



# **Appointment of Teacher of Art, Graphics and Photography**

**0.4 FTE (2 days), Permanent  
M/UPR: Actual salary range  
£10,285 to £16,641 pa**



## Introduction from the Principal

Dear Applicant

Thank you for your interest in the role of Teacher of Art, Graphics and Photography with Kenton Schools Academy Trust based at Kenton School.

Kenton School is a vibrant and inclusive secondary school at the heart of the community in which we serve. With just 1800 students, we are amongst the largest schools in the North East. However, despite our size we pride ourselves on retaining a family atmosphere and in ensuring that we cater for the needs of all our students, recognising their special gifts or talents.

At Kenton we are passionate about providing the very best education possible for young people in our city, our region and nationally and our strong and committed team share our vision of ensuring all our students not only reach their potential but that they are confident, happy and resilient students who treat each other with compassion and respect.

Kenton School is recognised at a National Level for excellence and innovation in the Arts and offers an extensive and inclusive Arts curriculum with the core belief that Arts education is a fundamental right for all young people regardless of ability and socioeconomic background.

We are extremely committed to ensuring all our students receive a broad and balanced curriculum with the Arts at the heart of our curriculum. The Arts have been a core subject at KS3 and KS4 for over three years alongside English, Maths and Science. Every student at KS4 has a creative GCSE option: Art, Graphics, Textiles, Ceramics, Photography, Music, Performing Arts and Media. Over 900 students study GCSE Arts at KS4.

In recent Ofsted reports student achievement and teaching and learning in the Arts were a central focus and highly praised, with the school being recognised as a beacon for the Arts in the North East. Kenton School is a Gold Artsmark School on a two-year journey to Platinum accreditation and has recently been shortlisted as TES Creative School of the Year.

Students achieve fantastic results at both KS4 and 5 with many continuing their creative endeavours at University or creative apprentices. Results at GCSE and A level are above the national average with Art and Ceramics performing in the top 10% nationally. We have a 100% A-level pass rate with the vast majority of pupils surpassing their ALPS targets. There is also a strong craft tradition within the department.

The Art department at Kenton School is a highly skilled, enthusiastic and forward-looking team comprising of seven talented Art specialists supported by our own technician. In addition to our five general purpose Art studios, two Graphics Studios, darkroom and photography suites we also have a superbly equipped Ceramics studio and two fully equipped Textiles studios.

A vacancy has arisen for a talented and inspiring Art, Graphics and Photography specialist to join our fantastic team, teaching key stage 3, 4 and 5. This post is open to both newly qualified teachers and experienced teachers looking for an exciting new challenge.

If you are the person we are looking for, you will possess a proven track record of effective training or teaching practice underpinned by a passion for the subject, broad base of subject knowledge and the ability to apply a range of teaching and learning strategies.

You will have previous experience teaching Art, Graphics and Photography, and also possess excellent Photoshop & Illustrator skills, analytical skills with the ability to use data and assessment for learning effectively to inform practice.

You will possess the ability to work effectively with all students, engaging them through exciting yet challenging lessons and embedding a culture of positive behaviour for learning. But most importantly you will be committed to our school ethos of 'all different, all equal,' instilling high expectations in all our students to enable them to achieve their potential regardless of the barriers they face.

In return Kenton School offers fantastic opportunities to committed and enthusiastic teachers and offers tremendous developmental possibilities due to its success, size, facilities and management and staff working together to offer the best available chances for our pupils.

We look forward to receiving your application.

Yours sincerely

*S Holmes - Carne*

**Sarah Holmes-Carne**  
Principal



# Teacher of Art, Graphics and Photography



## Job Description

**Grade:** Main/Upper Pay Scale

**Responsible to:** Head of Department

**Job Purpose:** To be accountable for learner achievement within a designated timetable by effective teaching and learning and contribute to the monitoring and development of Art, Graphics and Photography and the wider Art subject areas.

## Main Responsibilities:

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

1. Create and manage a learning environment and achieve a supportive culture and behaviour management strategy that enables learners to achieve their potential.
2. Contribute to the monitoring and development of Art to ensure suitable opportunities are provided for learner aspirations to be met.
3. Plan effectively in the short, medium and long-term and prepare lessons to ensure coverage of the curriculum and the differentiated needs of learners are met.
4. Apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met and excellence and enjoyment is achieved.
5. Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements.
6. Demonstrate ongoing development and application of teaching expertise and subject, specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
7. Work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.
8. Contribute to the development and application of priorities, policies and activities in order to enable the achievement of whole school aims.
9. Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Take appropriate action where required

10. Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

In addition, Upper Pay Range Teachers are required to:

1. Make significant contributions to implementing workplace policies and practice and to promote their implementation.
2. Give advice on the development and well being of children and young people, if required.
3. Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

# Teacher of Art, Graphics and Photography

## Person Specification

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent).
2	Broad base of subject knowledge with the ability to effectively teach Art, Graphics and Photography at Key Stage 3, 4 and 5 to all abilities.
3	Evidence of successful training, teaching practice and/or successful prior teaching experience.
4	Effective Photoshop & Illustrator skills.
5	Demonstrable experience of effective use of a range of learning and teaching strategies.
6	Ability to effectively use assessment to support learning.
7	Knowledge of and ability to effectively use a range of behaviour management techniques.
8	Effective analytical skills with the ability to use data to inform practice.
9	Effective organisational skills e.g. lesson preparation, scheme of work development, meeting deadlines, good record keeping etc.
10	Effective ICT skills.

#### Desirable

11	Involvement in specific learning and teaching projects.
12	Evidence of CPD/professional learning on a range of learning/teaching issues.

### Part B: Assessment Stage

The following criteria will be further explored at the assessment stage in addition to criteria as outlined in Part A:

#### Essential

1	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>▪ Motivation and commitment to work with children and young people</li> <li>▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>▪ emotional resilience in working with challenging behaviours</li> <li>▪ attitude to use of authority and maintaining discipline.</li> </ul>
2	Effective interpersonal, oral communication and presentation skills.
3	Ability to work effectively as part of a subject/ curriculum team
4	Ability and flexibility to take an active part in extra-curricular provision.
5	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
6	Committed to working with young people and contributing to whole school ethos

#### Desirable

7	Can contribute to wider school development e.g. sport, drama, music, visits etc.
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#### Assessment Methods

The following methods of assessment will be used:

- Interview
- Lesson observation

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Children's Barred Persons List
4	DfE Prohibition List Check
5	Medical clearance
6	Confirmation of Qualified Teacher Status and proof of qualifications
7	A minimum of two references from current and previous employers (or education establishment if applicant not in employment).

## **Additional Information for Applicants**

### **Terms and Conditions**

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document as they relate to Teachers, as amended/supplemented by local decisions made by Kenton School Academy Trust.

### **Working Hours**

This role is part-time 0.4 FTE. The work pattern for the 2021/22 academic year is expected to be Thursdays and Fridays, however this is open to negotiation.

Please note the work pattern for the role is set each year depending on the needs of the school.

### **Salary**

The salary range for the post is Main/Upper Pay Range with corresponding full time salary of £25,714 to £41,604 pa. Pro rata to 0.4 FTE, the actual salary range will be £10,285 to £16,641 pa.

Kenton Schools Trust do offer pay portability therefore starting salary will be dependent upon current pay point and relevant experience. Progression through the range is subject to annual successful performance appraisals on 1 September annually.

### **Start Date**

The start date of the post is expected to be 1 September 2021.

### **Employment Status**

This is a permanent post. Newly Qualified Teachers will be required to successfully complete their statutory induction period.

### **Pension Scheme**

The postholder will be automatically enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk) and [www.twpf.info](http://www.twpf.info).

### **Equal Opportunities**

The school is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

### **Safeguarding**

Kenton Schools Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

### **Application Process**

If you feel you have the experience, skills and attributes to succeed as part of our team, please complete the online form via [www.tes.com/jobs/](http://www.tes.com/jobs/) selecting 'Quick Apply' or download an application form from our website [www.kenton.newcastle.sch.uk](http://www.kenton.newcastle.sch.uk) and return it to [human.resources@kenton.newcastle.sch.uk](mailto:human.resources@kenton.newcastle.sch.uk)

**Closing date: 12.00 Noon on 14 May 2021**