



# Application Pack

## Teacher of Art

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UNITY SCHOOLS TRUST

*Excellence through collaboration*



# Welcome from the CEO

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Our vision is to be a community where, by working in partnership together, we are able to deliver the best possible opportunities and outcomes for all of our students. Our motto- Excellence through collaboration– encapsulates our belief that cooperation and teamwork enable us all to grow and develop into the best version of ourselves.

Excellence is realised in many ways, not least through the achievements of the students in our schools. However, it is also seen through the relentless focus of our staff on delivering the highest standards of teaching, learning and student support which enable those successes to be accomplished. As a learning community we believe that every day presents a new opportunity to gain



fresh insight and understanding and to implement newly acquired knowledge and experience for the benefit of all.

Our curriculum model has been designed to encourage the development of confident, independent, learners with the skills and comprehension necessary to succeed in an increasingly competitive world. In conjunction with the extensive enrichment

opportunities provided by the schools within the Trust our students are able to grow in maturity and understanding.

We are an outward facing Trust with strong links in our communities where we engage in partnership work with many of our feeder primary schools. We have a particular specialism in the promotion of science and scientific discovery and regularly support the production and delivery of the primary curriculum in this area.

I hope that you will find the information in this document helpful and informative but please do get in touch for further information. I look forward to the opportunity to speak with you directly about working with us.

**Michael del Río**  
**Chief Executive Officer**

# About Unity Schools Trust

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Unity Schools Trust is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The Trust is currently responsible for the education of over 1800 children supported by more than 230 staff. Our schools are located in Staines-upon-Thames and Woking.

## **Ethos and Values**

The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Greek philosopher, Aristotle, believed that excellence came in both intellectual and moral forms. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge. Furthermore, the Trust seeks to promote the development of positive 'habits' through a wide range of character-building opportunities. When combined, we believe that these two elements support the development of the whole person enabling us to be the best version of ourselves. Our vision is *to be an outstanding learning community where together we learn to know, to do, to be and to live together.*

## **Our Objective**

The Academy Trust's primary objective, as stated in its articles of association, is 'to advance for the public benefit education in the United Kingdom'. Unity Schools Trust is listed as a charitable company limited by guarantee at Companies House.

## **Partnerships**

A significant part of the Trust's work is in the forging and development of partnerships with neighbouring schools. This includes primary liaison work and support for the provision of specialist subjects. The Trust's work in fulfilment of its objective through collaboration involves sharing people, sharing resources, sharing ideas and sharing progress.

## **Services**

The Trust provides core support in a number of areas to all of its constituent academies including school improvement activities, finance, ICT and operations.

# Why work for UST?

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## Employee Benefits

- 🎨 Learning and Development opportunities
- 🎨 Free use of school gym at specified times
- 🎨 Reduced gym membership at Eastwood Sports Centre
- 🎨 Access to Employee Assistance Programme (EAP)
- 🎨 Free on-site staff parking
- 🎨 Free tea and coffee available in the staff room
- 🎨 Scheduled Wellbeing weeks
- 🎨 Allowance for running after-school enrichment activities
- 🎨 Enrolment into the Teachers' Pension Scheme or Local Government Pension Scheme (Support staff)



# What our employees say...



From trainee teacher to Assistant Head of School, my journey with the school and UST has been rewarding. Their faith in my abilities and the developmental opportunities provided have accelerated my career progression. I've always felt part of a supportive network and look forward to our future.

**Jamie Foster, Assistant Head of School**

I began my journey at Bishop David Brown School (BDB) as a Teaching Assistant, which inspired me to become a teacher. After teaching elsewhere, I returned to BDB as Head of Humanities.

BDB's support for my professional development has been outstanding, helping me progress from Middle to Senior Leadership. The school's family-like atmosphere and supportive staff create a harmonious environment where everyone thrives.

During my time at BDB, I've witnessed its growth and evolution into a motivated and purposeful workplace. The school's student-centric approach fosters a keen interest in learning and high achievement among students.

BDB's support for staff at different career and life stages is commendable. As a new mother, I received excellent care during my pregnancy and maternity leave. My return to work was handled sensitively, and I've been supported in balancing my home and school responsibilities, allowing my career to continue to flourish.

Being part of UST provides access to a wider pool of knowledge and experience. The opportunity to visit other schools and share good practices is a highlight of my role.

**Rachel Gomm, Deputy Head of School**

If I were to describe TMC school in three words, I would say: dedicated, supportive, thriving!

The senior leadership team is committed to achieving academic excellence and fostering a safe learning environment, making work and learning enjoyable for both teachers and pupils.

The school's nurturing and inclusive environment is reflected through the recently revamped curriculum to make it more diverse, ambitious and engaging. I am quite impressed by the ways pupils are consistently provided opportunities to explore and excel through classroom learning and extracurricular activities. The focus on literacy is at the heart of the school and is channelled through tutor time and classroom discussions and tasks. I am thoroughly enjoying working at this school, where potential and passion not only find a place but also become achievable.

**Kiran Gull, School Literacy Lead**

***"The school is a calm and happy place for pupils to learn. Pupils value their teachers highly. Relationships between pupils and staff are very respectful"***

**Bishop David Brown School, Ofsted January 2019**



# Job Description



Bishop David Brown is passionate about providing a well-rounded education for its students, not only academically but culturally and artistically. This is provided through its diverse and rich curriculum that makes a major contribution to the students' moral and cultural development.

We are proud of the school's cultural and ethnic diversity and the vibrant community that this has created. Links with our local community are vital and the school works closely with parents/carers, other schools and local organisations to achieve this.

The students and staff are committed to transforming our school into one which is exceptional. At Bishop David Brown School we want all students to be challenged in order to achieve academic success. We aim to give students opportunities and experiences to learn beyond the classroom and we strive to ensure all our students feel happy and safe. This has been reflected in our most recent 2019 Ofsted inspection which resulted in a 'Good' result.

Bishop David Brown is part of the Unity Schools Trust which is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge and engendering the positive habits which support future development.

If you think you can make a positive and confident contribution to our team, we would be delighted to hear from you.



***"Leaders have developed outstanding provision for pupils personal development and welfare. Pupils are very well cared for. They feel safe at school."***

**Bishop David Brown School, Ofsted January 2019**

# Teacher of Art

**Job Type:** Full-time, Permanent

**Start date:** September 2024

**Salary:** M1 to UPS3 dependent on skills and experience

**Closing date:** 20<sup>th</sup> March 2024

**Interviews will take place:** TBC

At Bishop David Brown, we are guided by our vision of *Enabling All To Excel* and are relentless in our work to ensure that our students achieve their full potential.

We are looking for an enthusiastic and committed Art teacher who is determined to make a difference to the lives and futures of our young people. This is an exciting opportunity for the right candidate to really have an impact and shape the Art department, as the school continues on its journey to exceptional. Applications are welcome from those new to the profession or experienced teachers. There is potential for outstanding candidates to take on a departmental leadership role.

We are seeking to recruit an Art teacher to:

- Ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps
- Develop and deliver inclusive, inspiring and enriching Art lessons in our well-resourced and excellent facilities.

As the successful applicant, you will have:




- Evidence of successful Art teacher to KS3 and KS4 students
- An ability to develop and sustain successful relationships with pupils and colleagues
- Enthusiasm and drive with a passion for changing young people's lives

# Job Description

<b>Job Title:</b>	Teacher of Art
<b>Accountable To:</b>	CEO & Board of Trustees
<b>Responsible To:</b>	Head of School

Art at Bishop David Brown School continues to go from strength to strength, we are looking for a dynamic classroom practitioner to join our team. You must be able to demonstrate high quality teaching, a passion for your subject, strong subject knowledge and the ability to establish positive relationships with our amazing students. There is potential for outstanding candidates to take on a departmental leadership role.

## We are seeking to recruit a Art teacher to:

-  Ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps
-  Develop and deliver inclusive, inspiring and enriching Music lessons
-  Provide high quality teaching and learning through the planning, teaching and classroom management relating to the specified curriculum area and working as part of the team to enable the school to meet its targets for improvement and success

## **Main Duties and Responsibilities:**

- Provide high quality teaching in the subject area whereby students make good or outstanding progress in lessons and are suitably challenged
- Actively promote student achievement through frequent teacher and peer assessment and evaluation
- Actively seek contact with parents and carers to keep them informed of student progress
- Maintain good order and discipline amongst students, safeguarding their health and safety on and off the site
- Keep a planning and assessment folder, use schemes of work and a variety of resources and approaches
- Present and set homework regularly and mark work in line with department and school policy
- Reflect on and review individual teaching methods and work
- Consolidate and extend learning and get students to take responsibility for their own learning
- Ensure assessment, recording and reporting practices are maintained at a high level that contribute to student progress
- Provide high quality reporting to stakeholders



- Preparation of schemes of work and lessons
- Principles and practices of effective teaching and learning
- Contribute to the development of teaching and learning materials
- Keep well informed with regards to contemporary issues in teaching and learning

#### Other Duties

- Be aware of and comply with all UST / school policies and procedures especially those relating to safeguarding, health and safety, confidentiality and GDPR / data protection
- Support and maintain collaborative, productive working relationships with all staff and professionals from outside agencies to support students learning and well-being
- Execute any other tasks that may be reasonably requested by the Head of School/CEO.
- Uphold confidentiality at all times.
- Advocate for and protect the welfare of children and young people within the school.

#### Health and Safety

- Participate in Basic First Aid training and attend refresher courses as necessary.
- Understand and uphold personal responsibilities for Health, Safety, and Welfare, considering the impact of your actions or lack thereof on others.
- Collaborate with the employer on all matters pertaining to Health, Safety, and Welfare.

#### Continuing Professional Development

- Engage in an introductory programme that incorporates safeguarding training.
- In collaboration with your line manager, assume responsibility for your professional growth, staying informed about any changes relevant to your role.
- Undertake suitable training to support the execution of 'specified work', fostering skills pertinent to your position.
- Sustain a professional portfolio of evidence to back the Performance Management process, focusing on evaluating and enhancing your own practice.

**This job description is a guide, not a limit. We encourage your initiative and innovative ideas to shape your role and help us achieve our mission meaning the post holder may be required to do other duties appropriate to the level of the role.**

# Person Specification

	<i>Essential</i>	#
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>Degree Level qualification</li> <li>QTS Status</li> </ul>	<ul style="list-style-type: none"> <li>Post Graduate qualification</li> <li>Relevant professional development over the last 2 years</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>Recent experience of teaching to all Key Stages</li> <li>Experience of teaching across at least two Key Stages in training</li> <li>An understanding of the use of assessment to inform planning</li> <li>Experience of performance management cycles and systems</li> <li>Some experience of understanding and interpreting data to identify and act upon underachievement and underperformance</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and understanding of current curriculum developments</li> <li>Ability to teach a second subject - preferably Drama and/or Dance (alternatively RS, MFL, DT or Art)</li> <li>Promotion of the subject area across curriculum</li> <li>Knowledge of changes to SEND</li> </ul>
<b>Skills and Aptitude</b>	<ul style="list-style-type: none"> <li>Able to teach to Key Stage 4</li> <li>Excellent organisational, planning and interpersonal skills</li> <li>Ability to take initiative, lead, motivate, inspire and support students to achieve excellence</li> <li>Ability to ensure that technologies are used effectively to improve learning</li> <li>Able to use a range of strategies for creating a positive climate for learning</li> <li>Evidence of good/outstanding classroom practice with a proven record or exam success</li> <li>Knowledge and understanding of current curriculum developments</li> <li>Ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students</li> <li>Ability to inspire young people to learn and engage parents in supporting student learning</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to be involved in extended curriculum opportunities across the school</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Ability to work collaboratively and effectively within a team environment</li> <li>Able to liaise appropriately and sensitively with colleagues, students, parents and carers</li> <li>A commitment to diversity and equality</li> <li>A professional approach in all areas of work</li> <li>A commitment to inclusive education</li> <li>A commitment to the safeguarding of children and young people</li> </ul>	

# Application Process

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To apply please complete our application form that can be found by visiting the vacancies section of our website <https://unityschoolstrust.co.uk/current-vacancies/>.

For further Information or to arrange a school visit please contact:

Bishop David Brown School, Albert Drive, Woking, Surrey, GU21 5RF

Email: [recruitment@unityschoolstrust.co.uk](mailto:recruitment@unityschoolstrust.co.uk)

Website: [www.bdb.surrey.sch.uk](http://www.bdb.surrey.sch.uk)

Telephone: 01932 349 696

The Unity Schools Trust reserves the right to interview suitably qualified candidates ahead of the application deadline where appropriate.

Please note that a CV will not be accepted in place of our application form as they do not meet our assessment criteria and commitment to equal opportunities.

## **Applicants with disabilities**

Applicants with a disability may request and return the application on tape, large print or as a word document. If you have a disability (as defined by the Equality Act 2010, as amended from time to time) you will be invited for interview if you meet the essential criteria for the position. If you are invited for interview we will try to meet any special requirements that you may have, but it is essential that you let us know as soon as possible to enable us to make the necessary arrangements to accommodate your needs.

## **Disclosure & Barring Service Check (DBS)**

An Enhanced DBS Clearance is required for all positions. Candidates are advised that a criminal record will not necessarily be a bar to obtaining a position in the school and each case will be considered on its merits. It is illegal for anyone barred from working with children or young people by the DBS, to work or apply to work with children or young people. Further information is available on the UST website (vacancies) regarding disclosing criminal record information on your application form.

## **Recruitment monitoring**

Monitoring of equality information in the recruitment and selection process is vital to our policy development and ensuring equal opportunity in our processes and throughout our workforce. All applicants are required to complete the recruitment monitoring page.

*The Unity Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to an Enhanced DBS check and other pre-employment check. Candidates selected for short-listing should be aware that online searches may be done as part of the UST due diligence checks.*





**Chief Executive Officer:** Mr M del Rio MTH, BScEcon (Jt Hons), PGCE, NPQH

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Unity Schools Trust is a charitable company limited by guarantee and registered in England and Wales with company no. 07692130  
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