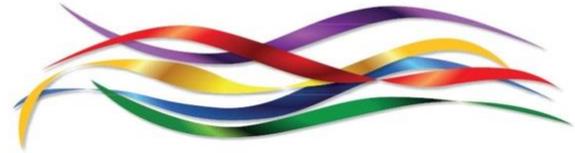




**Orchard Park High School**

*"Inspiring Lives, Building Futures"*



## **Teacher Recruitment Pack**

**Teacher of  
Art & Photography**

**Fixed term to cover Maternity Leave**

**Starting 1<sup>st</sup> September, 2021**

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Thank you for showing an interest in working at the Orchard Park High School. We believe that this is an exciting opportunity and that the successful applicant will be joining a school community that is happy, welcoming and very successful.

Our school community is outward looking and we invest heavily in our staff. We are committed to recruiting colleagues who have a passion for their subject, and who want to work in a vibrant, multicultural school that is innovative and forward thinking in its approach to education, is that you?

Orchard Park is part of The Greenshaw Learning Trust, The Greenshaw Learning Trust is a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character.

The Greenshaw Learning Trust website [www.greenshawlearningtrust.co.uk](http://www.greenshawlearningtrust.co.uk) provides a clear picture of our aspirations and our vision for schools within the Trust; however, please do not hesitate to contact us to seek further information.

The Orchard Park High School website [www.orchardparkhigh.co.uk](http://www.orchardparkhigh.co.uk) will also provide further information on the school.

## **Vision**

"Inspiring lives, building futures"

Orchard Park High School is forward looking, innovative and a creative community. Students are encouraged to be ambitious and to have high expectations. Each is given every opportunity to flourish academically and to develop his/her skills and talents as an individual.

Once you have joined our team you will be afforded strong professional development which supports the career progression of all staff. We offer a training programme that is tailored to match individual needs and you will be guided by experienced staff, who will support you with your career journey.

Whatever you decide, we would like to wish you every success in your future career.

**Ms C Moran**  
**Headteacher**

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school-to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

### **The Greenshaw Learning Trust Mission Statement**

*We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*

*We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*

*We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

### **Greenshaw Learning Trust Employee Benefits**

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

## Teacher of Art & Photography

### Job Purpose

To work with colleagues, Trustees, School Council and parents/carers, in partnership, sustaining and improving the quality of education:

- to enable all students to realise their individual talents to the full.
- to prepare all students for the changing demands of future adult life,
- to encourage a view of education as an enjoyable, lifelong process,

Creating an appropriate working environment which promotes students': Health; Safety; Enjoyment and Achievement; Positive Contributions; Economic Well-being; International Perspective.

**Reporting to: Head of Department/ Senior Leadership Team/Headteacher**

**Salary: Outer London Main Pay Scale, according to experience**

### Main Duties / Responsibilities

To work with the Head of Department/ Senior Leadership Team and Headteacher to promote inclusion, and equality of opportunity for both students and staff.

To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students.

To progress the education and welfare of designated groups of students in accordance with the prevailing School Teachers' Pay and Conditions Document, having due regard to the requirements of the National Curriculum, the aims, objectives and schemes of work of the Academy/Learning Area, Year Cohort, and any policies of the Academy Trust.

To be a Form Tutor

To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)

### General

To participate in school initiatives where every person is expected to contribute to learner's progress.

To participate in the school's professional learning programme as agreed.

To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.

Such other duties as may be reasonably allocated by your line manager or Headteacher.

### Key Contacts

Daily involvement with other teaching staff, Headteacher, Assistant Principals, Head of Key Stages, Heads of Subject Areas, other support staff and pupils of the School.

Contact with parents and other School visitors, including students on work placements.

### Other job requirements

The teacher will be part of the school's appraisal scheme. S/he will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.

The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

**This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.**

## Person Specification: Teacher of Art and Photography

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<b>Training, Qualifications and School Experience:</b> In their application, candidates will demonstrate that they have the following training, qualifications and school experience:		
	<ul style="list-style-type: none"> <li>• Hold a recognised degree (or equivalent) with a good classification in a relevant subject</li> <li>• teaching qualification (QTS)</li> <li>• commitment to own self development</li> </ul>	
<b>Personal and Professional Qualities and Attributes:</b> In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> <li>• Ability to teach your subject area up to Key Stage 4</li> <li>• Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning</li> <li>• A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement</li> <li>• Demonstrate a commitment to following the school's principles of teaching, learning and assessment</li> <li>• Good discipline/classroom management</li> <li>• Commitment to high standards and expectations.</li> <li>• High levels of professional integrity</li> </ul>	
<b>Professional Knowledge and Understanding:</b> In their statement of suitability and during the selection process, candidates will demonstrate professional knowledge and understanding of:		
	<ul style="list-style-type: none"> <li>• Excellent subject knowledge and a genuine passion for teaching your subject</li> <li>• Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum</li> <li>• Understanding of Exam Board specifications</li> <li>• Commitment to working within the School's Safeguarding Policy and Procedures.</li> </ul>	<p>Awareness of wider educational contemporary issues</p> <p>v</p>

## The recruitment process

### 1. Applications - Internal application process

To apply for a staff vacancy, please visit us online and apply via the application form.

[www.orchardparkhigh.co.uk](http://www.orchardparkhigh.co.uk)

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than midday on **Friday 26<sup>th</sup> March, 2021**. Applications received after this date and time will not be considered.

### 2. Shortlisting

Shortlisted candidates will then be invited by telephone to attend for interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

### 3. Interviews

We will aim to hold these interviews in person. This is dependent on national guidance.

### 4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

### 5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

### 6. Taking up post

The successful candidate will take up post on **01 September 2021**

Should you require any additional information, please contact Karen Weighill, HR Manager, via email [Kweighill@orchardparkhigh.net](mailto:Kweighill@orchardparkhigh.net)