



**Teacher of Art & Photography**  
**Fixed Term (Maternity Cover)**  
**Full Time**

Closing date: 13 February 2019 (Midday)  
Interviews: w/c 25 February 2019



Dear Candidate

I am delighted that you have requested further information regarding the position of **Teacher of Art and Photography** at The Spires College. This is a full time, temporary appointment for two terms (from 23 April until 31 December 2019). As Principal, recruiting new colleagues is really exciting. I am committed to providing an excellent education for every child in our learning community and every new member of staff adds something more to strengthen our team.

The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that I believe is essential for a successful school and we all strive to ensure that every member of our community feels valued, but also contributes positively to College life. Our primary focus is, and will always be, developing superb teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning as well as their teaching. At our most recent inspection, the college was graded 'good' in all areas, which is a fitting acknowledgement of everyone's hard work. The report offers a good balance between celebrating our students' successes and academic progress, with praising the College's ethos of care and inclusivity: "A good and rapidly improving school with a culture of respect and aspiration".

The Department of Creative Arts and Technologies is a strong team with a wide range of skill sets. The successful candidate will be ambitious to play a role in enhancing the quality of teaching and learning in Art, ensuring that all of our students receive the excellent education that they deserve. This may be as a NQT, bringing a wealth of innovation and energy, or as an experienced teacher, bringing a highly developed understanding of pedagogy and practice.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit The Spires College to help you decide if this is the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, appearing to read 'Alex Newton'.

**Alex Newton**  
**Principal**



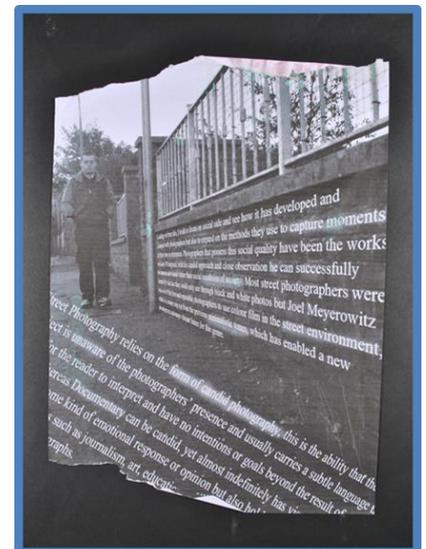


## The College

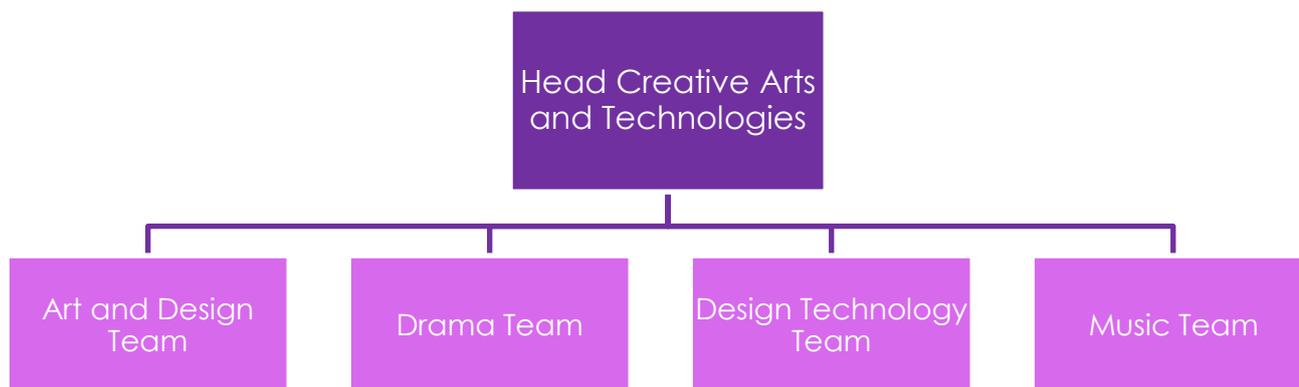
The Spires College is a co-educational, 11-18 college with a bilateral stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay, with currently just under 1000 students on roll. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

Torbay is an area with a Selective Grammar School system: parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 220 PAN). Students who have reached a designated pass mark in the '11+' test can apply to our selective stream to access a challenging academic curriculum.

We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. All full time teachers have their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised CPD programme based on individual needs and interests and every teacher is involved in research and professional reading.



## The Department of Creative Arts and Technologies



Art and Design sits within the Department of Creative Arts and Technologies. There are currently three Art and Photography teachers and an Art technician within that team.

In the Creative Arts and Technologies Department we believe that our subjects play an exciting and leading role in enhancing the life, imagination and education of our students and the surrounding community. Through a continual focus on the highest quality teaching and learning in Art and Photography, Design and Technology, Drama and Music, we seek to build an aspirational, creative environment where students develop a love of learning and creativity through engaging and wide-ranging schemes of learning and extra-curricular activities.

Our vision is to foster an environment where independent and collaborative opportunities encourage each student in confident risk-taking so that they can express their individuality and pursue their ambition, however great. We believe that involvement in the Creative Arts and Technologies helps to foster a positive attitude among students by developing a wide range of qualities such as cooperation, enthusiasm, passion, inspiration, tenacity and ambition. In our outstanding facilities, we help students to acquire an important sense of belonging as well as build the self-confidence they need to do well and make their first steps towards higher education and employment.

Creative Arts and Technologies teachers contribute to an extensive programme of extra-curricular activities both in and out of normal school hours.

### Art and Design

It is the belief of the Art and Design Team that all students deserve to succeed. To do this, students need to embrace new ways of working and learn how to develop resilience, curiosity, creative clarity and take on constructive feedback. Our schemes of learning allow these important characteristics to develop alongside technical skills in drawing, painting, collage, print, digital technologies, 3D, sculpture, design, textiles, ceramics and photography.

The Art and Design Team aims to:

- ▲ Provide opportunities for students to have access to a wide range of processes, methods and techniques, to become familiar with applying visual and tactile elements to their work, and to consider a range of stimulating topics.
- ▲ Provide opportunities for students to develop their skills of observation through first hand acquaintance with objects and artefacts from the natural and made world.
- ▲ Promote investigation and experimentation of ideas and materials.
- ▲ Provide opportunities to express ideas and explore emotions.
- ▲ Provide opportunities to see how art, craft and design have made significant contributions to the world in which we live.
- ▲ Develop students' aesthetic sensibilities and enable them to make informed judgments about art.
- ▲ Create opportunities to express considered opinions about their own work and the work of others, both in written and aural terms.
- ▲ Promote the creative work of students throughout the school and wider community.
- ▲ Develop students' capacity for imaginative and original thought.
- ▲ Enable students to develop an understanding of the language of art through the systematic introduction of the visual elements.

Art and Design teachers and students at The Spires College enjoy superbly equipped teaching spaces.

Art is well appointed, with two Art Studios. These are equipped for all aspects of Art and Design, including clay work and screen printing: three kilns, a sculpture and ceramics room, a print-making press for etching and lino, facilities for large scale silk screen printing and two paint studios.

Photography facilities include a recently extended and fully equipped dark-room, including a rotating door for space saving black out, twelve enlargers and even the potential to develop a colour printing system. There is a purpose built lighting studio with full blackout blinds and a black/white backdrop and a further work room that can be used as a camera obscura. There is a teaching room equipped with 25 Apple Mac computers, SLR cameras as well as a range of other DSLR and compact cameras. Students are taught how to use the wide range of lighting available including tungsten and studio flash and, once they have been taught how to use the equipment safely and with care, KS5 students use the facilities independently outside of contact time.

## Curriculum

### Key Stage 3

Students learn about the breadth of art forms available to them through the study of personal ideas and concepts, technical processes, the use of materials and the visual elements of art: line, space, tone, pattern, colour, composition, contrast, mass, volume, structure, shade, form.

In Year 7 students initially learn about the use of line, space and tone under the theme of 'Natural Forms'. Gradually the schemes of learning embrace each of the visual elements, or a combination of elements, to develop skills in different media and students begin to make a personal response. Throughout the year we explore such themes as 'man-made', 'landscapes', 'the importance of artists and cultures' and 'seashore'. All students undertake a personal study. Assessment in Year 7 is based on the development of skills, analysis of one's own and other artists' work, making connections with one's own work and the work of others, exploration and refinement of skills, production and presentation of final pieces which bring together the creative and educational journey made by students.

In Year 8 students are taught how to build on the skills learned in Year 7 through transference of 2D into 3D work, work on perspective and illusions, use of paint techniques to convey meaning and mark-making to show shade, texture and form. Year 8 students go on to work on their understanding of design, communication, working to a brief and designing lettering and typeface, followed by development of skills in learning about various craft processes. Themes in Year 8 include 'surrealism', 'animals', posters with a message' and 'craft and design' using a choice of craft processes from wire work, card construction, clay work, weaving, textiles, tie-dye, silk painting to press-print.

In KS3 students have two hours of timetabled Art and Design lessons per fortnight.

#### **Key Stage 4**

Students choose their KS4 courses during Year 8 and both Art and Photography are popular options. We currently follow the Edexcel specifications for GCSE Photography and GCSE Art.

#### **Key Stage 5**

Again, Art and Photography are popular choices at A level, where we follow the AQA specifications. Each A level has 9 hours teaching time per subject.





## Job Description Teacher of Art & Photography

<b>Dates:</b>	Apply by 13 February - To start 23 April 2019
<b>Accountable to:</b>	Head of Creative Arts and Technologies
<b>Salary:</b>	MPS/UPS
<b>Contract Type:</b>	Fixed Term (until 31 December 2019)

### Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, which do not change the general character of the job or the level of responsibility entailed. This will allow flexibility for the school to respond to changing priorities and also support and enhance individual professional development.

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

### Overall Purpose and Accountability

- ▲ To meet the requirements of the Teachers' Pay and Conditions document and to support students in attaining at the highest levels.
- ▲ To support and uphold the ethos, principles, policies and rules of the college in all respects and at all times.
- ▲ To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners.
- ▲ To support the Head of Department to develop an inclusive approach to Art so that all students are stimulated to accomplish their optimum performance.
- ▲ To assist the Head of Department to maintain standards of teaching and learning across the Art curricula.
- ▲ To teach across all key stages.

## Key Accountabilities

### Teaching and Learning

- ▲ Meticulously plan and teach engaging and challenging lessons.
- ▲ Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons.
- ▲ Set and mark appropriate homework.
- ▲ Use regular, measurable and significant assessments of teaching.
- ▲ Complete all reporting on time.
- ▲ Closely monitor progress and attainment of their students and use it to inform planning and teaching.
- ▲ Provide content for and where necessary deliver high quality student interventions.
- ▲ Ensure that all students achieve college targets.
- ▲ Work alongside the Head of Department on OFSTED Preparation, Self-evaluation measures and Quality Assurance processes.
- ▲ Support the Head of Department in the implementation of high quality Schemes of Learning.
- ▲ Maintain regular and productive communication with parents about students' progress.
- ▲ Organise and participate in exciting and motivating trips and events.

### School Culture

- ▲ Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships.
- ▲ Help develop a college culture and ethos that is utterly committed to achievement.
- ▲ To become an effective Form Tutor (teachers will usually be required to perform the role of form tutor).
- ▲ Create and sustain a positive learning culture.

### Health and Safety

You will:

- ▲ Adhere to school health and safety policies/procedures and current statutory health and safety requirements.
- ▲ Attend training as and when required for the purposes of safeguarding children and corporate safety.
- ▲ Ensure the college is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS).

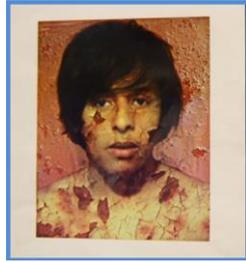
## Person Specification

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Beliefs	You hold a belief that the students of The Spires College must have access to the best educational experience possible.
	You are committed to raising standards in the school and believe in the potential of all young people to achieve highly.
	You are passionate about your subject and want to share this enthusiasm with others.
Qualifications	A good honours degree in Art or a related subject. The skill set to deliver Art to A level is desirable.
	A teaching qualification.
	QTS.
	Qualification in an additional or related subject area.
	An up to date knowledge of the emerging issues in education and record of appropriate CPD.
Skills and Attributes	You are a good practitioner in the classroom and keen to continue learning.
	You are capable of planning and delivering innovative lessons and Schemes of Learning.
	You have the ability to inspire high levels of student performance.
	You can work under pressure and prioritise according to need.
	You have good communication skills.
	You can use data effectively.
	You have good behaviour management skills.
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective.
	You have a sense of humour and good interpersonal skills.
	You have high levels of energy and enthusiasm.
	You are ambitious and keen to prove yourself.
	You are a committed, highly competent, reflective and resilient individual.
Experience	You have experience of teaching Art through Key Stages 3 to 5.
	You have experience of using data to inform actions.
	You have experience of the role and responsibilities of a form tutor.



## How to apply



Please complete an application form, which includes space for a supporting statement (please use font size 11 or 12 and double spacing for this). Your supporting statement should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Nadine Osborne, the Principal's PA, **by midday on 13 February 2019**, preferably by email to: [nosborne@thespirescollege.com](mailto:nosborne@thespirescollege.com).

If you do not receive an acknowledgement of your application by the deadline, please contact the college.

**Interviews will be held during the week commencing 25 February 2019**

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Principal's PA via the email above or telephone number below.

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