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**Recruitment Information Pack**

**Head of PE & Performing Arts**

David Nieper Academy

Grange Street, Alfreton, Derbyshire, DE55 7JA

T: 01773 832331

March 2023

Dear Applicant

Thank you for showing an interest in the post of Head of PE & Performing Arts at the David Nieper Academy.

Our Academy is sponsored by the Christopher Nieper Education Trust (previously David Nieper Education Trust), together with local employer partners, who are highly committed in supporting the development and achievements of our students. With a clearly defined approach to teaching, applied learning and brand-new purpose-built facilities, which opened in February 2017, we believe that this is a truly exciting time to join the academy. We are a growing academy now of 780 students 11-18 and will soon be at our full capacity of 850 students 11-18. This role is a new post due to our growing pupil numbers. Our September 2022 Ofsted Inspection graded the academy as ‘Good in all areas’, a fantastic improvement from the ‘inadequate’ Ofsted rating when we took over the academy - and we endeavour to build on this as we grow and develop further. We are currently the only academy within the Trust however the Trust is likely to grow in the very near future with a number of other schools actively looking to join.

Our aim is to raise standards, expectations, aspirations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond.

David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most being either international or national household names such as Denby Pottery, Owen Taylor & Sons Ltd, Bowmer & Kirkland, Places for People, Equip UK alongside David Nieper Ltd, are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this approach and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

If you like the sound of the academy and Trust and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by 9.30am Thursday 23rd March 2023. If you would like a conversation or tour of the academy prior to application these are warmly welcomed.

If you have any queries or would like a conversation or tour of the academy please contact Mrs Maria Barnes, HR Assistant, via email at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

Yours faithfully



Dr Kathryn Hobbs

Headteacher/ CEO

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**Christopher Nieper Education Trust**

**Head of PE & Performing Arts**

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-18

Full time position

Responsible to Assistant Head

Start: September 2023

Salary: Main Scale or UPS TLR1a

***Are you a visionary leader who wants to shape the future of young people?***

The David Nieper Academy is a newly formed academy in Alfreton. A new school building opened in early 2017 therefore this is an immensely exciting time to be joining the academy and being a key component in the future development.

Due to the growth of the Academy leading to internal promotions we are seeking a Head of PE & Performing Arts to lead on this very important area of the academy.

The successful candidate must be an inspiring role model, able to lead and work well as part of a flexible team, have excellent communication and interpersonal skills, have a ‘can-do’ attitude, be highly organised and have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people, so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

Candidates should indicate an acceptance of, and a commitment to, the Academy’s policies in relation to equality and safeguarding and promoting the welfare of children.

It is an offence to apply for this role if an applicant is barred from engaging in regulated activity relevant to children.

Please follow the below link to view the Christopher Nieper Education Trust Safeguarding/Child Protection Policy <https://davidnieper.academy/about-us/academy-policies/>

**How to Apply**

To apply please complete and return an application form along with your covering letter, clearly demonstrating your suitability for this post. CV’s will not be accepted. Send via email for the attention of the HR Assistant, Mrs Maria Barnes, [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)

**Closing date for applications: 9.30am Thursday 23rd March 2023.**

Interviews are likely to be 30th March 2023; however, this is subject to change.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

**Job description – Head of PE & Performing Arts**

The PE and Performing Arts Faculty currently teaches across Key stage 3, 4 & 5 and provides a wide range of extra curricula activities, events and experiences. The leadership of the Faculty currently comprises of a Head of Faculty (PE) and Second in Faculty (Music). The teaching staff include three teachers of PE, two teachers of Dance & Drama (also contribute to PE teaching) and a music teacher. In addition, the faculty is currently supported by a PE Assistant, a Sport Assistant and a Music Assistant.

Our results at Key stage 4 in this area are strong and we started BTEC Level 3 National Extended Certificate Sport in September 2023.

The PE & Performing Arts Faculty currently encompasses a wide range of subjects including:

Key stage 3 & 4 core PE

Key stage 4 BTEC Tech Award in Sport

Key stage 5 BTEC Sport Level 3 National Extended Certificate

Key stage 3 Performing Arts which includes Dance & Drama

Key stage 3 Music

Key stage 4 BTEC Tech Award Performing Arts Drama

Key stage 4 BTEC Tech Award Performing Arts Dance

Key stage 4 Eduqas Level 1/2 Performing Arts Technical Award (Music Pathway)

The PE & Performing Arts Faculty at David Nieper Academy

We have a very well-resourced building and faculty equipment. This includes a three-court sports hall, a separate dance studio (with sprung floor), extensive playing fields, two MUGAS, a fully equipped music room with three practice rooms.

We run a very wide range of extracurricular activities spanning all areas of our faculty. This includes a variety of different sports clubs that run at lunch and after school, along with a number of different ensembles and choirs. In addition, there are interhouse events that run throughout the year to provide additional opportunities to engage our students in competitive sport and the performing arts.

The vision of the PE & Performing Arts faculty at David Nieper Academy is to enable children from all backgrounds to have the opportunity to learn practical skills, whether that be through PE, Drama, Dance and Music. Moreover, for children to be continually challenged and have opportunities to progress to the next level of excellence.

Within the faculty it is our intention to engage and inspire pupils to develop their talent. We aim for students to increase their self-confidence, creativity and sense of achievement. The faculty feels that it is important for students to experience a variety of opportunities, both in and outside the classroom.

We are a faculty that is continually strives to offer increased opportunities to our students. Please feel free to get in touch if you have any questions.

**General role responsibilities – Head of PE & Performing Arts**

*Working with the Assistant Head*

* Effective leadership and management of all aspects of academy PE, Sport and Performing Arts provision and outcomes, allowing every student to thrive academically and socially
* To have a thorough understanding of the PE & PA curriculum
* A have a strong commitment to lead and develop extracurricular activities and uptake in all areas of the Faculty
* To act as a role model for all faculty staff, providing ongoing support, training and challenge
* To quality assure all aspects of Faculty provision acting on the findings
* To mentor and support the staff within the Faculty
* To have a continuous oversight of teaching and learning, tracking and supporting the academic progress of all students within the Faculty working at all times to the achievement of outstanding student progress and attainment
* To monitor and evaluate learner experience and quality of teaching in the faculty.

**Specific responsibilities**

**Leadership and management**

* Write a faculty development plan, set teaching and academic targets and embed a meaningful monitoring and review process
* Act as a performance manager discussing, agreeing and reviewing targets with staff
* Participate in recruitment and selection activities
* Assist in the professional development of teachers at all stages of their careers
* Supervise and support beginner teachers and ECTs
* Prepare and present information for the faculty for governor reports, as required
* Develop strong employer partnerships
* Prepare the Faculty budget request and manage the Faculty budget to ensure value for money and impact on teaching, learning and attainment
* Maintain regular and productive communication with students, parents, colleagues and partners

**Teaching, Learning and Assessment**

* Develop all leaders and teachers within the faculty to ensure teaching is consistently good and outstanding
* Support in the direction and supervision the work of Faculty assistants to ensure value for money and highly effective provision
* Quality assure the teaching, learning and assessment across the faculty
* Provide content for and where necessary deliver high quality student interventions
* Ensure that all tracking and reporting data is completed in a timely manner
* Work with the Second in Faculty to moderate and quality assure all tracking and reporting data
* Analyse ongoing tracking data preparing appropriate summary reports

**Curriculum**

* Develop and implement schemes of work for all Key Stages that inspire, challenge and enable students to make progress and achieve highly
* Analyse progress and attainment data to make data-driven changes to curriculum design, and student interventions
* Design, set and quality assure regular, meaningful and measurable assessments and homework for students
* Maintain accurate student data that can be used to make teaching more effective
* Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students

**Wider academy leadership**

* Contribute as a Middle Leader to the wider academy leadership
* Provide opportunities for staff to grow and develop
* Set a high standard through personal example
* Contribute in a variety of ways to the day to day running of the academy
* Promote the public image of the academy and support academy events

**Personal characteristics:**

1. Outstanding classroom practitioner
2. Outstanding leader
3. Hardworking
4. Enthusiastic
5. Resilient
6. Ability to inspire and lead others
7. A strong team player
8. Solution focused, looking for positive outcomes
9. Good sense of humour

**Benefits**

* Ongoing training, support and mentoring will be provided
* Free access to BUPA Employee Assistance Programme
* Free onsite Parking
* Generous discount at the David Nieper Ltd factory shop

**Person Specification: Head of PE & Performing Arts**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** | * Good Honours degree in PE/Sport or closely related area * Recognised Teaching Qualification | * Post Graduate Qualification * Evidence of further advanced study or research * Evidence of recent professional development * Leadership qualifications |
| **Experience** | * Proven successful experience teaching PE at KS3 and 4 * Proven successful experience teaching BTEC Sport * Proven successful experience of leading BTEC courses * Evidence of preparation for a leadership post * Excellent classroom practitioner * Planning and implementation of strategies which impact on raising student attainment * Practical experience of self-evaluation * Evidence of using data to track and enhance progress as well as evaluating impact of actions * Experience of supporting other staff to enhance teaching and learning * Experience working with a range of professionals | * Proven successful experience teaching BTEC Sport at KS5 * The capacity and desire to move onto Assistant Headship in due course * Experience in more than one school * Experience of Middle leadership * Experience of working with employers |
| **Knowledge** | * Sound understanding of the PE & PA curriculum * Sound understanding of BTEC courses and administration * Knowledge of key educational issues and priorities * Clear understanding about strategies to develop the quality of teaching and learning * High level of IT skills |  |
| **Teaching and Learning** | * Outstanding classroom practitioner * Good communication, planning and organisational skills * Demonstrate resilience, motivation and commitment to driving up standards of achievement * Commitment to regular and on-going professional development and training to establish outstanding classroom practice. |  |
| **Leadership and Management** | * Effective team worker and leader * High expectations for accountability and consistency * High expectations of self and others * Ability to create and lead faculty development plan aligning with the academy development plan * Ability to manage change * Ability to enable others to achieve success * Motivation to continually improve standards and achieve excellence | * Undertaken middle leadership training |
| **Organisation** | * Evidence of effective organisation of self * Evidence of effective organisation of teams/ others * Evidence of effective project management * High standard of administrative skills |  |
| **Communication** | * Ability to communicate a vision to key stakeholders both internal and external * Demonstrate excellent presentational skills * Be able to build professional relationships and work sensitively with a wide range of people |  |

## **Method of Application**

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:

* Candidate’s previous experience which will help in successfully undertaking the role.
* Personal skills to benefit the learning by students at the David Nieper Academy.

1. For any queries or if you would like to visit, please email [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)
2. Completed application forms to be returned via email for the attention of Mrs Maria Barnes, HR Assistant, at [mbarnes@davidnieper.academy](mailto:mbarnes@davidnieper.academy)
3. The academy operates a NO SMOKING policy on site.

6. Interviews - Candidates invited to interview will:

1. Have the opportunity to tour the academy
2. Meet Senior Leadership team
3. Complete a set of exercises
4. Have a formal individual interview with the selection panel.

An enhanced DBS check is required for all successful candidates that are offered a position within our Academy. If you are successful at the interview stage and you have accepted our offer of employment, then a DBS check will be started. If you subsequently withdraw from the position after accepting our employment offer, then you may be required to pay the DBS check charge.

K. Hobbs

March 2023