



Teacher of Art and Photography

Application pack and
information for candidates



THE REGIS SCHOOL – LIMITLESS AMBITION



Thank you for your interest in our vacancy at The Regis School. I feel privileged to be leading this successful school and I am resolute in my determination to deliver a high performing fully inclusive school, that provides a first-class education for the community it serves.

The staff here share that ambition, and you would be joining a highly qualified, motivated, and dedicated team, who are passionate about ensuring they bring out the best in everyone. We have high expectations of the students and a shared purpose; to ensure when they leave us, they will be motivated lifelong learner, kind citizens and productive young adults.

This is achieved through delivering an ambitious curriculum that equips students with powerful knowledge, maximising their cognitive development, and drawing out and building on their talents. Our curriculum is broad and balanced, not just our academic curriculum but also in terms of Character Education, where we are fully committed to our co-curricular provision, and the 'hidden curriculum' of the school - intended to spark curiosity and to nourish the head and the heart.

Our ethos is centred around 'the best in everyone' and therefore we expect the best from everyone, constantly challenging the students and ourselves. As a hardworking and passionate Headteacher I believe in many things including: high professional standards (of ourselves and our work); in personal responsibility and the value of discipline; that all students deserve disruption free learning; in kindness and good manners; in inclusion; in smiling; in being respectful and most importantly in showing limitless ambition, setting goals high.

I am proud of the commitment shown daily from our staff and the students to ensure The Regis School is a centre of educational excellence. This permeates out into the community, where parents' confidence in our ability to do so is shown in The Regis School being the school of choice for the community we serve. We are delighted to have been oversubscribed for the third consecutive year this September and early indications predict this trend will continue with our new Year 6 intake in September 2022.

If the above aligns to your values and educational beliefs and feel excited that The Regis School could be the right school for you, we would welcome your application. There is more information in your pack and on our website about our school, and we hope you enjoy finding out more about us. We recognise that moving to a new school is a significant decision and therefore offer an open invite to prospective candidates to meet with myself (face to face or virtually) and visit the school in person. I very much look forward to meeting you.

Best wishes
Dave Oakes
Principal

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS

THE REGIS SCHOOL – LIMITLESS AMBITION

Teacher of Art and Photography

Required for September 2022

Enhanced United Learning Salary Scale

Suitable for both Early Career Teachers and experienced teachers

The Visual Arts department seek a dedicated and dynamic teacher of Art and Photography. The post is suitable for all teachers who are experienced or, in the early stages of their career. The post would offer the challenge of working in a large school and the opportunity to teach GCSE and A Level in both Art and Photography.

Art is a popular subject throughout all key stages and students enjoy their lessons. Both Art and Photography are popular choices at GCSE. Numbers at A Level are rising in both disciplines; an advantage is that class sizes at A Level are small, providing great opportunities for students and teachers to develop personal, interesting and individual Art and Photography- that has a real sense of meaning and creativity.

The facilities within the department are superb. Along with a suite of 3 classrooms, there is a dedicated 6th Form area, photo studio, dark room and very large store-area. We also have a suite of computers with Photoshop in a separate photography computer room. The art department is located on the top floor and boasts great views, and the bonus of a large patio-balcony area where students and teachers can work outdoors.

The curriculum is broad and at KS3 students work in both 2D and 3D. Students work individually and in groups in a creative and exciting curriculum that focusses not only on skills but on creativity and artistic expression. Painting, printing, ceramics, sculpture, photography, mixed media work are all tackled along with some projects having open, issues-based themes in order to promote real expression, artistic care and thought from our students about broader world issues.

The Head of Department expects to work closely with the successful candidate in continually reflecting upon and updating SOW for both Art and Photography to improve the experience of all students even further. Studying other artist's work is important and students are shown a range of artists and artwork across time and places. We aim to develop this area further by providing more visits to galleries and museums in this exciting new phase for the department where we would also like to start creating more links with other subjects across the school.

Display is important within the department and Art and Photography work is displayed in the more open plan areas of the department, and we are seeking further opportunities to take this further into the main school and beyond, making links with local businesses and galleries.

Students are keen to attend the variety of Art Clubs we run, and GCSE and A Level student are often found working in the studio spaces after school. We are a friendly place for both students and staff alike.

THE REGIS SCHOOL – LIMITLESS AMBITION

As a United Learning academy, we collaborate with other English departments locally and across the country. We have played our part in contributing to comprehensive scheme of work which are shared across the academy trust providing significant support with lessons planning. In addition, we have developed a rigorous and structured teaching and learning policy which alongside high-quality weekly subject CPD, helps teachers rapidly optimise their teaching ensuring we get the most out of every minute of our students' time.

We offer pay scales above the national standard with rapid progression for those who get consistent outstanding student outcomes, reduced gym membership to our on-site gym, reduced fees for the on-site nursery, and a laptop. There is a car leasing scheme and all staff can access 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays. Why? Because we want the best for all our staff as well as our students!

We are working hard to become a more diverse organisation – which is key to our commitment to bringing out the best in everyone. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

We appreciate that moving to a new school is a significant decision, so we wish to extend an open invite for you to meet us. Please contact Vicky Ovens on 01243 871068 or email vicky.ovens@theregisschool.co.uk to arrange a visit to the school or a phone conversation.

Closing date: Monday 25th April 2022 at 9am

Interviews: Friday 29th April 2022

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS

What makes The Regis School and the Visual Arts department great place to work?

You will:

- Be working for the biggest Multi Academy Trust in the UK, benefitting from professional support and constructive challenge to drive your department to excel. You will have access to first class professional developmental opportunities, and a collaborative and supportive national network of highly effective practitioners with a common purpose to bring out the best in everyone and continuous drive for improvement.
- Work in a disruption free learning environment, enabling teachers to teach and students to learn.
- Work within a team who are friendly, supportive, and ambitious, who all share a passion and love of teaching Art and Photography.
- Join a team fully committed to becoming a leading department within the school and across the trust.
- Work in a school culture where feedback is central to improving the quality of teaching, supported by instructional coaching and deliberate practice.
- Be working in a state-of-the-art school environment. The department boasts 3 Art studios, a dedicated 6th form space, a dark room, photo studio, computer suite with photoshop, a kiln and full-time technician support from our technician.
- Have protected subject time on a weekly basis, as well as an additional eight INSET days per year where the whole team can come together, to work on continued professional development, subject specific pedagogical ideas, and individual professional development.
- Be able to access excellent professional learning and career opportunities each year both within the school and the wider trust.
- Have access enhanced pay scales.
- Receive the resources you need to teach well, including a laptop for use at home and a fully equipped classroom and visualiser.
- Be able to access numerous employment schemes such as: a car leasing scheme, access to 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays.
- Have access to reduced Gym Membership (50% off standard anytime membership) in a state-of-the-art gym facility on campus.
- Be entitled to use United Learning's Staff Benefits package.
- Have access to 10% discount on nursery place at Stepping Stones on-site nursery.

Job Description

Role: Teacher within the Visual Arts Department
Salary: Enhanced United Learning Salary Scale
Reporting to: Head of Visual Arts Department

Job Purpose:

To undertake the role of a teacher within an 11-18 setting so as to secure improved standards of learning and achievement of all students.

In addition to the professional attributes of a qualified teacher (TDA, 2007) the post holder will be expected to take responsibilities as:

A Classroom Teacher:

- To prepare and lead lessons which follow Department schemes of work and policies
- To identify and meet the learning needs of individual students
- To set appropriate and demanding expectations of behaviour, progress and attainment
- To develop routines that maintain pace, motivation and challenge
- To effectively use homework and extension learning opportunities
- To assess, monitor and report students' progress according to Department and School policy
- To record and use data on students' prior and ongoing performance/learning characteristics so as to inform effective target setting and lesson planning, and to ensure high standards of achievement
- To contribute to all developmental and organisational priorities within the Department Operational Plan
- To contribute to the development and review of schemes of work
- To share and support the whole school responsibilities for the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress of the students
- To run and support maths intervention sessions for exam groups and homework

A Tutor:

- To use all data and information received to monitor and support the overall progress, development and well-being of students
- To listen to student concerns and take action on pastoral issues as they arise
- To monitor and respond to issues regarding the punctuality and attendance of students
- To keep the Head of Year informed of issues which might affect student welfare or achievement
- To undertake report writing and target-setting according to school policy
- To support the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress and welfare of the students
- To encourage students to participate in related enrichment and extension activities
- To academically mentor tutees

THE REGIS SCHOOL – LIMITLESS AMBITION

As a member of Staff:

- To promote the rights respecting ethos of the school, The Best in Everyone
- To implement all Department and School Policies and to contribute to their review as appropriate
- To play a full part in the Appraisal process
- To engage with appropriate training opportunities to promote professional effectiveness in this role
- To offer enrichment and extension activities
- To support the self-evaluation process
- To develop positive working relationships with and between students and staff
- To attend all directed time meetings/parents' evenings

Notes:

The above responsibilities are subject to the general duties contained in the statement of Conditions of Employment

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.

This job description is not necessarily a comprehensive definition of the post. It may be amended at any time, following consultation between the Principal /Vice Principal, and will be reviewed annually

This is not a narrow definition of specific responsibilities but to provide a guideline and should be seen as enabling rather than restrictive.

Every member of staff has a responsibility to safeguard and promote the welfare of students

The Regis School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. All positions are subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS

Person Specification

We want the very best person for this position. If you are dynamic, hard-working, believe in high standards and that all children and young people can 'reach for the stars and achieve their dreams' we would love you to come and join us on our journey to be excellent in all that we do.

Successful candidates will possess the following attributes:

- Have qualified teacher status or be working towards QTS.
- Have great subject knowledge and be able to demonstrate passion and enthusiasm in communicating this to others.
- Demonstrate consistently high standards of teaching.
- Clear potential to progress in their career and a commitment to pursue appropriate professional training and development.
- Possession of a wide range of skills to support staff, students, parents and community towards absolute excellence.
- The skills, experience and ability to gain the confidence of students and staff.
- Professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower.
- The ability to understand and use data to promote effective teaching and learning and maintain high department standards of student achievement.
- A desire to be 'the best' and the ability to translate an aspiration to be the best, for yourself and your students.
- The ability to demonstrate engagement of children, manage their behaviour, attitudes and aspirations, whilst maintaining an un-erring high expectation and focus upon mutually respectful positive relationships.
- Excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning.

We know this amazing profession can be challenging and only want people who have a love of teaching and are dedicated to ensuring children's lives are enriched by an excellent education

- ❖ You should have the ability to work in a way that promotes the safety and wellbeing of children and young people

United Learning Child Protection Statement

United Learning is fully committed to the safeguarding of children – ensuring the well being of the child is paramount. For students to feel that they are able to do their best and achieve their true potential, it is important that they feel safe and supported in the school environment.

Everyone working within our schools and academies, whatever their role, is acutely aware that issues to do with the protection of children are of the highest possible importance. Trust underpins everything that we do in schools. The parents of our students entrust the care of their children to us and together we are all responsible for their well-being.

In relation to safeguarding, United Learning aims to ‘prevent’, ‘protect’ and ‘support’ all its students by addressing child protection in the curriculum, pastoral activities and in the management of the school, and by empowering and enabling staff to be vigilant for vulnerable students through training and information dissemination.

All United Learning schools have policies which deal with safeguarding, child protection and safer recruitment, which are in accordance with the relevant local authority procedures and which comply with the DFE’s safeguarding children and safer recruitment statutory guidance. The individual school policies are available via each school’s website or by contacting your school directly.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

How to Apply

To apply and see more details please visit our website: www.theregisschool.co.uk/working-for-us/vacancies. Once you have applied via the online application process we will contact you to let you know whether you have been offered an interview or not. If you are invited for an interview we will then ask for references in advance of the interview (unless specified) and documents will be collated for DBS check.

If you have any questions, please email vicky.ovens@theregisschool.co.uk

The Regis School

The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide an excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient, our high quality, hardworking staff.

The Regis is a school that we all feel proud of, and our teachers are passionate about their work. We know that teaching can be a challenging profession, but with the support we offer and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. We have access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship. Developing student character is a key priority at the school and one way we do this is through an extensive extra-curricular offer (68 clubs and counting). Each member of staff is offered the opportunity and encouraged to run a club.

The Regis School is a secondary 11-18 school with over 1600 students on roll. We are an inclusive comprehensive school that aims to achieve the best for every student. This philosophy is reflected in the successful Sixth Form of 160+ students who are offered a broad range of academic and vocational programmes. Over 70% of our students progress to Higher Education each year.

The Regis School has a well-qualified, dedicated supportive and enthusiastic staff team. We have approximately 200 staff, all of whom are committed to providing the best possible education for our students. As one of the biggest employers in Bognor Regis, we emphasise the learning of adults and young people. Staff are involved in further study, research projects and in the training of teachers in partnership with local universities.

The school boasts superb facilities in all subject areas. Each teaching area has audio-video facilities and a range of ICT suites throughout the school provides access to specialist equipment. All teachers have a laptop provided, to support teaching and administration.

The Regis School aspires to be an outstanding centre of learning, serving its community and transforming lives. We seek to equip our students for a changing world through building confidence, encouraging creativity and fostering enquiry to achieve excellence. These qualities will allow our students to flourish as leaders of the future and to take their place as caring, ambitious and responsible citizens in their communities.

Academic achievement is at the heart of what we do, ensuring students leave with the highest qualifications that enable them to be competitive in the global economy. We have a strict behaviour policy that enables teachers to teach in classrooms that are mainly free from disruption. Students who prevent others from learning are given a single warning, then learn elsewhere in the school under the supervision of senior staff.

The Regis School is part of the United Learning group. United Learning is a large, and growing, group of schools aiming to offer a life-changing education to children and young people across England.

THE REGIS SCHOOL – LIMITLESS AMBITION

United Learning schools work as a team and achieve more by sharing than any single school could. On our intranet site United Hub, for example, we share lesson plans and many other resources, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed.

We greatly value our staff and want them to know it. Starting with financial rewards and solid career progression, we believe in leading the industry with better remuneration packages. As such, you can expect to earn more at United Learning than if you took a role in the maintained sector, with up to 5% better pay for new teachers. In addition, our benefits options are undoubtedly competitive, with every member of staff being entitled to a core benefits and lifestyle package.

Your wellbeing is a priority. It is vital for us to have healthy and happy members of staff, which in turn ensures you are providing the best education for our children. We offer great benefits to support the health and wellbeing of colleagues, such as discounted gym memberships, Cycle2Work schemes and free counselling. We also provide you with more time to think and prepare for the term ahead, with a minimum of eight INSET days a year – with at least three dedicated to planning. Further information about United Learning is available at www.unitedlearning.org.uk



THE BEST IN EVERYONE – EVERY LESSON COUNTS – EVERY GRADE COUNTS