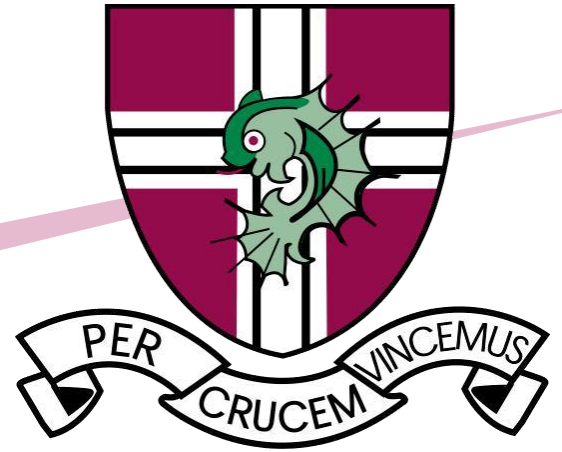# St John Fisher
Catholic Voluntary Academy

Information for Teacher of Art, Design & Technology candidates

St John Fisher Catholic Voluntary Academy
Teacher of Art, Design & Technology
MPS/UPS

Letter from the Headteacher

It is my pleasure to welcome you to St John Fisher, an 11-18 voluntary aided Academy with approximately 1000 students on roll. It is one of 15 Catholic schools that form the Blessed Peter Snow Academy Trust across the local authorities of Kirklees and Calderdale. Currently, St John Fisher is the sole secondary school within the Trust.

We seek to appoint an outstanding Teacher of ADT, someone who is ready to drive improvement as an excellent teacher of the subject.

Our school is unrecognisable from the description in the January 2023 Ofsted report. We have since had 3 very positive monitoring visits. The students at St John Fisher are wonderful young people who deserve the very best teachers, leaders and support staff. Since I joined the school in April 2023, staff have worked tirelessly to deliver significant improvements for children across all aspects of the school, but particularly with regard to behaviour, attendance and safeguarding. We are now driving forward with teaching, learning, progress and achievement. This is just the beginning. It is our ambition to become the best Catholic school in Yorkshire. I would strongly advise any interested candidates to come for a tour of the school with me during the school day and see it in action for yourself.

I believe we are building a team of outstanding practitioners who will make St John Fisher into an incredible school. The successful appointment to this key role will be pivotal in our continued improvement. Therefore, we seek the very best. We are proud of our team ethos, our talented teachers and our dedicated support staff who guide and nurture our students when they require additional help, or when they make mistakes. We do this regardless of background, circumstance or prior academic attainment.

I warmly welcome you to come and see the school for yourself.

Mr K. Mackey
Headteacher

Appointment Procedure:

Closing Date:	Midday on Monday 27th January 2025
Shortlist:	TBC
Interview:	W/C Monday 3rd February 2025
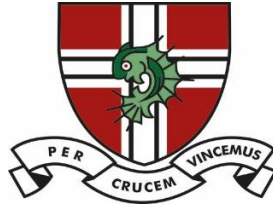
St John Fisher Catholic Voluntary Academy

Headteacher: Mr Karl Mackey

Job Title: Teacher of Art, Design & Technology	
Work Location: St John Fisher Catholic Voluntary Academy	**Salary**: MPS/UPS
Reports To: Head of ADT	

Job Purpose

The post holder will actively support the vision of the Academy. You will inspire, motivate and encourage a new generation of learners and guide them to make a positive impact in the world around them. Effectively using the resources available to deliver outstanding learning and achievement for all students.

Key Responsibilities

- To teach clearly structured lessons or sequences of work which interest and motivate students, make learning objectives clear, employing interactive teaching methods and collaborative group work.
- To have high expectations of students and build successful relationships centred on teaching and learning.
- To teach the required or expected knowledge, understanding and skills relevant to the curriculum for students in their age range, through sustained and substantial period of time.
- To establish a purposeful learning environment where diversity is valued and where students feel safe, secure and confident.

Main Duties:

- To set challenging teaching and learning objectives which are relevant to all students in your classes.
- To use teaching and learning objectives to plan lessons and sequences of lessons showing how this will assess students' learning/progress.
- To produce long, medium and short term planning in accordance with school policy and procedures and within required deadlines.
- To select and prepare resources taking into account students' interests and their learning needs, language and cultural backgrounds, with the help of support staff where appropriate.
- To plan for the deployment of any support staff who are contributing to students' learning.
- To provide homework for students to learn in out of school contexts and encourage them to learn independently.
- To contribute to teaching team meetings and events.
- To differentiate teaching to meet the needs of students of all ability ranges taking into account varying interests, experiences and achievements of boys and girls and different cultural and ethnic groups to help them make good progress.
- To manage teaching and learning time effectively. To set students individual targets.
- To actively track students' progress and devise strategies to address any underachievement.

- To develop students' literacy, numeracy, and thinking skills.
- To use monitoring and assessment information to improve planning and teaching.
- To monitor and assess the effectiveness of learning activities and provide immediate and constructive feedback to support students' as they learn
- To involve students in reflecting on, evaluating and improving their own performance and progress
- To assess students' progress accurately against appropriate standards.

Curriculum Development:

- To keep up to date with national developments and to keep abreast of changes to exam series and the return to linear end of series assessment in the curriculum area and teaching practice and methodology.
- To manage the resources available to you for subject/area and make recommendations in order to maintain and develop curriculum.
- To support the development of Functional Skills in the subject/area of teaching.

The post holder will:

- Ensure all academy protocols, routines and expectations are met by all staff in their area.
- Analyse data and plan interventions to ensure the highest standards of learning and progress are achieved within the subject area
- Take part in the performance management programme.
- Be active in keeping up to date with the latest developments in education and the subject.
- Engage in CPD, and the academy INSET programme.
- Take part in the line management system.
- Meet all expectations of academy policy, including adherence to safeguarding practice.
- Ensure a safe, effective and stimulating environment for the teaching and learning of Design & Technology.

Communications:

- To ensure effective communication and consultation, as appropriate, with the parents/carers of students, including written reports on students' attainment.
- To ensure effective communication and consultation, as appropriate, with tutors, Key Stage Leaders, senior staff and other staff members.

Pastoral/Additional Duties:

- To be responsible for safeguarding and promoting the welfare of pupils/students.
- To monitor and support the overall progress and development of pupils/students within the subject/area and/or tutor group.
- To monitor pupil/student attendance together with their progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as a Form Tutor and to carry out the duties associated with that role.
- To ensure the Behaviour Management system, including rewards and sanctions, is implemented consistently in so that effective learning can take place.
- To play a full part in the life of the school community, to support the aims and ethos of the school, and to encourage pupils/students to follow this example.
- To contribute to the Extended School Out of Hours programmes including booster sessions.
- To attend all Parents' Meetings relevant to the teaching of the department/faculty.
- To continue professional development.
- To engage actively in the performance review process.
- To undertake any other duties as specified by the Principal not mentioned above.

Community:

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets.
- Develop effective links with the local community, including business and industry, in order to extend the subject curriculum, enhance teaching and to develop students' wider understanding.

St John Fisher is committed to safeguarding and promoting the welfare of children therefore all positions in the school will be subject to a satisfactory Disclosure and Barring Service check.

To comply with the Immigration, Asylum and Nationality Act 2006, all prospective employees will be required to supply evidence of eligibility to work in the UK.

This job description will be updated on a regular basis in consultation with the postholder. While every attempt has been made to make this job description exhaustive, there may be occasions when the specifics require review and/or the postholder may be asked to carry out additional, reasonable, requests of the Headteacher.
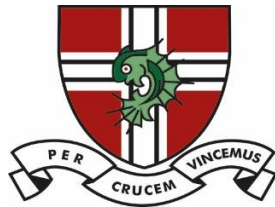
St John Fisher Catholic Voluntary Academy

Person Specification for Teacher of Design & Technology

The application form will be used to determine whether candidates adequately meet at least the essential criteria in order to be shortlisted for interview. The criteria will be assessed both during the application and interview process.

Qualifications:

Criteria	Essential	Desirable	Measured
Degree	✓		App
QTS	✓		App
Higher degree, Masters or equivalent		✓	App

Knowledge/Skills/Experience:

Criteria	Essential	Desirable	Measured
Proven track record in good or better classroom practice	✓		App / Int
Detailed knowledge of all aspects of subject area		✓	App / Int
Proven track record in the successful management of young people to motivate and engage	✓		App / Int
Have knowledge of school improvement strategies, including process for monitoring and evaluation of performance and strategies for raising standards.	✓		App / Int
The ability to think creatively, and to adapt ideas into manageable steps for implementation	✓		App / Int
The ability to lead people, persuade and hold to account	✓		App / Int
The ability to use data to analyse need and plan interventions and strategic responses to improve outcomes	✓		App / Int
Experience in working in challenging circumstances, dealing with pressure and working to deadlines	✓		App / Int
The ability to build and motivate teams	✓		App / Int
The ability to work as part of a team and also as an individual leader in own right according to situation	✓		App / Int
To have experience of working in a learning environment with young people with Special Educational Needs		✓	App / Int
Recent and relevant experience of the inspection framework		✓	App / Int
The ability to prioritise, and manage a varied workload	✓		App / Int
To have established and developed successful working relationships with young people, parent/carers, teachers and support staff in a variety of situations	✓		App / Int
To have a commitment to equal opportunities and knowledge of the issues	✓		App / Int

Additional

Criteria	Essential	Desirable	Measured
An understanding of relevant legislation concerning Safeguarding	✓		App / Int
A commitment to take part in all relevant in-service training and continual professional development	✓		App / Int
To be a confident and competent user of ICT including interactive whiteboard	✓		App / Int
To be fully up to date with current issues and developments in education	✓		App / Int
To support the academy and the sponsor's inclusive ethos at all times	✓		App / Int
To uphold the academy's reputation at all times	✓		App / Int
To be willing to participate in a programme of personal development and training	✓		App / Int
To be willing to take part in the Academy Performance Management process	✓		App / Int