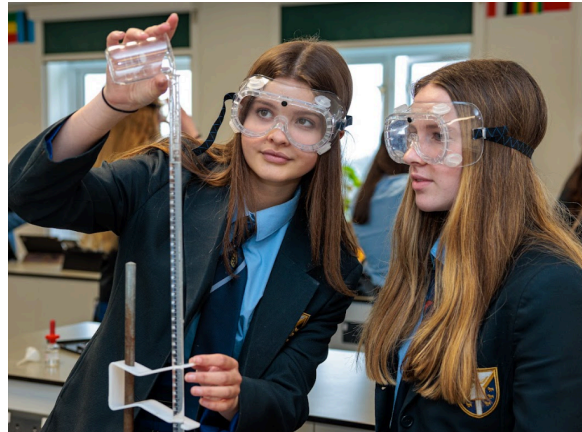




**Warden Park**

*'The Best From All'*



**Information for Prospective Candidates**

**For the post of**

**FACULTY LEADER EXPRESSIVE & PERFORMING ARTS 1.00 fte**

**(Required from 1st September 2024)**

April 2024

Dear Potential Candidates

Thank you for your interest in this teaching vacancy and I hope that the information contained in this pack helps answer your questions about the post and the academy, and that this leads to an application from you.

The most important thing you need to know is that Warden Park Secondary Academy is a fantastic school to work in! The academy is very well respected in the local community, has a long tradition for excellence and our students' outcomes are very strong. Our students are excellent - generally above average ability on intake they have an excellent work ethic, standards of behaviour are very high and they are enthusiastic in their support of the academy evidenced, for example, by the very high numbers who engage in extra-curricular activities. You will therefore not be surprised to hear that the academy is significantly oversubscribed for the 300 places on offer in Year 7 each year. Places in our excellent Special Support Centre (SSC) which caters for 24 students with Education Health and Care Plans are equally sought after.

Warden Park Secondary Academy and Chichester Free School, along with two local primary schools, Warden Park Primary Academy and Northlands Wood Primary, make up the Sussex Learning Trust. The four Headteachers work closely and opportunities for partnership work across the curriculum are evolving as the Trust develops.

There is excellent pastoral care in the school coordinated by a very experienced team of colleagues who oversee our five Communities - Africa, Americas, Asia, Europe and Oceania - and who contribute to ensuring that, even in a large academy such as ours, every student is known and well-cared for.

There is a strong focus in the academy on developing excellent teacher practice. We are a research driven learning institution and our professional development is focused on reviewing best practice and carrying out our own research in order to improve the quality of teaching in our classrooms. Being professionally curious and keen to build strong professional relationships with colleagues are important characteristics that we seek and these are evident in the teachers that thrive here. It is equally important that teachers are able to capture and excite the imagination of students through their subject teaching, role modelling academic excellence and good character.

Through our curriculum we aim to personally empower students by developing in them the ability to act in pursuit of positive personal fulfilment. Our approach is underpinned by a belief that:

- Strong academic outcomes provide students with the foundation to excel in the next and future stages of their learning.

- Highly developed character virtues provide students with the means to develop positive emotions, build and sustain positive relationships, find purpose and meaning in their lives and feel a sense of accomplishment.

By achieving this, we ensure that our students leave well-equipped to be successful in the next phase of their learning and, beyond that, to be confident and empowered with the character virtues, skills and capabilities to go on to be successful employees, citizens, partners and parents. These are equally important life-long outcomes for us.

Further details about our values, culture, ethos and ambitions can be found on our website.

## **The Faculty of Expressive & Performing Arts**

This is a newly created faculty which encompasses Art, Drama, Dance, and Music. We are well resourced with a newly created performance space nearing the end of a total renovation and refit. Across the academy we have a very strong focus on staff development and training. The successful candidate will be joining a vibrant team that is characterised by excellence and a passion for the arts and, in this role, the Faculty Leader will have oversight, across the arts, of all aspects of curriculum, teaching and learning, assessment and extra-curricular provision and community liaison.

### **Job Description**

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

#### **Job Purpose**

To be accountable for the results of the subject areas and other related aspects of the academy's work and to support, hold accountable, develop and lead those colleagues within their teams. The scale and extent of this role will be dependent upon the size of the curriculum area.

In addition to the requirements of a class teacher and any other agreed responsibilities:-

#### **Areas of Responsibility and Key Tasks**

- To shape, develop and align the curriculum in each of Art, Dance, Drama and Music in order to achieve the Faculty vision.
- To build and sustain an enhanced profile for the Arts through performance and exhibition.
- To work in collaboration with the Faculty's Curriculum Leaders to uphold the shared vision for the Faculty's ethos, systems and structures.
- To lead in the development of a collegiate approach to pedagogical practice within the Faculty area which supports individual colleagues in their development needs.
- To use pedagogical experience and expertise in the Faculty area to help support the development of teacher practice across the Academy.
- To oversee students' progress towards ambitious outcomes in the Faculty area through an inclusive approach that ensures all pupil groups achieve equally well.
- To implement a development plan that supports whole academy priorities and secures progress against key subject specific priorities.
- To promote high standards with respect to the learning environment, health and safety and the wellbeing of students and staff.

- To oversee the Review, Development and Progression process within the Faculty and hold colleagues to account where performance is less than expected.
- To ensure high standards of student conduct in the Faculty area through a consistent application of the Academies behaviour for learning protocols and related policies and by supporting colleagues in managing students in classrooms.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description.

## Person Specification

**Applicants should have the following essential qualities, skills and experience:**

- A passion for teaching their subject coupled with a strong vision of how to engage students in their learning and a record of success based on high levels of student achievement.
- Excellent subject knowledge and understanding of pedagogy in the curriculum area including assessment strategies, recent research findings and statutory guidance.
- Can lead, motivate, enthuse and inspire colleagues and students, and win the confidence of colleagues, parents and other stakeholders.
- Has the ability to think strategically with imagination, vision, creativity and originality to improve outcomes for students.
- Experience of planning, monitoring and evaluating an area of a schools work.
- An understanding on how data can be used to support student progress and meet ambitious curriculum area and Academy outcomes.
- Has well developed emotional intelligence and can get people on board easily.
- Experience in developing colleagues e.g. through mentoring, coaching or providing CPD.
- A positive attitude, flexible approach and excellent communication skills.
- Is an excellent administrator with an eye for detail.
- A willingness to embrace the opportunities offered by academy status and to support our partner schools is essential.
- A commitment to safeguarding and promoting the welfare of children and a satisfactory DBS disclosure.

## In Conclusion:

Securing the best possible outcomes for the young people in our care is the absolute priority for me and in applying for this vacancy you will be seeking to join a highly professional and supportive team of colleagues committed to achieving exactly this. As an individual you will possess a growth mindset, be relentlessly optimistic, enthusiastic and determined with an unwavering energy and determination to make a significant contribution to the on-going success of the academy.

We look forward to meeting you!



**Dom Kenrick**

**Headteacher**





## Warden Park

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### Candidate information

#### Individual visits:

We would be delighted to organise individual visits with any potential candidate who wishes to visit the Academy prior to applying for the post, and similarly we hope that the successful candidate will visit the school prior to taking up the post. Please contact our Reception staff on **01444 457881** to arrange a tour.

#### Submitting your application:

If you would like to apply for this post:

- Please complete an application form, available on the Warden Park website
- Also submit a letter of application, no longer than two sides of A4. In your letter please focus on the following:
  - ***The skills, expertise and character that you will bring to the role evidenced through examples of your experience and successes to date.***
  - ***How you meet the wider person specification.***

Your completed application along with a supporting letter should be emailed to [jobs@sussexlearningtrust.co.uk](mailto:jobs@sussexlearningtrust.co.uk) by 9.00am Wednesday 1st May. Please note that we will be considering applications as they are submitted up until the closing date. Our HR Director, Julie Keylock will be happy to answer any questions you may have about this process or vacancy ([hr@sussexlearningtrust.co.uk](mailto:hr@sussexlearningtrust.co.uk)).

#### Safer Recruitment:

Warden Park Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant employment checks

#### Short listing:

The selection panel will contact successfully shortlisted candidates as soon as possible. Shortlisted candidates will be notified by telephone and/or email giving them as much notice of the date of interview as possible. If shortlisted, please bring with you your passport, driving licence (both parts) and a recent bill or statement less than 3 months old along with your degree/educational certificates when you attend the interview. This is for DBS purposes and will save time later should you be appointed.



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### Local information

#### Location:

The school is ideally situated in the lovely Sussex village of Cuckfield, in a rural location, yet within easy reach of excellent facilities and communications. There are a good range of local amenities, including restaurants, boutiques and pubs found in Cuckfield and the nearby town of Haywards Heath. Haywards Heath lies in the centre of the Mid Sussex District of West Sussex, surrounded on all sides by stunning countryside, which is less than a five-minute drive in any direction from the town centre.

The vibrant seaside city of Brighton (15 miles) offers first-rate shopping, restaurants and cultural facilities.

#### Transport:

There are regular trains from Haywards Heath to London and the South East (London Bridge/Victoria from 42 minutes). Gatwick airport (14 miles) has a fast rail connection to London (Victoria 30 minutes).

[www.southernrailway.com](http://www.southernrailway.com)

There is very easy access to the A23/M23 and in turn the M25 and national motorway network.

#### Schools:

There are a number of highly regarded primary schools in the area. Warden Park Primary Academy and Northlands Wood Primary Academy are part of Sussex Learning trust.:

[www.wardenparkprimary.co.uk](http://www.wardenparkprimary.co.uk)

[www.northlandswood.co.uk](http://www.northlandswood.co.uk)

[www.harlandsprimaryschool.org](http://www.harlandsprimaryschool.org)

[www.holytrinity-cuckfield.w-sussex.sch.uk](http://www.holytrinity-cuckfield.w-sussex.sch.uk)

[www.bolnorevillage.w-sussex.sch.uk](http://www.bolnorevillage.w-sussex.sch.uk)