



Application Pack

Curriculum Team Leader of Creative & Performing Arts

UNITY SCHOOLS TRUST

Excellence through collaboration



Welcome from the CEO



Our vision is to be a community where, by working in partnership together, we are able to deliver the best possible opportunities and outcomes for all of our students. Our motto- Excellence through collaboration– encapsulates our belief that cooperation and teamwork enable us all to grow and develop into the best version of ourselves.

Excellence is realised in many ways, not least through the achievements of the students in our schools. However, it is also seen through the relentless focus of our staff on delivering the highest standards of teaching, learning and student support which enable those successes to be accomplished. As a learning community we believe that every day presents a new opportunity to gain



fresh insight and understanding and to implement newly acquired knowledge and experience for the benefit of all.

Our curriculum model has been designed to encourage the development of confident, independent, learners with the skills and comprehension necessary to succeed in an increasingly competitive world. In conjunction with the extensive enrichment

opportunities provided by the schools within the Trust our students are able to grow in maturity and understanding.

We are an outward facing Trust with strong links in our communities where we engage in partnership work with many of our feeder primary schools. We have a particular specialism in the promotion of science and scientific discovery and regularly support the production and delivery of the primary curriculum in this area.

I hope that you will find the information in this document helpful and informative but please do get in touch for further information. I look forward to the opportunity to speak with you directly about working with us.

Michael del Río
Chief Executive Officer

About Unity Schools Trust



Unity Schools Trust is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The Trust is currently responsible for the education of over 1800 children supported by more than 230 staff. Our schools are located in Staines-upon-Thames and Woking.

Ethos and Values

The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Greek philosopher, Aristotle, believed that excellence came in both intellectual and moral forms. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge. Furthermore, the Trust seeks to promote the development of positive 'habits' through a wide range of character-building opportunities. When combined, we believe that these two elements support the development of the whole person enabling us to be the best version of ourselves. Our vision is *to be an outstanding learning community where together we learn to know, to do, to be and to live together.*

Our Objective

The Academy Trust's primary objective, as stated in its articles of association, is 'to advance for the public benefit education in the United Kingdom'. Unity Schools Trust is listed as a charitable company limited by guarantee at Companies House.

Partnerships

A significant part of the Trust's work is in the forging and development of partnerships with neighbouring schools. This includes primary liaison work and support for the provision of specialist subjects. The Trust's work in fulfilment of its objective through collaboration involves sharing people, sharing resources, sharing ideas and sharing progress.

Services

The Trust provides core support in a number of areas to all of its constituent academies including school improvement activities, finance, ICT and operations.

Why work for UST?



Employee Benefits

- 🌈 Learning and Development opportunities
- 🌈 Free use of school gym at specified times
- 🌈 Reduced gym membership at Eastwood Sports Centre
- 🌈 Access to Employee Assistance Programme (EAP)
- 🌈 Free on-site staff parking
- 🌈 Free tea and coffee available in the staff room
- 🌈 Scheduled Wellbeing weeks
- 🌈 Allowance for running after-school enrichment activities
- 🌈 Enrolment into the Teachers' Pension Scheme or Local Government Pension Scheme (Support staff)



What our employees say...



From trainee teacher to Assistant Head of School, my journey with the school and UST has been rewarding. Their faith in my abilities and the developmental opportunities provided have accelerated my career progression. I've always felt part of a supportive network and look forward to our future.

Jamie Foster, Assistant Head of School

I began my journey at Bishop David Brown School (BDB) as a Teaching Assistant, which inspired me to become a teacher. After teaching elsewhere, I returned to BDB as Head of Humanities.

BDB's support for my professional development has been outstanding, helping me progress from Middle to Senior Leadership. The school's family-like atmosphere and supportive staff create a harmonious environment where everyone thrives.

During my time at BDB, I've witnessed its growth and evolution into a motivated and purposeful workplace. The school's student-centric approach fosters a keen interest in learning and high achievement among students.

BDB's support for staff at different career and life stages is commendable. As a new mother, I received excellent care during my pregnancy and maternity leave. My return to work was handled sensitively, and I've been supported in balancing my home and school responsibilities, allowing my career to continue to flourish. Being part of UST provides access to a wider pool of knowledge and experience. The opportunity to visit other schools and share good practices is a highlight of my role.

Rachel Gomm, Deputy Head of School

If I were to describe TMC school in three words, I would say: dedicated, supportive, thriving!

The senior leadership team is committed to achieving academic excellence and fostering a safe learning environment, making work and learning enjoyable for both teachers and pupils.

The school's nurturing and inclusive environment is reflected through the recently revamped curriculum to make it more diverse, ambitious and engaging. I am quite impressed by the ways pupils are consistently provided opportunities to explore and excel through classroom learning and extracurricular activities. The focus on literacy is at the heart of the school and is channelled through tutor time and classroom discussions and tasks. I am thoroughly enjoying working at this school, where potential and passion not only find a place but also become achievable.

Kiran Gull, School Literacy Lead

"The school is a calm and happy place for pupils to learn. Pupils value their teachers highly. Relationships between pupils and staff are very respectful"

Bishop David Brown School, Ofsted January 2019

Bishop David Brown School

Enabling all to Excel



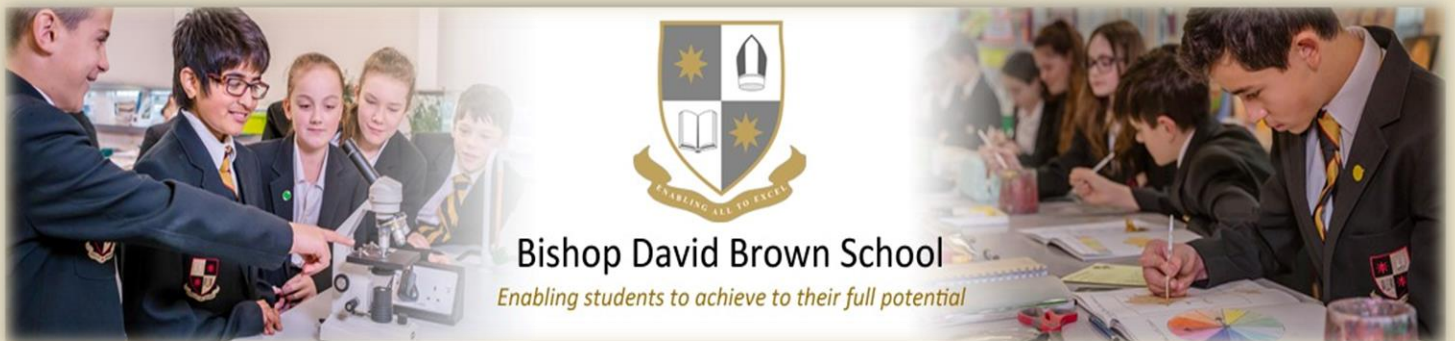
Bishop David Brown is passionate about providing a well-rounded education for its students, not only academically but culturally and artistically. This is provided through its diverse and rich curriculum that makes a major contribution to the students' moral and cultural development.

We are proud of the school's cultural and ethnic diversity and the vibrant community that this has created. Links with our local community are vital and the school works closely with parents/carers, other schools and local organisations to achieve this.

The students and staff are committed to transforming our school into one which is exceptional. At Bishop David Brown School we want all students to be challenged in order to achieve academic success. We aim to give students opportunities and experiences to learn beyond the classroom and we strive to ensure all our students feel happy and safe. This has been reflected in our most recent 2019 Ofsted inspection which resulted in a 'Good' result.

Bishop David Brown is part of the Unity Schools Trust which is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge and engendering the positive habits which support future development.

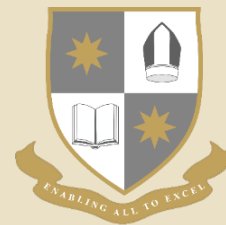
If you think you can make a positive and confident contribution to our team, we would be delighted to hear from you.



"Leaders have developed outstanding provision for pupils personal development and welfare. Pupils are very well cared for. They feel safe at school."

Bishop David Brown School, Ofsted January 2019

Job Advert



Curriculum Team Leader of Creative & Performing Arts

Job Type: Full-time, Permanent

State date: September 2024

Salary: L5 to L10 (Fringe)

Closing date: 10 May 2024

Interviews will take place: TBC

At Bishop David Brown, we are guided by our vision of *Enabling All To Excel* and are relentless in our work to ensure that our students achieve their full potential.

Due to the expansion of the school, we are looking for a Curriculum Team Leader in Creative and Performing Arts to lead our team of dedicated Creative and Performing Arts teaching staff who are determined to make a difference to the lives and futures of our young people. This is an exciting opportunity for the right candidate to really have an impact and shape the Creative and Performing Arts curriculum, as the school continues on its journey to exceptional, in a school with outstanding facilities.

We are seeking to recruit a Curriculum Team Leader in Creative and Performing Arts to:

- Ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps
- Innovate and develop an inclusive, inspiring and enriching Creative and Performing Arts curriculum
- Develop and maintain a rigorous system of monitoring, evaluating and improving the quality of teaching and learning and student outcomes across the curriculum

As the successful applicant, you will have:

- A specialism in Music or Art
- Ideally 3 – 4 years teaching experience or experience as Head of Department
- An ability to develop and sustain successful relationships with students and colleagues
- Recent relevant professional leadership development

To arrange a visit or request a conversation about this post, please email recruitment@unityschoolstrust.co.uk or telephone 01932 901351.

Job Description



Job Title: Curriculum Team Leader of Creative and Performing Arts

Accountable To: CEO & Board of Trustees

Responsible To: Head of School

Accountable for:

Ensuring that the areas of school life for which you are responsible contribute to outcomes above expectations for the school's students, especially in the standards they attain and the progress and achievement they make.

Understanding, operating and developing the ethos of the school so that it remains a centre of excellence where mutual respect, tolerance, care and support are evidenced in all of the school's activities and that this in turn ensures that everybody takes pride in all aspects of the school's work.

Team Leaders have the lead responsibility for ensuring the quality of all aspects of provision in their areas.

Responsibilities

Teaching and Learning

1. To be responsible for high standards of teaching and learning within the curriculum area(s) and ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps
2. To develop and maintain a rigorous system of monitoring, evaluating and improving the quality of teaching and learning within the curriculum areas.
3. To ensure that all staff within the area team understand and implement the assessment for learning procedures developed by the school and the area team.

Curriculum

1. Innovate and develop an inclusive, inspiring and enriching Creative and Performing Arts curriculum
2. Ensure that curriculum planning moves the school forward for the benefit of its students, by taking account of the diversity, values and experience of the school and its wider community.
3. To ensure that appropriate aims and objectives and schemes of work are fully developed and in place for all subjects within this area.
4. To develop and maintain a programme of activities which contribute to the school's enrichment programme.

Leadership and Management

1. To build a strong team which is enthusiastic, ambitious and determined to achieve the highest standards and outcomes for students.
2. To produce (with colleagues) an annual Improvement Plan, incorporating aims, priorities, targets and actions.
3. To deploy the staffing and resources available within the Area to make the maximum impact on the raising of standards.
4. To ensure that appropriate line management and support systems are in place for all staff within the team and to ensure that the school's Performance Management and Professional Development Arrangements are fully operational.
5. To ensure that the professional understanding and practice of all staff within the area Team is promoted, particularly through the sharing of best practice within the Team.
6. To ensure that there is a regular formal programme of Area Team meetings.
7. To contribute personally to the improvement and development of the school beyond the Area Team, working collaboratively with fellow Team Leaders, across the MAT and with Senior Staff.

Students and Parents

1. To ensure that the Area Team is fully aware of the progress students are making through an effective Assessment for Learning system and is able to support students in maintaining and/or accelerating the rate of progress.
2. To ensure that the Area Team provides appropriate academic care and guidance to students.
3. To develop within the Area Team a positive approach to behaviour management, ensuring that staff consistently apply the behaviour policy, including the use of rewards and sanctions.
4. To ensure that students' work is displayed attractively throughout the Academy.
5. To ensure that Parents are kept fully informed regarding their child's attainment and progress in line with the Academy's policies and procedures for reporting to Parents.
6. To promote, wherever feasible, systems and actions that will assist Parents in contributing to their child's learning.

Partnership Working

To promote a culture of working with other Area Teams and external agencies to enrich the quality of the curriculum and learning experienced by the students.

Other Requirements

1. To carry out any other duties as may be reasonably required by the Head of School/ CEO.
2. To be aware of and adhere to all Trust and school policies and procedures.
3. To maintain confidentiality at all times.
4. To promote and safeguard the welfare of children and young people at the school.
5. To work in support of the School Improvement Plan.
6. To take time to read notices, keep to deadlines and carry out duties to the best of your ability

Person Specification

Curriculum Team Leader – Person Specification

	<i>Essential</i>	<i>A/I</i>	<i>Desirable</i>	<i>A/I</i>
Education and Qualifications	<ul style="list-style-type: none"> • An honours degree • A Qualified Teacher • Recent, relevant professional leadership development 	A A A/I	<ul style="list-style-type: none"> • A good honours degree • Evidence of post-graduate study/ research 	A A
Professional Experience and Knowledge	<ul style="list-style-type: none"> • An outstanding classroom practitioner • Evidence of successful teaching at KS3 and KS4 • Ability to use target setting to raise achievement • Experience of involvement in developing and supporting colleagues through coaching, mentoring, etc. 	I A/I A/I A	<ul style="list-style-type: none"> • Evidence of having undertaken recent CPD appropriate to the post 	A
Pupils	<ul style="list-style-type: none"> • Ability to develop and sustain successful relationships with pupils • Ability to communicate effectively with parents • Ability to recognise individual learning needs and ensure adequate curriculum provision • Commitment to raising the achievement of all pupils of all abilities • Ability to use data effectively to support improvements in teaching and learning • Willingness to make a full contribution to Enrichment activities 	A A/I A A/I A/I A/I	<ul style="list-style-type: none"> • Experience of organising and leading extra-curricular activities for pupils 	A/I
Interpersonal and Communication Skills	<ul style="list-style-type: none"> • Ability to develop and sustain successful relationships with colleagues at all levels • Ability to work effectively as part of a team • Excellent organisational skills • Ability to work under pressure and to meet deadlines • Enthusiasm, energy, resourcefulness and creativity • Strong time management skills 	A/I A/I A/I A/I I I A/I	<ul style="list-style-type: none"> • Successful experience of the line-management of colleagues 	A/I

	<ul style="list-style-type: none">• Commitment to a collaborative vision and securing the support of others in achieving it			
--	---	--	--	--

Application Process



To apply please complete our application form that can be found by visiting the vacancies section of our website <https://unityschoolstrust.co.uk/current-vacancies/>.

For further Information or to arrange a school visit please contact:

Bishop David Brown School, Albert Drive, Woking, Surrey, GU21 5RF

Email: recruitment@unityschoolstrust.co.uk

Website: www.bdb.surrey.sch.uk

Telephone: 01932 349 696

The Unity Schools Trust reserves the right to interview suitably qualified candidates ahead of the application deadline where appropriate.

Please note that a CV will not be accepted in place of our application form as they do not meet our assessment criteria and commitment to equal opportunities.

Applicants with disabilities

Applicants with a disability may request and return the application on tape, large print or as a word document. If you have a disability (as defined by the Equality Act 2010, as amended from time to time) you will be invited for interview if you meet the essential criteria for the position. If you are invited for interview we will try to meet any special requirements that you may have, but it is essential that you let us know as soon as possible to enable us to make the necessary arrangements to accommodate your needs.

Disclosure & Barring Service Check (DBS)

An Enhanced DBS Clearance is required for all positions. Candidates are advised that a criminal record will not necessarily be a bar to obtaining a position in the school and each case will be considered on its merits. It is illegal for anyone barred from working with children or young people by the DBS, to work or apply to work with children or young people. Further information is available on the UST website (vacancies) regarding disclosing criminal record information on your application form.

Recruitment monitoring

Monitoring of equality information in the recruitment and selection process is vital to our policy development and ensuring equal opportunity in our processes and throughout our workforce. All applicants are required to complete the recruitment monitoring page.

The Unity Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to an Enhanced DBS check and other pre-employment check. Candidates selected for short-listing should be aware that online searches may be done as part of the UST due diligence checks.





Chief Executive Officer: Mr M del Rio MTH, BScEcon (Jt Hons), PGCE, NPQH
Unity Schools Trust, Thorpe Road, Staines-Upon-Thames, Surrey TW18 3HJ

E: office@unityschoolstrust.co.uk www.unityschoolstrust.co.uk

Unity Schools Trust is a charitable company limited by guarantee and registered in England and Wales with company no. 07692130
The registered office is at Unity Schools Trust, Thorpe Road, Staines-upon-Thames, Surrey TW18 3HJ