



Believe Without Limits

Head of Faculty:  
Art and  
Technology

# ega Believe Without Limits

## **“EGA - a school without limits”**

*Students leave EGA having achieved more than they ever believed possible. Through our broad-based curriculum and strong pastoral care, we equip students with the knowledge, skills and confidence to achieve both academically and personally.*

*Our success can be seen in the ambitious, kind and compassionate life-long learners that make up our rich, varied and diverse community of young people.*





# Believe Without Limits

## Headteacher's Message



Thank you for your interest in this position. Elizabeth Garrett Anderson School (EGA) is a highly successful community school located in north London. It is held in high regard locally, nationally and internationally. The school is committed to a journey of continuous improvement and works alongside other schools in the Islington Futures Federation, as well as with partners and relationships beyond Islington, to ensure we are at the forefront of educational thinking and research.

Working at EGA is exceptionally rewarding. Many of our students experience disadvantages, but students of all abilities make outstanding progress and leave school with the qualifications and the self belief to help them build a successful future. We believe that academic success, kind and consistent pastoral care and outstanding character education are all essential to students' experiences at school and we expect all staff who work here to be committed to each of these areas of work.

Our expectations are extremely high both for students and staff and we work hard to continually improve our practice. Many staff are promoted internally and we are committed to providing outstanding quality professional development for all our staff through a range of high quality school based training sessions, coaching and appraisal. Colleagues who embrace the EGA ethos will have a wealth of opportunities to develop their career here or elsewhere when they are ready to take the next career step.

I really hope that, having learnt more about our school, you will decide to apply for this post. If you are successful in your application, you will be joining a school where the students thrive, the staff are greatly valued and everyone has the chance to shine.

**Sarah Beagley**

**Headteacher**

# Believe Without Limits

**Head of Faculty  
Art & Technology  
Main subject Art  
Mainscale/Upper Threshold pay range + TLR 1b  
Required from September 2023**

This is an exciting opportunity for an ambitious and enthusiastic teacher and leader of Art with the experience to join our popular, high performing 11-16 inner city comprehensive school situated in the vibrant and cosmopolitan area of Angel, North London.

The Art and Technology Faculty is highly successful and students enjoy the subject. The successful candidate will lead a team that continues to strive to improve outcomes for students and focuses on ensuring every child achieves their best whatever their starting point and background. Art and Technology is taught across all years. The Faculty also offers a rich range of extra curricular activities.

Every year we have students who leave us with top grades in all their subjects, showing that our students can and do achieve as highly as students anywhere else in the country. This is a testament to all our staff and their ability to encourage and nurture talent.

EGA is a stimulating place to work. . Set in an impressive building with second to none facilities, we follow a rigorous academic curriculum and provide an exceptional learning environment .

EGA has so much to offer energetic and inspirational teachers – our staff praise our CPD and career development opportunities, the strong support network and our sense of community. We expect both students and staff to engage with the wide range of enrichment activities on offer.

This is an exciting time to join us in making a real difference to the life chances of our students.

You can also visit [www.egaschool.co.uk](http://www.egaschool.co.uk) for more information about the school.

**Closing date: Monday 20 March 2023 at 12noon**

**Interviews: Thursday 23 March 2023**

*Elizabeth Garrett Anderson School is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service check at Enhanced Level.*

***In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence.***

***We reserve the right to consider applications prior to the closing date.***

## Job Description

**Post title:** Head of Faculty, Art & Technology

**Salary:** Main scale/Upper Threshold pay range + TLR 1b

**Responsible to:** Senior Leadership Team

Elizabeth Garrett Anderson is a vibrant, diverse 11-16 girls school which celebrates learning and achievement within an inclusive environment. We are a school where every student is supported to achieve, in whatever field they choose, preparing them to be confident citizens and leaders of the future.

It is expected that the successful candidate will carry out his/her responsibilities within this philosophy.

All job descriptions define the responsibilities of the teacher as being:

- Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document. (STPCD)
- To comply with Health and Safety at Work Legislation
- To work within Equalities and Safeguarding and GDPR legislation

Job descriptions are subject to review and amendment.

### **Purpose of the role:**

To work collaboratively with the faculty team to ensure all students achieve highly in this curriculum area. To assist the Head of Faculty in leading the team in striving to develop teaching skills in light of current initiatives, knowledge and policies.

All post holders will be responsible to the Headteacher and Senior Leadership Team of the school for ensuring the general good order and discipline of the school, and in the implementation of all policies. All staff are expected to have a clear understanding of the vision, aims and ethos of the school and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of the school are seen as interrelated.

## **Areas of Responsibility:**

### **Leadership and Management**

- To set the strategic direction of the Faculty in discussion with SLT
- To actively promote the school's ethos of learning within a supportive environment.
- To work collaboratively with the Heads of Subject to monitor and actively support the work of teachers and support staff in order to create a learning atmosphere in which each individual student is confident and able to progress academically.
- To lead on a substantial area of the curriculum (Art) developing others and evaluating its impact on students outcomes

### **Curriculum Teaching and Learning**

- To be an outstanding classroom practitioner.
- To work collaboratively with the Heads of Subject to ensure quality schemes of work and teaching resources, including ICT, are available for members of the team.
- To work collaboratively with the Head of Faculty to ensure schemes of work are reviewed and developed in line with school policy.
- To work collaboratively with the Head of Faculty to develop the curriculum area in teaching and learning methodologies for all cohorts of students (including high performing students, SEN, EMAS, students eligible for FSM and those who are in local authority care)
- To support the head of Faculty and curriculum team in developing and implementing
- Strategies to meet the requirement of initiatives (national, local, school).

- To work collaboratively with the Head of Faculty to ensure that best practice is shared within the curriculum team.
- To actively participate in the sharing of best practice between faculties, under guidance from the Head of Faculty.

### **Pupil Engagement**

- To work collaboratively with the Head of Faculty in creating an environment in which students are engaged in learning .
- To work proactively within the framework of the school's rewards and behaviour systems to ensure there is an emphasis on rewards as a means of motivating students.
- To liaise with parents if engagement issues arise. To keep up to date with current initiatives.
- To support teachers in the team in their management of pupils in lessons and around the school. To support the Head of Faculty in overseeing the physical environment in the curriculum area.

### **Staff Development**

- To be responsible for contributing to the induction programmes and development of all trainees in the curriculum area (Including ECT's and BTs) as guided by the Head of Faculty.
- To actively engage in the performance management / appraisal cycle according to school policy guidelines.
- To support the Head of Faculty in identifying and addressing the development needs of all members of the team.
- To work collaboratively with the members of the team in developing their pedagogy and teaching methodologies.
- To support the Head of Faculty in developing individual members of the team as required, in all aspects of

## Job Description (Continued)

### Monitoring

- To work collaboratively with Heads of Subject to ensure that there is effective monitoring of student engagement, student progress, assessment, teaching and learning in the curriculum area.
- To work collaboratively with the Head of Faculty in leading the team in effective self-review, feeding into the school self-review.
- To participate in regular, informative lesson observations.

### Other responsibilities

- To be an effective member of a pastoral team.
- To contribute to the development and implementation of whole school policies.
- To communicate and liaise with other curriculum areas/teams within the school.
- To support the Head of Faculty in line managing the teachers in the curriculum area.
- To communicate with parents/carers and appropriate agencies.
- To represent the school at meetings and conferences.
- To actively participate in regular team development time.
- To contribute to school events including assemblies.
- To contribute to and be aware of the extended services support for students.
- To contribute to the implementation and development of whole school policies and practice.

- All other duties as required by the Headteacher, within the framework outlined in national guidelines

### Specific Duties for the Post

To be finalised after selection matching the skills and talents across the team. Will include

aspects of: Take the lead in developing aspects

of the teaching, learning, assessment and monitoring of PE with reference to the previous general duties Whilst every effort has been made to explain the main duties and responsibilities of the post each individual task

may not be identified.



## Person Specification

- |  |  |
|--|--|
| 1. Qualified teacher status.   | 9. Ability to monitor and evaluate the   |
| 2. Experience of teaching art & technology in an urban school.                             | work of others.  |
| 3. Evidence of highly successful classroom practice and outstanding outcomes for students. | 10. Ability to support teachers in developing their classroom practice.                          |
| 4. Knowledge of and a passion for teaching and learning in art & technology.               | 11. Ability to work as part of a collaborative team of middle leaders.                           |
| 5. Ability to motivate and lead other staff.   | 12. An ability to apply national policy to a school context.                                     |
| 6. Ability to use assessment data as a tool for improving standards.                       | 13. A commitment to continuing professional development.   |
| 7. Experience of innovative curriculum development .                                       | 14. A commitment to inclusion and equal opportunities.   |
| 8. A commitment to raising standards of student achievement.                               | 15. A commitment to working within the safeguarding framework which protects students from harm. |



## Why work at EGA?

### Staff wellbeing

- **A workload and wellbeing charter** agreed in conjunction with staff and underpinned by an annual **staff survey**.
- **Gym Membership scheme** - An annual membership for all the 280 leisure centres across the country managed by GLL (Better). This is offered at a very competitive cost and repaid over 10 months
- **Cyclescheme** - Allows staff to purchase a bike and equipment through a lease arrangement, repaid over 12 months allowing for a monthly tax saving.
- **Free Eye Test** - Available to users who use display screen equipment for more than 2 hours a day
- **Employee Assistance Programme** - free confidential and independent support to help staff balance their work, family and personal lives. Support is available via phone, online and through 1 to 1 Counselling sessions.
- **Occupational Health** - aims to promote and maintain the health and well-being of employees to ensure staff have access to specialist occupational health practitioners and services

### Remuneration and financial support

- **Inner London pay** - Being in the heart of London, Islington schools offer inner London pay, a competitive way to reward employees who work with us.
- **Tech scheme** - A salary sacrifice benefit that allows employees to get technology from Currys PC World and spread the cost over 12 months.
- **Season ticket loan** - An interest free season ticket loan allows employees to buy an annual travel card for up to £10,000. The loan is recovered over 10 monthly instalments.
- **Welfare loan** - There may be times when staff experience financial hardship and we aim to help these employees overcome genuine domestic difficulties. Staff can request a loan of up to £1,000, which is to be paid over a 12 month period.
- **Long Service Award** - rewarding staff with 20 or 25 years continuous service in Islington or local government.

## Selection Process and additional information

### Recruitment Process

Applications will be considered as they are received by the school and candidates may be invited to interview at any stage. Early applications are warmly encouraged.

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected.

### School Visits

School visits are highly recommended and can be requested by emailing [admin@egas.org.uk](mailto:admin@egas.org.uk)

### Special Requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [admin@egas.org.uk](mailto:admin@egas.org.uk)

### References

We will obtain references from your referees if you are successful for interview. In order to prevent delays, please ensure that the reference section of the application form is accurate and completed in full.

### Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of you data.

### Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

### Safeguarding

EGA operates safer recruitment practice in accordance with Keeping Children Safe in Education regulations. Please expect the highest level of scrutiny and background checks. Appointments are subject to satisfactory references being obtained, and an enhanced disclosure and barring service (DBS) check. New members of staff cannot start their positions until these documents are in place.



Elizabeth Garrett Anderson School  
Donegal Street,  
London, N1 9QG

T: 020 7837 0739

[admin@egas.org.uk](mailto:admin@egas.org.uk)