



'Learning For Life'

RECRUITMENT PACK



Teacher of Art & Design

Required for September 2022

Deadline for applications: 09:00hrs, Friday 20 May 2022

Headteacher: David Pover

The Burgate School and Sixth Form, Salisbury Road, Fordingbridge, Hampshire, SP6 1EZ

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Email: burgate@burgate.hants.sch.uk

Website: www.theburgate.com



Dear Prospective Applicant

I am delighted that you are interested in applying for this post at The Burgate School and Sixth Form. The Burgate is a school that expects both staff and students to strive to do their very best united by a common belief that everyone's learning journey should be exciting, enjoyable and individual. Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that ambition. Please take your time to explore our school's website which will give you a greater understanding of what we believe is a happy, caring, and successful school. I hope both our website and this recruitment pack will give you a better understanding of The Burgate School and Sixth Form and the way we work.

Teacher of Art and Design

The Post

We are looking forward to welcoming a dynamic and practical expert to our team of passionate specialist teachers, with pride in our dedicated teaching spaces, equipment, and resources. The candidate will ideally have the ability to be able to teach across the field of subjects in Art and Design and be versatile and enthusiastic to facilitate a range of process-driven lessons.

The successful candidate will have experience of working to the highest standards of resource and classroom management, be used to working in active studio and workshop spaces and have proven excellence at driving rapid student progress. We welcome applications from practitioners who are used to enabling young people to reach their creative potential in a rigorous practical environment. This post would suit a highly motivated early career teacher, or experienced practitioner.

This is an excellent opportunity for an enthusiastic teacher to join a dedicated and highly successful department in a thriving school which was rated 'good' by Ofsted in May 2019 with the Sixth Form graded as 'outstanding'. As a school we are committed to comprehensive education and 'Learning for Life' is at the heart of all we do.

Our Curriculum

As a creative subject, Art and Design is delivered to all students in Years 7 and 8. Students have a one-hour lesson of Design and one hour of Art per week. This allows students to gain a practical and theoretical understanding of the core principles of the subject. Design subjects (Textiles, 3D Design and Food) are taught on a termly carousel, allowing students to experience a block of each discipline.

In Year 9 students embark on their three-year programme of study towards their GCSEs, with many students choosing to study one or more creative courses. The examination courses are delivered to students with five teaching hours a fortnight.

Our Facilities

The department is well-resourced with a dedicated suite of Design rooms in the Main School including a Food Technology room, two Art rooms, a Textiles studio and 2 practical workshops. There are separate sixth form facilities including a 3D Design studio, Fine Art, Textiles and Photography rooms including a darkroom. The department has two part-time technicians who support the work of the teaching staff. The school's main systems are SIMS, MintClass and Office 365, all of which are integrated and, with the exception of SIMS, hosted in the cloud.

Early Career Teacher support

We have a proud tradition of providing superb support and career progression for teachers at the beginning of their career and we have been judged outstanding in our provision for NQTs during the annual quality assurance process. You will be the second cohort to go through the two-year ECT programme, and we are looking forward to providing excellent support and guidance once again. We are part of HISP programme who are using the Educational Development Trust programme to provide both face to face and on-line training to support you through the Early Career Framework (ECF). In school you will be given a mentor with whom you will have timetabled weekly meetings with as well as additional time for planning and working through the ECF. Furthermore, you will be given a tutor to oversee your progress and support you through the whole process. In addition, you will be part of our thorough induction programme that we run for all new staff members to orientate them through the first half term.

Further Information

Applicants are invited to contact our Deputy Headteacher, Katja Gibson, in the first instance.

Salary

Main Scale (with a possible enhancement for a suitably qualified candidate)

Contract

Full-Time contract for one year (part time would be considered)

Deadline for Applications

Applications must be submitted by 09:00hrs on Friday 20 May 2022.

How to apply

For details and guidance on how to apply for the role, please refer to the end of this pack.

Safeguarding and Child Protection Statement

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school and sixth form we are committed to safeguarding and promoting the welfare of all our students.

The actions that we take to prevent harm, to promote wellbeing, to create safe environments, to educate on rights, respect, and responsibilities, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school and sixth form.

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. As this is a post in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list. All positions within The Burgate School and Sixth Form are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

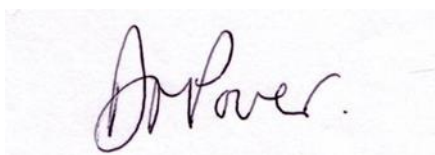
A copy of our child protection policy and our policy on the employment of ex-offenders are available to view on The Burgate School and Sixth Form's website at: <https://www.theburgate.com/policies>

Equal Opportunities Statement

The Burgate School and Sixth Form is an equal opportunities employer and values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity, or religion.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Mr Pover', is written on a light-colored, slightly textured background.

Mr David Pover
Headteacher

General Information for Applicants

The Burgate School and Sixth Form is a school that wants every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2019 were exceptional with 83% of students achieving both English and Mathematics at Grade 4+ and 49% achieving Grade 5+. This gave a Progress 8 value added score of +0.24 which was significantly above the national average and once again places The Burgate as one of the very best performing schools in Hampshire. Our A level results are consistently very good and our results in 2019 were our best ever, ranking us in the top 10% of 16-19 providers nationally. 53% of A level results were at A*-B grades and over 81% at grades A*-C, with practically all students gaining a place at their chosen university.

We offer a wide range of subjects at GCSE and A Level delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established performance management scheme. Induction and in-service training are provided for all staff and there is a special internally run programme for NQTs and another for RQTs, as well as access to a wide range of CPD through our Teaching School alliances and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a very committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools alongside an active parent-teacher association, which organises social, educational and fund-raising activities. We benefit from the excellent support of parents whom we encourage to maintain close contact with the school and to get in touch whenever they have queries or concerns regarding their child's education.

The school was inspected by Ofsted in May 2019 in which we were awarded 'Good' overall with three of our inspection judgements being 'Outstanding'. The inspectors praised the high expectations of everyone at the school and remarked how the school's trustees and staff work closely together to create a team spirit that provides a consistent and positive learning environment, where teaching is inspirational and student behaviour is superb.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.

JOB DESCRIPTION

SUBJECT TEACHER and TUTOR

Impact Statement: To ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves their full potential. To ensure all students are safe and supported with their wellbeing, through using the pastoral systems.

LEVEL OF RESPONSIBILITY:

N/A

LINE MANAGER:

Head of Department/Head of Year

CORE RESPONSIBILITIES:

- Maintain high professional standards and level of conduct
- Adhere to statutory policies and procedures and undertake training as required
- Contribute to the delivery of the school's vision
- Uphold the values of the Burgate School and Sixth Form
- Help to foster innovation and the development of new capabilities
- Engage with school improvement plans and initiatives
- Support the pastoral care and behaviour standards of students to ensure they feel safe, secure, and valued

KEY RESPONSIBILITIES:

- Ensure registers are accurate and timely
- Ensure clear communication with colleagues, students, and parents through the accurate use of Sims logs, Teams and emails (where appropriate)
- Uphold the Burgate Expectations with flexible consistency
- Role model positive behaviours and build positive relationships with students, parents and colleagues
- Maintain high standards of teaching and learning as set out in the Burgate Lesson Blueprint
- Maintain high standards of behaviour for learning following the Burgate Behaviour Blueprint
- Monitor and track the progress of all students; identifying underachievers and implementing measures to support them, in particular, disadvantaged students, LACS and students with High Needs
- Inform parents about their child's learning and development through the termly progress reviews and parents' evenings
- Ensure PSHE is delivered to the Burgate expectations

This job description is not exhaustive, and the post holder will be expected to undertake any other duties as reasonably requested by the Headteacher.

Person Specification: Teacher of Art and Design

Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
A degree or equivalent	X	
The ability to successfully teach Art/Design to GCSE	X	
The ability to successfully teach at A-level		X
A commitment to and evidence of professional development	X	
Experience of improving the outcomes of groups of students	X	
Experience of teaching all year groups (Year 7 -11)	X	
Experience of extra-curricular trips and visits		X

Skills and Competencies	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
A record of being able to work collaboratively as part of an effective team	X	
Ability to plan strategically	X	
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate a high standard of organisational skills	X	
Ability to analyse and present data and information coherently	X	
Ability to track progress to develop student potential	X	

Additional Factors	Essential	Desirable
Personal impact, presence and integrity	X	
Have a good record of punctuality and attendance	X	
Enthusiasm and passion for Hospitality and Catering and/or Textiles	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
Show keen interest and ability to keep abreast of new initiatives	X	
A positive and optimistic outlook	X	
Model and present a positive image of the school	X	
Demonstrate a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school	X	
Show fairness and consistency	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	
Commitment to equal opportunity	X	

How to Apply

The following guidelines are designed to help you submit an application in line with our requirements. Please ensure that you comply with the instructions below otherwise the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Sarah Hewett, Headteacher's PA at shewett@burgate.hants.sch.uk

Application Form

To apply for the role, please either complete an application via the TES website, via the Government's Teaching Vacancies website or by submitting the school's Teaching Staff application form which can be downloaded from the vacancies page on the school's website. If you apply using the school's Teaching Staff application form, completed forms should be emailed to Miss Sarah Hewett, Headteacher's PA, at: shewett@burgate.hants.sch.uk. All applications should be received by the deadline, 09:00 hrs on Friday 20 May 2022. Only applications submitted via an application form will be considered. CVs will not be accepted.

Disclaimer

You are advised to submit your applications as soon as possible as, on occasion, we reserve the right to close a vacancy earlier than the advertised date, if we have received sufficient applications that meet the criteria, or a suitable candidate is found. We advise you to submit your application as early as possible to prevent disappointment.

Shortlisting

Shortlisted candidates will be contacted by telephone or email. We will endeavour to contact non-shortlisted applicants however, if you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

Interviews

Interviews will be held at The Burgate School and Sixth Form. In addition to a tour of the school and informal discussions with key members of staff, each interviewee will be required to teach a lesson. The selection process will culminate in a formal interview. Full details of the interview process will be sent to candidates with the invitation to interview. Candidates invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will also be required to bring photo ID with them on the interview day e.g. valid passport or driving licence to provide proof of identity and, if relevant to the role, evidence of all academic and professional qualifications disclosed on their application form. Full details will be sent to candidates alongside their formal invite to interview.

References for shortlisted candidate

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Burgate School and Sixth Form has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer), confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS).