

Post Reference: 2735

Job Title: Teacher of Art and Photography

Grade: MPS/UPS (£32,916 to £45,351)

Hours: Up to full time. Part time requests to be discussed at interview

Accountable to: Curriculum Leader of Art and Photography

JOB DESCRIPTION

Role:

You will be an ambitious and aspirational teacher who will deliver an inclusive, coherently sequenced, and diverse Art and Photography curriculum that promotes the accumulation of knowledge, skills and cultural capital through inspirational Art and Photography lessons.

All post-holders at White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the academies. Keeping Children Safe in Education and the guidance for Safer Working Practices directs the work of every adult working at or associated with White Rose Academies Trust.

General Duties and Responsibilities:

- To deliver a consistently good standard of Art and Photography teaching and support the Curriculum Leader with developing other team members.
- To ensure strong rates of progress for all students through the planning and preparation of high-quality Art and Photography lessons which engage, motivate, and support learners.
- To adhere to Leeds West Academy's Every Lesson Expectations, which will be included in the induction process for all new staff.

- To take responsibility within Art and Photography, and in the execution of general duties, for a strong climate for learning which results in positive, respectful attitudes from students.
- To consistently apply the Academy Behaviour policy to support all colleagues in establishing high standards of behaviour from students, and in order that students have parity of treatment and expectations in all areas of the academy.
- To assess, record and report on the development, progress, and attainment of students within Art and Photography.
- In consultation with the Curriculum Leader for Art and Photography, contribute to the planning, design and production of good quality teaching materials and resources.
- To be a Form Tutor for a specified group of students, establishing the rapport necessary to support their personal development.
- To contribute to the wider life of the academy by providing opportunities and a set of rich experiences through extra-curricular activities.
- To attend meetings, including parents' evenings, and fulfil duties on rotas as specified in the Staff Handbook.

Equal Opportunities:

- To promote equal opportunities in education in order that all children and families will gain optimum benefit from the service provided.
- To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing.

Generic Staff Requirements:

- Uphold the professional standards expected of every member of academy staff in all dealings with colleagues, students, parents/carers, and the wider community.
- Adhere to the principles expressed in the aims of the academy and its mission statement.
- Actively contribute to the continued development of the academy and self by attending training, participating in relevant meetings and appraisals, and putting forward ideas for improvement.

- Be a positive, collaborative team member.
- Apply academy policies in all aspects of the role.
- Improve own practice through observation, evaluation, discussion with colleagues and appropriate CPD programmes.
- Work collaboratively with colleagues, knowing when to seek help and advice.
- Contribute to the overall ethos, work, and aims of the academy by attending relevant meetings, training days/events as requested.
- Be aware of and comply with the academy policies and procedures e.g. safeguarding, child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- Be responsible for safeguarding children and promoting their welfare and following child protection procedures.
- Be aware of and support difference and ensure equality for all working in an anti-discriminatory manner, upholding, and promoting the values, standards and equal opportunities of the academy.
- Recognise and appropriately challenge any incidents of racism, bullying, harassment, victimisation, and any form of abuse of equal opportunities, ensuring compliance with relevant policies and procedures.

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified. This job description may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the academy.

All postholders are accountable through White Rose Academies Trust Performance Management Appraisal Policy. The Governors and Principals of White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced level check with the Disclosure & Barring Service. Please note that a criminal record will not necessarily be a bar to obtaining employment; this will depend on the circumstances and background to any offence.

**Job Description and
Person Specification**

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age or disability.

PERSON SPECIFICATION

The specific qualifications, experience, skills, and values required for the role are outlined below. You should demonstrate your ability to meet these requirements by providing clear and concise examples on the application form. Each criteria is marked with whether it is an essential or desirable requirement, and at which point in the recruitment process it will be assessed.

You should be able to demonstrate the following criteria:

E = Essential

D = Desirable

Measured by:

A = Application Form

T = Test/Exercise

I = Interview

R = References

C = Certificate

Qualifications

E	Good honours degree in relevant subject	A R
D	Good GCSE and 'A' Level (or equivalent) qualifications in relevant subject	A R
E	Qualified Teacher Status (or currently working towards). The post is suitable for Early Career Teachers	A R

Knowledge and Experience

E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A I R
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	A I R
E	Ability to form and maintain appropriate relationships and personal boundaries with students	A I R
D	An experienced classroom practitioner with a track record of successful outcomes.	A I R T
E	Detailed knowledge of current developments in education	A I R
E	Demonstrate successful contributions to teamwork	A I R
E	Ability to devise high quality resources for learning	A I R T
D	Evidence of leading high quality extra-curricular activities	A I R
D	Ability to teach another subject	A I R

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E	Either: Successful teacher training placement(s), teaching Art at Key Stage 3 & 4 and Photography at Key Stage 4 or: Successful record of teaching Art at Key Stage 3 & 4 and Photography at Key Stage 4 (<i>applicants who already have gained QTS</i>)	A I R
D	Significant contribution to the development of Art and Photography beyond the classroom	A I R
E	Be respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	A I R T
E	Possess a passion for education and making a difference	A I R T
E	Possess resilience, energy and enthusiasm	A I R T
E	Possess personal integrity, warmth, and a willingness to grow and learn	A I R T
E	Show commitment to the personal development of students	A I R T
D	Contribute to extra-curricular enrichment activities	A I R
D	Be familiar with the AQA Art and Design GCSE specification	A I T

Skills and Competencies

D	Have leadership aspirations, to support the Curriculum Leader with improving the performance of other teachers within the team	A I R T
E	Have good all round ICT skills	A I R T
E	Be resilient and reliable	A I R T
E	Be able to use progress data of students to benchmark, track and raise attainment of students for whom responsible	A I R T
E	Have good knowledge of assessment for learning approaches and their classroom application	A I R T
E	Possess strong interpersonal skills and be able to work effectively as part of a team	A I R T
E	Promote equality, diversity and inclusion and demonstrate this within the role	A I R T
E	Be responsible for promoting and safeguarding the welfare of students	A I R T
E	Be able to form and maintain appropriate relationships and personal boundaries with students	A I R T
D	Be proficient in the use of a wide range of media and materials	A I T
D	Experience of using the Adobe Suite for Photography	A I T

Behavioural and other characteristics

E	Committed to continuous improvement	A I
E	Carry out all duties having regard to an employee's responsibility under Health & Safety Policies.	A I
E	Willingness to actively participate in training and development activities to ensure up to date knowledge, skills and continuous professional development	A I

The White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

An overseas check, such as a Certificate of Good Conduct, will be required if you have lived outside the UK for 3 months or more in the last 10 years while aged 18 or over. This is not required at the application stage but must be obtained by the postholder prior to appointment, in line with safer recruitment practices.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. You can view our Safeguarding and Child Protection policy on our website.