

Briefing Pack for Applicants Teacher of Art



STOCKSBRIDGE HIGH SCHOOL

— This is Just the Start —

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The school will undertake stringent and rigorous checks of identity and qualifications to ensure that we maintain the very highest standards of child protection for our students.



Contents

| | |
|--|----|
| Section 1: Post Advertisement..... | 1 |
| Section 2: Letter from the Chief Executive – Bev Matthews..... | 2 |
| Section 3: Letter from the Headteacher | 3 |
| Section 4: About Stocksbridge High School | 4 |
| Section 5: Job Description..... | 7 |
| Section 6: Person Specification..... | 11 |
| Section 7: The Appointment Process..... | 13 |

May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.

Section 1: Post Advertisement

Post: Teacher of Art

Pay scale: Teacher Main/Upper Pay Scale MPR/UPR

Contract: Permanent, full-time

Start date: 01 September 2026

Suitable for ECT's: Yes

Minerva Learning Trust is a growing multi-academy trust committed to providing an outstanding education for students from a wide variety of backgrounds across Sheffield and Derbyshire. Founded in 2014, Minerva Learning Trust has expanded to a thriving family of schools, including primary, secondary, sixth form, and a unique post-16 provision. We have a strong track record of school improvement, successfully transforming schools from Ofsted ratings of RI and Inadequate to GOOD.

Stocksbridge High School is an ambitious and inclusive 11 to 16 comprehensive school firmly rooted in our local community. We are open, friendly and welcoming with great students and a dedicated staff. Stocksbridge High School is part of Minerva Learning Trust and together we have a vision of providing outstanding education for all the students within our schools.

We are seeking to appoint a committed and reflective Teacher of Art to work with the Art team to maximise success for all students. The Art department at Stocksbridge High School is looking to recruit an individual with a passion for the subject with a creative and committed approach to delivering the curriculum with enthusiasm.

The closing date for applications is at 9am on Wednesday 01 July 2026 with interviews taking place shortly afterwards.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment, further information can be found in our child protection and safeguarding policy on our statutory information page on our website [Statutory Information - Minerva Learning Trust](#). The successful candidate will be required to complete an Enhanced Disclosure and Barring Service (DBS) check. In line with KCSIE, the trust/school will be carrying out online searches on shortlisted candidates as part of their due diligence.

Further information is available by contacting Miss Hannah Taylor, Headteacher's PA, via e-mail: htaylor@stocksbridge-mlt.co.uk

The application form and information pack is available on our website [Stocksbridge Vacancies - Minerva Learning Trust](#)

Please ensure that you do not fill in a Sheffield City Council application form in respect of this vacancy, **ONLY MINERVA LEARNING TRUST APPLICATION FORMS WILL BE ACCEPTED**. Please provide telephone numbers and email addresses for yourself and referees.

Section 2: Letter from the Chief Executive – Bev Matthews

Dear Candidate,

Thank you for your interest in this role within Minerva Learning Trust. Minerva Learning Trust was established in October 2014 with the vision of providing outstanding education for pupils who are from a wide variety of backgrounds. As a Trust our mission, vision and values are central to our work and are the driving force behind all that we do. Our vision of Outstanding Together, Working Together and Learning Together is underpinned by our core values of Inclusion, Independence, Respect and Success.

Through our values we foster an ethos of collegiality, we ensure inclusion is at the heart of all we do and we work hard to ensure that every child succeeds, no matter what their background or circumstance. We resolutely believe that we are stronger together and that each school within the MAT has individual strengths and we celebrate the diverse and unique qualities of each particular school.

We recognise that the commitment and care shown by all our staff is fundamental to the success of our young people. As such, we work hard to ensure that staff are supported, encouraged, developed, respected and listened to within an enjoyable and rewarding working environment. Our culture is one of professional trust, respect, honesty and integrity and we want our staff and students to work and learn within an environment that enables them to flourish and to work at their best.

The professional development of staff, including opportunities for research, is a key priority of Minerva Learning Trust. As such, we seek to enrich employee capability and maximise the strength and contribution of each individual who works with us. The Trust believes in investing in the learning and development of its employees through a range of opportunities which are aligned to the needs of the organisation and its young people.

This is an exciting opportunity and time to join our Trust. If you choose to apply you will be choosing to work alongside a team of dedicated professionals who passionately believe in the power of education to change the life chances of young people.

Bev Matthews
Chief Executive Officer

Section 3: Letter from the Headteacher

Dear Candidate,

I am delighted that you are considering making an application for this position at Stocksbridge High School. We are an ambitious and inclusive 11 to 16 comprehensive school firmly rooted in our local community. You will find us to be open, friendly and welcoming with great students and a dedicated staff.

Every one of the young people we serve is entitled to thrive at school so that they may leave skilled, qualified and confident to make a success of their next steps in life. This is achieved through high quality leadership, teaching and support from our staff so that all students learn and progress well. Working at Stocksbridge High School means that you will always hold young people in high regard and have nothing but the highest of expectations for their learning, conduct and inspiration. This is reflected in our core vision of 'Believe, Achieve, Succeed' and felt by our values of:

- Be Positive
- Be Kind
- Be Confident
- Be Reflective

We are here to make a difference to the young people and families of Stocksbridge and we aim to be recognised as outstanding in this endeavour. It is an exciting time to join our school and if you share that ambition and determination, I look forward to receiving your application.

Dave Williams
Headteacher

Section 4: About Stocksbridge High School



Our Mission, Vision and Values

...THIS IS JUST THE START...

Our Mission:

All pupils have the opportunity to grow academically, socially, morally and spiritually to ensure that when they leave our care every door to a potential future remains firmly open.

Our Vision:

Our vision is based upon our core principles of 'Believe, Achieve, Succeed'

Believe

We generate **belief** in students through personal development, raising aspirations and self-respect, and encouraging all students to pursue their dreams.

Achieve

We have a relentless and unapologetic focus on the outcomes of students to ensure that they **achieve** their dreams.

Succeed

We recognise and celebrate **success** for students on a daily basis with a positive learning culture.

Our Values:

Be Positive

We smile, we accept compliments, we are polite, and we are respectful

Be Kind

We are caring, we show empathy, we have good manners, and we are considerate

Be Confident

We develop our self-esteem, we show resilience, we are ambitious, and we set high standards for ourselves

Be Reflective

We learn from our mistakes, we identify our targets, we always look to improve, and we celebrate our successes

Our Beliefs:

We drive our Mission through the school by believing in the pupils, staff and community to work together. To do this we:

- Develop **belief** from the community by engaging key stakeholders in every aspect of school life and working together to create a world-class learning environment for their children.
- **Believe** in the staff we have to develop professionally and encourage a culture of succession and personal aspiration.
- **Believe** in a solutions-focussed continuous improvement cycle to drive change and raise standards.



Our Mission, Vision and Values

| Leaders at SHS | All Staff at SHS | Parents at SHS | Pupils at SHS |
|---|---|--|--|
| <p>Lead with a positive approach</p> <p>Are solutions focussed</p> <p>Are highly visible</p> <p>Are highly active and act quickly to resolve issues</p> <p>Model expectations and never ignore problems</p> <p>Are reflective, support and develop colleagues within our teams</p> <p>Have high expectations of all stakeholders</p> <p>Are accountable and confident to hold others to account</p> <p>Are kind and mindful of well-being, physical and mental health</p> <p>Communicate with clarity in a timely manner</p> <p>Put the school's vision and values front and foremost</p> | <p>Have high expectations for all stakeholders and build confidence</p> <p>Are reflective and continually strive for improvement</p> <p>Look after their own well-being and that of others</p> <p>Put relationships at the heart of everything they do through kindness</p> <p>Have a relentless focus on outcomes</p> <p>Uphold standards positively and support the school's drive towards excellence</p> <p>Use policies and guidance to provide clarity of purpose</p> <p>Recognise achievements of all stakeholders and celebrate through a culture of success</p> | <p>Be part of the decision-making process by involving themselves as part of the school community</p> <p>Support school decisions by reflecting on the rationale and encourage their children to</p> <p>Understand that pupil success is at the heart of the school's values</p> <p>Engage with the school and respond positively</p> <p>Be kind to staff that are working hard to do the best for their children</p> <p>Be confident to approach the school about how we can work more closely together</p> | <p>Have high expectations of themselves and their peers</p> <p>Be positive in all that they do</p> <p>Be kind, compassionate and caring to others</p> <p>Be confident to make choices even when they might be difficult</p> <p>Be reflective and consider the impact of our actions on others</p> <p>Understand that staff are here to help them to be the best version of themselves</p> <p>Be part of the decision-making process by fully engaging in leadership opportunities</p> <p>Adhere to the school's policies</p> |



Our Mission, Vision and Values

Believe:

Generate **belief** in students through personal development, raising aspirations and self-respect, and encouraging all students to pursue their dreams.

Develop **belief** from the community by engaging key stakeholders in every aspect of school life and working together to create a world-class learning environment for their children.

Believe in the staff we have to develop professionally through a comprehensive CPD package that takes into account career stage and encourages a culture of succession and personal aspiration.

Believe in a solutions-focused continuous improvement cycle to drive change and raise standards.

Achieve:

Have a relentless and unapologetic focus on the outcomes of students to ensure that they **achieve** their dreams.

Improve the life chances of the community by creating a generation of **high achieving** young people that can drive industry and entrepreneurship, both locally and further afield.

Celebrate staff **achievements** and recognise their contributions through a morally driven and determined staff body.

Be recognised nationally for our **achievements** in outcomes and our wider enrichment offer.

Succeed:

Recognise and celebrate **success** for students on a daily basis with a positive learning culture.

Be an oversubscribed, **successful** school that is the choice of parents both locally and further afield.

Have **successful** teachers that are driven to improve their own practice and develop their careers.

Make our vision a reality, then we will have **succeeded**.

ABOUT US

Stocksbridge High School joined the Trust in December 2017. Our aim is to create and sustain educational excellence for all young people, whilst still developing the whole person, building in them the skills they need to be confident, happy and successful.

Based in a superb new building we are proud to offer a stimulating environment for learning. As a growing school we have a unique opportunity to get to know every child individually, enabling us to develop and support them throughout their time at our school. We are driven as a school to constantly challenge ourselves and to accept the challenge of our parents to improve all that we do.

We want all students to make progress from their individual starting points and achieve outcomes that enable them to move on to the next phase of their education at the highest possible entry point.

To ensure this happens we:

- Are relentlessly positive with all students every day, believing they can and will succeed.
- Work tirelessly to remove barriers to learning for all students so that all students can be successful.
- Deliver high quality (quality first) teaching and learning experiences all day every day.
- Provide opportunities for all students to develop the skills required to be successful beyond their formal education.
- Ensure that students are safe at school.
- Work with students, parents, carers and the community to support our values of respect and tolerance.
- Celebrate the achievements of all students, recognising that achievements are personal to every child.
- Create an environment in which all staff and students' value and enjoy learning.
- Care for and support each other.

Our school is a popular, thriving 11-16 comprehensive. Our greatest asset lies in our people – a wonderful team of enthusiastic students, committed staff and supportive parents and governors. We value the contributions that each person brings. We are passionate about making school life enjoyable and challenging, providing varied opportunities for learning and securing the highest possible levels of achievement for each and every student. We believe our students deserve every opportunity to flourish, not solely in academic pursuits, but emotionally, socially, spiritually and culturally. We seek to ensure that every student develops vital transferable skills for life and work that will allow them to become active, informed and responsible citizens of the 21st century.

We look forward to your application and thank you for your interest in our school.

Further information about the school including access to the full Ofsted Report can be found on our website: [Stocksbridge High School](#)

Section 5: Job Description



Minerva Learning Trust Job Description



Minerva Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

| | |
|--------------------------------|------------------------------------|
| POST TITLE | Teacher of Art |
| GRADE/SALARY | Teacher Pay Scale MPR/UPR |
| HOURS/WEEKS | Full time |
| LOCATION | Stocksbridge High School |
| RESPONSIBLE TO | Subject Leader of Art and SLT Link |
| RESPONSIBLE FOR | n/a |
| PURPOSE OF THE JOB | Teacher of Art |
| RELEVANT QUALIFICATIONS | QTS or relevant degree |

SPECIFIC DUTIES AND RESPONSIBILITIES

The post-holder, must at all times, carry out his/her duties and responsibilities within the spirit of Minerva Learning Trust and School policies and within the legislative framework applicable to academies.

MAIN DUTIES

Key Responsibilities:

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

Staff Development

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To engage actively in the Performance Management Review process

Teaching & Learning

- The provision of a full learning experience and support for students.
- To teach groups of students in the school as determined by the curriculum needs of the school.
- To ensure the effective/efficient deployment of classroom support.
- To mark and assess work carried out by students and use the information to inform teaching and learning. To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus. Planning and preparing activities which deliver appropriate challenge to students.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To report on student progress in line with the School Policy by maintaining appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To support the development of cross curricular initiatives with other colleagues and subjects
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the students.
- To communicate effectively with the parents of students as appropriate.
- To be a Form Tutor to an assigned group of students. To record the attendance of the tutorial group, monitor absences and punctuality and report concerns where appropriate.
- To support pupils' progress by utilising data contained in the tracking system.

- Participate in meetings within the agreed 1265 time budget at a level commensurate with the post
- To comply with the school's Health and Safety Policy and undertake risk assessments as appropriate
- Any other reasonable duties commensurate with the post e.g. Preparing information for Quality Assurance and Inspection

SAFEGUARDING

- To be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.



OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support it's mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school and Trust's policies.
- To be courteous and provide a welcoming environment.

GENERAL

1. To be aware of, and comply with, Trust and school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
2. The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher and Local Governing Body.
3. This job description will be kept under review and may be amended via consultation with the individual, Headteacher and Local Governing Body as required. Trade Union representatives will be welcome in any such discussions.

Section 6: Person Specification

|  Minerva Learning Trust Person Specification | |  STOCKSBRIDGE HIGH SCHOOL <small>— This is Just the Start —</small> |
|--|-----------------------------|---|
| Post title: Teacher of Art | | |
| Minimum Essential Requirements | Method of Assessment | |
| QUALIFICATIONS AND TRAINING | | |
| Qualified Teacher Status | AF | |
| Relevant degree | AF | |
| KNOWLEDGE AND EXPERIENCE | | |
| Subject experience and evidence of teaching within current school or as a student during teaching practice | AF/I | |
| Knowledge and awareness of good practice in identifying individual needs and providing student support | AF/I | |
| Experience of teaching across KS3 and KS4 | AF/I | |
| PROFESSIONAL DEVELOPMENT | | |
| Willingness to stay abreast of national developments in education and contribute to developing resources and pedagogy to reflect the changing landscape | AF/I | |
| Willingness to actively participate in professional learning. | AF/I | |
| A demonstration of engagement in and value of professional development opportunities. | AF/I | |
| SKILLS | | |
| Excellent interpersonal skills | AF/I | |
| Excellent written, verbal and IT Skills | AF/I/AA | |
| Capacity to motivate, inspire and challenge young people | AF/I/AA | |
| Ability to manage classes effectively, using approaches which are appropriate to the student's needs in order to involve and motivate them | AF/I/AA | |
| Ability to inspire confidence in and establish excellent relationships with pupils, teachers and parents | AF/I/AA | |
| Ability to effectively deploy a range of teaching and learning styles to suit the nature of the course content and the ability and attainments of students | AF/I/AA | |
| QUALITIES AND ATTRIBUTES | | |
| Flexible approach to work | AF/I | |
| High Expectations of self and others | AF/I | |
| Demonstrate a positive team approach to work | AF/I | |
| Excellent interpersonal skills | AF/I | |

| | |
|---|-------|
| Is a role model of best practice to young people and the school community | AF/AA |
| EQUAL OPPORTUNITIES AND SAFEGUARDING | |
| An understanding of safeguarding issues and promoting the welfare of children and young people. | AF/I |
| A commitment to safeguarding students. | AF/I |
| Suitability to work with children. | AF/I |
| A commitment to equal opportunities. | AF/I |
| Ability to recognise discrimination and willingness to put Equality Policies into practice. | AF/I |

Key: AA = Assessed activity
AF = Application form
I = Interview
R = Reference

Section 7: The Appointment Process

These notes are intended to guide you when making an application.

1. The Application Form

You must complete the standard Minerva Learning Trust job application form neatly, fully and accurately, including exact dates. The form may be typed or handwritten but if you do write it by hand please make sure that it is legible and that you use black ink. Indicate clearly on the front page the post you are applying for. You are requested to submit a concise application.

2. Education and Training

State your qualifications and any training you have undertaken relevant to the post.

3. Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

4. Previous Appointment

When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

5. Referees

If you are currently working, or have worked before, your first reference must be your present or most recent employer.

- Your second reference should, where possible, be from your second most recent employer or, if that employment was not working with children but you have worked with children in the past, your most recent child-centred employment.
- Employment references must be from a senior person who knew you in a management capacity. If your reference is from an education establishment, the referee must be the Headteacher or equivalent.
- If you are an ECT, your first reference should be the Headteacher of the school in which you completed your main placement; the second should be your ITT provider.
- If you have not previously been employed, then Headteachers, College Lecturers, or other persons who are able to comment authoritatively on your educational background and/or personal qualities, are acceptable as referees.
- Wherever possible, the email addresses given for your referees should be their work email (or equivalent), not their personal email address.

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

6. The Supporting Statement/Letter of Application

The supporting statement or letter is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post. You should take particular care to demonstrate how you meet the person specification included as part of these details. **Please limit your supporting statement to two sides of A4 in size 11 font.**

7. Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and some support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website prior to attending the interview. All shortlisted applicants will be asked to complete and return a criminal records self-disclosure form before interview. You must disclose all convictions, cautions, reprimands, final warnings, binding over or other orders, pending prosecution or criminal investigations that are not 'protected'. This should be returned prior to interview, via email to the Headteacher's PA on htaylor@stocksbridge-mlt.co.uk

8. The Interview

Candidates will be invited to spend a day visiting the school during which time they will have the opportunity to meet staff and students and see the school at work. Interviews are likely to take place in the afternoon.

9. Feedback

Feedback is offered to those candidates who are shortlisted and not recommended for appointment. It is hoped that this information will help you with future applications.

10. Selection for Appointment

Selection is made conditional upon the successful candidate meeting the Trust's requirements for health, physical capacity and conduct.

11. Arrangements for Applications

When you have completed your application, the completed form and covering letter should be e-mailed to the Headteacher's PA on htaylor@stocksbridge-mlt.co.uk by the closing date.