



Arden Academy

Part of Arden Multi Academy Trust



Teacher/Instructor of Hair & Beauty Applicant Information Pack





Teacher/Instructor of Hair & Beauty

Full-Time or Part-Time, 1 year fixed term

1st September 2026

Hello

Thank you for taking an interest in the position of Teacher/Instructor of Hair & Beauty at Arden Academy. In addition to the information provided in the vacancy advert, this document will give a more detailed insight into what it will be like to work at Arden in this role.

Arden's unique atmosphere makes this an exceptionally rewarding school to attend and work at. Our family ethos is central to our identity, where staff, students and parents work together in the best interests of each and every one of our children. We need a professional who will continue to enhance and develop this culture - driving aspirations and raising expectations within a strong environment of genuine care and support.

If you share our vision, we would be delighted to receive your application.

We hope that you find the following information helpful and would appreciate you submitting your application electronically via MyNewTerm:

<https://mynewterm.com/jobs/136333/EDV-2026-A-60375>

Closing Date: Tuesday 14th April 2026 (9am)



Our School

We are an exciting and ambitious school that strives daily to ensure opportunities for all of our students and staff. We pride ourselves on our "Arden Family", a supportive and caring culture that ensures an environment exists where students can be pushed and challenged to achieve their potential and where our highly skilled staff can deliver the highest levels of inspiring and engaging learning.

Through our broad curriculum and our extensive array of co-curricular opportunities, we provide opportunity for all students to find their passion and to achieve their potential in their chosen pathways. The co-curricular opportunities offer add depth and variety to our students' learning, ensuring that school fulfils a far greater role than just the delivery of a curriculum.

Arden is an ambitious and aspirational school. Our students value education and recognise the crucial role it plays in ensuring that they are prepared to enter the worlds of further education and work as skilled and resilient members of the community. We are very proud of the exam results that our students achieve and the fact that they leave us well equipped for the next stages in their lives at the age of 16 or, for a majority, 18.

Our Arden Values of Aspiration, Resilience and Belonging run through all that we do and provide the framework in which our students are able to grow and develop into well rounded young adults.



Hair and Beauty at Arden Academy – Resources, Facilities and Support

We are fortunate to have a purpose built, dedicated hair salon housed in the Smart Centre. All lessons within the Design Technology department take place in the building; as well as the salon we have kitchens, workshops and computer suites.

The salon can hold classes of up to 16 students and as you'll be able to see from the images in this document, it is fully equipped and resourced to deliver the City and Guilds Level 2 Technical Award in Hair and Beauty Studies. This includes exploring the exciting world of hair and beauty and the environment in which its industries operate, looking back in time to explore changing trends and developments within the hair and beauty sector, how science is used to create products, and why we create images for business use. Within this course the students participate in both theory and practical. The students will learn many hair and beauty skills such as shampooing, blow drying, setting, styling, plaiting, basic makeup and nails skills for different eras ranging from Ancient Egyptian through to the 1990s.

We have previously supported teachers to transition from both Further Education or College settings and from working in industry, into a school based setting. All teachers at Arden receive training and continuous professional development and are supported by a committed leadership team.

As mentioned above, we deliver the City & Guilds Level 2 Technical Award in Hair and Beauty Studies. All the lessons and planning documents that are required to deliver this course already exist. You would be able to use them to deliver your own lessons, or as a starting point if you did not already have a fully resourced curriculum specific to the course we offer.

The Design Technology team is welcoming and supportive. Rather than working in isolation, you would be part of that wider group of teachers, all of whom care deeply about the students at Arden and want the very best for them.



The Value that Arden Places on Hair and Beauty

Working in a school enables you to foster purposeful and impactful relationships with students. For some of our students the success they achieved in this course has transformed their life opportunities. Some have chosen a career in Hair and Beauty. Others used the confidence they gained studying Hair & Beauty to be successful in other subjects. It became a key factor that improved their motivation to come to school and to study successfully in their other subjects.

These personal success stories have resulted in the Arden Senior Leadership Team placing a high value on the course. Also the Arden Trust Executive Leadership Team can see how the course could further benefit and positively impact the lives of even more students at Arden and at other schools in the Trust. Investment is being made into the development of other salons at other schools within our Trust.



Above all else our students value the course. Younger students in Years 7, 8 and 9 look at the success of the older students in Years 10 and 11. Many students participate in the Hair & Beauty co-curricular club and they pay close attention to the work produced by the older students. This results in a very high uptake of Hair & Beauty at Arden, typically we have three to four classes each in Years 10 and 11. In September we will have four classes in both Y10 and Y11, which is exceptional for a school setting.

It is incredibly rewarding to work with young people. In this role you will truly have the opportunity to make a real difference to their lives, and you'll get to do that alongside a team of committed, hardworking and supportive colleagues.

Person Specification



Arden Person Specification – Teacher/Instructor of Hair and Beauty

	Essential	Desirable	Methods of Assessment
Qualifications	<p>Strong qualifications appropriate to the subject</p> <p>Level 3 Diploma in Hairdressing NVQ/VRQ or equivalent</p> <p>GCSE's (or equivalent) to include a minimum of Grade 4 / C in Maths and English</p> <p>Willingness to undertake further training to support curriculum developments in Hair & Beauty</p> <p>Takes responsibility for professional development</p>	<p>QTS status by the time of the commencement of the post</p> <p>NVQ Level 4 or equivalent qualification in relevant subject</p> <p>Evidence of continuous INSET and commitment to personal development</p>	<ul style="list-style-type: none"> • Application • Qualifications
Experience		<p>Successful and relevant secondary teaching experience</p> <p>Experience of working with teenagers</p> <p>Experience of contributing to co-curricular activities</p>	<ul style="list-style-type: none"> • Application • References • Interview
Knowledge	<p>Secure knowledge of the Health & Beauty curriculum</p> <p>Knowledge of the regulations around safeguarding and how to address any issues that might arise</p>	<p>Excellent subject knowledge and skills as a classroom practitioner</p> <p>Knowledge and understanding of the requirements of high-quality teaching/pedagogy</p> <p>Understanding of relevant equal opportunities, health and safety and safeguarding guidance and legislation, and with commitment to keeping up to date with legislative changes affecting schools</p>	<ul style="list-style-type: none"> • Application • References • Interview • Observation
Skills	<p>Ability to create an ambitious and positive learning environment/culture in the Hair Salon</p> <p>Ability to create and develop an ambitious vision for the highest achievement of students</p>	<p>Proven record as a teacher whose students reach high standards of learning and achievement</p> <p>Achieves good student outcomes</p> <p>Ability to use student level data</p>	<ul style="list-style-type: none"> • Application • References • Interview • Observations

Person Specification

	<p>Ability to establish and develop positive working relationships with students, parents and staff, setting appropriate personal but professional boundaries</p> <p>Ability to engage and motivate students</p> <p>Commitment to the School's ethos and aims, skills and aptitudes</p> <p>Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject</p> <p>Creative, flexible and open to new ideas to promote teaching and learning to the highest standard</p> <p>Ability to deploy behaviour management strategies effectively</p> <p>Ability to orally communicate effectively with a range of audiences</p> <p>Excellent organisational and time management skills and the ability to meet deadlines</p> <p>Accurate and fluent written communication skills</p> <p>Willingness to engage in co-curricular activities</p> <p>Commitment to inclusion</p> <p>Commitment to seeing tasks through fully</p> <p>Self-motivational and a positive approach</p>	<p>to raise standards</p> <p>Effective classroom practitioner</p> <p>Ability to deploy teaching & learning strategies appropriately to suit the needs of students of differing ability</p>	
<p>Other</p>	<p>Enhanced DBS clearance</p> <p>Willingness to undertake First Aid Training in order to act as First Aider within school</p> <p>Willingness to comply with all School and Trust policies</p>		<ul style="list-style-type: none"> • Application • Interview • Observation • References

Job Description

Post	Teacher/Instructor of Hair & Beauty
Reports to	Head of DT
School	Arden
Pay range	Band E

MAIN PURPOSE OF THE ROLE:

- Be accountable and responsible for the learning and progress of students in assigned classes, ensuring excellence for all.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff, and external agencies in the best interests of students.
- Act within the statutory frameworks, which set out professional duties and responsibilities and in line with the duties outlined in accordance with school policies, the current School Teachers Pay and Conditions Document and Teacher Standards (2012)
- Be responsible for promoting and safeguarding the welfare of children and young people within the school.

DUTIES AND RESPONSIBILITIES

The following duties and responsibilities will be explained to you further in a plain-speaking job description. This will be attached to this job description as an appendix and will reflect the systems and structures of your school.

Teaching

- All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012).
- Be accountable for the delivery of the curriculum to assigned classes as relevant to age and ability.
- Be responsible for and contribute to the preparation and development of teaching materials.
- Be aware of students' capabilities, their prior knowledge and be accountable for planning teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how students learn.
- Have a clear understanding of the needs of all students, including those with special educational needs and disability, high prior attaining, more able, EAL,-and be accountable for the use and evaluation of distinctive teaching strategies to engage and support such students.

Job Description

- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English, and numeracy.
- Be accountable for the use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and characteristics, monitoring learners' progress and levels of attainment.
- Be accountable for making accurate and productive use of assessment to secure students' progress.
- Be accountable for the use of relevant data to monitor progress, set improvement targets, and plan subsequent lessons.
- Be accountable for providing students feedback in line with the school policy, ensuring students act upon the advice given.
- Be accountable for setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired as appropriate.
- Contribute to arrangements for examinations and assessments within the terms of the School Teachers' Pay and Conditions Document.

Behaviour and Safety

- Be responsible for establishing a safe, purposeful, and stimulating environment for students, establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently, fairly and in line with school policies.
- Be accountable for the effective management of classes, using approaches which are appropriate to students' needs to inspire, motivate and challenge.
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of students.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Be responsible for social time supervision and other duties as directed by the Headteacher within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.
- Be accountable for carrying out the role of form tutor under the direction of the appropriate member of the pastoral team and in line with advice and guidance provided regarding the role and responsibilities of a form tutor by a member of the Senior Leadership Team.

Team Working and Collaboration

- Under the direction of the line-manager, participate in any relevant meetings/professional development opportunities at the school, which relate to the

Job Description

learners, curriculum or organisation of the school including pastoral arrangements and assemblies.

- Work as a team member and identify opportunities for working with colleagues and contributing to the development of effective practice.
- Where appropriate, contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, and teachers serving induction periods.
- Be accountable for ensuring that colleagues working with you (for example Teaching Assistants, Cover Supervisors, Technicians or Associate Teachers) are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Contribute as required in the review, development and management of the activities relating to the curriculum, organisation, and pastoral functions of the school.
- Provide cover for absent colleagues within the terms of the current School Teachers' Pay and Conditions document. For those who are below their allocation staff may be timetabled to provide cover.

Fulfil Wider Professional Responsibilities

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Be responsible for communicating effectively with parents/carers regarding students' achievements and well-being using school systems/processes including at parents' evenings as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.
- Plan and implement enrichment activities that enhance students' learning experiences and align with the school's curriculum.
- Teach British Values and promote the development of students' spiritual, moral, social, and cultural understanding, fostering a well-rounded educational environment.
- Be accountable for registering the attendance of learners during lessons tutor groups and, extra-curricular activities before and after school.
- Report performance data and provide a written report for students within assigned classes in line with the school's assessment and reporting calendar.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

Professional development

- Be accountable for regularly reviewing the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and well-being, refining your approaches where necessary and responding to advice and feedback from colleagues.

Where Can You Find Us?



Directions from J5 of M42:

At junction 5 of the M42, follow the Warwick Road/A4141 towards Knowle. At the roundabout, take the 2nd exit and stay on Warwick Rd/A4141. Turn right onto Lodge Road. Turn right onto Station Road. Arden Academy will be on the left.



Details for your sat nav:

Arden Academy
Station Road
Knowle
Solihull, B93 0PT