

Sir John Thursby Community College



Candidate Information Pack

Learning Leader of The Arts

Dear Applicant,

Thank you for your interest in the post of Learning Leader of The Arts at Sir John Thursby Community College, full details of the position are included in this pack.

Sir John Thursby Community College is a mixed 11-16, multi-cultural, fully inclusive school which values all students, staff and our community partners. We have over 1,100 students on roll and over 150 staff enjoying working together to provide the best for everyone. We are also fortunate to work in a fantastic building that was one of five community high schools within the Building Schools for the Future project in Burnley.

Everything we do is driven by our strategic vision and our ambition to be a truly great school. Three words are central to what we do: Belong, Believe and Achieve. We are committed to ensuring that all our students have bright futures and collectively, as a staff, we commit to our beliefs which are set out in our Strategic Vision (included in this pack).

In our latest Ofsted report in April 2023, the school was graded 'good' in every area and inspectors commented that the pupils *'enjoy attending this thriving and popular school'* and that they *'feel a strong sense of belonging to the school community.'* The report also identified that students *'achieve well'* and that *'almost all pupils successfully move on to apprenticeships, A levels or other forms of education, employment or training'.*

People and relationships are at the heart of what we do. One of our key values is that all members of our school community are known, valued and loved and we work hard to ensure this happens. We were delighted that Ofsted saw this in our relationships with our young people when they commented that *'staff know pupils very well'*. We work hard to create an environment in which staff feel a strong sense of belonging to our school, our students and our families. We are firmly committed to ensuring that all our staff have a positive work/life balance and as a result we give all our teaching staff a minimum of 20% non-contact time and staff have excellent CPD opportunities.

In our 2023 staff survey, 97% of staff were proud to be a member of our school community and 95% said that they enjoyed working at the school. Staff commented that:

- *'Leaders care and lead by example'*
- *'SJT is a great place to work'*
- *'I love being part of the SJT team and appreciate the opportunities that the school provides for its staff and pupils'*
- *'The staff are extremely positive and supportive of each other and value relationships with their students'*
- *'I do believe this is a great place to work, and I feel lucky to have this opportunity'*

We have a highly ambitious curriculum with over 70% of students following the EBacc subjects. Our results are consistently strong with students Attainment 8 and Progress 8 in line with other schools nationally.

We have a positive behaviour system which has *'high expectations of pupil's behaviour'* (Ofsted 2023).

We are proud of our achievements and continue to go from strength to strength. I would encourage you to come and visit SJT to see why we all believe that it is a special place to work and make a difference. Please contact Leanne Barwell, Headteacher's PA (l.barwell@sirjohnthursby.lancs.sch.uk) to arrange an appointment. We look forward to receiving your application and please contact us if you would like any further information.

Yours Sincerely,

R Browning

Rob Browning
Headteacher

Learning Leader of The Arts

Preferably a Teacher of Art

MPS/UPS + TLR 2.2 (£5351)

Required from 1st September 2024

As part of our journey to become 'a truly great school', we are looking for a highly effective and motivated Learning Leader to join our dynamic and successful Arts department. Building on our current success, where we have seen Grade 4+ results almost double over the last few years, we wish to invest in an exceptional leader in order to support our ambition to be in the top 20% of schools nationally. The successful candidate will be an excellent classroom teacher with the vision and expertise to lead the ongoing improvement of students' outcomes in The Arts which includes Visual Arts, Music, Drama, Photography and the arts award.

At SJT we value and care for all our staff and take staff well-being seriously. This is reflected in our generous 20% non-contact time that we give to all our staff have and our commitment to reduce marking and planning workload. We also recognise the challenges of working in a school and we are open to discussions around flexibility of working.

The arts team works with creativity and relentless determination to ensure that our students achieve their ambitious targets. Our excellent facilities help to support the outstanding learning that takes place every day and we are proud to offer a full artistic and creative curriculum for Art, Music and Drama as well as the Arts Award right up to year 9, with students taking options to study GCSE Art, Music, Drama and Photography at GCSE. We are also proud of our recognition as an Arts Mark Platinum school and we are looking for someone who can work with the team to continue this commitment and ambition for the arts across our school.

Sir John Thursby Community College is a good school, and we are passionate about and ambitious for our students. We value and care for our staff and seek to abandon anything that hinders the preparation of great lessons and creates unnecessary workload.

Our last Ofsted in April 2023 noted that, "Pupils enjoy attending this thriving and popular school. They feel a strong sense of belonging to the school community. Pupils achieve well and almost all successfully move on to apprenticeships, A levels or other forms of education, employment or training. Staff have high expectations of behaviour and know pupils very well."

Our beautiful, state of the art building ensures that our students and staff have the best learning environment in which to achieve. We are a very positive community, with our recent staff survey showing that over 95% of our staff enjoy coming to work and are proud to be part of our school. At SJT we view the professional development of all staff as a priority and our innovative, research based CPD enables all staff to continually improve, wherever they are in their career.

We are looking for a teacher who shares our drive and passion to inspire our students with the love of their subject and has the motivation and expertise to:

- Take responsibility for the leadership of the Arts department
- Ensure that achievement rises in the department by effective analysis of student performance and through the delivery of an appropriate and inspiring curriculum

The successful candidate will fully embrace our ethos of 'Belong, Believe, Achieve' whilst bringing fresh ideas that will build on current strengths and achievements through:

- Outstanding classroom practice and an ability to engage all young people.
- A commitment to contribute to our extra-curricular programme.
- The ability to motivate students of all abilities to achieve their full potential.
- A passion and commitment to raise standards and achievement.
- The ability to work and contribute as part of a team.
- Commitment, resilience, patience, hard work and a good sense of humour.
- The willingness to do what it takes to achieve our goals.

We welcome visitors to the school. To arrange a time to visit and meet with the headteacher please contact his PA Leanne Barwell (email - l.barwell@sirjohnthursby.lancs.sch.uk. or telephone 01282 682313 ext: 21009).

Further details and application form are available from the college website or Lynsey Clayton (on behalf of the Headteacher) as detailed below.

- **Website:** www.sirjohnthursby.lancs.sch.uk
- **Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT Tel: 01282 682313**
- **email** l.clayton@sirjohnthursby.lancs.sch.uk

Please submit your completed application form (on the version supplied with this vacancy) to Mrs L Clayton: l.clayton@sirjohnthursby.lancs.sch.uk

Closing date: 9am Friday 19th April 2024
Shortlisting: Monday 22nd April 2024
Interview date: Friday 26th April 2024

Job Description

Job title: Learning Leader - The Arts

Salary: MPS / UPS plus TLR 2.2 £5,351pa

Contract type: Full time permanent

Reporting to: Leadership Team line manager

Accountable for: Achievement, Teaching & Learning & Curriculum within subject area/s:
The Arts

MAIN PURPOSE

Our aim is to establish a truly great school, where outcomes for students place it in the top 20% of schools nationally. The role of the Leader of Learning, under the direction of their line manager and the headteacher is:

- To take responsibility for the leadership of the Arts department
- To ensure that achievement rises across all subjects in the department by effective analysis of student performance and through the delivery of an appropriate and inspiring curriculum

Duties and responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Key tasks

1. To build, develop and lead an effective team of staff
2. To develop the long and medium-term planning for the department
3. To evaluate the effectiveness of the subjects in the department – in terms of outcomes for students & quality of teaching
4. To ensure that schemes of learning are in place and regularly reviewed
5. To decide in liaison with their line manager the most appropriate examination syllabuses for the subjects in the department & to enter students for the appropriate qualifications
6. To track and monitor the progress of students within the subject/s, and report this regularly to their line manager and to the leadership team; to ensure effective interventions are in place to raise standards for under-achievers

7. To ensure that the needs of students with English as an Additional Language, Special Educational Needs or Disadvantaged students are met within the subject/s
8. To ensure that accurate and robust assessment of students attainment is in place
9. To be responsible for maintaining excellent standards of teaching and learning across the department.
10. To ensure appropriate CPD for the staff in the department
11. To ensure that a positive climate for learning is evident throughout the department
12. To contribute to pastoral curriculum when appropriate
13. To ensure that students within the department have a voice
14. To contribute to the school improvement through the weekly learning leaders meeting
15. To appraise staff through the annual appraisal processes
16. To conduct return to work interviews with their teams
17. To manage resources effectively in their department (including budget management)

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Rob Browning

March 2024

Person Specification – Learning Leader of The Arts

Attributes	Essential	Desirable	How identified
1. Qualifications	<ul style="list-style-type: none"> QTS Degree 	<ul style="list-style-type: none"> Recent relevant INSET in preparation to lead/manage a department. 	Application form
2. Experience	<ul style="list-style-type: none"> Clear evidence of excellent teaching over time Clear evidence of positive outcomes from Y11 classes Substantial experience of teaching across the whole ability range of students Substantial experience of teaching across the 11-16 age range of students Evidence of planning long & medium term schemes of learning 	<ul style="list-style-type: none"> Experience of leading a team of people in a positive, effective manner Experience of leading CPD or working with individual teachers to improve the quality of their teaching 	Application form Supporting letter Selection process References
3. Skills and knowledge	<ul style="list-style-type: none"> Clear understanding of how to accurately assess student progress Clear understanding of new KS4 specifications Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 Clear understanding of what makes excellent teaching Clear understanding of how to analyse and use data to raise achievement Clear understanding of how to meet the needs of all students An ability to plan strategically 	<ul style="list-style-type: none"> Understanding of how to raise achievement for Disadvantaged students 	Supporting letter Selection process
4. Personal qualities	<ul style="list-style-type: none"> A passion to make a difference to young people's lives through education Ability to build effective working relationships Enthusiastic, resilient & solution focused An effective team member, who works well with other people An ability to build effective teams and motivate others To like young people and to be liked by them A drive to make things happen 	<ul style="list-style-type: none"> Aspiration for Senior Leadership 	Supporting letter Selection process References

	<ul style="list-style-type: none"> • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Confident using modern technologies • Sense of humour 		
5. Other	<ul style="list-style-type: none"> • Application form completed in full • Letter of application (max 2 sides A4, font 11) • Enhanced DBS disclosure • Satisfactory health check 		<p>Application</p> <p>School checks</p>

SIR JOHN THURSBY COMMUNITY COLLEGE STRATEGIC VISION AND VALUES 2022-2025

Being a truly great school through..

OUR CORE PURPOSE

- To be a community-centred school, where all students achieve the academic & creative success needed for further study and employment
- To support social mobility and to make a positive difference in the lives of our students and their families
- To enable our young people to become confident, resilient, informed, adaptable and caring members of society

MEASURING IMPACT

- Our students' outcomes place our school in the top 10% of similar schools
- Our teachers consistently deliver our curriculum effectively
- Our attendance will be at least 97%

THE SJT LEARNER



OUR VALUES

- We are ambitious for our students
- We value and invest in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are known, valued and loved
- We are inclusive & support diversity
- Our families play a key role in supporting our students to be successful
- A great education includes learning & experiences beyond the classroom
- All of us at SJT have the capacity to improve what we do

OUR STRATEGIC PRIORITIES

1. To deliver a well-structured, knowledge-rich curriculum that enables our students to be successful in their next stages in learning and development
2. To ensure that all our students have the literacy skills needed to access the curriculum effectively
3. To ensure that our teaching is engaging and is responsive to the needs of all students
4. To ensure that the assessment of our students is accurate and enables gaps in learning to be addressed
5. To ensure that all our learners are 'Ready, Respectful and Safe'
6. To stop doing anything that prevents us from delivering great lessons and that creates unnecessary workload
7. To support the emotional well-being of our school community
8. To ensure that Leadership at all levels is highly effective



BELONG BELIEVE ACHIEVE

Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: www.sirjohnthursby.lancs.sch.uk

Completed application forms should be returned by the closing date to Lynsey Clayton l.clayton@sirjohnthursby.lancs.sch.uk

CV's will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2023 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - [Burnley by Drone - YouTube](#)

For an interactive tour of SJT follow this link - [Sir John Thursby Community College - Interactive Tour of SJT](#)

If you have any questions please do not hesitate to get in touch.



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