

Head of Art

Thistley Hough Academy

Autumn 2024



**THISTLEY
HOUGH
ACADEMY**
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in the role of Head of Art at Thistley Hough Academy.

Thistley Hough Academy is a modern school with drive and motivation to provide the best outcomes for the students and community. Ofsted continued to rate us as 'good' in May 2022.

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to

now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people. We are passionate about enriching the lives of our students, which is not just academic, but social and emotional. We aim for our students to leave Thistley Hough Academy as highly positive and active members of the community.

Our highly qualified teachers and effective support staff are committed to ensuring that our students achieve excellence and develop to be leaders both now and in the future. We always aim for disruption free learning, allowing our teachers to do what they do best.

"Ofsted rated us as 'good' in May 2022" We have a happy and safe school, where we are multi-cultural, something that we celebrate and encourage. We are a true reflection of the local Stoke-on-Trent demographics.

Our vibrant, energetic school can be sampled on our website. We are keen to develop our community links further and encourage prospective candidates to arrange a visit. We look forward to the chance to meet you and showing you what we have to offer.

I look forward to receiving your application.

Yours sincerely,

Noel Kennedy
Principal

“We believe every student is entitled to outstanding educational provision”

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities



Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

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ABOUT THISTLEY HOUGH ACADEMY

Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Tren.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.

MORE ABOUT THISTLEY HOUGH ACADEMY:

- £15m state-of-the-art building and facilities;
- Rated 'Good' by Ofsted with 'outstanding features';
- Winner of the Happiest School Award 2018;
- TES Community and Collaboration Award 2018 – shortlisted;
- Hall complete with tiered seating;
- Dedicated staff CPD programme & wellbeing group;
- Training and mentoring opportunities through the Creative Education Trust



‘Leaders are ambitious for every pupil. They have developed a broad, balanced curriculum to support this ambition in conjunction with trust leaders. ‘

Ofsted, May 2022

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our **‘Growing Our Own’** model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.

OUR ‘GROWING OUR OWN’ MODEL

- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle and senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums
- Weekly professional development entitlement.

STAFF WELLBEING AND WORK LIFE BALANCE

Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings.



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HEAD OF ART

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

THISTLEY HOUGH ACADEMY, STOKE-ON-TRENT

SALARY

MPS/UPS (£30,000 - £46,525)

TLR 2b £5,527

PURPOSE AND SCOPE

To be an outstanding Head of Art and to support in strategies to continue to improve academic learning, progress, and professional development in Art.

REPORTING LINES

Assistant Principal

KEY RESPONSIBILITIES

- To be a key contributor to whole school practices as a head of department.
- Be accountable for student progress and development within the department.
- Be innovative in own teaching and to develop and enhance the teaching practice of others.
- Take a lead in planning collaboratively with colleagues in order to promote effective practice.
- Manage and deploy staff, financial and physical resources within the department.
- To ensure that the appropriate behaviour management systems are being applied so that effective learning can take place across the curriculum.

RAISING STANDARDS

- Set high expectations for students' behaviour and ensure that it is effectively managed across the curriculum.
- Set appropriate and demanding expectations for students' learning and motivation and to establish this across the curriculum.
- To alert the appropriate pastoral staff to problems experienced by colleagues or by students and make recommendations as to how these may be resolved as appropriate.

STAFFING

- Take part in the school's staff development programme by leading training and ongoing developmental support of teachers in the Art curriculum area.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.

SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they understand the aims of the school, its policies and procedures and future direction.
- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.

OTHER SPECIFIC DUTIES

- To be a key contributor to drive continuous school improvement.
- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the school according to policy and regulations.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it 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 school at the reasonable discretion of the principal.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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PERSON SPECIFICATION	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified teacher status. • Degree in relevant subject. • Recent and relevant CP. 	<ul style="list-style-type: none"> • Experience of working within multiple schools.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of effective leadership. • Track record of improving schools. • Highly competent teacher with proven record of excellent examination results. 	<ul style="list-style-type: none"> • Experience of leading training for others. • Experience of teaching in more than one school.
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Have knowledge of current curriculum developments in Art and their implications. • Have good knowledge and understanding of current educational thinking. • Show good understanding of how children learn and how this is applied in a Art context. • Experience of monitoring classroom performance through observation and feedback • Experience of using data to plan lessons and enhance achievement. • Knowledge of a range of school improvement data tools. • Ability to analyse data, develop strategic plans, set targets, and evaluate progress. • Ability to inspire and motivate staff, students, and parents. 	<ul style="list-style-type: none"> • Evidence of whole school impact through recent work.
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Excellent verbal and written communication skills • Good ICT skills. • Love of learning and care for students. • Capacity to meet deadlines. • Ability to prioritise and manage diverse job role. • Team player. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity. 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice. 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom. 	

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