



MIDDLEWICH HIGH SCHOOL

Excellence in Learning – Achievement for All

APPLICATION PACK - HEAD OF CREATIVE ARTS



Middlewich High School is part of the Sir John Brunner Foundation. The Sir John Brunner Foundation is a company limited by guarantee, registered in England and Wales with company number 11227336 and an exempt charity, whose registered office is at Monarch Drive, Northwich, Cheshire, CW9 8AF.

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LETTER FROM THE HEADTEACHER

Welcome to Middlewich High School

Thank you for expressing an interest in the post of **Head of Creative Arts** with responsibility for our Art and Design Technology subjects. I hope that what you read inspires you to make a successful application.

I am now in my third year of Headship and I am delighted to be leading a happy, inclusive school where the success of every member of our community is at the heart of our values. Over the last two years schools nationally have faced many challenges. However our 'No one left behind' ethos and our 'find a way' mindset has ensured that students and staff have continued to thrive and succeed in our school community.

The school is at an exciting point in its history—we are transforming the quality of education, the expectations and ambitions of our young people and ultimately their achievements and future opportunities. You will be stepping into a school that is changing hearts and minds, a community that is recognising their incredible potential. We have entirely overhauled our curriculum offer and we are proud that we are now realising our 'university for all ambition'. Our curriculum is strongly underpinned by an EBACC expectation with MFL remaining as a core offer at GCSE. We offer breadth and depth in our curriculum choices—we believe that a strong academic pathway lays the foundations for excellent post16 outcomes. We believe that it is our moral obligation to ensure that our students leave us with the maximum choice available to them—whilst they may not wish to go to University they should have the chance to do so.

At MHS we work hard to ensure that students are given a wide range of experiences and cultural awareness so that they can fully appreciate the diversity of our society. We teach our students that it is our differences that unite us, make us unique and interesting as individuals and as a community. At MHS our culture is built on respect and kindness and we expect to see this demonstrated at all times by students and staff.

We invest heavily in the development of our staff to ensure that they are experts in their field - this means that our students are getting the best professionals in every interaction, every day. At MHS every member of staff from our cleaning team and site staff through to teaching staff and Governors are determined to ensure that the students we have the privilege of educating have a broad and rich curriculum experience. The greatest care we can provide is ensuring that our young people are happy, highly qualified and well equipped for the world beyond the school gates.

Please come and see us for yourselves; we welcome visits during the school day. Please contact Mrs Laura Platt, Personnel Business Manager at lplatt@mhs.school to arrange this.



Ms Heidi Thurland
Headteacher
'Excellence in Learning – Achievement for All'



ABOUT MIDDLEWICH HIGH SCHOOL

Middlewich High School is an excellent school where all children are valued as individuals. At Middlewich High School students are placed at the heart of all we do. Our focus is on excellence in learning which drives the achievement for all students. We strive to offer a fully personalised curriculum and maintain a relentless drive to offer outstanding learning opportunities, in order to raise standards. It is our intent to ensure that students leave us confident, happy, equipped with the knowledge and skills they need to succeed in life. We strive as a community to be lifelong learners and we are working hard to develop a culture of resilience and respect characterised by highly focused, inquisitive, happy students and staff.

The school buildings are a blend of old and new. The main building dates back to 1906, with later additions including teaching areas, laboratories and technology rooms and a Music Suite. Lessons are delivered in specialised teaching areas that are well maintained by our dedicated site team and are well equipped to support students' learning. We are in the process of planning some exciting new developments for the school which will greatly improve the facilities and resources for our children.



We have a 20 place resource provision for ASC and Hearing Impaired students, we have highly skilled professionals who support students with complex needs. Our aspiration for SEND students is no different to our mainstream, we expect our students to realise their potential, to follow high quality qualifications and we support them to do so.

We have the clearly stated aim of being the school of choice for our community, we are delighted that as a result of transformational leadership and the excellent work of every member of staff our school is oversubscribed with 705 currently on roll. In September 2021 we welcomed the largest intake of students into the school in current Yr7 and we are delighted to see that the vast majority of students applying to be with us are directly from our local community. This represents a significant change and further underlines the significant improvement in our reputation.

We have strong links with Sir John Deane's Sixth Form and we are delighted that several of our students have gone onto Oxford and Cambridge in recent years. As of the 1st December 2021, we have become part of the Sir John Brunner Foundation which is a group of outstanding educational providers currently comprised of The County High School Leftwich and Sir John Deane's Sixth Form. The shared ambition of The Sir John Brunner Foundation is that every child's life is enhanced and advanced through the highest standards in education and that every child fulfils their academic potential through a broad and diverse education.

Every child and professional within The Sir John Brunner Foundation is able to feel happy and safe, knowing they are an important and valued member of our communities and understand they belong and are represented in them. The Sir John Brunner Foundation embraces and celebrates difference and uniqueness.

The Sir John Brunner Foundation recognises the importance of first class education in shaping individuals with a strong moral purpose who are driven by loyalty, compassion and a strong sense of contribution to their community and to the world around them.

Professionals thrive within and are supported by The Sir John Brunner Foundation in shaping careers which allow the fulfilment of personal and professional goals and dreams.

The
Sir John Brunner
Foundation

ABOUT THE POST

Vacancy: Head of Creative Arts

Required for September 2022 / November 2022 / January 2023 (dependant on notice period)

MPS-UPS TLR 2C £6,627 Full time— Permanent

Are you a talented middle Leader looking to extend your experience? If so, we want to hear from you! Or are you an existing Second in Department seeking your first faculty leadership role.

Our school is at an exciting point in its evolution having recently joined the Sir John Brunner Trust and we are seeking to appoint a dynamic, well-motivated, determined leader who will play a pivotal strategic role in shaping the next stage of our schools' journey.

The successful candidate will be an exceptional practitioner whose passion and love of their subject and learning inspires students and their team. Our mantra 'Excellence in Learning – Achievement for All' ensures no student gets left behind and the progress and attainment of all our students is paramount. We are seeking to appoint someone who shares our commitment to high standards of professionalism and academic achievement and is eager to make a difference.

You will help shape the future direction of the school, working closely with our senior leadership team and meeting regularly with subject and achievement leads to discuss all matters relating to progress and achievement. Our ambition is to be in the top 20% of school nationally for student outcomes. If you have the energy, enthusiasm and experience to make that success a reality, we would welcome your application

If you require further information regarding the post or wish to make an appointment to visit the school, please contact Mrs L Platt, Personnel Business Manager at lpatt@mhs.school

Closing date for applications is **Monday 4th July 2022, 12pm**

Interviews will take place on **Thursday 7th July 2022.**

The school is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. The successful applicant must have enhanced DBS disclosure and satisfactory references. The School is an equal opportunities employer.

ABOUT THE CREATIVE ARTS DEPARTMENT

The Art and Design Technology faculty currently consists of 3 full-time teachers, 1 part-time teacher and 2 part-time technicians. We have a lead teacher of DT in post who has the responsibility for curriculum development for Design Technology. The department subjects is comprised of KS4 Art and Design Technology. Along with KS3, Art, Design Technology (consisting of Textiles, Catering and DT).

The Art and Design curriculum at Key Stage 3 is scaffolded in a manner that year on year students build on prior learning and revisit these core skills so that they are prepared and equipped in readiness for GCSE Art and beyond.

During Key Stage 4 students foster personal interests and make creative choices of their own which inform and direct their projects and personal outcomes. Individuality and original thinking is celebrated.

JOB DESCRIPTION - HEAD OF CREATIVE ARTS

The appointment 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 Headteacher and member of staff.

Middlewich High School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job title: Head of Creative Arts

Salary: MPS-UPS + TLR 2C £6,627 **Hours:** 32.436 **Contract type:** Full-time **Reporting to:** Headteacher **Responsible for:** Leading Creative Arts Dept

Main purpose

- Leadership of the subject area
- Student progress beyond assigned groups
- Enhancing the teaching of others
- Effective planning and implementation of a high quality curriculum ensuring quality first teaching across all closes.

Main Responsibilities

- Specific responsibility for the organisation of all matters including curriculum, assessment, reporting and monitoring relating to Key Stage 3 and 4 for the range of subjects within the faculty.
- Line managing a significant number of staff

Leadership of the Subject area

The post-holder provides a clear direction for the work and development of the subject area within the context of the overall activity of the school, promotes high standards through personal involvement and ensures that:

- The subject area has explicit aims and values, including a commitment to good relationships and equality of opportunity for all, which are reflected in all its work
- The subject area identifies appropriate priorities and targets, takes the necessary action, and reviews progress towards them
- Staff use time, colleagues and other resources, especially information and communications technology, effectively to deliver the appropriate curriculum
- Staff keep up to date with local and national developments affecting the subject area
- Clear learning objects are set through an agreed scheme of work, regularly reviewed and developed in line with the school development plan and national curriculum requirements and subject specifications
- Students underachieving are identified and appropriate strategies are developed in liaison with Achievement Leads and the SENCO.
- There is a rigorous monitoring, evaluation and development of teaching and learning and appropriate internal and external assessments of learning are made.
- Education proprieties are supported through careful financial management
- Specific grants are used for designated purposes

- The accommodation allows the curriculum to be taught effectively
- Learning resources are adequate for the subject area's curriculum and the range of students, including gifted and talented students
- The best value principles of comparison, challenge, consultation and competition are applied in the subject area's management and use of resources
- The views of relevant stakeholders, including parents and students, are sought and used to evaluate and further develop the work of the subject area
- Stakeholders are satisfied with what the subject area provides and achieves
- Stakeholders are provided with good quality information about the subject area and particularly about students' progress
- Links with parents, including the use of home-school agreements, contribute to students' learning with the subject area and at home
- Effective links with the local community including business, industry, FE and HE are developed
- Data will be analysed to enable patterns of progression/underachievement to be identified and appropriate strategies developed to tackle issues
- Strengthen STEM curriculum appropriately
- Strengthen whole school numeracy and cross curricular mathematics

The post-holder will be expected to manage their own performance and development and show staff within the subject area to do the same by sharing a commitment to improvement and identify capacity to do so.

Student Progress within and beyond Assigned Groups

The post-holder will support the progress* of a wide range of students, including those in groups taught by other teachers, by coaching and mentoring staff and directly supporting students so that students will:

- Acquire new knowledge or skills, develop ideas and increase their understanding of the subject
- Apply intellectual, physical and/or creative effort in their work
- Be productive and work at a good pace
- Show interest in their work and be able to sustain concentration and think and learn for themselves
- Understand what they are doing, how well they have done and how they can improve as part of self-assessment and school assessment for learning procedures

*individual student progress within the subject area will be measured against national benchmarks.

Enhancing the Teachers of Others

The post-holder will enhance the teaching of others within the subject area by enabling colleagues to:

- Develop and improve subject knowledge and pedagogy
- Plan effectively, setting clear objectives that students understand
- Challenge and inspire students, expecting the most of them, so as to deepen their knowledge and understanding
- Develop and improve technical competence in teaching basic skills
- Use methods which enable all students to learn effectively
- Manage students well and insist on high standards of behaviour
- Use homework effectively to reinforce and/or extend what is learned in school
- Assess students' homework thoroughly and use assessments to help and encourage students to overcome difficulties

Line Managing a Significant Number of Staff

The post holder will be responsible for line-managing SEND practitioners, pastoral staff and members of the senior leadership team.

The post-holder will ensure that:

- There is effective appraisal and performance management for staff in the area within the context of school policy
- There is good delegation to ensure the effective contribution of all staff to the work of the relevant teams
- There is effective induction of staff in relation to their roles and to safeguarding
- Staff are kept up to date with statutory expectations and training for safeguarding and SEND
- The Headteacher is provided with relevant information concerning pay progression / appraisal outcomes

Another implication of line-managing staff is that the post-holder will be responsible for monitoring teaching and learning and reporting upon staff:

- Attendance
- Punctuality
- Professional Performance
- Professional Development Needs

This will include responsibility for managing staff attendance alongside the Personnel Business Manager

All these specific responsibilities will be undertaken within the context of:

The responsibilities of a schoolteacher as defined in the Conditions of Service;
The expectation of standards for Threshold Teachers as defined by the DfE;
The expectation of standards for Subject Leaders as defined by the DfE.

In addition to all these specific responsibilities the post-holder may be required to undertake any additional responsibility within the context of Lscale expectations that might reasonably be deemed to be part of the job.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined by the Headteacher from time to time, up to or at a level consistent with the principal responsibilities of the job.

PERSON SPECIFICATION - HEAD OF CREATIVE ARTS

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications and training	<ul style="list-style-type: none"> GCSEs at grades 9 to 4 (A* to C) including English and Maths, or equivalent. Honours Degree. Qualified teacher status. 	<ul style="list-style-type: none"> Art Degree. A Level Art Examination marker. NPQML qualification 	<ul style="list-style-type: none"> Application form
Experience	<ul style="list-style-type: none"> Recent experience of teaching Art to KS3 & KS4 across the ability range. Knowledge of GCSE exam expectations. Middle leadership experience Proven impact with excellent GCSE outcomes 	<ul style="list-style-type: none"> Successful experience in more than one school. Understanding of DT curriculum 	<ul style="list-style-type: none"> Application form, letter, references, interview
Skills and knowledge	<ul style="list-style-type: none"> Good communication skills written and verbal Good organisational skills Strong behaviour management skills Effective ICT skills to support students' learning A positive role model of professional practice and conduct of others 	<ul style="list-style-type: none"> Familiarity with the use of Google Classroom. Knowledge of the AQA Art and DT Edexcel GCSE specification. 	<ul style="list-style-type: none"> Letter, references, interview
Interpersonal Skills	<ul style="list-style-type: none"> Enthusiastic approach to teaching and learning Able to inspire and enthuse all students to achieve their individual potential Flexible approach and positive attitude towards work Punctual and reliable Excellent team player Ability to adapt to changes in the workplace 		<ul style="list-style-type: none"> Letter, interview and references
Personal qualities	<ul style="list-style-type: none"> Commitment to getting the best outcomes for students and promoting the ethos and values of the school Commitment to equal opportunities and securing good outcomes for students with SEN or a disability Excellent time management skills and the ability to prioritise effectively. Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality 		<ul style="list-style-type: none"> Letter, interview, references

HOW TO APPLY

Please note that only applications submitted on the enclosed application form will be considered. **CVs are not accepted.** In addition, candidates are invited to submit a letter (no more than two sides of A4, font size 12) outlining their experience and suitability for this particular post.

Completed applications should be addressed to the Headteacher but posted to –

Mrs Laura Platt

Business Manager: Personnel

Middlewich High School

King Edward Street

Middlewich

CW10 9BU

If you prefer, please email your completed application to lplatt@mhs.school



The closing date for applications is to Monday 4th July 2022, 12pm

Interviews will take place on Thursday 7th July 2022.

If you have not heard anything from us by **Tuesday 5th July 6pm 2022** please assume you have been unsuccessful in your application on this occasion.

Finally, thank you very much for showing interest in Middlewich High School and this post in particular. Please do not hesitate to contact Mrs Laura Platt at the Academy if you require further information or clarification of any matter. We look forward to receiving your application.

As part of the Safer Recruitment process, references will be requested before interview.

WORK FOR US - BENEFITS OF WORKING FOR THE SIR JOHN BRUNNER FOUNDATION

The Sir John Brunner Foundation is a Multi Academy Trust employing over 430 Staff and educating some 3400 students.

The Multi Academy Trust comprises of Sir John Deane's Sixth Form College, The County High School, Leftwich and Middlewich High School, all of which are high performing Academies. Founded on the shared ambition that every child's life shall be enhanced through the highest standards in education. We let our results speak for themselves.

We are a warm and welcoming community, situated in the heart of Cheshire. The Foundation is an excellent place to work whether you are beginning or continuing in your profession. Our Academies have superb teaching, learning and recreational facilities, and staff will receive excellent benefits. Combined with a community of high calibre staff and students, the Foundation is a place you will look forward to coming in to work each day. New colleagues will be fully supported with tailored induction programmes.

Career Development

As an educational organisation, we value career and professional development. We are committed to ensuring that colleagues benefit from engaging professional development that includes:

- A structured induction programme for new starters to help them settle into their new role
- An annual performance and development review
- Support to develop in their chosen field and reach their full potential
- Opportunities across the Sir John Brunner Foundation Multi-Academy Trust
- Culture and Ethos
- We pride ourselves on being an extraordinary community where our professionals hold a shared ethos and mission of excellence, integrity and passion:
- Highly motivated and ambitious students, as evidenced in our Academies track record.
- Professional and supportive colleagues.
- Opportunities throughout the year for inter-departmental knowledge sharing and best practice.

The logo for The Sir John Brunner Foundation. It features a vertical red line to the left of the text. The word 'The' is in a small, grey, sans-serif font. 'Sir John Brunner' is in a large, dark blue, serif font. 'Foundation' is in a medium-sized, grey, sans-serif font.

The
Sir John Brunner
Foundation

CONTINUED - WORK FOR US - BENEFITS OF WORKING FOR THE SIR JOHN BRUNNER FOUNDATION

Employee Wellbeing

In commitment to ensuring a high standard of employee wellbeing, all our Academies have signed up to the Department for Education's Wellbeing Charter. Similarly, the Foundation is committed to supporting the health and wellbeing of colleagues by offering a variety of initiatives:

- Personnel department with a focus on wellbeing and tailoring support.
- Enhanced Family Friendly policies to support work-life balance.
- Staff Consultative Association.
- Access to Occupational Health and counselling service that offers support through times of difficulty.
- Access to an employee health plan.
- General benefits
- Generous holiday entitlement
- Public Sector Pension scheme membership (TPS or LGPS as appropriate)
- Free on site car parking
- Free WiFi access
- Funding for training and development
- Long service recognition
- Staff discounts available at participating organisations

The Sir John Brunner Foundation Centre

Situated off the gallery in the impressive Brunner Hall, at Sir John Deane's Sixth Form College campus, The Sir John Brunner Foundation Centre facilities include pleasant and spacious open-plan office and board room.

Sir John Deane's Sixth Form College, is a modern, purpose built, architecturally designed campus, this sets the scene for a culture and ethos that puts the learning and success of students at the heart of everything we do. Colleagues enjoy access to two Starbucks Cafes, a delibar and daily home-made cakes. The beautiful College grounds are enjoyed by students, colleagues and the resident wildlife, and is a short stroll to the River Weaver.

Colleagues employed in central Foundation posts, are welcomed to visit and work from all Academies within the Foundation, from time to time.