



# **SUBJECT LEADER - ART PLUS TLR LEVEL 4 PAYMENT OF £4,921 TMS M1 TO M6**

Candidate Information Pack



PART OF THE FAIRFAX MULTI-ACADEMY TRUST



## 10 WAYS FAIRFAX MULTI-ACADEMY TRUST PROMOTE A GOOD WORK-LIFE BALANCE

The wellbeing of our staff is paramount to the success of Fairfax Multi-Academy Trust, and we very much strive to achieve a healthy work-life balance amongst our colleagues. Community spirit is at the heart of the Trust and school-to-school support is key to the wellbeing of all employees, regardless of post or career stage.

- ☐ No pressure to 'put on a show' in lessons. A culture of coaching and development is reinforced through no lesson grades.
- ☐ Comprehensive support package for NQTs, and a development package for NQTs + 1.
- ☐ No requirement to work late and emailing after 7pm is strongly discouraged.
- ☐ Centralised behaviour detentions including lates.
- ☐ Everyone has the highest expectations and there is a clear system of sanctions to support staff in managing behaviour.
- ☐ Open door policy to access Senior Leadership support, i.e. accessible and approachable SLT.
- ☐ Flexible working is supported wherever possible.
- ☐ Collaborative planning and co-creation of resources is encouraged, and staff are given regular dedicated faculty time and opportunities to network across Trust academies.
- ☐ A supportive Special Leave Policy.
- ☐ Effective administrative team to support teachers including Reprographics, ICT Support and data analysis completed centrally.

## **WELCOME** - *CEO of the Trust*

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Dear Candidate

Firstly, thank you for considering joining one of the Academies within the Fairfax Multi-Academy Trust (FMAT).

Fairfax Multi-Academy Trust was established in 2014 and is grounded in the values, established over 60 years ago, of the founding MAT School – Fairfax.



I joined Fairfax in 2007, and like you, had a choice about where to work. I came to Fairfax because I believed in its values: tradition; excellence; ambition; dedication; integrity. Gordon Philpott, the founding Head Teacher of Fairfax, was passionate about social mobility. He believed that all of his pupils, many of whom would be considered disadvantaged today, deserved nothing less than excellence. I knew there was no better school to join if I wanted to make a difference. It is the very same inspiration that continues to drive our teachers, leaders, governors and support staff across the Trust today. We are looking for individuals who share our drive and ambition to make a difference to the lives of our pupils.

I do hope you find this pack informative, and I look forward to hearing from the Head of Academy about your application. You will be joining an organisation that can offer you many opportunities to progress and make a difference!

Yours sincerely

A handwritten signature in black ink, appearing to read 'Chris Stevens', followed by a long horizontal line extending to the right.

**Mr. Chris Stevens**  
**Interim CEO | Fairfax Multi-Academy Trust**

## **WELCOME** – *Head of Academy*

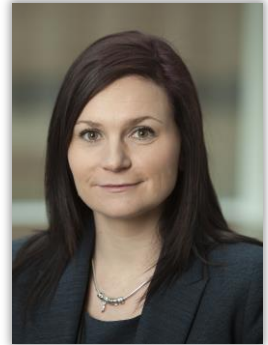
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Dear

Candidate

Thank you for your interest in Fairfax, and a warm welcome from everyone connected with Fairfax Academy.

I am incredibly proud to be the Head of Fairfax Academy. The Academy's values are built around hard work and opportunity; we believe that every child attending Fairfax will have the chance to thrive in an atmosphere where high expectations meet endless possibilities.



The Academy enjoys excellent examination results at both GCSE and Post-16; a result of our commitment to our motto 'Sinceritas Laboris' there is dignity in labour! The Academy's experienced staff are knowledgeable and skilled and ensure that every child, regardless of starting point, is supported to optimise his/her academic achievements.

Our House system is at the heart of the school and has been in place for the best part of 60 years. This commitment to our school traditions ensures that every child has the opportunity to participate in activities that develop him/her as a person. Such activities include our annual Eisteddfod, Duke of Edinburgh's Award Scheme, local and national sporting events and many artistic performances.

My personal philosophy is that every student should leave high school proud of the young adult they have become. I believe this can be achieved by ensuring all our students meet high expectations whether it be in punctuality, behaviour, courtesy or class work. The Academy aims to promote a sense of pride in students, through students taking personal responsibility in delivering excellence! We are Fairfax and we are proud of it!

Yours sincerely

**Deborah Bunn**  
**Head of Academy**

## **CONTEXT** - *Our school*

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Fairfax Academy is much larger than the average comprehensive school. It serves the area of Sutton Coldfield which has retained two selective grammar schools. The proportion of students with special education needs is below average. However, the proportion with a statement of special educational needs is much higher than average because the school manages specially provision for students with a range of physical disabilities. The proportion of students known to be eligible for the pupil premium is average, as is the percentage of students from minority ethnic groups.

**Current Teaching Staff**

- Director of Faculty
- 2 Full Time teachers of Food/Child Development/Health & Social Care
- 1 Part-time teacher of Design & Technology (0.8)
- 1 Part Time teacher of Design & Technology (0.6)
- 2 Full Time teachers of Drama
- 1 Full Time teacher of Dance, Drama & Art
- 1 Part Time teacher of Art (0.6)
- 1 Part Time teacher of Art & Design & Technology (0.8)
- 1 Full Time teacher of Music
- 1 Part Time teacher of Music (0.6)

TLRs are held within the faculty structure.

**Where are the subjects delivered?**

The Faculty accommodation is comprised of: -

- 1 Design & Technology workshop with design area
- 2 Food workshops
- 2 Design workshops
- 2 ICT rooms
- 2 Music rooms and some practice rooms
- 2 Art rooms
- 2 Drama Studios

All accommodation is networked and maintained by our experienced ICT Support Team.

**How are the subjects delivered?****Key Stage 3**

Each student in Years 7 and 8 receives a 1 hour lesson per week in:

- Food Preparation and Nutrition & Design and Technology
- Art
- Drama
- Music

**Key Stage 4**

At Key Stage 4 we offer courses (GCSE & vocational) in:

- Design and Technology: Product Design
- Food Preparation & Nutrition (Eduqas)
- Hospitality & Catering (Vocational)
- Child Development (OCR technical)
- Music
- Drama
- Art



## Key Stage 5/Post 16

We offer courses in the following:

- Product Design
- Art
- Music
- Drama
- Health & Social Care (BTEC Level 3)
- Food & Nutrition

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### SUBJECT – *Interview Lessons*

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Shortlisted candidates will be required to teach a lesson. When planning for this, please consider the guidance below.

#### WHAT WE WILL BE LOOKING FOR:

- teaching that engages and includes all students with work that is challenging enough and that meets the students' needs;
- teachers who command the respect of their classes, set out clear expectations for students' behaviour and, where appropriate, start and finish lessons on time and manage teaching resources effectively;
- responses from students within the lesson that demonstrates sufficient gains in their knowledge, skills and understanding; including literacy and mathematics;
- teachers who monitor students' responses in lessons and adapt their approach accordingly;
- teachers that seek to assess the effectiveness of their own teaching and adapt accordingly;
- teachers who give the necessary attention to the most able and the disadvantaged, as they do to low-attaining students or those who struggle at school in their education.

#### PLEASE NOTE

Details of the class and the duration of the lesson will be provided pre-interview.

#### RESOURCES AVAILABLE

A projector and white board will be available  
Class set out in rows  
Students will have their exercise books

Any further requirements, please let us know.

## POST - *Person Specification*

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	Essential Criteria: Mainscale	Application	Selection Process	Reference Prior to Selection day	Post offer check
1.	Graduate (or equivalent).	✓			✓
2.	PGCE or equivalent (or expectation of its achievement in June 13).	✓			✓
3.	Exemplary attendance.			✓	
4.	Commitment to enhancing the literacy and numeracy skills of all students		✓		
5.	Confident speaker and presenter.		✓		
6.	Attention to detail	✓	✓		
7.	High expectations of students' uniform and presentation of work		✓		
8.	Profile of value – added results (for practising teachers. Not applicable to NQTs).	✓	✓	✓	
9.	Exemplary professional dress		✓		
10.	Effective classroom management skills.		✓		
11.	Exemplary subject knowledge.		✓		
12.	Ability to inspire students		✓		
13.	Excellent organisational skills.	✓	✓		
14.	Understanding and application of assessment for learning.		✓		
15.	Commitment to stretch the most able and supporting all to achieve excellent outcomes	✓	✓		
16.	Well-developed verbal and written skills.	✓	✓		
17.	Dedicated to further professional development to enhance practice	✓	✓	✓	
18	Understanding of the statutory requirements for safeguarding		✓		



### **FAIRFAX PURPOSE:**

Fairfax is committed to providing a first class education to each and every student that attends the Academy. The values of mutual respect, high expectations and ensuring the progress of every individual in a safe and welcoming environment, is the underpinning ethos that every employed member of staff is expected to demonstrate. Professional Development and assistance to support up-to-date practice will be offered to all, ensuring staff have the ability to effectively deal with the changing landscape of education and ensure that we continue to meet the Teachers' Standards that are set out.

*The Academy is committed to safeguarding the welfare of all children and young people and expects all staff to share this commitment.*

### **CORE DUTIES SPECIFIC TO THIS POST:**

**The Subject Leader will, under the direction of the Director of Faculty:**

- Be responsible to the Director of Faculty (Design & Creativity) for ensuring the effective co-ordination of all aspects of Art teaching;
- Effectively lead the learning and teaching of Art;
- Contribute to the monitoring of standards of performance of learning and teaching;
- Ensure provision of high quality, challenging Art Schemes of Learning for students in the Key Stages 3, 4 and 5, which ensures student progress;
- Drive for continuous improvement of Art results;
- Develop and enhance the teaching practice of others;
- Plan for, develop and lead the effective use of Art resources within the Art Curriculum area;
- Be responsible for the management and organisation of exam entries, homework, controlled assessments, data input for student progress, internal Art examinations, moderation and teacher assessment of Art;
- Arrange cover work for Art as appropriate;
- Be responsible for alternative curriculum provision;
- Ensure that homework is set in line with the Academy's policy;
- Promote and lead extra-curricular activities to enhance the provision for all students;
- Implement and manage intervention activities for students;
- Be responsible for the contribution towards Arts Fest.

### **THE MANAGEMENT OF STAFF:**

- To be responsible for the line management and performance management of Art teachers;
- To contribute to good leadership and management practice by ensuring positive staff participation, effective communication and procedures;
- To participate in arrangements for the appraisal of the performance of teaching staff;
- The provision of professional advice and support and the identification of training needs.

### **CLASS TEACHER RESPONSIBILITIES:**

- To undertake such duties as their respective Director of Faculty or Line Manager may determine as reasonably falling within the role;



- To undertake whole Academy duties as may be reasonably determined by the Head Teacher;
- To carry out the duties of a teacher as set out in the current Teachers' Standards Document (September 2012);
- To develop students' Literacy and Numeracy skills within a specialist subject area;
- To differentiate each learning task to ensure all learners within a group make progress in every lesson, liaising with Learning Support Assistants as necessary;
- To regularly assess students work, give appropriate feedback (formative and summative) and use student data to plan differentiated tasks in lessons and homework;
- Ensure every student knows their level or sub-level and understands the steps required to achieve the next stage in their progress and attainment;
- To be an exemplary role model in terms of dress, punctuality and attendance;
- To attend and participate in Parent and Open Evenings as required;
- To uphold the Academy's Behaviour for Learning Policy and Uniform Code;
- To participate in staff training, INSET and Professional Development opportunities;
- To be a Form Tutor in one of the Academy's four Houses;
- Ensure that the learning environment is attractive, tidy, safe and conducive to student learning;
- To adhere to the Academy policies regarding Health and Safety, ICT usage and educational visits/trips;
- To provide cover for staff in line with the 'Rarely Cover Agreement'.

Teachers in the Upper Pay Scale will be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards. In particular, teachers at UPS 3 will:

- Provide a role model for professional practice in the school;
- Make a distinctive contribution compared with other less experienced teachers;
- Contribute effectively to the wider team.

**Fairfax is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

**An enhanced DBS check is required for all successful applicants**