



# EASTERN MULTI-ACADEMY TRUST (EMAT)

HEAD OF PERFORMING ARTS, WITH KING'S LYNN ACADEMY

KING'S LYNN, NORFOLK

SALARY RANGE: MPS/UPS, TLR2B (NOT SUITABLE FOR ECT)

FULL-TIME (JOB SHARE OR PART-TIME POTENTIAL)

KING'S LYNN ACADEMY

# PRINCIPAL'S WELCOME



Dear Applicant,

Thank you your interest in King's Lynn Academy. KLA is a school that has transformed itself over the past five years, and is now one of the most over-subscribed and popular secondary schools in Norfolk. This success is built around a staff team that is dedicated, professional and exceptionally skilful, and a working environment that is happy, supportive and friendly. We work collaboratively to provide an environment that allows our pupils to be given the opportunities and encouragement they need to succeed whilst also having a clear determination to reduce the burden on any individual member of staff to the minimum possible. We believe in our motto 'Success in all we do', and defining and delivering that success for every person who comes here each day is at the heart of our work. Staff at KLA benefit from clear leadership; we believe that teachers are better when they are given enough time to prepare together, and all teaching staff benefit from 20% non-contact time as a minimum.

We know many families who have been very impressed because they have come to see us in action, then going on to choose KLA and this is equally pertinent when choosing an Academy as part of your own career. If you would like an individual tour of the school, please just let us know on 01553 774671 and we will arrange this for you. We look forward to welcoming you to King's Lynn Academy.

Please visit our website for further information on our school.

With best wishes,

**Alan Fletcher,**  
**Principal,**  
**EMAT, King's Lynn Academy**



“Together... [the leadership team] have transformed the school's culture and ethos.”

“Pupils are polite and courteous. They wear their uniforms and badges of achievement with pride. They care for one another and are respectful toward staff.”

Ofsted inspection,  
October 2018.

# OUR STUDENTS VIEW

- "Our teachers are always here for us"
- "I love this school"
- "Everyone is approachable whenever you need someone"
- "I'm always learning"
- "There's more to KLA than just lessons"

Ofsted 2018 inspection feedback.





## OUR ACADEMY

King's Lynn Academy is an 11-16 secondary based in the heart of King's Lynn in West Norfolk and is one of the fastest improving schools anywhere; a school that is transforming its sense of self-belief and ambition for a community that has never before had the officially 'good' school it so deserves. Since February of 2017, the leadership team has worked tirelessly to ensure that our pupils receive the best possible quality of teaching, support, care, guidance and safeguarding.

At King's Lynn Academy we are lucky to have an energised, skilful and committed staff who all work together to continue to make our school better. Relationships between staff, pupils and families are very strong, and our phenomenally energetic pastoral team communicate with families very proactively and their dedication to the children in our care is total. Our staff are our greatest asset, and we take their workload and home-school balance extremely seriously. All teaching staff benefit from at least twice the nationally recommended amount of non-contact time, which is provided to allow teams to plan and resource collaboratively – to ease this further we have sourced externally-written curricula for all core subjects to further reduce the amount of preparation time for colleagues.

As part of Eastern Multi-Academy Trust there are opportunities to access training programmes and qualifications to prepare for middle or senior management over time and wider opportunities to access apprenticeship programmes. The estate is bright, clean and airy with ample free parking for staff. The Academy has strong links with the community and is expecting further growth in pupil numbers in the years to come.

Due to the sustained growth in pupil numbers, and the Academy being oversubscribed the last few years and for September 2022, there is need to expand our teaching establishment to meet demand, and we currently have a number of vacancies for both teaching and support staff to meet further increases in pupil numbers at the school.

**“Everyone is enthusiastic about learning and it shows in the quality of work, the environment around school and the attitude of all.”**  
*Member of staff*



# OUR ACADEMY

## **Our Curriculum**

The curriculum at King's Lynn Academy has at its core high-quality academic subjects, supported by vibrant additional courses such as fine art, catering and sport. Class groupings are flexible and reviewed during the year to ensure personal success for all students. Our newly reviewed and improved curriculum effectively prepares students for further study and the world of work. We deliver a curriculum which ensures that progression levels into further education and training are extremely high, providing students with the best chances of employment and career success.

## **Rewards**

King's Lynn Academy has developed a framework to recognise and reward students in their day-to-day academy life. During their time here, students will be given opportunities to display the following skills and attributes, both during and outside of lessons. They will be rewarded in a number of ways, including receiving reward stickers, praise postcards and blazer badges, all of which have a points value.

A blazer badge is the top award for students who regularly display key skills and attributes, or who have been involved in an event or project and have displayed a skill in a particularly good way. Staff nominate students for blazer badges, which will be presented in reward assemblies at the end of each term. Each term, a students' total points are calculated and the top 20 students in each group receive High Street vouchers. Our Endeavour Award is presented every term to the student who, despite other challenges, comes to school with a positive attitude and ready to learn.

## **Building for the Future**

With state-of-the-art classrooms and lead learning areas, science laboratories, workshops, enterprise suite, dance, drama, music and art studios, and a dedicated hub for the teaching of English and Mathematics, we have sought to create a learning environment that will challenge all of our students and ensure that they have the opportunities to achieve to the highest possible levels. King's Lynn Academy is a great place to learn. There is an emphasis on natural light, spaciousness, visible learning and excellent social areas for students. We offer an extensive range of free, onsite activities after the academy day has finished including drama, cooking, sports and additional languages.





## KING'S LYNN ACADEMY, KING'S LYNN, NORFOLK

King's Lynn Academy is the flag-ship Academy of EMAT, the first Academy to join the Trust when it was formed in 2010 as the CWA Academy Trust. KLA is a large site providing ample outdoor learning and recreation space, parking and a recently refurbished sports hall, including a fully resourced gym.

King's Lynn is a market town in the English county of Norfolk with an estimated population of just over 50,000. Surrounded by country parks, such as the royal Sandringham estate, and close to the coast, as well as having a strong heritage in the fishing and seafood it really is in a beautiful part of the country. In addition, it has excellent train links to Cambridge and London, and Norwich and Peterborough are each less than an hours drive from the town.

King's Lynn has benefitted from a huge amount of investment in its infrastructure, and the town has embraced 'café culture', with many independent and nationally recognized brands restaurants, bars and shops being present.





# JOB DESCRIPTION- HEAD OF PERFORMING ARTS

## Main Purpose

To develop and implement a strategy for maximising achievement within the department, whilst developing high standards of engaging teaching and learning, developing staff skills and evolving a distinct and exciting curriculum through a collaborative approach. To ensure that the department operates in an efficient and professional manner in all of its work and that its priorities link closely to the strategic aims and plans of the Academy as a whole.

The duties outlined in this job description are in addition to those outlined by the latest 'School Teachers Pay and Conditions' document. The job description will be reviewed regularly and at least annually to reflect or anticipate changes to the job, commensurate with the salary and areas of responsibility

## Main Accountabilities

- Setting high standards on all areas of teaching and learning within the department, including assessment, recording and reporting and collaborating with senior leaders and colleague middle managers as required.
- Implementing the introduction and subsequent development of new technologies to support students learning and achievement.
- Leading the department development plan, its construction, targets, implementation and review.
- Ensuring that the learning environment is of a high quality and that flexibilities within the learning spaces are used to their full potential.
- Managing the finance and resources of the department in accordance with Trust policy and the principles of Best Value.
- To contribute to schemes of work and curriculum materials for the appropriate subject.
- To plan effective lessons matching the design of the lesson to the ability of the students.
- Have high expectations of students, based on a sound knowledge of their prior and potential attainment.
- To take account of the need for progression in students' learning experience.
- To ensure effective whole class, group or individuals learning opportunities for students.
- To set high standards of expectations of students' behaviour through good classroom discipline, focused teaching and productive relationships.
- To set and assess homework as an integral part of students' learning.
- To use opportunities to reinforce literacy, ICT and numeracy skills within teaching.
- To use enterprising and innovative approaches to teaching and learning when appropriate and in accord with Subject, Department and Academy Policy.
- To effectively deliver the tutorial programme.
- To contribute to the extracurricular activities programme for students.

## Monitoring and Evaluation

- To give clear and constructive feedback to students on how to move towards the next level or grade.
- To implement all subject, Department and Academy Policies regarding assessment, recording and reporting.
- Developing effective student voice
- Raising standards of achievement and attainment within the department through a rigorous learning strategy.
- Monitoring and improving the quality of teaching and learning as it affects students within the department.

## Personnel

- Working with other Department Heads as a dynamic collaborative group to develop the Academy strategically.
- Line management of department colleagues
- To work as a team member, identifying opportunities for working with colleagues and sharing good practice.
- To set an example to students and colleagues in work ethic, conduct, dress code, punctuality and attendance and promoting and celebrating the ethos of the Academy
- Leading the development of a learning culture within the department
- Anticipating, planning and making provision for future demands
- Identifying the need for and leading the process of innovation, change and improvement.
- Providing challenge, support and help to all members of the department to ensure that it is succeeding in meeting the needs of learners in respect of improving standards.
- Managing a continuing professional development policy within the subject area.
- Ensuring that all newly qualified teachers and new staff to the department are properly prepared to work within the subject through induction and oversight during their first year.
- Constructing and updating the department handbook and other documentation required.
- To take responsibility for one's own professional development and keeping up to date in subject expertise and teaching skills.
- To maintain effective working relationships with teaching and support staff.
- To be a form tutor to a group of students and be responsible for the pastoral care as appropriate.
- To keep an accurate register of attendance and encourage excellent punctuality and attendance.
- To liaise with parents as appropriate



## BEING PART OF THE EMAT GROUP

Belonging to a Trust, you will have access to a breadth of knowledge and expertise from within the network of 14 schools within the region and encouraged to collaborate with colleagues from both inside the Trust but also within the education sector and beyond. You will be part of something bigger coupled with the individual identity of leading one of our academies, its staff and its pupils into its future.

### Our investment in your success

As a member of academic staff, you will have access to:

- Regular professional development (CPD) and protected development time.
- Regular performance conversations and appraisal review.
- Access to Leadership Development Programmes, leadership and management training and career progression pathways.
- Support from our Associate team of experts providing Trust-wide guidance, training and sharing of best practice

### Benefits of joining EMAT

As a member of staff, you will receive benefits including:

- Teachers' Pensions scheme (TPS).
- Main Scale Pay and Employee (Leadership) terms and conditions.
- Salary Sacrifice for Cycle to Work.
- On campus free parking.
- Ability to purchase private health care insurance.
- High Quality Employee Assistance Programme.
- Winter Health Plan and Wellbeing options.
- Access to online user friendly payroll and Employee Information systems, giving instant access to payslips, projections and the ability to submit claims electronically.



Eastgate  
Academy



Emneth  
Academy



Glade  
Academy



Raleigh  
Infant Academy



West Row  
Academy





## EASTERN MULTI-ACADEMY TRUST

We would like to tell you more about King's Lynn Academy and the EMAT group. To arrange a visit to our academy or to discuss the role in more detail please contact us on 01553 774671.

YOU CAN APPLY VIA TES USING YOUR TES PROFILE AND 'QUICK APPLY', OR DIRECT VIA OUR WEBSITE:

[WWW.EASTERN-MAT.CO.UK/VACANCIES](http://WWW.EASTERN-MAT.CO.UK/VACANCIES)

EASTERN MULTI ACADEMY TRUST (EMAT) IS AN EQUAL OPPORTUNITIES EMPLOYER AND EMPLOYS SUITABLY QUALIFIED PERSONS REGARDLESS OF THEIR RACE, SEX, DISABILITY, RELIGION / BELIEF, SEXUAL ORIENTATION OR AGE. WE ARE COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECT ALL STAFF TO SHARE THIS COMMITMENT. ANY APPOINTMENTS WILL BE SUBJECT TO SATISFACTORY MEDICAL CHECKS, REFERENCES AND AN ENHANCED DBS CHECK INCLUDING THE CHILDREN'S BARRED LIST.

EMAT IS COMMITTED TO PROMOTING A DIVERSE AND INCLUSIVE COMMUNITY A PLACE WHERE WE CAN ALL BE OURSELVES AND SUCCEED ON MERIT. WE OFFER A RANGE OF FAMILY FRIENDLY, INCLUSIVE EMPLOYMENT POLICIES, FLEXIBLE WORKING ARRANGEMENTS, STAFF ENGAGEMENT FORUMS, EMPLOYEE SUPPORT SERVICES TO WELCOME AND SUPPORT STAFF FROM DIFFERENT BACKGROUNDS. OUR AMBITION IS TO WORK TOGETHER TO PROMOTE A MORE INCLUSIVE ENVIRONMENT AND SIGNAL OUR COMMITMENT TO CELEBRATE AND PROMOTE DIVERSITY AND WELCOME PART TIME OR FLEXIBLE WORKING APPLICANTS.