

Teacher of Art and Design Technology

Weavers Academy

'Striving for success, focusing on learning'.

You can find out more at:
www.creativeeducationtrust.org.uk

Dear Colleague



Whether you are just browsing or actively looking, I am pleased that you have shown an interest in Weavers Academy. I understand what a difficult decision moving schools can be so whether you have made up your mind or you are just seeing what is out there, we are happy to talk or meet with you to ensure you make the right choice. We value transparency. This is more to us than a business transaction!

I am excited to be recruiting for the post of Teacher of Art and Design Technology to join us at our forward thinking and positive school, Weavers Academy, Wellingborough.

Having achieved a 2022 Ofsted grading of 'good', in all areas including leadership, inspectors found that pupils are proud of Weavers and as a result behave well in lessons and around the school. The academy has pursued a rigorous and continuous programme of educational improvement which can be seen and measured throughout the academy. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

We are committed to ensuring that all students reach their full educational potential. This comprises of our 4 key curriculum areas in Academic, Ambition and our Co-curricular & Extracurricular programmes. Our curriculum development has resulted in a highly effective and sequenced curriculum that provides a secure platform ready for expert delivery.

Our ethos and values are underpinned by our vision, 'Striving for success, Learning with PRIDE'. 'Learning with PRIDE' helps identify the values that students and staff should embody in order to be successful, lifelong learners. Perseverance, Respect, Independence, Determination and Engagement are values we develop in our students and expect in all staff. This ethos drives us forward, every day.

We are proud of the co-curricular and extra-curricular programmes that all staff play an active part in, that means over 1300 pupils per week have access to high quality and planned additional activities. The options range from skiing to singing, chess to climbing and performance options to provisional driving licence preparation. We are very proud to show you and find out what you might offer!

We have a commitment to staff development, and we have put in place a detailed programme of profession development that provides weekly CPD for staff. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and drive student progress.

You can find out more at:

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We would welcome applications from staff who are experts in their field and are determined, independent and highly engaged. You will be joining a highly effective team with a collective focus to improve student achievement by providing a positive culture. You will need to be a team member, undertaking duties as required to meet the needs of the school, students and the team.

Yours sincerely

Jon Hunt
Principal

For further information and an application form please visit our website (we are in the process of updating and improving our online provisions): www.weaversacademy.org.uk
Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 14,500 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

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ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities, and we strive to provide an inclusive and expansive education for all of the young people in our care.

Our on-site facilities include:

- Multiple Sports Fields
- Extensive Multi-Use Games Area
- School hall with stage, equipment with auditorial technology
- Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in all classrooms;
- Modern and open-plan library with wide range of reading materials
- Brand new gym facilities
- 3 large sport halls
- Bespoke 6th Form Centre
- Leadership Hub



Summary of Weavers Academy's Progress

- The atmosphere in lessons is positive. Pupils respond well to the challenges provided by teachers.
- This is a school where staff care for pupils and are determined that they will succeed.
- The way that behaviour is managed has improved the standard of behaviour across the school.
- **Ofsted GOOD – May 2022**

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that they excel and give our students the education they deserve.

We are committed to providing our staff with the highest quality support and challenge to ensure that we excel and give our students the opportunities and provision they deserve. Senior leaders are encouraged where possible to sit on the academy council of another CET school which is a very valuable experience.

Each of the Creative Education Trust's schools benefit from a comprehensive programme of support and challenge, including working with former HMIs.

On a Wednesday afternoon, all staff take part in professional development. Each week a priority theme is explored, such as 'Improving Literacy', 'Meeting the needs of students with SEND' and 'Assessment for Learning'. Staff have opportunities to deliver a session for other staff and staff can choose which session to attend to support their own CPD goal.

All teaching staff are invited to join our Exceptional Teaching Group who meet weekly and are committed to developing evidence-informed teaching practice to improve the pedagogy and practice of our staff so that students achieve the best possible outcomes.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. They run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities.

There are also a number of cross-group, phase leader and year-specific forums to facilitate collaboration across the schools.

You can find out more at:

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TEACHER OF ART & DESIGN TECHNOLOGY

JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION:

Weavers Academy, Wellingborough

Salary: MPS/UPS

THE ROLE:

- To contribute to raising standards of student attainment and to ensure outstanding progress.
 - To monitor and support the overall progress and development of students as a teacher/form tutor.
 - To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
 - To implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for students and to support a designated curriculum area as appropriate.
 - To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
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REPORTING LINE: TLR holder in Art

RESPONSIBILITIES

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area.
 - To contribute to the Learning Area Raising Achievement Plan and its implementation.
 - To plan and prepare courses and lessons.
 - To contribute to lunchtime, after school clubs and competitions to promote participation rates.
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CURRICULUM PROVISION

- To assist the Head of Art and other TLR holders to ensure that the curriculum area provides a range of teaching which helps to deliver school improvement targets including those that relate to outcomes in art and design technology.

TEACHING

- To teach, students according to their educational needs, including the setting and marking of work.
 - To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required.
 - To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
 - To ensure that ICT, Literacy, Numeracy, and school subject specialism(s) are reflected in the teaching/learning experience of students.
 - To undertake a designated programme of teaching.
 - To ensure a high-quality learning experience for students which meets internal and external quality standards.
 - To prepare and update subject materials.
 - To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
 - To maintain discipline in accordance with the school's procedures, and to encourage good practice regarding punctuality, behaviour, standards or work and homework.
 - To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
 - To mark, grade and give written/verbal and diagnostic feedback as required.
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STAFFING

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- Staff development – to continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the performance management review process.
- To ensure the effective/efficient deployment of other adults to ensure good progress.

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- To work as a member of a designated team and to contribute positively to effective working relations within the school.

QUALITY ASSURANCE

- To help implement school quality procedures and to adhere to those.
- To review methods of teaching and programmes of work
- To take part, as may be required in the review, development of activities relating to the curriculum, organisation, and pastoral functions of the school.

RAISING STANDARDS: CARE, GUIDANCE AND SUPPORTING FOR LEARNING

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of progress files and other reports.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHE and citizenship and enterprise according to school policy.
- To apply the behaviour management systems so that effective learning can take place.

OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To comply with the school's health and safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the school according to policy and regulations.
- To undertake any other duty as specified by STPCB not mentioned in the above.

MANAGEMENT INFORMATION

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems etc
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

COMMUNICATION

- To communicate regularly and effectively with a range of staff.
- Communicate effectively with the persons or bodies outside the school and follow agreed policies for communications in the school.

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MARKETING AND LIAISON

- To take part in marketing and liaison activities such as open evenings, parents' evenings, review days and liaison events with partner schools.
 - To contribute to the development of effective subject links with external agencies.
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SCHOOL ETHOS AND COMMUNITY

- Work with parents and students to ensure that they have an understanding of the aims of the school, its policies and procedures and future direction.
 - Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.
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PERSONAL QUALITIES

- Must be adaptable, flexible and change agile.
 - Excellent inter-personal skills and the ability to remain constructive under pressure.
 - A 'can do' and 'will do' attitude.
 - High level interpersonal and communication skills.
 - Commitment to equality and diversity.
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Teacher of Art & Design Technology

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	• Qualified Teacher Status or working towards QTS • Degree relevant to the subject.	
QUALITY OF TEACHING, LEARNING AND PROGRESS	• Successful experience of teaching art and/or design at Key Stage 3 and 4. • Proven track record of strong pupil outcomes. • Proven track record of strong effective behaviour management strategies. • Proven track record of outstanding art/design teaching including marking and assessment. • Ability to teach food technology (KS3/4) • Ability to teach art and or design technology (KS3/4)	• Ability to teach hospitality at KS4 • Ability to teach an art or DT subject up to KS5
INTERPERSONAL SKILLS	• Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). • Willingness to contribute to extra-curricular activities. • Ability to work as part of a team. • Creativity, energy, and enthusiasm with a 'can do' and 'will do' attitude. • Evidence of working effectively under pressure	
SAFEGUARDING	• Motivation to work with children and young people. • Commitment to, and belief in, the equal value of all students. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Ability to raise the self-esteem and expectations of children and young people. • To have an understanding of and a commitment to Equal Opportunities issues within the workplace.	

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