



TEACHER OF ART, PHOTOGRAPHY AND CREATIVE DESIGN

START DATE: SEPTEMBER 2023



SCHOOLS ACHIEVING SUCCESS TOGETHER



SHERBORNE AREA SCHOOLS' TRUST

May 2023



Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Art, Photography & Creative Design at The Gryphon School. Accompanying this letter is information about the School and the Department, which we hope, will provide you with everything you need to know to apply for the post.

We are seeking to appoint an ambitious, creative, and inspiring teacher or ECT with energy, enthusiasm and a love of Creative Art and Design to join our team. This is a full-time, permanent or fixed term role, commencing on 01 September 2023.

We are interested in all areas of expertise and specialisms but we want someone who has the passion to be involved in our broader vision creative design futures. We follow the AQA GCSE Art and Design suite of courses and are doing the same at A Level. The KS3 Creative Design curriculum provides for exciting and innovative experiences. This has proved very popular with students of all abilities. There are new design hubs with Macs building upon the excellent facilities for Art and Photography.

The successful applicant will have energy, enthusiasm and a love of Photography and Art mixing traditional approaches with more modern use of technology, as well as:

- a strong subject knowledge and passion for all aspects of fine art, photography, computer based design etc
- personal enthusiasm to embrace and contribute to our new vision for design in its widest form, encouraging experimentation, creativity and exploration
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- the ability to be a team player who will go the extra mile to support students and who will enjoy the challenges of this role
- the desire to be immersed in the life of a busy and highly successful school.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. The Good Schools Guide 2023 concludes that 'A big school with a small school feel is exactly right. No child goes unnoticed and teachers seem to be genuinely motivated to see pupils progress to the best of their ability. An impressive capacity to cater for extremely different academic needs in a nurturing environment. No wonder it's over-subscribed'.

We are an outward looking school with exceptional community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'excellent'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

The Gryphon gains high results for its students at both GCSE and A Level. Our large Sixth Form of 380 students is exceptional. We have an outstanding record of success in university entrance, including places at Oxford, Cambridge and other Russell Group universities, as well as for training places and apprenticeships.

The school's 2022 GCSE exam results were, once again, excellent. 24 students achieved ten or more 7s, 8s and 9s with many staying on to attend The Gryphon Sixth Form.

Additionally, our A level results were excellent with 29 students receiving straight A and A* results including three students heading off to Oxford and Cambridge, and three students going on to study medicine.

In May 2022 our inspection as a Church School (SIAMS) judged us to be Excellent. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a "good school". Our focus, which reflects our Church School status, is that we should be a "10:10" school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

J W Gower

Acting Headteacher

THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Monday 05th June 2023**

If invited for interview, these will be held **as soon as possible after the closing date**

Salary: Main Pay Range Teachers Pay – M1-M6

Contract: Full-Time, Permanent / Fixed term (there are two potential posts available, one permanent and one fixed term)

We are seeking to appoint an ambitious, creative, and inspiring teacher or ECT with energy, enthusiasm and a love of Art and Creative Design to join our team. This is a full-time, permanent, or fixed-term post, commencing in September 2023. You may have a particular expertise or specialism in one area, but we want someone who has the passion to be involved in our broader vision of creative design futures.

The successful candidate will:

- a strong subject knowledge and passion for all aspects of fine art, photography, computer based design etc
- personal enthusiasm and the ability to embrace and contribute towards our vision for creative design in its widest form, encouraging experimentation, creativity and exploration
- excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned by to: recruitment@sast.org.uk

Should you wish to arrange a visit to view the School, please do not hesitate to contact Caroline Rabbetts, Office Manager on caroline.rabbetts@gryphon.dorset.sch.uk or at 01935 810101 who will be happy to arrange this.

SAST will conduct online searches of shortlisted candidates. In line with KCSIE guidance, this will be part of safer recruitment checks, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The Trust and School follows the national and Somerset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted for references as part of

the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

Sherborne Area Schools' Trust (SAST) recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.

This role is UK- based and your right to work will need to be established as part of the appointment process.

(Internal ID Number: RAF226)



PERSON SPECIFICATION

Teacher of Art, Photography and Creative Design

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

ART & DESIGN, PHOTOGRAPHY & CREATIVE DESIGN DEPARTMENTS

Your Role

We are seeking to appoint an outstanding teacher or ECT who recognises the importance of the areas outlined above for the School. You will be able to enthuse students and will show a real passion for photography and its influences. Your energy and constant enthusiasm for the subject will inspire and engage students, encouraging them to explore and take risks within the subject, whilst still meeting the needs of the exam board requirements. You will have a knowledge of digital camera techniques and skills as well as entry knowledge into digital manipulation. This is an outstanding opportunity to join a successful team in a school with a great range of extra-curricular activities, local community links and outstanding achievements.



The timetable for this post will, in the first instance include:

- A-level Photography
- GCSE Photography
- Key stage 3 Creative design – likely to be using straightforward software (training will be given) to design and print 3D model
- Key stage 3 Photography
- Key Stage 3 Art

In the light of the above we are looking for a flexible all rounder who loves embracing new approaches to creativity.

We are offering the successful candidate the opportunity...

- To join a large and successful team in a thriving school.
- To promote success in an array of Art and Design disciplines.
- To work with students across the full age and ability range in an 11-18 School.
- To help shape and create an enhanced provision beyond the great range and quality we already provide.
- To work in an innovative and outward looking school.

There are many factors which will support this opportunity:

- A strong subject knowledge
- Personal enthusiasm to embrace and contribute to our vision for Art and Design in its widest form, encouraging experimentation, creativity and exploration.
- The ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning.
- Excellent communication skills and the ability to celebrate and promote high quality teaching and learning.
- The ability to be a team player who will go the extra mile to support students and who will enjoy the challenges of this role.
- The desire to be immersed in the life of a busy and highly successful school.

The School is fully networked, with computers in all rooms. There is WiFi across the whole school, and students are encouraged to bring their own devices (BYOD).

More detail on Photography

- There are currently 137 students studying photography in Year 10 and in Year 11.
- At KS5 there are 29 students who study the AQA A Level course.
- We encourage:
 - Students to show their inspirations and development through artist/photographer research
 - A personalised, physical sketchbook that allows students to develop their own style and show their passion and flair for the subject
 - Students to become fully independent in their ideas and methods
 - Developing critical and analytical understanding of the medium
 - Developing an awareness of the subjects role in their own emotional health and wellbeing
 - Understating the importance of time management

Facilities and resources

- Exclusive use of a bespoke (large) studio with accompanying lighting set-up
- Approximately 20 DSLRs for student use both inside and outside the school
- Small 35mm darkroom setup
- Portable studio flash units
- The Department has two dedicated classrooms, with interactive whiteboard and access to a range of ICT facilities including the MS Office 365 package and Adobe (CS5) master collection.

Additionally the wider Art and Creative Design area has:

- 3 light and spacious vault-ceiling, multi-disciplinary Art studios,
- 3 light and spacious multi-disciplinary Design studios, one of which is equipped with 32 iMac's, running specialist 3D Design software, with outputs to 3D printers.
- All rooms are equipped with a Promethean Whiteboard and comprehensive resources
- Offices and Materials' Stores

Extra-Curricular

- The School offers an array of activities to encourage students to push their photographic skills further, this includes encouraging them to enter photographic competitions, exhibitions of the medium that they enjoy most
- External photographers coming in to give talks and demonstrations

If you would like to discuss this post please do not hesitate to contact Stuart Lawson at the school on 01935 813 105 or stuart.lawson@gryphon.dorset.sch.uk

THE GRYPHON SCHOOL

WHAT WE PROVIDE



High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2nd year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

Links with other schools

The Gryphon is outward looking and a lead member of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.

Supporting families

- Forget me Not Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc

SHERBORNE AREA SCHOOLS' TRUST (SAST) INFORMATION



SAST is a multi-academy trust, formed in June 2017, of seven schools serving the West and North Dorset area as well as students from South Somerset. Currently, there are 17 schools with more than 5,000 students and over 850 members of staff. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 4 secondary schools including a state boarding school and Sixth Form and a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

Our Schools:

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-academy trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years.

What we value – our ethos:

Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Pursuit of Excellence

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Equality and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Organisation - How we work:

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every School to continue to provide an excellent education for all our students while protecting the school's role at the heart of its community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to Schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective, and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

Partnerships:

Partnership and collaboration are a core feature of all our Schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together and across Dorset and Somerset.

SAST Benefits:

As part of the Sherborne Area Schools Trust, we can offer you a range of benefits including:

- High quality CPD opportunities
- Employee Assistance Programme
- On-site nursery provision at some of our academies
- Cycle to work scheme

