



Exmouth
Community
College
Academy Trust

Job Pack

Teacher of Art

Permanent

MPS/UPR

Closing Date: 6 May 2024 at 10.00am

Interview Date: 13 May 2024

Letter from the Headteacher

Dear Applicant

Thank you for your interest in Exmouth Community College. We have an exciting opportunity for a committed and passionate colleague to join our community of highly motivated staff, enthusiastic students, supportive parents and knowledgeable Governing Board. Having only recently arrived at ECC myself (having been a Headteacher at another large Secondary near Bristol for five years) I have been blown away by the warmth of the welcome that I've had here and I can assure you of the same.



You will be joining the College at a really exciting time, just as we come to the end of a major upgrade of our site and facilities. This includes the 'showpiece' £13 million Elizabeth Lee building, a new Maths block, a new student canteen, other significant refurbishment and the creation of a vast green open area for our students. This will allow us to provide an exciting and very broad educational experience for the next generation of ECC students in inspiring, state of the art facilities.

We are also in the process of looking to join a Multi-Academy Trust. Having spent a great deal of time reviewing our position, we believe that joining a Multi Academy Trust will continue to improve the experience that we provide for our students and the professional opportunities that this will bring our staff.

We have a broad view of education. We actively focus on the quality of our curriculum and in ensuring that our students leave ECC with the very best outcomes that they can from a wide range of subjects. But much more than this, we want to prepare our students for all the opportunities and challenges that life will throw at them. Exposing them to a wide range of experiences and opportunities beyond the classroom will prepare them for the world of work and build the character they need to lead happy, successful and fulfilled lives.

We put the development of staff at the centre of our philosophy, including a unique Assistant Headteacher role with responsibility for our staff and their development. We take it really seriously, and very much subscribe to Richard Branson's mantra to develop our staff well enough so they can leave but treat them well enough so they don't want to.

There is a really strong sense of community at ECC. Through us all working together as staff, families and governors, and pulling together as one community, we will continue the work to build a College that caters brilliantly for its community and prepares our young people for their future.

So if you are looking for a school that is focussed on ensuring consistently great learning experiences for our young people, both in and out of the classroom, investing in your well-being and professional development, and where your passion and ideas will be welcomed enthusiastically, we would love to hear from you.

I hope that you find the information in this pack to be both interesting and informative. I would also urge you to explore our website to get a deeper understanding of what we are all about. Whilst we are in the process of finalising our new 'School Vision, it will, I hope, give you a sense of why we are so proud of our students and community.

I recognise that much time and thought goes into preparing an application, which I thank you for in advance. In turn, we will give your application serious consideration.

If you require any further information regarding the post or the application process, please do not hesitate to contact us.

With warm wishes

A handwritten signature in blue ink, appearing to read 'Tom Inman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Inman
Headteacher

Introduction to the Art Department

The Art Department is based in a purpose built block on the Green Close site of the College with five specialist rooms and an ICT suite. It offers a broad range of facilities to students including Ceramics, Photography and ICT.

In Key Stage 3, Art involves students working in a variety of ways and making use of a range of media in order to build a good breadth of skills. There are a number of individual elements to the course and these are structured to provide students with a good understanding of the Visual Elements and to develop their contextual understanding, critical skills and appreciation of the subject within the broader curriculum. Group sizes range from approximately 30 in Year 7 to 26 in Year 9.

Art is a popular subject at GCSE Level with currently 6 groups in Years 10 and 11 and approximately 25 students in each. Recording, Development, Refining and Realisation form the basis for the course. There is a very positive and highly enthusiastic attitude amongst Art staff teaching the subject, which ensures a wide range of personal responses from students and encourages them to take responsibility for their own work.

Post 16 is an integral part of the Art Department, with students studying both A Level Art and Photography. Recording, Development, Exploring and Realisation form the basis for each course. Life Drawing is offered to all A Level Art students and is a vital part of students' skills development. Photography students have two darkrooms with the facility for both black and white and colour developing.

Activities for students studying Art and Design GCSE range from Artist Workshops, involvement in local community projects and a trip to Tate St Ives and the Barbara Hepworth Museum. There are trips abroad for Post 16 Art and Photography students. Every year there is an exhibition of Post 16 Art and Photography work.

Certainly, working in such a large College is very demanding of time and energy, but there are significant advantages. The opportunity to work with a strong, talented team of Art and Photography teachers; the positive responses of the students; the support of a very encouraging Senior Leadership Team and the overall ethos of a friendly, motivated department. If you feel that you have the subject knowledge, energy and professionalism to work in our department then we would welcome your application.

Job Description

Title:	Teacher of Art
Contract Type:	Permanent
Start Date:	1 September 2024
Salary:	MPS/UPR
FTE:	0.6000 – 0.8000 FTE
Reporting to:	Head of Art
Responsibility for:	No line management responsibilities

Purpose of the Job

The College is currently seeking a qualified teacher to take on a role teaching Art. The successful applicant will be expected to provide outstanding teaching and learning of Art to ensure high attainment of students. The post holder will adhere to the professional duties of a teacher as set out in the School Teachers' Pay and Conditions of Service document and College policies.

Key Responsibilities

- Provide a nurturing classroom and school environment that helps students to develop as learners.
- Help to establish / maintain discipline and good order in the classroom and across the Art Department.
- Contribute to the effective working of the Art Department.
- Participate in departmental CPD and undertake professional development as identified.

Teaching and Learning

- Plan and teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students make significant and continuing progress.
- Maintain accurate pupil data that can be used to make teaching more effective.
- Identify situations where the Key Stage Co-ordinator or Head of Department needs to be involved.
- Communicate enthusiasm of the subject, and the areas of learning related to it, to students.

Department Ethos

- Have an infectious enthusiasm for the teaching of Art.
- Ability to initiate curriculum innovation and develop resources.
- Willing to participate fully in the College's extracurricular programme.
- Engage with the College's Incremental Coaching programme.
- Interested and involved in the College's aim to service the needs of the whole community.

Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications			
Qualified to degree level in Art or related subject specialism	✓		Application, Certificates.
Qualified teacher status	✓		
Ability to teach GCSE	✓		
Ability to teach A Level		✓	
Teaching Experience			
Successful experience of teaching Art in a placement or a previous school	✓		Application, Interview, Assessment/ Observation, Reference.
Experience of raising attainment in a positive classroom environment	✓		
Teaching Standards			
Set high expectations which inspire, motivate and challenge students	✓		Application, Interview, Assessment/ Observation, Reference.
Promote good progress and outcomes by students	✓		
Demonstrate good subject and curriculum knowledge	✓		
Plan and teach well-structured lessons	✓		
Adapt teaching to respond to the strengths and needs of all students	✓		
Make accurate and productive use of assessment	✓		
Manage behaviour effectively to ensure a good and safe environment	✓		
Fulfil wider professional responsibilities	✓		
Personal Qualities			
Adaptable, flexible and creative	✓		Application, Interview, Assessment/ Observation, Reference.
Excellent written and oral communication skills	✓		
Confident user of ICT	✓		
Awareness and understanding of data protection and confidentiality	✓		
Able to take responsibility and show initiative	✓		
Enthusiastic and inspiring	✓		
Ability to command respect	✓		
Ability to work actively, productively and flexibly as part of a team	✓		

Additional Criteria

We have an expectation that all staff employed at Exmouth Community College will:

- Commit to the safeguarding and welfare of all students
- Understand and recognise the principles of equality and diversity
- Commit to regular and on-going professional development and high standards
- Demonstrate and promote good practice in line with the ethos of the College

Important Information

Please read the *Application and Recruitment Guidance Notes* available from the College website before completing your application.

We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. As part of our commitment, we need to ensure that all potential employees satisfy our employment checks. Please note that where appropriate, shortlisted and/or potentially suitable applicants will be required to undertake further checks. A satisfactory Enhanced DBS Disclosure (with Barred List check) will be required before the successful candidate can commence employment at Exmouth Community College.

Exmouth Community College will treat applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. As part of the recruitment process such information will only be considered in light of its relevance to the post for which you are applying. Failure to disclose previous criminal history could result in the withdrawal of an offer of employment. All information disclosed will be treated in the strictest confidence.

All shortlisted candidates will be required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/db filtering guide)). Therefore, if your application is shortlisted, and if you have received a conviction or caution which would not be filtered in line with current guidance, you must provide details on the Self Declaration form which will be provided to you.

This post involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

To Apply

Please complete the Teaching application form available from the College website. Your completed application form should be submitted before 10am on the closing date.

Early applications are encouraged. Exmouth Community College reserves the right to interview and appoint prior to the closing date of the advertisement, should the College be able to identify an appropriate candidate.

Email to: recruitment@exmouthcollege.devon.sch.uk

Or post to: Human Resources, Exmouth Community College, Gipsy Lane, Exmouth, Devon, EX8 3AF

Questions?

For further information about this post please contact Lorna Jones:

Email: lorna.jones@exmouthcollege.devon.sch.uk

Phone: 01395 255687