



LEARNING TOGETHER  
CORNWALL EDUCATION LEARNING TRUST

# JOB APPLICATION PACK PENRICE ACADEMY

## DIRECTOR OF ARTS AND TECHNOLOGY

**Salary:** Main / Upper Pay Scale plus Leadership Allowance (TLR1A) of £9,272 per annum

**Contract:** Permanent

**Closing Date:** Wednesday 06 March

**Start Date:** September 2024 or earlier by negotiation

COLLABORATE  
EMPOWER  
LEAD  
TRANSFORM  
*#WeAreCELT*



# Welcome from our Trust Lead

CELT academies have a shared belief that through learning together, we can ensure that every child achieves more.

There is no limit to what every child can achieve, and every child deserves the chance to fulfil their potential. We are committed to ensuring that each child, in each of our academies, in each of the communities we serve is healthy, safe, engaged, supported, and challenged.

## **Our approach is simple.**

Pupil learning is at the centre of everything we do, and we are focused above all on making teaching in our academies as good as it can be.

## **How do we do this?**

The key word in our mission statement is “together”. Our approach is less about hierarchy and more about partnership: we support our family of academies, building on collective strengths, resources and the very best innovative practice so that, together, we achieve rapid educational transformation.

We want to wake children up to the creativity that’s inside them; creating a thirst for knowledge and learning.

It has long been recognised that there is a pressing need to change educational paradigms. The world is changing. With the advance of the digital age, cultures are crossing over, boundaries are blurring, and ideas are interconnecting more than ever before.

As CELT Trust Lead, I am committed to working with colleagues across our trust to create a vision, a strategic direction and a pedagogical model for education in the 21st century which will enable every child in our family of academies to flourish – regardless of their background or starting point.

*Lisa Mannall*



Lisa Mannall  
TRUST LEAD



Clare Ridehalgh  
DEPUTY TRUST LEAD



Rich Baker  
DEPUTY TRUST LEAD - SCHOOL  
IMPROVEMENT





## Welcome from our Chair of Trustees



**Geoff Brown**  
CHAIR OF TRUSTEES

It has been my great privilege to lead CELT since its inception and work with a dedicated team of trustees and highly professional staff to ensure that every child can reach their full potential. During the evolution of CELT it has been extremely rewarding to hear, time and again, from our schools that they value and greatly appreciate the wrap around support that the CELT family offers. In so doing, we can use our most effective staff to enhance education in all our schools and also build a strong and confident team.

The priority for everyone is to deliver the very best education for every child in our care in a safe and welcoming environment. Parents play a key role in our schools, and we are keen to build positive relationships with the local community.

*Geoff Brown*

### **Our Members and Trustees**

Our Members and Trustees act collectively to govern our trust and take strategic decisions. They understand the communities we serve and they are committed to 'giving something back'; to having a measurable impact on education and positively influencing the lives of children and young people in Cornwall.

PLT



**April 2011**  
Penrice Academy



**February 2015**  
St Mewan,  
Mevagissey,  
& Carclaze CP  
Schools



**September 2015**  
Fowey Primary  
School &  
Lostwithiel  
Primary School



**June 2016**  
Mount Charles  
School



**September 2019**  
Poltair School

NET



**February 2012**  
NT  
NJA



**November 2017**  
Brannel School

## Our Vision and Values

### Vision

Learning together to help every child achieve more

### Values

**Collaboration** moves beyond the power of one to the power of team.

**Empowerment** is about sharing information, rewards, and power so that everyone can take initiative and make decisions to solve problems and improve performance.

**Leadership** is about vision, having a clear idea of where we need to go, how to get there and what success looks like.

**Transformation** is about embracing creative disruption in order to deliver a vision for change that takes us to a new level of effectiveness.

"We want our leaders, teachers, and staff to feel good about who they work for and why they are here. It is about having a shared purpose. It is about asking the question, "Why do we get up every morning and come to work?" and having everyone feel connected to the answer."



# Our Journey



**November 2019**  
CELT formed



**September 2020**  
Pondhu Primary  
School



**September 2021**  
First free school  
opens: Newquay  
Primary  
Academy



**May 2023**  
Port Isaac CP  
School



**June 2023**  
Bodmin College



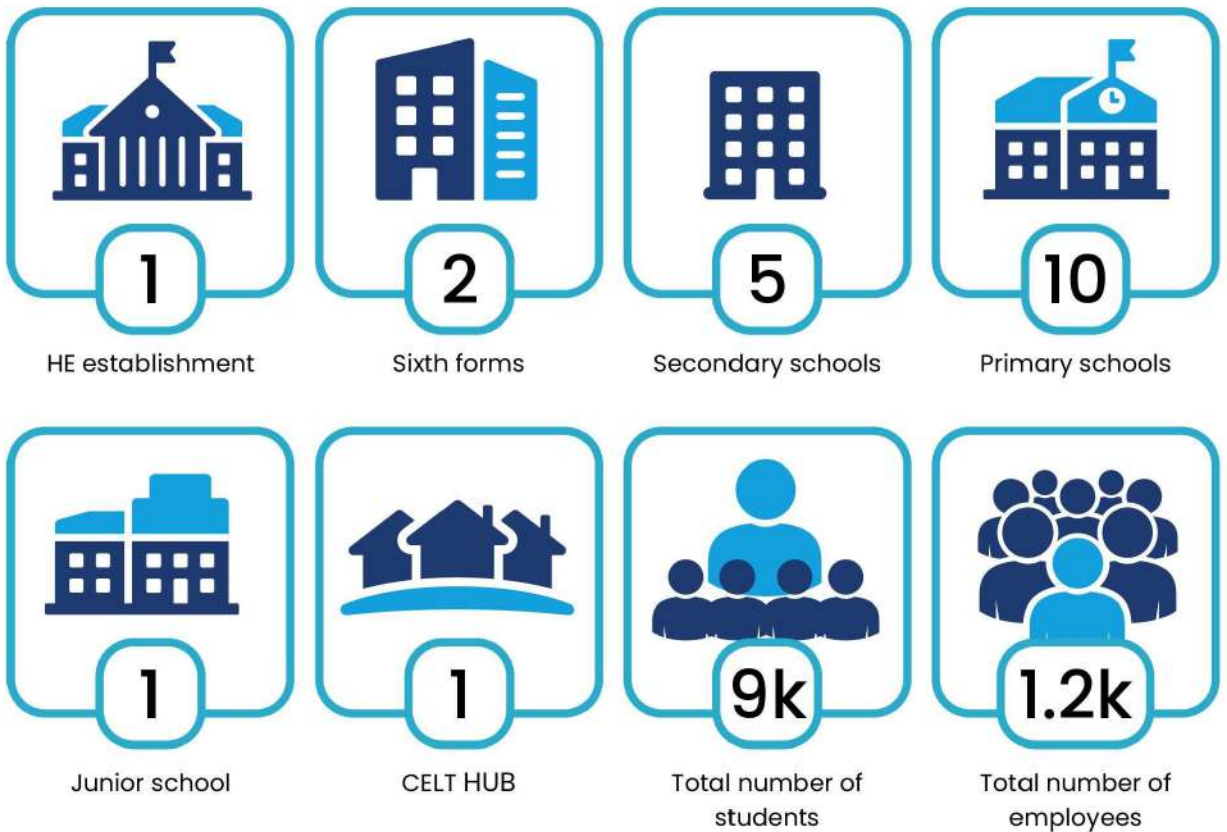
**September 2023**  
CELT HUB

" We don't just talk about our values, we lead by example and create a culture where every team member is inspired to live those values day-to-day."

Clare Ridehalgh - Deputy Trust Lead



# CELT in Numbers



**7%** KS2 pupils across the Trust achieved **7% above the national average** in their reading, writing and maths SATS.

CELT has an overall P8 score of 0.26

Penrice Academy is the **top performing** secondary school in Cornwall, for the second year running with the **highest Progress 8 Score in Cornwall (+0.55)**

**Poltair School has the 5th highest results in Cornwall**

CELT has **3 of the top 8** secondary schools in Cornwall

Science results at Penrice Academy put them in the **top 6%** of the country

**10%** Newquay Tretherras is in the top 10% of schools nationally for progress made in Key Stage 5

# Three – Year Strategic Plan

Cornwall Education Learning Trust has experienced significant growth since its creation in 2019. It is now time to set out what the near-future of CELT looks like; our aims for students and staff, and our place in the communities that support us.

## Key Priorities

01

The health of the organisation – as an educational charity, CELT has an obligation to be a high performing organisation that delivers its core objective to the best possible standard. CELT will continue to focus on the academic achievements of all pupils, irrespective of their starting points. While all students will progress at a different pace and to a different level, our focus will remain on supporting every student to achieve their full potential across all subjects.

02

Advance education for public benefit as a core charitable objective – to make sure that students are leaving education with the skills that will set them up for success, address employer demands and ensure they understand the valuable roles they can play within society. Safeguarding every adult and child remains CELT's highest priority.

03

The health of the communities that CELT serves – due to the challenges facing public services in many communities, CELT recognises the role it must play in adding capacity and resource. This involves working in partnership with organisations and companies to share and enhance the promotion of social mobility and use the curriculum and partnerships to enhance local economic opportunities and improve social conditions in a sustainable way.

04

The effectiveness of governance – and being compliant, robust and transparent. CELT is recognised as a reliable and trustworthy educational charity, working with key stakeholders within the Trust to ensure that we deliver the very best teaching and learning, support, and resource for all those within our school communities.

05

Being a good employer of people – providing quality CPD for all and dynamic Talent Management within the Trust. CELT enables everyone to achieve and sustain excellence in all areas of organisational activity. CelT is an exciting place to work, with a positive reputation, resulting in successful recruitment and retention for all posts where everyone understands and values their role.

# About our school

Penrice Academy is a happy, safe and welcoming school community with highly effective support, care and guidance to allow students to flourish and excel.

We are delighted that our 2023 results were simply exceptional, with Penrice recognised as the top-performing Cornish state secondary school for Progress 8 and Attainment 8.

But it's not all about results. Enrichment plays a huge part of life at Penrice with a plethora of extra-curricular opportunities through our Penrice Plus curriculum, offering over 100 clubs/activities each academic year including options in Art, Academic, Sport and Wellbeing.

Our priority is to give students the best possible chance of success and happiness when they move onto their next stages in education and beyond.

Penrice Academy is part of Cornwall Education Learning Trust (CELT), a family of Cornish Primary and Secondary Schools, with a strategic vision to 'learn together to help every child achieve more'. This is an exciting time to join our large, dynamic Trust, which is responsible for educating learners across five secondary schools, one junior school and ten primary schools.

There are extensive opportunities to work collaboratively with experienced professionals across the Trust with unparalleled CPD and career development prospects.





# Job description

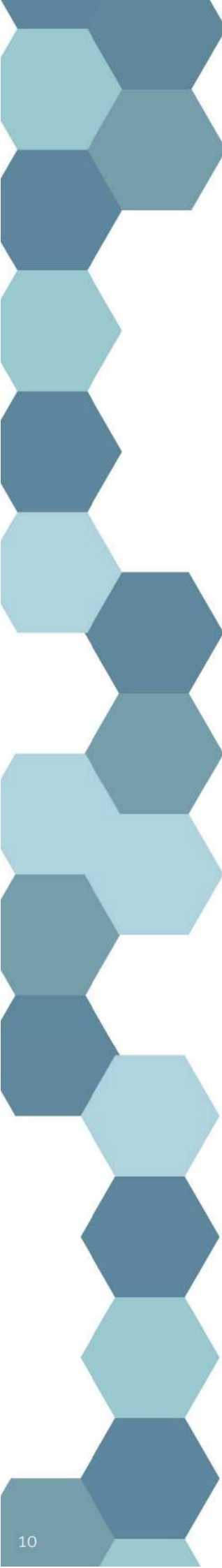
We are excited to advertise this fantastic opportunity to work at Penrice Academy as Director of Arts and Technology. This position is fitting of an exceptional leader with the passion and dedication to lead our creative subject provision and support the school's determination to provide outstanding education for all.

The successful candidate will be a superb classroom practitioner with the ability to inspire innovation and drive a culture of success, through teamwork and support.

With overall responsibility for Art and Photography, Creative iMedia, Performing Arts, Technology and Design, the successful candidate will have the autonomy to plan and implement an exciting and engaging curriculum to drive student uptake of these subjects, create inclusive opportunities and improve outcomes for all our young people.

The Director of Arts and Technology will work under the direction of one of the Assistant Headteachers at Penrice Academy and their key roles will include:

- Inspire, motivate and influence students and staff, taking a leading role in maintaining the highest possible standards of learning and progress across the Creative Arts, Performing Arts and Technology faculties.
- Provide exceptional leadership of curriculum design, curating a knowledge rich and engaging curriculum that inspires our students and drives them to be successful.
- Build a collaborative, cohesive and successful team, forging links between subjects across the faculty.
- Develop and maintain strong assessment and tracking processes across Arts and Technology to ensure our students understand the progress they are making.

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- Quality assure the provision across Arts and Technology and strategically plan to continue to improve the quality of education for our students.
  - Strategically lead the action planning for Arts and Technology.
  - Plan and lead professional development opportunities for the Arts and Technology Team.
  - Lead the implementation of health and safety policies and practices applicable to teaching in the Faculty.
  - To be aware of and work in accordance with the Teachers' Standards at all times, and to fulfil the professional responsibilities of a Teacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).

## General Duties

- To attend staff meetings and Trust-based INSET as required.
- The post holder is responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
- To be aware of and work in accordance with the Trust's child protection policies and procedures, in order to safeguard and promote the welfare of children and young people, and to raise any concerns relating to such procedures that may be noted during the course of duty.
- To remain aware of and work in accordance with all relevant Trust working practices, policies and procedures.
- To be aware of and adhere to applicable rules, regulations, legislation and procedures including the Trust's Equal Opportunities Policy and Code of Conduct, Disciplinary and Grievance Policies and national legislation (including Health and Safety and Data Protection).
- To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and students and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.
- To undertake any other duties as reasonably required by the Headteacher, to ensure the efficient and effective operation of the Academy.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. This job description is current at the date of appointment but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

# Person specification

Selection Criteria	Essential	Desirable	How Assessed
Qualifications	<ul style="list-style-type: none"> <li>Qualified Teacher Status Degree in relevant subject</li> <li>Current and recent Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>NPQML / NPQLTD / NPQLT</li> <li>Master Degree in relevant subject</li> </ul>	Application
Experience	<ul style="list-style-type: none"> <li>Minimum of 3-5 years' teaching experience</li> <li>Proven track record of outstanding outcomes in relevant subject area</li> <li>Experience as a senior practitioner and of leading others</li> </ul>	<ul style="list-style-type: none"> <li>Leading staff training and development</li> <li>Line Management of curriculum team(s)</li> <li>Experience of strategic planning and evaluation leading to improved provision</li> </ul>	Application and interview



Selection Criteria	Essential	Desirable	How Assessed
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Working understanding of Ofsted and other educational frameworks</li> <li>• Effective communication, presentation, and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build a team and form effective working relationships</li> <li>• Excellent subject knowledge and a sound understanding of an effective secondary curriculum in relevant subject area(s)</li> <li>• Able to evidence a sound understanding of working with data to improve outcomes for young people Acute understanding of how students learn</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to hold staff to account</li> <li>• Experience of working closely with other schools and Trusts to improve practice</li> </ul>	Application and interview

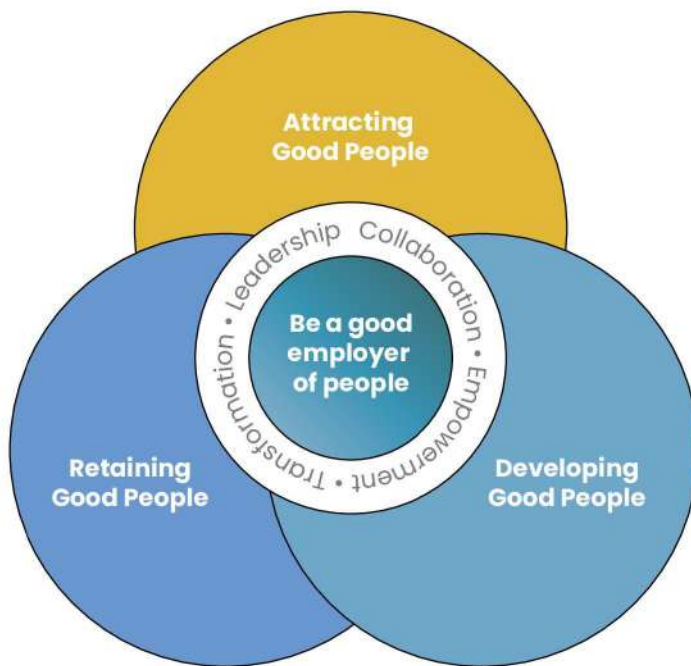
Selection Criteria	Essential	Desirable	How Assessed
Personal Qualities	<ul style="list-style-type: none"><li data-bbox="359 324 774 795">• A strong commitment to safeguarding children and young people; full awareness and knowledge of current national legislation for safeguarding and child protection</li><li data-bbox="359 817 774 1064">• Able to evidence and substantiate a commitment to developing a strong learning culture</li><li data-bbox="359 1086 774 1288">• Determination and passion for getting the best outcomes for all students</li><li data-bbox="359 1310 774 1467">• Ability to work under pressure and prioritise effectively</li><li data-bbox="359 1489 774 1684">• Commitment to uphold the high standards of the teaching profession at</li></ul>	<ul style="list-style-type: none"><li data-bbox="821 324 1125 481">• Commitment to the school and the Trust</li></ul>	Application and interview

# People Strategy

A trust's success ultimately relies on its people and so by developing a people-centred strategic approach, Cornwall Education Learning Trust is setting out clear expectations for the current and future workforce. This collaborative and values-based approach has ignited a positive and engaging culture within the Trust, something that staff highlighted as the most positive aspect of being part of CELT in a recent wellbeing survey. We understand the importance of everyone feeling valued and where everyone feels they can make a real difference.



**Leanne Randall**  
People Services Lead



**Hayley Bissenden**  
ECT Lead

## **Hayley Bissenden, ECT Lead**

"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and students thrive."



## **Heidi Hill, Exams Officer**

Whilst working at Bodmin College I completed a Level 3 Diploma in Business and Administration. I am now the Academic Exams Officer with responsibility for the school census and timetabling. Bodmin College is a fantastic school, and I've felt supported to progress both personally and professionally.



## **Rebecca Blizzard, Assistant Headteacher**

From gaining valuable leadership experience as Head of Science, I felt ready to become Assistant Headteacher this year. Through my involvement in SW100 I've met some fantastic leaders and I'm excited to see the impact of this work across CELT.



## Working at CELT



**Callum Patmore, Maths ECT**

I decided that I wanted to become a Maths Teacher when I was 14 years old. I was a student within a CELT academy and two teachers in particular really inspired me to want to make a difference. Through working as a Teaching Assistant I was able to gain useful classroom experience and am really pleased to have secured a Maths position in a CELT secondary school. It's a huge privilege to be able to help students become more confident in Maths. CELT's ECT programme is incredibly supportive and I really appreciate the collaborative community I'm now part of.



**Claire White, Deputy Headteacher**

I feel humbled and privileged to have been part of SW100's Cohort 2, which gave me the opportunity to spend a year working with like-minded school leaders from across the South West. We visited some incredible schools and learnt from inspirational educators in the UK and the USA. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. SW100 has reinforced my belief that teaching truly is the best job in the world.



**Andy Gasiorowski, IT Manager**

I joined Brannel School in 2011 as an apprentice in the Network Support Team where I gained valuable experience in all aspects of IT support. After completing my apprenticeship, I progressed to become Technician and Helpdesk Manager at Newquay Tretherras. I now manage the Information Services Team at Poltair School and help to support the next generation of apprentices. Working at CELT has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.





## Supporting Our Staff

As a Trust we understand that we have a responsibility to create a future-focused team, that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current or future roles.

Cornwall Education Learning Trust recognises that people are vital to our vision, to ensure that every child achieves more at a CELT academy and is therefore committed to creating a supportive culture that is inclusive, positive and fair, where opportunities are open to all.

We consider the current and future needs of our students, the curriculum, and community in order to effectively plan how to recruit, develop, and retain good people who can meet those needs. In addition, the Trust understands that people often look for new opportunities to either enhance their existing skillset or to broaden their career experience, or sometimes they may just want a change of environment after a period of long service.

CELT can offer a diverse range of settings and experiences, supported by quality CPD that allows us to train and retain great staff. It enables people to have the opportunity to work across a variety of educational settings and communities and most importantly, continue to support the young people attending CELT academies.

## Staff Benefits

All CELT staff have access to a range of fantastic benefits, including:

- Internal training opportunities.
- External training opportunities.
- Cycle to Work scheme.
- Electric car scheme.
- Discounts for Teachers - Education discount scheme.
- Gym discounts.
- Employee Assistance programme.
- Eye care vouchers.

All staff are automatically enrolled into the relevant pension scheme. LGPS for support staff and Teachers pension for teaching staff.



Amy Daniels  
Safeguarding Lead

# Safeguarding

Safeguarding is the golden thread through CELT – safeguarding is everyone's responsibility.

We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for children.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes children and young people as well as parents and carers, and school staff.

## **Pre-Employment Checks**

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.

# How to apply

All CELT vacancies are advertised on [www.celtvacancies.co.uk](http://www.celtvacancies.co.uk) as well as the option to express your interest in future roles.

Click on the **'Apply Now'** button and follow the instructions to create an account on our Recruitment platform – Every.

Once your account is created you will be taken to the online application form, if you have any questions or difficulties completing the form, please contact the Recruitment team here – [recruitment@celtrust.org](mailto:recruitment@celtrust.org).

**The closing date for all applications:** Wednesday 06 March

**Interviews will take place:** Wednesday 13 March 2024

