



Braidwood School

## **Recruitment Information Pack**

### **Teacher of Art**

**February 2024**

## **Contents**

<b>Letter from Charlotte Nock, Head Teacher</b>	<b>2</b>
<b>Teacher Job Description</b>	<b>3</b>
<b>Teacher Person Specification</b>	<b>9</b>

Dear Applicant

Thank you for your interest in this post. We are seeking an individual who has a real commitment to the progress of all learners and to personal and professional development.

Braidwood is the only secondary school for the Deaf in the region and we have a long and proud history that means that we have a great responsibility to make sure that this school and the education we deliver is the best.

Our values of Honesty, Respect and Effort are woven through everything we do as a school and as individuals. Our learners are energetic, imaginative and eager to learn young people. We need to make sure that our staff meet those attributes with enthusiasm and vigour, with a dedication to improvement through personal and professional development.

The last few years have been full of change and development. Our school is now at the forefront of developing the use of iPad technology in the classroom and every learner and member of staff are equipped with their own iPads. We cannot yet claim that the introduction of iPads has directly raised attainment, but what is clear is the real growth in appetite for learning through the clever and thoughtful use of mobile and personal learning technology in the classroom.

You may not yet be able to use British Sign Language; we are ready to support you in developing your skills. If you are not yet a qualified Teacher of the Deaf, we will support you to gain that qualification.

Our school is a wonderful place to be and if you are ready to bring your professional expertise and personal commitment to preparing young people for their future lives, we will welcome your application.

I would draw your attention to the job description and person specification and highlight that in order to help us to decide whether to call you for interview, it is essential that you provide us with sufficient details of any experience and skills which demonstrate how you meet the requirements of this job, as set out in the person specification. Please return your completed application form to the address indicated on the application form by no later than Wednesday 20<sup>th</sup> March 2024 at 12 noon. Interviews will be held during week commencing Monday 15<sup>th</sup> April 2024.

Yours sincerely

Charlotte Nock  
Head Teacher

## Job Description: Teacher of Art

---

### Responsible to: Head Teacher

At Braidwood we take a dynamic approach to protecting and promoting physical and emotional wellbeing and mental health that is inclusive of learners, parents, carers and staff.

We encourage an open and honest approach so that everyone can feel understood, nurtured and supported.

All staff should be aware of Keeping Children Safe in Education and comply with the policies and procedures relating to child protection, health, safety and security, confidentiality and data protection. Staff have responsibility for promoting the welfare of young people and for reporting all concerns to an appropriate person and where applicable, using appropriate reporting systems, e.g. CPOMS, Every.

**Teachers** are effective professionals who are thorough in their curricular knowledge, teach and assess effectively, take responsibility for their professional development and have learners who achieve well. Please consult Appendix A Teachers Standards for which you are accountable.

#### As a teacher you will:

- . Adapt teaching to respond to the strengths and needs of all pupils
- a. Make accurate and productive use of assessment
- b. Manage behaviour effectively to ensure a good and safe learning environment
- c. Make a positive contribution to the wider life and ethos of the school
- d. Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- e. Deploy support staff effectively
- f. Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- g. Communicate effectively with parents with regard to pupils' achievements and well-being.

#### Teaching and learning

- To plan activities and experiences appropriate to the age, ability and needs of learners related to the National Curriculum and examination criteria, so as to ensure learners receive a broad and balanced curriculum
- To follow the policies and schemes of work of the school, having regard for the materials and methods recommended
- To assess and record learners progress and attainments in accordance with school policy
- To set, mark, record and return work for learners in accordance with the school's policy
- To provide written reports to:
  - a) other agencies in accordance with school procedures and the Code of Practice;
  - b) parents in accordance with statutory requirements
- To consult with the SENCO in developing IEPs/ISPs for learners

- To create and maintain a stimulating, challenging environment within the classroom, and in the public areas, which encourages learning
- To organise classroom resources to motivate children towards independence and self-reliance
- To promote the academic progress and well-being of individual learners through personal guidance, parental involvement and professional consultations as may be necessary, having regard for the needs and abilities of each child

## **PERSONAL AND PROFESSIONAL CONDUCT**

All teaching staff are expected to uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating learners with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard learners' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit learners' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities. (see Appendix A)
- For Performance Management and CPD purposes direct line manager will be either the Deputy or Assistant Head Teacher

### **Conditions of employment**

The above responsibilities are in accordance with the requirements of the Teachers' Pay and Conditions Act 1987 and subsequent Orders in the terms of duties and working time, also any local agreements, LA Circulars and guidelines giving interpretations of teachers' conditions of service.

### **Review and amendment**

This job description is subject to annual review by the Governing Body. It may be amended at the request of the Headteacher, or the post holder, but only after full consultation with the post holder. It will be signed if agreement is reached.

### **Complaints**

If, following review and amendment, agreement is not reached, the appropriate procedures should be used for the settling of any disputes.

## Person Specification: Teacher of Art

### Method of Assessment (MOA):

AF = Application form, R = Reference, I = Interview, O = Observation

Criteria	Essential	MOA
Qualifications	Qualified teacher status	A
	Passed any statutory induction period	
	BSL Level 2 minimum (consideration will be given to applicants who currently do not sign but are willing to learn if identified as a strong candidate)	A / I / O
	Qualified Teacher of the Deaf (preferable but not essential) – if not a qualified Teacher of the Deaf there is a mandatory requirement to start this qualification within 3 years and to successfully complete it.	
Teaching Experience	Excellent classroom practitioner with evidence of impacting positively on student progress	A / I / O
	Appropriate Subject/Key Stage knowledge of the Art curriculum and the range of pathways for learners to achieve	A
	Recent and relevant experience/professional development	A
	Successful experience of planning for improvement, with a clear commitment to review and monitoring, including self-evaluation strategies	A / I
Knowledge and skills	Knowledge of effective teaching and its impact on learning	A / I / O
	Ability to analyse and interpret data effectively and act upon information	I
	Knowledge of how to implement personalised learning across the curriculum	A / I
	Recent and relevant personal professional development	A / R
	Confident user of ICT and software for use in the classroom and to carry out administrative tasks, i.e. assessment, reports, school data.	A / O
Personal attributes	Commitment to and belief in equal opportunities and equal values for all students	A / I / O
	Significant evidence of professional evidence and integrity	A / I / O
	Ability to inspire people and build confidence and trust	A / I / O
	Commitment to academic and personal excellence	A / I
	Highly effective communicator	I / O

All staff are expected to be committed to the School's Equal Opportunities & Safeguarding Policies