

# Curriculum Advisor (Visual Arts)

Leigh Academies Trust



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



## Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive  
Leigh Academies Trust



# Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust comprises 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our Vision 2025 document available on our website. We are now recruiting for a new post of Curriculum Advisor (Visual Arts). The successful candidate will be the lead professional in this curriculum area across the whole Trust, providing strategic support to subject and senior leaders. The role will focus on curriculum development and innovation in line with the best evidence-based research,

our commitment to IB programmes and the Ofsted Framework. You will report directly to a member of the Trust Executive and will be part of a team of twelve Curriculum Advisors, each leading on a different curriculum area.

You will be based at our Strood Head Office, but will inevitably want to spend a good deal of your time visiting our academies to provide the strategic support necessary to raise standards. We are looking for a curriculum expert in the full range of visual arts disciplines with superb subject and curriculum knowledge. You will be involved in supporting teachers and leaders to develop the quality of their curriculum across the full age range: primary and secondary. You will currently be an outstanding Head of Visual Arts or senior leader, such as Assistant Principal, with an excellent academic/professional background in these areas.

The majority of your focus will be across our secondary academies, but you will be expected to spend a significant proportion of your time supporting our primary curriculum development in the designated subject area. You will be a high-performing professional with a strong commitment to raising standards across the board for young people. This is a really unique opportunity and one of the most exciting job opportunities for career progression and satisfaction in our Trust today. We look forward to appointing a dynamic individual with ideas, skills and dedication to make our visual arts curriculum even stronger.

# Vacancy

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training opportunities for the successful candidate. Having proven yourself already as an excellent teacher and subject leader, you will be joining one of the UK's largest and best-established multi-academy trusts with a subject brief across the whole organisation. Others will look to you for advice and expertise; the impact you can have in this post will be highly significant. Key responsibilities will focus on curriculum design, improving the quality of teaching and securing the best outcomes for pupils. We anticipate that most candidates will have aspirations for further career progression beyond the Curriculum Advisor position into senior leadership positions in one of our academies. We are extremely well-placed to assist you in achieving your ambitions based on excellent performance.

## What we can offer you:

- a highly-competitive salary;
- an exciting LAT career path with opportunities for further progression;
- access to a great range of employment benefits from day one. [Click here to view the current benefits package, and be mindful that the list is always growing.](#)

<b>Position</b>	Curriculum Advisor (Visual Arts)
<b>Location</b>	LAT Head Office, Strood
<b>Responsible to</b>	Academies Director
<b>Basis</b>	Permanent, Full-Time
<b>Commencement</b>	September 2022
<b>Salary</b>	£55-60k (more for an exceptional candidate) + performance bonus



# Application Process

## Arranging a call/video call with the Academies Director

On the basis that interested candidates will be keen to discuss the post prior to application, you can arrange a call by contacting Jo Johnson (PA to CFO and Academies Director) - [jo.johnson@latrust.org.uk](mailto:jo.johnson@latrust.org.uk). Please ensure you offer Jo a range of dates when you are available in your initial email to ensure we can coordinate for both you and the Academies Director.

## Application and Selection Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

Suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role. This can be submitted on Jobtrain via the following link:

[Curriculum Advisor - Online Application Form](#)

If you have any queries on any aspect of the application process or need additional information, please contact Elene Redelinghuys (LAT Talent Team) on [elene.redelinghuys@latrust.org.uk](mailto:elene.redelinghuys@latrust.org.uk).

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

<b>Closing date for applications</b>	11th March 2022 (noon)
<b>Interviews and assessment activities</b>	14th March 2022 (candidates will be informed if they have been successful on this day)
<b>Interviews and assessment activities</b>	21st March 2022 (full day)



# Job Profile

**Role: Curriculum Advisor (Visual Arts)**  
**Reporting to: Academies Director**

**Responsible for:** Supporting the strategic development of academies within an assigned curriculum area and acting as the lead professional within this curriculum areas across the Trust

## Core Purpose

- To design and implement best practice and cost effective models of curriculum delivery across the Trust.
- To support academies to develop syllabuses, resources, unit plans and assessment policies in the designated curriculum area.
- To support academies to raise standards of student attainment and achievement across the Trust.
- To develop standards of teaching and learning across academies in line with best-practice research-based principles.
- Support, guide and motivate teachers and other adults promoting a positive staff culture, good practice and continuing professional development.
- Develop opportunities to share ideas and strategies across the Trust that impact on classroom learning, enabling students to make good or better levels of progress.
- Monitor and respond to curriculum development and initiatives at national and local levels.
- To contribute to decision-making and policy across academies.
- To contribute to the development of academies by

being aware of and promoting wider awareness of current and future educational developments in areas of specific responsibility.

- To work with senior leadership teams to develop and monitor the standards of teaching and learning across academies.
- To work with senior leadership teams to ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students, in accordance with the aims of the academies.

## Strategic Direction

- Take a leading role in the development of policy and practice within an assigned curriculum area to support the continued improvement of effective teaching and learning across all Trust academies.
- Analyse and interpret relevant data, research and other documentation to inform future practice, expectations and teaching methods.
- Contribute to monitoring the progress made in implementing subject plans and achieving targets, evaluate the effect on teaching and learning, and use this analysis to guide further improvement.
- Working with other Curriculum Advisors, ensure consistently high standards in the quality of curriculum intent, implementation and impact across Trust academies.
- Support, promote and strengthen the Trust's various IB curriculum programmes.



## Staff Development

- Identify, lead and organise training opportunities as appropriate across academies.
- Act as a coach/mentor to colleagues and encourage collaboration, cooperation and teamwork.
- Keep abreast of current developments in your area and disseminate information as appropriate.
- Identify group and individual training needs and provide support for colleagues in areas of responsibility.
- Develop a network of subject professionals across the Trust and lead regular network meetings to promote best practice.
- Promote the use of new technology to support learning in line with the Trust's digital strategy.
- Support regular moderation processes to ensure that assessment is accurate in the designated curriculum area.
- Assist staff in designated curriculum areas to prepare for and manage Ofsted inspections.

## Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the Keeping Children Safe in Education document (Department of Education).

## Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Academies Director/CEO. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

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## Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

(e) = essential criteria (d) = desirable criteria

### Criteria

#### Education & Qualifications

- Qualified Teacher Status, including relevant degree (e)
- Evidence of appropriate professional development (e)
- Willingness to continue professional development (d)
- NPQSL/NPQML or equivalent (e)

#### Knowledge & Understanding

- Ability to use comparative data, benchmarking and target setting data (e)
- Ability to effectively evaluate and plan for improvement (e)
- Knowledge of effective teaching, learning and assessment methods (e)
- Understanding of effective leadership (e)
- Highly developed knowledge of relevant curriculum frameworks (inc. IB) and best-practice approaches to curriculum delivery (e)
- Knowledge of new technologies and use of a learning platform to support learning and teaching (d)

#### Teaching & Learning

- Excellent classroom practice (e)
- Development of a range of teaching methods (e)
- Experience of raising academic standards (e)
- Experience of monitoring classroom performance (e)
- Evidence of the impact of coaching/support for individuals (e)

## Person Specification

### Criteria

#### Experience

- Experience of management of curriculum development or a Key Stage (e)
- Clear evidence of leading a team to accelerate progress (e)
- Existing senior leader within a relevant setting (d)

#### Skills & Attributes

- Effective manager (e)
- Outstanding classroom performer (e)
- Strategic vision for raising standards (e)
- Ability to manage change effectively (e)
- Ability to develop effective relationships and teams (e)
- Strong communication skills (e)
- Excellent organisational skills (e)
- Willingness to contribute to the leadership of academies as required (e)
- Ability to prioritise, meet deadlines and work under pressure (e)

#### Motivation & Personality

- Positive and optimistic (e)
- Sense of accountability (e)
- Good sense of humour (e)
- A constant drive for improvement (e)
- Ability to motivate colleagues and students (e)
- Excellent attendance record (e)
- Able to work in a professional manner as part of a team (d)

#### Additional Requirements

- Flexibility (d)
- Willingness to contribute towards the wider ethos of the Trust (d)
- Support senior leadership team as necessary in ensuring the effective running of academies (d)
- Deep understanding of current educational issues (e)

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work closely and  
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## Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

### Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

### Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

### Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

### Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.



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## An overview of the Trust you'd be joining

Leigh Academies Trust  
Carnation Road  
Rochester, Kent  
ME2 2SX

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e: talent@latrust.org.uk  
www.leighacademiestrust.org.uk

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

### Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

### Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

### Our Mission: Shaping Lives, Transforming Communities

