



Flixton Girls School Application Pack

Art & Photography Teacher (Maternity Cover)

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 @FlixtonGS  FlixtonGirlsSchool

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the Vantage family*



aspiration • empowerment • excellence

Dear Applicant,

Thank you for your interest in the post of **Art & Photography Teacher (Maternity Cover)** at Vantage CE Academy Trust based at **Flixton Girls School**.

Our Art, DT and Photography department at FGS is truly exceptional. With last year's achievement of 100% grade 9-5 and an impressive 43% in grades 7-9, our team sets a remarkable standard. We take immense pride in the department's accomplishments, knowing that any educator, regardless of career stage, would find immense fulfillment working alongside our highly skilled and dedicated group of teachers.

Flixton Girls School is a member of the Vantage CE Academies Trust family of schools. We are incredibly proud of our outstanding schools and staff who go above and beyond for our families every day. To find out more about what we have achieved as a Trust family over the last year, take a look at our Impact Report. <https://vantageacademies.co.uk/about-us/impact-report/>

Vantage is a mixed CE Multi Academy Trust, which recognises and supports the individual ethos of non-faith schools; we are currently made up of six Church of England schools and four community schools of which Flixton Girls School is one.

The Trust operates across a diverse geographical area in the Northwest of England, from mono cultural areas to those with high levels of diversity, across three hubs in Knowsley, Bolton, and Manchester. These local hubs bring the added benefit of specialist teachers and communal headship, as well as further support and accessible advice.

We are incredibly proud to have been named as a 3 Star, World Class company based entirely on our employee's feedback in the B-Head Best Companies Survey. In addition to achieving the highest possible standard of recognition by Best Companies, Vantage Academy Trust also achieved the following recognition:


- Education and Training's 25 Best Organisations to Work For: Vantage CE Academies Trust is now the 7th Best Education and Training Company to Work For in the UK
- The North West's 100 Best Companies to work for: Vantage CE Academies Trust is the Top 40 Best Companies of Any Size to Work for in the North West
- The UK's Best 100 Large Companies to Work For: Vantage CE Academies Trust is the 51st Best Large Company to Work for in the UK

You can find out more about the Best Companies lists and our Trust profile here: <https://www.b.co.uk/companies/vantage-academy-trust>

This is an exciting opportunity for someone to join the Trust and support its operations. If you feel inspired by our strategy and what we are trying to achieve, I'd be delighted if you submitted your application. Full details and all documentation are in this pack.

We very much look forward to hearing from you.

Yours faithfully



Jill Albertina
CEO



Learn About our School

Flixton Girls School

At FGS we inspire students to discover their talents and fulfil their potential through our founding principles of aspiration, empowerment, and excellence. These principles are at the heart of life at FGS, ensuring that each individual can achieve her personal best.

Aspiration

Aspiration is vital in instilling in each student the desire to be successful in her chosen field and to have high ambition for the future. Our highly qualified and dedicated staff team deliver rich experiences and opportunities that enable each person to find and develop their talents.

We work hard to ensure that they are aware of the opportunities available to them and that they are fully supported to achieve their goals. Our curriculum, together with our wide and varied enrichment programme, introduces our students to many new activities and is underpinned by a commitment to the development of self-confidence, self-worth, and a love of learning.

Empowerment

Empowerment ensures that each student is equipped with the skills and abilities they need to achieve success. At FGS we believe that the empowerment of a young person is the key to their future happiness and success, as well as to the future of our community and our society.

Excellence

Excellence permeates our actions and drives ambition; the unlimited ability to do ordinary things extraordinarily well. Flixton girls are proud of their school and benefit from our deep commitment to traditional standards, courtesy, and respect, leading to outstanding achievements and academic success.

At FGS we believe that each student deserves the absolute best education and has limitless potential. We consider it our duty to help them to discover and fulfil that potential. We are privileged to guide each student as we share with you the most enjoyable, challenging, and exciting journey of her life, from child to confident adult.

Take a look at our website here: <https://www.flixtongirls.com/>



Learn About our Trust

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Vantage is a mixed CE Multi-Academy Trust, which recognises and supports the individual ethos of non-faith schools; we are currently made up of six Church of England schools and four community schools.

We aim to ensure the rapid improvement of schools that need immediate support and nurture them into organisations that can maintain good and outstanding status. We also welcome currently good and outstanding providers to join our mission and find that, as we do, working to improve partner schools has a lasting impact within each school.

The Trust operates across a diverse geographical area in the North West of England, from mono-cultural areas to those with high levels of diversity, across three hubs in Knowsley, Bolton and Manchester. These local hubs bring the added benefit of specialist teachers and communal headship, as well as further support and accessible advice.

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<https://www.b.co.uk/companies/vantage-academy-trust>



Making your application

I hope that when you read this pack you are inspired to apply for the post. If you are, then this is what you need to do:

Application

1. Complete the online application form by visiting the Trust website:

<https://vantageacademiestrust.face-ed.co.uk/vacancies>

Deadline

The deadline for the post is **Thursday 11th April 2024** to arrive no later than **noon**.

Interviews will take place on **Friday 19th April 2024**.

Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist; therefore, if you have not heard from us within 3 weeks of the closing date your application has been unsuccessful on this occasion.

Salary & Hours

MPS/UPS (£30,000 - £46,525 per annum)

Full time: Monday - Friday

Start Date

1st September 2024

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

Applications are welcome from ECT's.

Vantage CE Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates.





Vision and Values



Maintaining a strong culture of **professional development** amongst our teaching staff as the quality of education in our academies can never exceed the quality of its teachers.



Developing our academies to be **centres of excellence** with a focus on the social and spiritual nurture and achievement of all their members.



Allowing every person to be an active and **valued member** of our community and developed in their **own spiritual journey**.



Developing future and **aspirational thinking** based on our educational heritage and to make use of the latest research in pedagogy and child development, ensuring that our wider learning environment reflects the high aspirations and expectations we have for ourselves and one another.



Fostering, maintaining and **celebrating individual distinctiveness** in our schools.



Ensuring our academies have a particular vocation to the **least advantaged**, to enable them, through education, to change their lives.



Encouraging pupils to be curious about the world around us and see their **personal learning** and growth as a continuous journey.



Not setting a limit on what is possible for ourselves, for one another, and for our community of schools.

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Job Description

Post Title:	Teacher of Art & Photography (Maternity Cover)
Purpose:	<ul style="list-style-type: none"> 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 a 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
Reporting to:	Head of Art & DT
Responsible for:	<p>The provision of a full learning experience and support for all students at the school – across Key Stage 3 and Key Stage 4.</p> <p>Teaching AQA GCSE (Art and Design) Photography</p>
Conditions of Service:	Reference should be made to the School Teachers' Pay and Conditions Document, including the specific provisions referred to in this job description and the National Standards for Qualified Teacher Status published by the Teacher Development Agency. This generic job description is not intended to be comprehensive. It will be reviewed annually but may need to be modified in the interim following negotiation
Liaising with:	Principal/Vice Principal/SLT, teaching/operational staff/central trust staff and colleagues in the trust, LA representatives, external agencies and parents
Working Time:	Full Time – Maternity Cover
Salary/Grade:	MPS/ UPS
Disclosure Level:	Enhanced
MAIN (CORE) DUTIES	
Operational/Strategic planning	<ul style="list-style-type: none"> To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the department To contribute to the department's development plan and its implementation To plan and prepare courses and lessons To contribute to the whole school's planning activities
Curriculum Provision:	<ul style="list-style-type: none"> To work with the Head of Department and colleagues, to ensure that the curriculum delivers the <u>knowledge, skills and understanding</u> in a manner designed to optimise student health across our 5 pathways of Academic Health, Physical Health, Nutritional Health, Social & Moral Health and Emotional Health; and that the curriculum area provides a range of teaching which complements the school's strategic objectives Have a sound understanding of British Values and how this can be embedded within the curriculum

	<ul style="list-style-type: none"> • To provide students with the knowledge and “cultural capital” they need to succeed in life • Have a developed knowledge and understanding of the subject, including how learning progresses within it • To ensure that the curriculum is well organised, imaginative and builds in opportunities for learning and a broad range of experiences which contribute well to students’ development and well-being • To adjust the curriculum to effectively meet the needs of students • To support with cross-curricular provision including literacy, numeracy and ICT • To contribute to curriculum enrichment opportunities • To inspire global citizenship including ecology and environmental studies and activities
Curriculum Development:	<ul style="list-style-type: none"> • To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of the students
Staffing Staff Development: Recruitment/Deployment of Staff	<ul style="list-style-type: none"> • To take part in the school’s staff development programme by participating in arrangements for further training and professional development • To continue personal development in the relevant areas including subject knowledge and teaching methods • To engage actively in the Performance Management Review process • To ensure the effective/efficient deployment of classroom support • To work as a member of a designated team and to contribute positively to effective working relations within the school
Student Behaviour	<ul style="list-style-type: none"> • Have high expectations of students including a commitment to ensuring that they can achieve their full potential • To follow the school’s Pivotal Curriculum in dealing with behaviour • To establish a fair, respectful, trusting, supportive and constructive relationship with students • To commit to safeguarding and the promotion of welfare and equal opportunities amongst all students and colleagues • Where necessary to resolve conflict between students and staff and empower students to use appropriate strategies to settle differences
Quality Assurance:	<ul style="list-style-type: none"> • To help to implement school quality procedures and to adhere to those • To contribute to the process of monitoring and evaluation of the curriculum area / department in line with agreed school procedures • To seek/ implement modification and improvement in professional practice where required • To review as necessary, methods of teaching and programmes of work • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

Management Information:	<ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for registers etc. • To complete the relevant documentation to assist in the tracking of students • To maintain and submit up-to-date assessment data regarding pupil progress as required • To track pupil progress and use information to inform teaching and learning
Communications:	<ul style="list-style-type: none"> • To communicate effectively with the parents/ guardians of students as appropriate • Where appropriate, to communicate and co-operate with persons or bodies outside school
External Liaison:	<ul style="list-style-type: none"> • To take part in events such as Open Evenings, Parents' Evenings, and liaison events with partners schools • To contribute to the development of effective subject links with external agencies
Management of Resources:	<ul style="list-style-type: none"> • To contribute to the process of the ordering and allocation of equipment and materials • To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources • 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
Pastoral System:	<ul style="list-style-type: none"> • To act as Form Tutor to a group of students • To promote the academic general progress and well-being of individual students and of the Form Tutor Group as a whole • To liaise with the Head of House to ensure the implementation of the school's pastoral system
Teaching:	<p>To ensure that teaching promotes good learning, progress, and enjoyment for all students by:</p> <ul style="list-style-type: none"> • Having high expectations of all students and ensuring that effective support is given to accelerate the progress of any student who is falling behind their peers • By demonstrating a range of teaching styles and activities which sustain students' concentration, motivation, and application • Using time, resources, technology, and other adults to contribute to the quality of learning • Having excellent subject knowledge which is used to inspire students and build their understanding • Planning lessons which are linked to current assessment of students' prior learning, and are differentiated in order to consolidate, build upon and extend learning for all students • Using effective questioning techniques which gauge students' understanding and reshape explanations and tasks where this is needed • By assessing students' progress accurately, both orally and through marking and to allow students to make good progress

	<ul style="list-style-type: none"> • To teach students according to their individual educational needs, including the setting and marking of work to be carried out by students in school and elsewhere • To set appropriate aims/ objectives and statements of learning outcomes • To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required • To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of students • To ensure that ICT, Literacy and Numeracy are reflected in the teaching/learning experiences of students • To undertake a designated programme of teaching ensuring progressive sequences of work • To ensure a high quality and motivating learning experience for pupils which meets internal and external quality standards • To prepare and update subject materials • To use a variety of teaching styles which will stimulate learning appropriate to the pupil needs and demands of the syllabus • To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework • To undertake assessment of students as requested by external examination bodies, departmental and school procedures • To mark, grade and give written/verbal and diagnostic feedback as required setting effective targets to allow students to improve their level of attainment
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<p>Specific duties as agreed with Head Of Department (to be reviewed annually)</p> <p>Other Specific Duties:</p> <p>To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.</p> <p>To follow “The Flixton Way” which sets out the school’s own character, ethos, expectations and established ways of doing things.</p> <p>Demonstrate ambition and drive for improvement.</p> <p>Act as an excellent role model for pastoral care, classroom practice and behaviour management. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</p> <p>To undertake any other duty as specified by the STPCD not mentioned in the above.</p> <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p>
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Please note that Flixton Girls School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to apply for an Enhanced DBS Disclosure.

REVIEW ARRANGEMENTS

The details contained in this Job Description reflect the content of the job at the date it was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, Flixton Girls School will expect to revise the Job Description from time to time and will consult with the post holder at the appropriate time.

Date Job Description prepared/revised: March 2024

Prepared by: Miss D Tedford, Acting Principal

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PERSON SPECIFICATION FOR ART & PHOTOGRAPHY TEACHER (MATERNITY COVER)

We are looking for a candidate who meets the following requirements:

Qualifications	Essential	Desirable
Qualified Teacher Status (or expectation of obtaining this prior to appointment)	Y	
Relevant good honours degree	Y	
Experience of	Essential	Desirable
Teaching Art & Photography across key stages 3 & 4	Y	
Teaching GCSE Photography	Y	
Raising student achievement and adding value within the Art & DT Curriculum		Y
Working effectively within a team	Y	
Effective liaison with parents	Y	
CPD demonstrating a secure knowledge of current thinking in Art, DT & Photography pedagogy and practice	Y	
Knowledge & Skills including	Essential	Desirable
A talented classroom practitioner with potential to develop further with support	Y	
Knowledge and understanding of AQA GCSE (Art and Design) Photography course	Y	
Excellent organisational skills	Y	
Excellent communication skills, both written and oral	Y	
Confidence in using, applying, and interpreting student data		Y
Able to manage time effectively and work to deadlines	Y	
The ability to work collaboratively within a team	Y	
Ability to experiment with new technologies that can enhance learning		Y
Personal attributes	Essential	Desirable
Enjoy working with young people and have enthusiasm for teaching and learning	Y	
Commitment to providing students with a first-class education and raising the standards of student achievement to improve the life chances of all students	Y	
Capacity to work hard under pressure and to possess a sense of humour	Y	
Be a passionate advocate for the subject and for teaching	Y	
Flexibility and adaptability	Y	
Resilience	Y	
A willingness to give freely of the considerable time required to meet the needs of the post	Y	
A positive outlook, energy, drive and the ability to motivate others	Y	

Prepared by: Miss D Tedford, Acting Principal, March 2024
Person Specification – Art & DT Teacher (Maternity Cover)

Our Expectations

Creating safe, professional environments

Safeguarding Children and Young People

Vantage CE Academies Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK o Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

Staff Conduct

All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Vantage CE Academies Trust.

We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness, and common courtesies for all members of our community. We expect that, at all times, employees behave in a manner that role models positive behaviours for our students to follow. Physical violence, verbal abuse and swearing are unacceptable and not tolerated. Employees are expected to maintain a professional relationship with students.

Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

Dress Code

We expect staff to wear professional business dress mirroring the high expectations of our student dress code.