



**MERCHANTS'
ACADEMY**

HEAD OF ART

INFORMATION FOR CANDIDATES

merchantsacademy.org

Head of Art

Permanent, full-time, to start as soon as possible

MPS/UPS (£28,000 - £43,685) plus £4,988 per annum (TLR2.2) + Health Cash Plan and Benefits package

Merchants' Academy is a 3-18 Academy sponsored by the Society of Merchant Venturers and the University of Bristol. This is an exciting time to join us as the Academy grows and standards continue to rise. The Academy is very well resourced, and we invest heavily in the professional development of our staff with an emphasis on ongoing subject-specific professional learning.

Applications are invited from high quality candidates to join the ambitious and committed Art Department at Merchants' Academy Secondary.

We are seeking an inspirational teacher and leader who is committed to raising the attainment and aspirations of our students.

Candidates for this post should be:

- passionate about teaching Art and excited by the prospect of developing an ambitious curriculum.
- committed to ongoing professional learning and have the ability to support and develop others.
- inspiring and able to motivate and challenge students to make rapid progress.
- able to establish strong relationships and have excellent interpersonal skills.
- bold, optimistic, and tenacious in setting and achieving high standards.

In return we can offer you:

- A genuine opportunity to make a difference where it is needed.
- Administrative support and well-resourced classrooms
- A fantastic community of children, parents and carers who deserve the best.
- Every opportunity to further your professional development and career with an excellent benefit package including: Wellbeing Health Cash Plan, Retail Discounts, ICT Loans, Professional Introduction Incentive plus others.

If you are hardworking, reflective, resilient, and looking to further develop your talents and skills at Merchants' Academy then we would love to receive an application from you.

We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Closing Date: Thursday 30th March 2023 at 9:00 Interviews: to be confirmed

Merchants' Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a dynamic and focused multi-academy trust based in Bristol, formed in September 2017 through the merger of CGS Trust and Merchants' Academy Trust. The Trust is responsible for eight academies, 3,500 pupils and 700 staff with a commitment to making a significant and lifelong difference to the lives of young people from some of Bristol's most disadvantaged communities.

The Trust is currently made up of five primary schools: Bannerman Road Community Academy, Barton Hill Academy, Fairlawn Primary School, The Dolphin School and The Kingfisher School; the all-age Merchants' Academy; Colston's Girls' School for girls aged 11-16, located alongside its sixth form, V6, for girls and boys; and Venturers' Academy, the first state-funded school in Bristol for students aged 4-16 diagnosed with Autism and with an EHCP. Our academies are happy, vibrant and exciting places to learn and work and are led by a team of talented, morally driven and committed Principals. A recent development is the launch of Venturers Trust institute which puts professional learning and instructional coaching at the heart of what we do.

The Trust is sponsored by the Society of Merchant Venturers and the University of Bristol.

The Society of Merchant Venturers (SMV) is a philanthropic organisation that works with and supports people and communities from the wider Bristol area through education, care for older people, charitable giving and social enterprise. In education, SMV's simple but highly ambitious vision is to transform the life-chances of students from the richly diverse set of schools within Venturers Trust, both during their educational journey and beyond. The Society's expertise in education spans more than four centuries and today, the commitment is practical as well as financial, with many of its members taking active roles in the governance of Venturers Trust and the wide range of schools within the Trust. SMV firmly believes there is nothing more important to the health of our communities than outstanding education and training in life skills for young people.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is actively involved in the governance of our schools. The university offers support in areas such as curriculum development, subject expertise, higher degree and research opportunities for staff at Venturers Trust. It also offers student mentoring and an innovative and inclusive programme for students as part of the university's commitment to widening participation and access to higher education. These activities include extensive support and opportunities for our Sixth Forms including scholarships, preferential offers of grades to gain a place, with the additional possibility of bursaries to support undergraduate degree studies.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their hands-on support, challenge and expertise are greatly valued.





Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check-ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free.

EMPLOYEE ASSISTANCE PROGRAMME - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education.

HIGHER DEGREE SUPPORT FUNDING - Significant contribution to the funding of Master's Degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors.

PROFESSIONAL DEVELOPMENT AND TRAINING - First class professional development and training opportunities are provided within the Trust. We adopt a research-informed approach to everything we do and prioritise subject-specific professional development for our teachers. Our partnership with our sponsor, the University of Bristol, enhances our professional development offer and enables us to support colleagues to complete subsidised Master's Level qualifications and engage with subject seminars run by some of the country's most distinguished academics.

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000, through enrolment with the Cyclescheme.

ICT LOANS - After having successfully passed the probationary period employees are eligible to request an ICT loan up to the value of £1,000, through an arrangement with Techscheme.

TRAVEL TICKET LOANS - After having successfully passed the probationary period employees are eligible are eligible to apply for an interest free Travel Ticket Loan that can be used for purchase of a season travel ticket for bus or train travel.

RETAIL DISCOUNTS - An extensive range of free goods/services and discounts available to staff.

LONG SERVICE AWARD – Payable to employees after 25 years continual service.

EMPLOYEE REFERRAL SCHEME - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction.

Further details of our employee benefits can be found on the [Venturers Trust](#) website.



Merchants' Academy

Merchants' Academy provides a unique opportunity for students in Bristol to join a school from Reception through to the age of 18. In addition to those who progress into the Secondary from our own Primary, we welcome students every year from many primary schools across the city and whilst students from our primary understand our vision and ethos, the pastoral teamwork with all incoming students to ensure that there is a clarity for all with respect to both our expectations and our vision.

'Our successful sixth form is rapidly growing, and our sixth form students are ambassadors for the academy community.'

Vicki Starkie, Principal

Merchants' Academy has a distinctive and positive ethos which guides our work and the education of our students. Preparation for adult life underpins our Academy aims and the well-developed culture which is established across all aspects and functions of the Academy. We are committed to the success of each of our students whatever stage they are at in their education, and this is reflected through the Academy's values and commitment to:

- provide high quality education and a thirst for life-long learning
- enable everyone to enjoy success and achievement
- promote confidence and a strong sense of personal worth
- have high expectations which will be reflected in the targets set for staff and students alike
- harness the energies of children, students, staff and parents to establish a genuine partnership with the Academy for the benefit of all
- establish a business-like ethos by beliefs in values and attitudes such as hard work, honesty, integrity, respect and concern for others
- provide quality opportunities for the spiritual, moral, social and cultural development of our children and young people
- ensure that the effectiveness of all Academy staff is maintained and developed through considerable investment in high quality, continuous professional learning



Art at Merchants' Academy Secondary

At Merchants' Academy Art is taught across all year groups, including Fine Art and Photography at AS and A' Level.

Monitoring, assessment and feedback of class and homework ensures that students of all abilities are able to thrive in an environment where they feel supported but are also stretched and challenged.

In Years 7-9 the curriculum is embedded with the teaching of skills that will further benefit students at GCSE with students making their subject choices at the end of Year 9.

In Years 10 and 11 students follow the BTEC Level 2 Art and Design course and the skills that have been taught in Years 7- 9 are further developed through engaging and challenging schemes of learning.

In Years 12 and 13 students are offered options of both BTEC Level 3 Art and A-Level Photography.

The department has further developed its relationship with one of our sponsors, the University of Bristol, to provide an exciting and engaging art experience for students at Years 7-9. There is also a yearly visit to London where students are able to visit galleries as well as take in the sights of the capital. We are looking to enrich our curriculum provision with visiting artists and practitioners.

The Art department has the following aims:

- Provide an outstanding education for all students, regardless of ability, in order to achieve more than they thought possible
- Develop and encourage an appreciation of the value of art and to promote a love of creating and personal expression
- Deliver the curriculum in a manner which encourages engagement whilst drawing on the subject knowledge and skills of both staff and students
- Continually revise and improve the provision of the curriculum
- Extend the curriculum beyond the confines of the examination criteria
- Develop learners into considerate, confident, ambitious and motivated individuals
- Plan and deliver lessons that are interactive, engaging, differentiated and personalized
- Create a positive environment that supports and nurtures both staff and students alike

Living in Bristol

Merchants' Academy is on the southern fringe of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from the city, country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture, and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure, and business facilities. The city has a long tradition of trade and engineering and is also home to many of the newer financial services, creative and media industries. It is also close to some of the most beautiful countryside and coastal areas in the country.

Bristol itself is a beautiful, vibrant, and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, and science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks, squares, and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.



Job Description



Post: Head of Art

Responsible to: Assistant Vice Principal (linked to specific subject area).

Liaising with: Principal, Vice Principals, Assistant Vice Principals

Purpose: To lead the curriculum area in delivering on the highest possible levels of achievement and attainment through ensuring that the curriculum area has the best staff, improves standards of learning, and has the highest level of expectations for all. In order to achieve this, the job description is in addition to that of a teacher.

Quality of Teaching and Learning

- Lead the development of an exciting and highly ambitious curriculum for Art.
- Monitor the quality of teaching and learning across all curriculum area lessons.
- Lead in the scrutiny of both teaching and assessment to ensure the highest standards for all staff and students.
- Ensure that curriculum staff develop a range of teaching strategies to drive up progress, improve teaching standards and learning experiences for our students.
- To facilitate collaborative planning and assessment to ensure the highest possible level of teaching, learning and student progress.
- Support all curriculum staff in the relentless approach to the positive discipline policy.
- Ensure the effective setting, marking and scrutiny of homework tasks.
- Monitor and analyse attainment and progress levels across the curriculum area and within teaching groups in order to put in place appropriate interventions for staff and students.
- Monitor and analyse attainment and progress levels of all students, inclusive of specific groups such as HPA students, students with SEND, PP-eligible students and CLA.
- To ensure all aspects of teaching and learning are planned appropriately to consider the needs of all groups, inclusive of HPA students, students with SEND, PP-eligible students and CLA.

Leadership and Management

- Lead, develop and hold to account staff within the curriculum area.
- Ensure high expectations from all staff within the curriculum area.
- Ensure all staff are motivated in delivering the Academy vision.
- Ensure the effective implementation of the Academy policies, in particular the teaching and learning policy and the positive discipline policy.
- Induction of new staff to the curriculum area and ensure requirements for teaching and learning are met.
- Lead and ensure accountability of staff within the curriculum area that hold additional responsibilities.
- Ensure lesson observations and performance management processes are completed for all staff within the curriculum area.
- Monitor and evaluate the performance of all staff and take action where there is under performance.
- To be active in the curriculum area leaders meetings to ensure highest possible standards.
- Calibrate assessments made by staff to ensure accurate predictions for students.
- Ensure that all curriculum area staff communicate regularly and effectively with parents.
- Ensure that there is effective planning for the induction and support of new staff, newly qualified staff and training teachers that may hold posts within the curriculum area.



Strategic Vision and Curriculum Planning

- To inspire others to embed the Academy vision and core values into every aspect of Academy life.
- Lead the curriculum staff through the development and implementation of a Subject Improvement Plan.
- Ensure that curriculum area staff are up to date with education developments.
- Ensure that the most appropriate curriculum is followed at all key stages and that schemes of work are regularly reviewed, and lesson plans developed.
- Monitor and implement continual professional learning opportunities for staff within the curriculum area.
- Complete examination analysis and use this information to scrutinise practice, identify priorities and inform future planning.
- Ensure the effective and efficient use of resources, including budget management and support staff, in order to drive up standards.
- Inspire teachers to take learning beyond the classroom through the provision of excellent co-curricular opportunities and curriculum related visits and field work.
- Contribute towards the curriculum structure and learning interventions across the whole Academy.

Other duties and responsibilities

Carry out other duties that the Principal of the Merchants' Academy may reasonably request.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

Merchants' Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.

Person Specification



CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	Good Honours Graduate with QTS or as required by the DfE		Application
Experience	- A successful teaching record either as a trainee or experienced teacher - Experience of working with students of all abilities in the age group for which trained		- Application - Interview
Skills	Skills set as outlined in the Teachers' Standards	- Outstanding subject and curriculum knowledge - Evidence of significant progress and outcomes for children	- Application - Interview - Assessment
Professional Development	Commitment to continuing personal and professional development	Evidence of Professional Learning relevant to the role	- Application - Interview
Leadership Skills and Values	- Ability to inspire, motivate and challenge students - Commitment to the pursuit of excellence in educational standards - Ability to communicate effectively with colleagues, students, parents, and external agencies - Commitment to and promotion of co-curricular opportunities	- Evidence of high level co-curricular activities - Potential for further leadership role	- Application - Interview - Assessment
Knowledge & Understanding	- Demonstrate good subject and curriculum knowledge including the national curriculum - Know how to secure outstanding progress and outcomes by students adapting teaching as needed		- Application - Interview - Assessment
Student Involvement	- Commitment to student involvement - Personal commitment to listen to student voice - Focus on individual student's needs and development of independent learning - High expectations of students	Evidence of student involvement	- Application - Interview - Assessment
Personal Attributes	- Flexibility to cope with diverse needs of the post - Resilience to work under pressure - Positive, tenacious and optimistic - Ability to quickly establish positive relationships with students, staff and parents	Initiative and ability to create new processes and practices to raise standards	- Application - Interview - Assessment



Closing Date for Applications:

Thursday 30th March 2023 at 9:00

Interviews:

To be confirmed

Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification.

An Application Form is available in electronic format at venturerstrust.org and should be returned electronically along with the Equality Monitoring Form by following the instructions at the [Work With Us](#) section of the Academy's website.

SAFER RECRUITMENT IN EDUCATION

Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.