



Lead Teacher of Art and Photography Invicta Grammar School

1. INTRODUCTION

1.1. OUR TRUST

Our Academy consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi Academy Trust on 10 March, 2011.

VIAT believes in benefits of cross phase education, whereby all students, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for students. Our children only get one chance in their education and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the schools' world class vision; staff and students are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our students to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

1.2. OUR VISION

The Trust Vision is to:

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

The Goals of the Trust are to have individuals who:

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

1.3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for. We are ambitious and work hard to help enable excellence for all.

1.4. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

1.5. INVICTA GRAMMAR SCHOOL

Invicta Grammar School is a popular and outstanding 11–18 selective girls' school which welcomes boys into the Sixth Form. With over 1600 students on roll, including nearly 400 in the Sixth Form, our school is widely recognised as a beacon of excellence, innovation and collaboration.

Invicta is committed to the quality of care and education for all students and, through personal development, we prepare our students for the world of work in the modern world. I hope you share our excitement for the range of opportunities on offer and our passion for the Art, Music and Sport as we strive to give our students the best chance to develop confidence, leadership and emotional intelligence.

At Invicta, we seek to develop the skills, talents and interests of all our students as individuals. We have high expectations and high aspirations for all and our vision is one of academic excellence in a supportive, inspiring and caring environment. Our students love learning and achieve outstanding examination results, making us the best secondary school in Maidstone and a national centre of excellence.

If you are passionate about working in a dynamic team to provide inclusive support to enable students to have full and effective access to the secondary school curriculum, we would love to hear from you.

Come and join our dedicated team of professionals who are always willing to support new staff in the best interests of our students. Our school continually evolves in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities. New opportunities, including career progression, are actively sought for all staff across the school. Collaboration with like-minded colleagues across the Multi-Academy Trust (VIAT) is set up to

provide: networking, support, quality assurance and friendship. If you think you would thrive in this environment we want to meet you.

To learn more about Invicta Grammar School, please visit our website www.invicta.viat.org.uk

To apply, please download a copy of the application form and email to: n.fitzgerald@invicta.viat.org.uk

2. PERSON SPECIFICATION		
AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • A good honours degree in Art or Photography or a related subject • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of further study in Art and Photography or a related subject
Experience	<ul style="list-style-type: none"> • Experience of teaching Art and Photography in a secondary school setting to GCSE and A Level 	<ul style="list-style-type: none"> • Experience developing an Art and Photography curriculum
Knowledge	<ul style="list-style-type: none"> • A good up to date working knowledge and understanding of a range of pedagogical and behaviour management strategies • An understanding of the Art and Photography curricula and assessment arrangements • An understanding of a range of approaches to assessment • An understanding of how Personal Development can support teaching • An understanding of how to personalise provision to meet the learning needs of a range of students • An awareness of legal requirements to safeguard children. 	<ul style="list-style-type: none"> • Knowledge of the Understanding By Design Curriculum model
Skills	<ul style="list-style-type: none"> • Be able to plan and teach challenging and well sequenced lessons • Be able to use a range of pedagogical strategies and resources • Be able to provide opportunities for developing Personal Development characteristics and topics within teaching • An ability to provide constructive feedback to students on how to improve. • The ability to implement a clear framework for classroom discipline • The desire to work as a team member. 	<ul style="list-style-type: none"> • Experience of leading a team or key stage • Experience of mentoring colleagues
Attributes	<ul style="list-style-type: none"> • High expectations of students and a commitment to ensure they can achieve their full potential • Positive values and attributes and high standards for professional behaviour 	

	<ul style="list-style-type: none"> • The ability to communicate effectively with children, young people, colleagues, parents and carers • A commitment to improving practice through appropriate professional development • The desire to act upon advice and feedback and be open to coaching and mentoring. 	
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3. JOB DESCRIPTION	
Job Title	Lead Teacher of Art and Photography
Grade	MPS/UPS
School / Department	Invicta Grammar School
Base	Invicta Grammar School
Hours	Full Time
Reports to	Head of School
Accountable to	Head of School

3.1 JOB SUMMARY

We are seeking to recruit an inspiring and dynamic Head of Art and Photography to lead our successful and creative department within our high-achieving girls grammar school. The successful candidate will have a clear vision for the development of Art and Photography, a passion for fostering creativity, and the ability to lead, manage and motivate staff and students alike.

You will be responsible for driving outstanding teaching and learning, leading curriculum development, and ensuring that students of all abilities are supported to achieve their full potential. As Lead Teacher, you will champion the arts across the school, promote enrichment opportunities, and contribute to the wider cultural life of the school.

This is an excellent opportunity for an experienced and innovative practitioner to take the next step in their career and shape the future of visual arts in a supportive and forward-thinking school environment.

3.2 KEY WORKING RELATIONSHIP

- Head of School;
- Head of Year;
- Lead Teachers;
- Teachers and Students;
- Safeguarding and health and safety leads.

3.3 KEY RESULTS AREAS

Areas

- You are to carry out the duties of a school teacher as set out in Pay and Conditions Document 2019 and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Head of School.
- All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards.
- Demonstrate a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.
- Consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs at all levels, at Key Stage 3, GCSE and A level.
- Lead a team of teachers to uphold the standards and expectations of students within the subject
- Ensure suitable Programmes of Study and Curriculum documentation is produced and made available to teachers within the department.
- Demonstrate a desire to collaborate with other schools on the VIAT Campus, sharing facilities and good practice
- Liaise with other Trust colleagues to offer extra-curricular opportunities to students from other schools on the campus.
- Collaborate with the Director of Student Development and Pastoral leaders to embed a wellbeing programme for staff and students.
- Consistently and effectively use a range of appropriate strategies for teaching and classroom management.
- Consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear and constructive feedback.
- Demonstrate that, as a result of your teaching, your students achieve well relative to the students' prior attainment.
- Take responsibility for your professional development and use the outcomes to improve your teaching and students' learning. To keep personal records of all staff development activities in which you are/have been involved.
- To carry out the role of an excellent form tutor and be responsible for Personal Development for all tutees as specified in the Staff Handbook.
- Make an active contribution to the policies and aspirations of the school.

Safeguarding

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and diversity

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

4 STATEMENT

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

Signed		Date	
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