



**Head of Department  
Performing Arts  
Recruitment Pack**  
M1 to UPS3 + TLR 2B

Exceptional Educational Experience





Dan Morrow  
Trust Leader



Rich Baker  
Deputy Trust Lead

# Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.



Dan Morrow  
**Trust Leader**

EXCEPTIONAL  
EDUCATIONAL  
EXPERIENCE

100%





## Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

A handwritten signature in blue ink that reads "Sally Foard".

Sally Foard  
**Chair of Trustees**



Sally Foard  
Chair of Trustees







# Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



**9000**  
LEARNERS



**1200**  
CELT STAFF



**16**  
SCHOOLS





## OUR SCHOOL

At Bodmin College, our mission is to provide a great quality of education so that every child can live a life full of choice and boundless opportunities.

We believe in the power of strong relationships - between students, their families, staff and the wider community - and that we become stronger by learning with and from each other. Bodmin College is on a transformational journey to provide an inclusive and ambitious education for all learners.

In the last 12 months we:

- Improved A8 to be in line with national standards moving from 27th in Cornwall to 11th
- Are the top 10 school nationally for improvement in English A8
- Reduced fixed term suspensions by 68%
- Improved attendance by 3.61% and have been recently recognised as a high performing school within our similar schools

Our students are incredible and deserve the very best staff who are driven, compassionate and relentlessly positive in what we are seeking to achieve together. You will be joining a team who work collegiately together with a common purpose to achieve our goals.

Bodmin College is a warm, ambitious and forward-looking community school in the heart of Cornwall. We are part of Cornwall Education Learning Trust which means we have a strong culture of professional growth: we invest in our staff, encourage reflective practice and support you to become a great practitioner.

We are delighted to advertise for an inspirational Curriculum Leader of Performing Arts to lead our Performing Arts faculty through the next stage of the exciting development of the arts at Bodmin College. The successful candidate will be an experienced subject specialist in one of the Performing Arts (Drama and Music) and will bring the drive and determination required to develop both the academic curriculum and the enrichment offer for our students.

Bodmin College has a proud history of excellence in the performing arts, and the successful candidate will have the skills and knowledge to continue this drive for excellence. Facilities in the performing arts at Bodmin College are outstanding and provide exciting opportunities to showcase our students' talents.

As a curriculum leader you will oversee a range of performing arts qualifications. We welcome applicants from all disciplines within the performing arts who believe they have the skills, knowledge and experience to lead both academic and enrichment excellence.

If you share our values and are passionate about enabling every child to succeed, we'd love to hear from you. To discuss the role in more detail, please contact Laurie Goodlad, Assistant Headteacher via [lgoodlad@bodmin.celtrust.org](mailto:lgoodlad@bodmin.celtrust.org).





## CURRICULUM LEADER OF PERFORMING ARTS

### Purpose of the Role

The Curriculum Leader of Performing Arts will be an excellent teacher who leads by example. In addition to being an excellent teacher, they will provide strategic leadership and management for Performing Arts. The Curriculum Leader of Performing Arts will develop and ambitious curriculum intent and lead on the expert implementation of it. They will model and develop high quality first teaching which leads to improved standards of learning and achievement for all.

### Key Responsibilities

Leading the curriculum:

Lead on the construction of a seven-year curriculum that is:

- Ambitious for all students including those from disadvantaged backgrounds and those with SEND
- Broad and balanced so that it at least fulfils the requirements of the national curriculum
- Coherently planned and sequenced to enable cumulatively sufficient knowledge and skills for future learning and employment to be acquired across the key stages
- Relevant locally, nationally and globally
- Linked clearly to aspects of Spiritual, Moral, Social and Cultural education; Personal Development; and Fundamental British Values
- Research latest curriculum thinking in the subject and use this knowledge to design, evaluate and develop the curriculum
- Oversee the planning of the curriculum content, ensuring it is well sequenced to promote student progress
- Ensure the planned curriculum is effectively and consistently implemented across the school
- Make sure there is an effective system of assessment that oversees the progress of students to ensure the curriculum has a positive impact on students' learning
- Have an overarching responsibility for students' achievement and standards in a key stage

### Leading Teaching

- Model the most effective teaching by consistently delivering excellent lessons
- Provide guidance on the most effective pedagogical choices for teaching all subject content
- Evaluate the quality of teaching and share the most effective practice across the subject
- Provide constructive and developmental feedback on teaching for all teachers within the subject area and outside of the subject area if asked to coach another colleague
- Have a secure knowledge of coaching strategies and how to support teachers to continuously improve





### **Leading and managing staff**

- Communicate effectively and regularly to keep staff informed on key priorities and any developments
- Contribute to highly effective subject improvement meetings and data driven discussions so that they are strategic and lead to improvements to the curriculum and teaching
- Provide support and direction to staff regarding teaching and learning, resources, and planning in the subject area
- Quality assure teaching and learning by visiting lessons, scrutinising books, and talking with students to assess how well the subject area is being implemented and how well it is delivered across the school
- Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in the subject area
- Have knowledge of exam board specifications and any changes to them to ensure that teachers understand and are familiar with the specifications that are being delivered  
Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises

### **Efficient and effective deployment of resources**

Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality, and inspire curiosity in students. Model the highest expectations for this in own teaching environments

### **General Responsibilities applicable to all staff:**

- To demonstrate and promote the values of Cornwall Education Learning Trust at all times.
- To work effectively with other members of staff to meet the needs of all students. To work with professionalism in line with the Trust's Code of Conduct.
- To attend staff meetings and Trust-based INSET as required.
- To be responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
- To be aware of and adhere to all applicable Trust policies and procedures.
- To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and students and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.

### **Note:**

This job description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post. The postholder may be required to undertake such work as may be determined by their line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This job description may be amended at any time in consultation with the postholder.





## Education and Training

Essential	Desirable
QTS	Accredited leadership course e.g. NPQSL
A good quality degree	Masters degree
An excellent track record of recent, relevant professional development.	

## Specialist skills and knowledge

Essential	Desirable
Evidence of being an outstanding practitioner.	
Expert knowledge of the National Curriculum, particularly the subjects responsible for	
Good IT skills.	
Understanding of high quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve	
Awareness of local and national organisations that can provide support with delivering the subject	
Ability to build effective working relationships with staff and other stakeholders	
Ability to adapt teaching to meet students' needs	
Ability to build effective working relationships with students	
An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning	
Prioritise and manage own time effectively, work under pressure and to deadlines	
Knowledge of guidance and requirements around safeguarding children	
Effective communication and interpersonal skills, with the ability to communicate a vision and inspire others	





## Personal Qualities

Essential	Desirable
Ability to inspire confidence in staff, students, parents and others.	Personal ambition and potential for further promotion.
Reliability, integrity and stamina.	
Vision, imagination and creativity.	
Effective communication and interpersonal skills.	
Demonstrates good judgment.	

## Leadership and Management

Essential	Desirable
Work effectively both as a leader and as a member of the subject team.	Ability to motivate all those involved in the team.
Ability to initiate, lead and manage change	Ability to think creatively and imaginatively to anticipate, identify and solve problems.
Prioritise, plan and organise	
Set high standards and act as a role model for students and staff	
Deal sensitively with people and resolve conflicts	
Liaise effectively with other organisations and agencies.	



## Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: [www.celtrust.org](http://www.celtrust.org).

If you would like to arrange a visit or discuss the role further, please contact Laurie Goodlad, Assistant Headteacher at [lgoodlad@bodmin.celtrust.org](mailto:lgoodlad@bodmin.celtrust.org)

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information : salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



## Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels  
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.





## People Services

Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CEL T is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall  
**People Services Lead**



Lea Randall  
People Services Lead

**Empowering  
our people to  
support, teach  
and lead**



*Claire White*  
**Headteacher**

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



*Andrew Gasiorowski*  
**IS Manager**

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CEL T has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



*Rebecca Blizzard*  
**Assistant Headteacher**

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CEL T and the strong collaboration amongst colleagues and our family of schools.

# Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



## **Personal Growth & Inspiration:**

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



## **Health & Wellbeing:**

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



## **Family & Flexibility:**

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



## **Perks & Extras:**

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELt CENTRE OF  
EXCELLENCE

At CELt, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELt Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELt.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

**CLICK HERE**



"CELt is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELt creates an environment where both teachers and learners thrive."



*Hayley Bissenden*

**Hayley Bissenden**  
Director of the  
Centre of Excellence

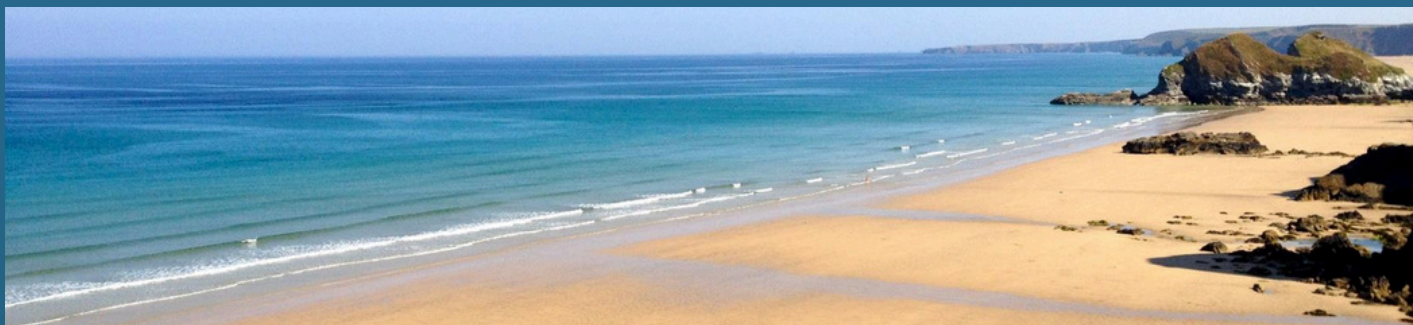






## Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

### Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

### Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



### Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

### Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.