



The
3-18
Education
Trust

Applicant Information Pack

Teacher of Art



Courtesy – Enterprise – Endeavour



Headteacher Letter to Applicants

Thank you for the interest you have shown in our school. I am delighted you are considering joining William Brookes School and as the Headteacher I am proud to welcome you to our vibrant and successful school.

William Brookes is unique in that it is the only Coubertin school in Great Britain and is a place where Olympian values infuse every aspect of school life. Students gain good academic outcomes, but education is not just about the academic mind; it is also about the heart and so students at William Brookes are exposed to a broad range of enrichment activities; especially through the Arts and in Sport.

Please explore our website and read the additional materials included in this pack to find out more about us. The Job Description & Person Specification give you full information about this post. You are most welcome to contact Joanne Wilkinson to arrange a visit to the school or an informal telephone conversation with myself prior to any application.

I hope that you are inspired by what our school has to offer, and I would welcome an application from you.



Stephen Richards, Headteacher

About our Trust



A very warm welcome and thank you for taking an interest in the current vacancy we have open within our Trust.

The 3-18 Education Trust is currently made up of five schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

Our **Mission** is that we aim to be an excellent Trust that supports and challenges in appropriate measure, so that every individual is in a great school.

Our **Values** are divided into those for students and those for the schools:

For our *students*, that they leave us accomplished, independent, resilient, compassionate young people, with choices and opportunities ahead of them.

For our *schools*, that we celebrate the differences between them, whilst enjoying the benefits of the team so that each school gives and receives support but retains its identity and culture.

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below.



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

Job Description



The
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Title of Post	Teacher of Art
Post Status	1.0 FTE/Permanent
Salary/TLR/ Allowance	MPS/UPS

Main Purpose

- To support the School's aims and maximise the achievement of all students in Art
- Curriculum delivery and student progress and achievement of students in Art in Key stage 3, 4 and 5 - and within the wider school, where relevant.

Duties & Responsibilities

Curriculum:

- To teach within the Art department
- To work with the Subject Leader and other staff on the development of schemes of work, helping to build opportunities for:
 - Ensuring progression
 - Active learning
 - Assessment for learning
 - Meeting the needs of all learners
 - ICT
 - Enrichment and external links

Learning:

- To maintain up-to-date records of student progress across all aspects of performance
- To ensure that your students make good or outstanding progress in Art
- To deal effectively with behaviour, attendance and punctuality issues

Assessment:

- To carry out the regular assessment and marking of students' work, according to the departmental and whole school assessment and marking policy
- To keep records of student attainment and progress
- To monitor student achievement against school and national data at individual student and teaching group level, and to take action to improve achievement and combat identified under achievement
- To carry out assessment and feedback

Policy:

- To attend relevant meetings
- To undertake any other duties as reasonably requested by the Head or Subject Leader
- To contribute to areas of departmental development as a member of the Art team

Professional Development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

Other Responsibilities

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • An honours degree or equivalent in Art, or an appropriate Art related degree. • A-Levels in Art with a good grade • QTS 	Higher level or postgraduate qualification in Art
Work or relevant experience	<ul style="list-style-type: none"> • Be or have to the potential to be an outstanding classroom practitioner • Monitoring standards – acknowledge excellence and challenge poor performance • Setting and achieving ambitious goals and challenging targets • An up to date knowledge of ICT and its use within the classroom. • Proven track record of ensuring high attainment and progress scores with students • An outstanding form or house tutor. • Successful engagement in trainee teacher target setting or performance management process 	<ul style="list-style-type: none"> • Participation in whole school initiatives • Experience of successfully running extra-curricular activities e.g. STEM clubs • Specialist teaching ability in Art at KS3 and 4 but ability to teach outside of specialist field too.
Knowledge and understanding	<ul style="list-style-type: none"> • Knowledge of the characteristics of good and outstanding teaching and learning • Understanding and commitment to safeguarding procedures • High expectations of students and the ability to ensure that all students needs are met • Understanding of a broad range of current relevant education issues/initiatives 	<ul style="list-style-type: none"> • Knowledge of successful intervention strategies • Extensive curriculum knowledge • Experience of planning, implementing and evaluating successful strategies for school improvement with regard to the Art curriculum. • Experience in a range of different contexts

Sills and Abilities (relevant to the post)	<ul style="list-style-type: none"> • Sufficiently fluent in spoken English to ensure effective performance in the role • Ability to interpret and analyse class data to track and monitor student performance. • The ability to build positive relationships with colleagues, students and parents 	
Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic and passionate about Art • Sets high standards for themselves and their students including safety • Is able to motivate and encourage students of all abilities • Is able to work collaboratively as part of a team • Is able to organise and meet deadlines • Is able to work under pressure • Ability to research, disseminate and deliver innovative approaches to teaching and learning across Art. 	
Special Conditions	<ul style="list-style-type: none"> • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check. 	

Additional Information about William Brookes School



William Brookes School is a mixed comprehensive school with **over 930 students on roll**, including over **100 in the Sixth Form** and each September sees us oversubscribed in Y7. We value the **specialisms** we hold in **Performing Arts** and **Maths & Computing** and continue to support their profile. The school always has an exciting feel to it, with a lot going on every term. We moved into our brand new school in September 2010 and everyone, students, staff and the local community, has embraced the fantastic ICT rich facilities we now have at our disposal. Our school is very much focused on the people who work within the building and we work hard on achieving our motto of “be the best you can be through courtesy, enterprise and endeavour”.

Although situated in beautiful surroundings on the edge of the small rural town of **Much Wenlock**, we are far from being a sleepy rural school. We have **eight partner primary schools**, with whom we work very closely, but we draw from a much broader spectrum of some 25 or more primary schools, including some in Telford, Bridgnorth and Shrewsbury, as well as the **wider rural area of South East Shropshire**.

We are a **comprehensive** school in every sense of the word. Our **ability spread is wide and also well balanced**. The last few years have seen several of our students go on to Oxford and Cambridge but we also cater for students with quite complex special educational needs too. The socio-economic background of our students is equally mixed and we enjoy the same levels of support from parents from all sectors. Some children have moved to us from the independent sector, some students live in isolated communities and many live in our surrounding villages and towns, with some 25% coming from the immediate town of Much Wenlock and surrounding area, approximately 31% from Broseley, which lies to the south of Ironbridge and 17% coming from the neighbouring areas of Telford & Wrekin.



As the only “**Coubertin School**” in Britain we enjoy not only a rich cultural tradition that is derived from the life and work of our namesake, Dr William Penny Brookes, but also unique opportunities for Sixth Form students to undertake activities with partner schools from across Europe and beyond. Younger students are participating in student voice and leadership activities related to the Olympics and Olympic values. Our **Arts Centre, “The Edge”**, is located at the heart of our new school and it enhances our Music, Dance and Drama facilities as well as benefiting the wider community of this part of Shropshire and reflecting our great strengths in the performing arts.

Dr William Penny Brookes

We consider ourselves very fortunate to work in a wonderful school with fantastic facilities in a beautiful location. We want William Brookes School to be a great place to learn and a great place to teach and hope that you will want to join us and be part of its exciting future.



William Brookes School

What We Offer

In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

Application & Appointment Process

Applications are to be made directly through the Teaching Vacancies portal at: <https://teaching-vacancies.service.gov.uk/jobs/c7da6fbc-7a71-4618-9d1d-7a8a2836ce0d>

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

Closing date for applications: 12.00 noon, Friday, 14th October 2022

Interviews will take place on Tuesday, 18th October 2022

Please note:

- It is essential that all elements of the application form on the Teaching Vacancies portal are completed in full.
- We do not accept CV's in support of an application.
- Paper applications will only be excepted in exceptional circumstances, please make contact with the school to arrange this.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website <http://www.williambrookes.com/about-us/policies-and-documents.php>.