



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

TEACHER OF ART & DT
APPLICANT PACK

JANUARY 2025

INTRODUCTION

Dear Candidate,

We are delighted to welcome applications for the permanent role of Teacher of Art & DT at Hartford Church of England High School. Our school is a great place to work! We have brilliant students, talented and committed staff and supportive parents. Our most recent Ofsted inspection in June 2023, demonstrated that we are a good and improving school and our ambition is to make Hartford Church of England High School an outstanding place to learn and work.

Within the Design Technology department and Art department, we aim to inspire students to develop both technical and practical competencies, along with the wider skills highly valued by employers. Our priority is to cultivate creative problem solvers who are fully aware of the exciting opportunities within the STEM industry.

Our curriculum is built on a foundation of knowledge and skills, explicitly integrated into every lesson. Through innovative, research-based teaching, we incorporate cutting-edge technology and mirror modern industrial processes, while preserving the best of traditional practices. We are committed to delivering a curriculum where students produce high-quality outcomes, preparing them for success in their future education and careers. Additionally, students will explore the social and ethical responsibilities of designers and engineers, emphasising resource management and environmental impact.

The Design Technology department is exceptionally well-resourced, featuring purpose-built rooms including two workshops, a fully equipped Food Technology room, and CAD/CAM suites, all housed in a modern, newly completed building.

In the Art department we encourage students to explore their creativity, develop technical skills, and engage in personal expression through a variety of artistic media. Students have the opportunity to work in areas such as painting, drawing, sculpture, and mixed media. with a strong emphasis on refining their individual style and conceptual thinking. Students develop a thorough understanding of critical and contextual studies.



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

The Art department is equally impressive, consisting of three dedicated Art rooms that provide a dynamic and inspiring environment for students to explore a wide range of artistic techniques and mediums. Both departments are committed to fostering creativity and innovation, offering students the tools and resources they need to excel in their practical and creative work, while preparing them for the next steps in their academic and professional journeys.

Aside from the curriculum, we focus on the importance of personal development, high expectations and care for one another across the school community. Our newly formed Family System, pastoral teams and SEND hub support this philosophy. All that we do is centred around our core HART values of Happy, Achieving, Ready, Together, built on the Christian foundation of Love (caritas) and Truth (veritas).

Our school is blessed with exceptional facilities across a large and growing site and is oversubscribed year on year. We have children who are enthusiastic to learn and who are great to teach. We have hugely supportive parents and committed staff and governors. Our school is at the centre of the community in Hartford and we are constantly looking to strengthen our commitment to one another, no matter what stakeholder we are. We have extremely close working relationships with the Diocese, local authority and our colleagues in other schools.

If you share our vision and values and are determined to bring out the best in young people, providing them with the best possible educational experience, we want to hear from you!

Should you choose to apply for the role of teacher of Art & DT, I look forward to receiving your application and hopefully welcoming you to Hartford Church of England High School in the near future.

Rachel Pickerill

Headteacher



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

KEY INFORMATION

Job role: Teacher of Art & Design Technology - We welcome applications from candidates with a specialism in either Art or Design Technology.

Starting Date: 1st September 2025

Salary: MPS/UPS

Contract Term: Permanent

Closing Date: 9am Monday 3rd February 2025

Interviews: Wednesday 5th or Thursday 6th February 2025



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CHURCH OF ENGLAND
HIGH SCHOOL

JOB DESCRIPTION

Teacher -UPS/MPS

The role of a teacher at Hartford Church of England High School is to contribute to raising standards of achievement and attainment through supporting and embracing the ethos of the school. The teacher will work collaboratively with colleagues to ensure the highest standards of curriculum planning, teaching and behaviour management. They will ensure the standard of education that students receive continually evolves and improves to meet the needs of all children in their lessons. They will have the highest aspirations for the attitudes to learning of all students, ensuring every young person achieves the best possible outcomes.

A teacher at Hartford Church of England High School will be highly motivated and innovative with an ability to enthuse, encourage and inspire staff and young people alike. Prior to their appointment at Hartford Church of England High School, teachers will have gained skills, knowledge and experience in their subject specialism(s). They will have outstanding communication skills possessing the ability to effectively enthuse and challenge young people in equal measure. Good teamwork, the highest of standards, determination and resilience will have been at the core of their success in their education and/or career to date. These skills will be at the heart of their role as teacher at Hartford Church of England High School in the future.

Teaching, Learning and Assessment

Teachers at Hartford Church of England High School are responsible for ensuring that the highest standards of teaching, learning and assessment are provided across their subject specialism(s).

Teachers will:

- Ensure that all students fulfil their potential by creating a culture of high expectations, aspirations, ambitions and scholastic excellence within their lessons
- Have secure and up-to-date subject knowledge and related pedagogies so that teaching and learning is consistently engaging, appropriately challenging and suitably differentiated with all students making at least expected progress. These include SEND, EAL and high attaining students
- Ensure that assessment information is used to plan appropriate teaching and learning strategies, in order that all students make at least good progress and achieve well
- Keep up to date with the assessment requirements and arrangements for the subject(s) taught
- Ensure that spoken and written assessment is both regular and thorough to enable students to make continuous progress
- Apply the school's policy for marking and feedback, providing students with effective feedback and next steps for learning



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

- Work alongside the Curriculum Leader(s) to implement strategies to address the underperformance of individuals and groups of students
- Set effective and meaningful homework in line with school policy
- Where necessary, provide high quality remote work for students that reflects the school's curriculum
- In line with the school's policy, maintain high standards of behaviour both within the classroom and beyond, consistently and fairly
- Assist in the development of appropriate schemes of learning and resources for the subject area
- Promote excellent student attendance and punctuality to lessons, ensuring that accurate and prompt registers are taken
- Ensure equality of opportunity and recognition of diversity are promoted through teaching, learning and assessment.

Wider Professional Responsibilities

The Teacher will contribute significantly to the wider running of the school. They will:

- Play a full part in the life of the school community, supporting the Christian distinctiveness of the school, and contributing to the school's vision, values and ethos in and out of the classroom
- Support the school in meeting its legal requirements for worship
- Be a reflective practitioner who is both adaptive and committed to improving their practice through appropriate professional development opportunities including mentoring and/or coaching
- Be a positive and professional role model for all students and staff
- Manage and organise the classroom environment efficiently and effectively to ensure that all health and safety regulations are met
- Ensure the effective and efficient deployment of classroom support
- Share good practice across the Faculty and, where appropriate, across the school
- Contribute to the planning and delivery of extra-curricular activities, including contributing to the school's revision programme
- Know, understand and follow whole school policies and apply them consistently, including those relating to safeguarding and well-being, in accordance with statutory provisions and school policy



- Ensure any concerns regarding students' welfare and safeguarding are communicated to the relevant senior member of staff and understand that safeguarding is the responsibility of all staff
- Support the pastoral provision within the school by being a form tutor and fulfilling responsibilities as requested by pastoral colleagues
- Attend regular school meetings within the directed time budget
- Carry out supervision duties as directed through the school duty rota
- Liaise effectively with parents, carers and other stakeholders
- Actively engage in the School Appraisal process
- Attend school events and activities as appropriate to the role of teacher of a given subject.

Hartford Church of England High School is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the school on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to our Church of England ethos and Christian distinctiveness.

The functions and specific responsibilities of this job description are to be undertaken in conjunction with the duties of a teacher as defined in the Teachers' Pay and Conditions Document. The responsibilities and duties will be reviewed and modified as any government guidance evolves.



HARTFORD
CHURCH OF ENGLAND
HIGH SCHOOL

PERSON SPECIFICATION

Teacher of a Subject - Person Specification

	Essential	Desirable	Evidence
Qualifications and Experience	<ul style="list-style-type: none"> Degree Teaching qualification in a specialism in Art or DT Record of excellence in the classroom Contribution to curriculum planning, development and evaluation Strong track record of one's own continuing professional development 	<ul style="list-style-type: none"> Successful teaching experience in both Art and DT, including the teaching of subject to GCSE level Post-graduate certificate Relevant in-service training e.g. relevant NPQ 	<ul style="list-style-type: none"> Application Interview
Special Aptitudes	<ul style="list-style-type: none"> Excellent teaching ability, commanding respect of students and colleagues Excellent use of IT in education Ability to generate enthusiasm for the subject (s) and for learning in general Ability to plan, organise, review and adapt Up to date on current educational issues including having a clear understanding of developments in the subject area Experience of leading and/or supporting extra-curricular activities 	<ul style="list-style-type: none"> Ability to innovate and manage change. Experience of leading initiatives beyond their own classroom. Experience of the role of form tutor 	<ul style="list-style-type: none"> Application Interview



	Essential	Desirable	Evidence
Interpersonal Skills	<ul style="list-style-type: none"> Fully committed to the Christian ethos of the school Inspirational Ability to forgive and move on Ability to challenge and support students and staff Excellent spoken and written communication skills High expectations Commitment to school improvement Team worker Independent worker Resilient under pressure Excellent attendance Flexible 	-	<ul style="list-style-type: none"> Application Interview
Safeguarding	<ul style="list-style-type: none"> Willingness to consent to apply for an enhanced disclosure CRB check Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people, including the mental health of young people 	-	<ul style="list-style-type: none"> Application Interview



OUR SCHOOL VALUES

H

HAPPY

Showing respect to one another.
Looking after our mental and
physical wellbeing.

A

ACHIEVING

Working towards our goals,
both academic and extra-
curricular. Showing resilience
and not being afraid to fail.

R

READY

Being punctual, equipped
and ready to learn every
day. Wearing our uniform
with pride.

T

TOGETHER

Working together in all
things - building a school
family characterised by
tolerance and kindness.

LOVE 'CARITAS' & TRUTH 'VERITAS'

"My command is this: Love each other as I have loved you."

"In the same way, let your light shine before others, that they
may see your good deeds and glorify your Father in heaven."

John 15:12 and Matthew 5:16



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