupils.

## TEACHING DUTIES AND RESPONSIBILITIES

- Responsible for attainment and progress for all students taught.
- Helping to create and manage a positive, caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- Planning and preparing lessons in order to deliver the relevant curriculum, and where necessary other accredited areas, ensuring effective intent, implementation and impact.
- Identifying clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- Teaching lessons that are creative, engaging and inspiring for the pupils.
- Helping to maintain a safe orderly environment and discipline among the students, safeguarding their health and safety.
- Organising and managing groups or individual students, ensuring differentiation of learning needs, reflecting all abilities, working effectively with external professionals where applicable.
- Planning opportunities to develop the social, moral, emotional and cultural aspects of students' learning.
- Developing and maintaining a regular system of monitoring, assessment, record-keeping and reporting of student's progress.
- Ensuring lessons are catered to the needs of the pupils including personalised educational health care plan targets of the pupils.
- Ensure the classroom is well organised, tidy and that classroom display is educational and celebratory of pupils' achievements.
- Ensuring effective use of support staff within the classroom.
- To participate in staff meetings as required.
- To communicate and consult with parents over all aspects of their child's education – academic, social and emotional.
- To partake in the quality assurance of Crosshill School and promote without prejudice the agreed policies of the school/Trust.
- Communicating an exciting and stimulating shared vision, which inspires and motivates students, staff and all other members of the school community.
- To support the supervision of pupils during break and lunchtimes as directed.
- To work as a team player reporting directly to the Phase Lead and Headteacher.
- To undertake other roles or responsibilities as determined by the Headteacher.
- To maintain an up-to-date knowledge of key curriculum areas linked to role.



## STRATEGIC RESPONSIBILITIES

- To take part in staff development by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working.
- To have an outward facing approach and be willing to network with other schools.
- To be reflective and to continually strive to for self-improvement.

## OTHER SPECIFIC DUTIES

- To play a full part in the life of the School community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Trust/School's policies.
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the School's Dress Code.

# Creative Lead Teacher Person Specification

<b>CRITERIA</b>	<b>Experience, Qualifications and Training:</b> On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:	
<b>ESSENTIAL</b>		<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• A good Honors degree or equivalent.</li> <li>• Qualified Teacher Status (QTS) or equivalent.</li> <li>• Evidence of recent and relevant training and development.</li> </ul>		<ul style="list-style-type: none"> <li>• Record of continuous professional development.</li> </ul>
<b>CRITERIA</b>	<b>Ability, Skills and Knowledge:</b> In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:	
<b>ESSENTIAL</b>		<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Evidence of high expectations which inspire, motivate and challenge every student.</li> <li>• In-depth knowledge and understanding of SEND and wider educational agenda including current national policies and educational issues.</li> <li>• Demonstration of in-depth subject and curriculum knowledge.</li> <li>• Knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures.</li> <li>• Experience of teaching or supporting across a range of key stages.</li> <li>• Experience of teaching or supporting at Primary Curriculum Level.</li> <li>• Able to teach all aspects of English across a wide range of abilities.</li> <li>• Consistently plan and deliver well-structured lessons that enable all learners to make good progress.</li> <li>• Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning.</li> <li>• Confident in the use of ICT to support remote teaching and learning.</li> <li>• Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing.</li> <li>• Ability to form excellent working relationships with staff, students, parents, Trustees and external partners.</li> <li>• A commitment to and evidence of promoting inclusion, diversity and equal opportunities within the curriculum and in employment practice.</li> <li>• Proven ability to plan strategically with the expertise to deliver and to communicate compellingly the School's vision.</li> <li>• Be a visible high profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community.</li> </ul>		<ul style="list-style-type: none"> <li>• Experience of teaching or supporting within a continuous provision setting.</li> <li>• Experience of teaching or supporting within early years.</li> <li>• Experience of teaching pupils with SLD.</li> </ul>
<b>CRITERIA</b>	<b>Personal style and behaviour:</b> In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:	
<b>ESSENTIAL</b>		
<ul style="list-style-type: none"> <li>• A passion for outstanding teaching coupled with the ability to lead and motivate students.</li> <li>• Successful experience of positive behaviour management and developing a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding.</li> <li>• Knowledge and understanding of the varying needs and abilities of students with SEND.</li> <li>• A passion and commitment to providing a holistic approach to student development.</li> <li>• Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students.</li> <li>• Evidence of achieving a safe, secure and healthy school environment.</li> <li>• Willingness to be involved in the wider life of the school community.</li> <li>• Demonstrate the importance of a work life balance.</li> </ul>		



**Crosshill**  
School

Prepare and flourish

**Crosshill School**

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