

Redmoor Academy

Excellence Opportunity and Success for All

Teacher of Art and Design



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Letter from the Principal

Dear Applicant,

Thank you for taking an interest in the post of Teacher of Art & Design to start August 2025 at Redmoor Academy. I hope you find the following details informative as you consider the opportunity of joining this very successful school. Since the introduction of a new Principal and leadership team in 2017, Redmoor has experienced sustained and continuous improvement to ensure our students make better progress than similar students nationally. This was recognized in our most recent Ofsted inspection in September 2021 where we were judged securely "good" in all areas, demonstrated by 6 years of positive Progress 8 and fantastic GCSE outcomes for students, evidenced in the social development of our students as they become valuable members of the community and affirmed by the significant over subscription for places in Year 7 we experience every year.

We continue to invest significantly in our building and facilities, including new classrooms, ICT provision, science laboratories and refurbished sports courts. The school is consistently and substantially oversubscribed with over 900 students on roll. Excitingly and as a result of our continued success, we are about to expand further, increasing the number of students that can be admitted into Year 7 with an investment of £10 million to develop our sports, science, art and catering facilities to provide a first-class learning environment.

We are situated on the western edge of Hinckley on the Leicestershire/ Warwickshire border with excellent links to Leicester and Coventry, being close to the M69 and A5. This is an exciting time to join our committed and supportive team at Redmoor Academy.

We set high aspirations within a culture of academic excellence, evidenced by the excellent progress students of all abilities make and the number of Grade 9s and Distinction *s in our GCSE results. We teach the majority of subjects in mixed attainment groups and are passionate in our desire for every student to be successful. Our ethos is underpinned by a strong and supportive pastoral culture which promotes pupil well-being, as we believe in the education of the whole child in order to equip them to be good citizens in society.

The school's most recent Ofsted visit in September 2021 recognised that Redmoor is "*ambitious for everyone to do well in all aspects of school life and is a school that serves its community well*" and that "*pupils and staff are very proud of their school.*" The inspection report confirmed what was widely known in the local community: that Redmoor Academy was a good school, with the quality of teaching, the curriculum, pastoral care and leadership all identified as strong.

At Redmoor we invest in the continued professional development of all of our colleagues. Our CPD programme focuses on whole school priorities and the continuous development of pedagogy based on research, best practice and our excellent links with other schools. In addition, we offer individualised CPD pathways which support staff at all stages of their career progression including coaching, in-house training and National Professional Qualifications for middle and senior leaders.

Our staffing profile is very stable and our staff are excited and proud to work here. We are not complacent and continually strive to improve and achieve further successes. The future is exciting and we are totally committed to raising aspirations and achieving fantastic outcomes for all students. You could be a part of our future.

Are you a vibrant and passionate teacher of Art and Design looking to make a real impact? At Redmoor Academy, we are a dedicated team of experienced educators committed to high standards of teaching and learning. We pride ourselves on delivering engaging, well designed and creative lessons that motivate all our students. As part of our dynamic Art and Design department, you'll collaborate with like-minded professionals, aiming to enable all students to access the curriculum and make significant progress across both key stage 3 and key stage 4. Together, we strive to create a varied and challenging curriculum that keeps our students excited about learning, resulting in outstanding GCSE results year after year. If you're ready to join a team that seeks to promote a positive culture for Art and Design, a lively and enthusiastic atmosphere within the classroom and that values excellence in education, we want to hear from you!

Staff well-being is very important to us and we are genuinely a happy place to work. All Redmoor staff have access to a range of benefits, recently enhanced to include a healthcare package (upon successfully completing a 6 month probationary period) that provides refunds on everyday medical expenses (opticians and dental care included) and also access to experts and scans as required. Our other benefits include complimentary hot drinks, access to well-being and counseling services and professional development courses linked to your role.

We have a clear understanding of what we are looking for in the staff we appoint. If you have a desire to work hard transforming lives, are a team player and want to be part of a dynamic team, you could be a Redmoor person.

Yours Sincerely

M Nicolle

Mr M Nicolle
Principal

Application and Appointment Process

Salary: MPS/UPS commensurate with experience

Tenure: Permanent

Hours of work: Full time

Closing Date: 9am Tuesday 21st January 2025

Interview day: Monday 27th January 2025

Informal enquiries to Miss K Smith on 01455 230731, email: ksmith@redmooracademy.org

Application Procedure

Applications should comprise of:

- A completed [Redmoor Academy Application form](#) (found on our website)
- A letter addressed to the Principal indicating the reasons for applying for this post and how your training and experience is relevant.

Should you be invited for interview and have any particular requirements, please make these clear in your application.

Submitting Applications

Applications may be submitted by email to ksmith@redmooracademy.org or by post or in person for the attention of:

Miss K Smith, Redmoor Academy, Wykin Road, Hinckley, Leicestershire LE10 0EP.

Royal Mail – Postal Pricing System. Please ensure that postal applications carry the correct postage according to weight and measurement of the item, as items with insufficient postage will be held and delayed by the Royal Mail. Details of their pricing systems are available on www.royalmail.com or from a Post Office Branch.

Acknowledgement of Applications

Please note that we are unable to acknowledge postal applications. If you would like an acknowledgement please enclose a stamped addressed card or envelope, and place it at the front of your application. If you email your application you will receive an automated acknowledgement.

Shortlisting and Interviews

Shortlisting and interview arrangements are the responsibility of the recruiting department. Please contact Miss K Smith, email: ksmith@redmooracademy.org if you have any queries. We conduct online searches on all shortlisted candidates as part of our due diligence. The check is taken place by someone independent to the shortlisting panel. If any issues are identified these will be explored at the interview.

Outcome of Applications

Vacancies at the school often attract a large number of candidates and it is not always possible to respond individually to every application.

Job Description

Job Title:	Teacher of Art & Design
Grade:	MPS / UPS
Responsible To:	Head of Department
Key Relationships/ Liaison with:	Teachers, Students, Support Staff
Job Purpose:	<ul style="list-style-type: none">• To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Principal.• To be an effective professional who, demonstrating thorough curriculum knowledge, can teach and assess effectively, take responsibility for own professional development and ensure students achieve well

Duties and responsibilities specific to the post

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document and other current legislation.

Job Purpose

- To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Principal.
- To be an effective professional who, demonstrating thorough curriculum knowledge, can teach and assess effectively, take responsibility for own professional development and ensure students achieve well.

Responsibilities:

- To undertake teaching commitments in Redmoor Academy in accordance with curriculum and timetable requirements across Key Stage 3 and 4.
- To promote a culture of positive progress for students.
- Prepare students effectively for qualifications and external examinations.
- To track progress ensuring all students achieve their full potential.
- To liaise with home and outside agencies as part of the wider support role for students.
- To undertake all the requirements laid down by Redmoor Academy's Performance Management Policy.
- To participate in Redmoor Academy meetings.
- To teach other subjects as and when required by the needs of the timetable and as directed by the Principal. This will be negotiated in accordance with the skills of the teacher.
- Fulfill the following "Professional Standards":

Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for all students, rooted in mutual respect.
- Set goals and challenge students of all abilities and backgrounds.

- Demonstrate positive attitudes, values and behaviours.

Promote progress and outcomes by students

- Be accountable for students' attainment, progress and outcomes.
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide students to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.
- Encourage students to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship.
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy, articulacy and the correct use of standard English, whatever your specialist subject.

Plan and teach well-structured and engaging lessons

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all students

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit students' ability to learn and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children and know how to adapt teaching to support students' education at different stages of development.
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure students' progress.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- Maintain good relationships with students, exercise appropriate authority and act decisively when necessary.

Fuller wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to students' achievements and well-being.

UPS Responsibility (if applicable)

- The expectation is that colleagues on the Upper Pay Spine (UPS) should be consistently demonstrating a quality of teaching over time (progress of learners / standards of teaching, learning and assessment) which is at least consistently good and outstanding.
- UPS teachers should contribute to the professional development of colleagues through coaching, mentoring, demonstrating effective practice, providing advice and feedback and whole school INSET.
- Other responsibilities to be determined by the Principal and Line Manager.

Personal and Professional Conduct

(The successful candidate will be required to complete this document)

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct

throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - Treating students 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 students' 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 students' vulnerability or might lead them to break the law.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

	Staff Signature: _____ Date: _____ Line Manager Signature: _____ Date: _____
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- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.
- This job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect, or anticipate, changes in the job commensurate with the grade and the job title.
- These duties may be varied or added to in order to meet the changing demands of the school at the reasonable discretion of the Business Manager or Principal.

Health and Safety	It is an Employee's responsibility to take reasonable care of themselves and others, and anybody affected by their undertaking, including any act(s) or omissions.
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Signed by member of staff		Date:
Signed by Business Manager		Date:

Person Specification

		ESSENTIAL	DESIRABLE
<i>QUALIFICATIONS</i>	<ul style="list-style-type: none"> • Appropriate degree 	✓	
	<ul style="list-style-type: none"> • Qualified Teacher Status 	✓	
	<ul style="list-style-type: none"> • Evidence of a range of supportive professional development 		✓
	<ul style="list-style-type: none"> • Evidence of post qualification development 		✓
<i>EXPERIENCE</i>	<ul style="list-style-type: none"> • Experience of teaching art & design at KS3 and KS4 	✓	
	<ul style="list-style-type: none"> • Experience of working with young people in the 11 to 16 age range 	✓	
<i>CURRICULUM</i>	<ul style="list-style-type: none"> • Understanding of current curriculum issues with particular reference to the teaching of art & design 	✓	
	<ul style="list-style-type: none"> • Enthusiasm for art & design 	✓	
	<ul style="list-style-type: none"> • Ability to use appropriate ICT applications 	✓	
	<ul style="list-style-type: none"> • Willingness to deliver the school's tutorial programme 	✓	
	<ul style="list-style-type: none"> • Evidence of clear ideas about the delivery of the curriculum to all abilities 		✓

	<ul style="list-style-type: none"> Ability to contribute to extra-curricular activities 		✓
MANAGEMENT	<ul style="list-style-type: none"> Use and understanding of good classroom management techniques 	✓	
	<ul style="list-style-type: none"> Ability to be part of a department and a pastoral team 		✓
	<ul style="list-style-type: none"> Evidence of being an effective member of a team 		✓
STUDENTS	<ul style="list-style-type: none"> Understanding of the importance of supportive student/teacher relationships 	✓	
	<ul style="list-style-type: none"> Ability to communicate effectively with young people 	✓	
PARENTS AND THE COMMUNITY	<ul style="list-style-type: none"> Understanding the importance of the partnership with parents and Redmoor Academy 	✓	

PERSONAL QUALITIES

Ability to keep to deadlines and achieve targets

Good analytical and planning skills

Ability to work under pressure

Enthusiasm and energy

Desire to contribute to a forward-looking, innovative school

Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:

- Motivation
- Ability to maintain appropriate relationships and personal boundaries
- Emotional resilience in working with challenging behaviour
- Effective use of authority and maintaining discipline

This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/ or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006.

