SHARE
MULTI-ACADEMY TRUST

ROYDS HALL
A SHARE Academy

Careers at SHARE Multi-Academy Trust

Faculty Leader for Art, Photography, Creative Arts and Design Technology

Royds Hall, A SHARE Academy

Application Pack

Valuing People, Supporting Personal Best

Welcome to SHARE Multi-Academy Trust, a supportive and close-knit family partnership of nine academies across West Yorkshire, and a Teaching School Hub.

At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of *Valuing People, and Supporting Personal Best.*

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

Two of our guiding principles are that 'quality is our driving force', and 'teams drive success'. We know that recruiting and retaining an outstanding workforce is fundamental to achieving our aims. We therefore make it our mission to ensure every colleague within the trust has access to exceptional training and personal development opportunities, alongside a positive teaching environment, clear and ambitious progression pathways, and highly competitive packages.

We are also committed to sharing best practice across our trust, creating networks for colleagues to learn from one another, and fostering a learning environment and workplace where everyone feels supported and inspired, and can truly thrive. As a result, we are proud to be an employer of choice.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

John McNally

Chief Executive Officer
SHARE Multi-Academy Trust

We must first deliver for our people and ensure they feel valued.

Quality is our driving force

Teams drive success

We are proud to be an employer of choice.

About
our Trust

SHARE Multi-Academy Trust was first established in 2014, and since then, we have built a solid reputation for high standards and strong achievements.

We operate four successful primary academies and five high-performing secondary academies across the region. Our outstanding provision is supported by our Calderdale and Kirklees Teaching School Hub and national training accreditations, which enable us to deliver exemplary training and development opportunities for education practitioners at every stage of their career, from initial training to executive leadership.

Our academies achieve excellent outcomes across the board. This includes academic attainment and school improvement, as well as maintaining exceptionally high standards in all aspects of school life including behaviour and attendance.

As a result of the trust's supportive and inclusive approach, senior leaders invest significant time in supporting positive pupil behaviour and attendance. Our pupils attend well and are positive about learning. In turn, this creates a positive and respectful teaching and learning environment for staff, with teachers able to focus on delivering an excellent education to students without distraction, and with a manageable workload.

> **Behaviour is excellent, and there are high levels of mutual respect and tolerance amongst pupils and staff.**
>
> *Ofsted, 2023**

Whilst being close-knit, we are ambitious for the future.

We are always looking for additional ways to expand our positive impact, be that by working with new schools on exciting initiatives, or by collaborating with our talented team of staff.

Our aim has long been to be the best trust, not the biggest. Our priority for the future is to keep improving standards, building on our successes, and raising aspirations so we can support even more pupils to achieve even better outcomes.

**2023 Ofsted report for Thornhill Community Academy, A SHARE Academy*

Your Career
at SHARE

Our vision of *'Valuing People, Supporting Personal Best'* underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt
Associate Principal
Shelley College

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association and School Teachers' Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and flexible and family-friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.

Our Shared **Vision and Mission**

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass

Jenny Carr
Executive Principal and Headteacher, Royds Hall

Our **Guiding Principles**

We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.

Guiding Principles

- Everyone can achieve
- Quality is our driving force
- Teams drive success
- People thrive in communities

Our Goals and Objectives

- Overcome disadvantage, so all pupils achieve outstanding outcomes
- Deliver an outstanding curriculum and pedagogy
- Recruit and retain an outstanding workforce
- Provide outstanding leadership, management and trust infrastructure
- Build positive communities that achieve outstanding outcomes, together

Academies

Our secondary academies

Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.

**Most recent Ofsted prior to academisation in 2025.*

Our **Outcomes**

At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.

What our **colleagues say**

Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day
Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College

The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson
Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy

What our **colleagues say**

Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

Kieran Miller-Walker
Finance Officer, SHARE Multi-Academy Trust

As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

Ben Modeste
Phase Leader of Lower Key Stage 2, Luck Lane Primary School

First-class careers, through **bespoke training and support**

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.

Endless opportunities through our **Teaching School Hub and Training Accreditations**

Calderdale & Kirklees Teaching School HUB

Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers *have progressed or are progressing through the Early Career Framework*

600 teachers *are studying NPQs*

500 teachers *using our Appropriate Body Service*

JOB ADVERT

Job title:

Faculty Leader for Art, Photography, Creative Arts and Design Technology

Academy:

Royds Hall, A SHARE Academy

Headteacher:

Emily Devane

Section:

Faculty leader for Art, Photography, Creative Arts and Design Technology

Reporting to:

Deputy Headteacher

Contract type:

☐ **Permanent** ☐ **Fixed Term**

Time commitment:

Term-time

Band/Range:

MPS / UPS + TLR1B

Further salary information:

JOB ADVERT

Academy information:

Rated Good by Ofsted in 2023, Royds Hall is a small secondary academy with a positive attitude to learning and a curriculum that is ambitious for all and well-sequenced. Staff are central to the academy's vision of 'Valuing People, Supporting Personal Best', and the academy offers a supportive and inclusive working environment where colleagues can make a difference every single day.

Royds Hall is one of nine academies within the well-regarded and high-performing SHARE Multi-Academy Trust. It is situated within a close-knit, diverse community, and is in good commuting distance from Leeds, Huddersfield, and Wakefield. The academy is proud to offer:

- A supportive and ambitious environment where all students are encouraged to go beyond what they think they can achieve and to enjoy learning, helping them to lead successful, healthy and happy lives
- A vibrant place to work which equips staff to deliver their best every day, under the strong belief that Valuing People, Supporting Personal Best is the key
- A commitment that staff are happy, engaged and well supported at work, taking pride in students' attendance, behaviour, progress and development as well as their own
- Excellent training and guidance relevant to individual job roles, so expectations are understood and staff are motivated
- Great benefits, as an employer of choice, including outstanding CPD, supportive line management, and meaningful networking opportunities across the trust to aid personal development
- Supportive leadership, encouraging healthy work-life balance
- A high-quality teaching and learning environment, alongside good facilities
- A culture where children are happy, settled and confident, accessing a broad and balanced curriculum which provides a memorable educational experience for pupils and staff.

JOB ADVERT

We are looking to recruit:

We are looking to recruit an outstanding Faculty Leader for Art, Photography, Creative Arts and Design Technology to promote and facilitate the deliver of excellent teaching and learning to inspire students.

This is an exciting opportunity to shape the direction of the curriculum offer and introduce courses that help students successfully prepare for the future.

The ideal candidate will:

- be educated to degree level with QTS in their subject
- be passionate about developing students' interest in your subject area
- have a clear vision and lead by example
- love encouraging, motivating and inspiring children through the support they give in order to further their learning
- be committed to the ethos that all students can achieve at Royds Hall
- have great references, demonstrating they are a suitable candidate, safe to work with children

For more information, get in touch with:

Rebecca Corcoran, PA to Headteacher via: rebecca.corcoran@sharemat.co.uk

JOB DESCRIPTION

Overall purpose of the role:

As the Faculty Leader for Art, Photography, Creative Arts and Design Technology you will be required to meet the general requirements of this post, as specified in the key outputs section.

The post will require you to lead the faculty to ensure that all students are following an ambitious curriculum to allow them to know more and remember more and therefore make strong progress over time. This will involve developing, training staff and delivering an innovative and appropriate curriculum.

You will also monitor the effectiveness of the subjects through quality assurance and use the information gathered to monitor and evaluate the quality of the department, sharing best practice and develop plans to address any areas of weakness.

Safeguarding requirements:

This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household. Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.

JOB DESCRIPTION

Key Outputs:

Leadership that helps get the best out of others

- Help to develop a culture in which every pupil is valued, encouraged and supported
- Develop a clear vision and strategy for the faculty of Art, Photography, Creative Arts and Design Technology, rooted in the aims and values of the school, and developed in consultation with the whole community
- Seek consensus and ownership for strategies from staff, pupils, and parents
- Communicate strategies and expectations effectively to all parties
- Evaluate own performance and undertake professional development to help achieve the highest possible standards in the role
- Monitor and evaluate all aspects of the quality of provision in the faculty particularly teaching and learning
- Line manage other teachers in the faculty, undertaking performance management reviews
- Work with your SLT Link to drive improvement in the department

To create a positive and supportive working environment for all

- Gain a thorough understanding of the skills and knowledge pupils need to be successful in their lives, during their time at Royds Hall and beyond
- Secure commitment from the whole-school community, particularly teachers delivering Art, Photography, Creative Arts and Design Technology, to secure the highest standards in the department
- Provide training for colleagues, including those who are new to the school, to share best practice, help communicate expectations and describe the support available
- Develop action plans in specified areas of responsibility, in order to bring about improvements
- Manage resources effectively, to secure the best possible provision

Teaching and learning that helps pupils achieve their personal best

- Provide support and guidance for staff across the faculty
- Organise activities to enhance the curriculum, for example visit by external specialists
- Coach and support colleagues to improve standards of teaching and learning
- Ensure a suitable curriculum is in place for pupils of all abilities
- Devise and implement strategies for narrowing the attainment gap across the subject disciplines and for different groups of pupils
- Monitor and evaluate the quality of learning and teaching in the department, sharing best practice and developing plans to address any areas of weakness
- Lead on highly effective health and safety procedures that keep staff and students safe

To provide opportunities, experiences and support for all pupils to be happy, confident and achieve their personal best

- Help ensure the learning needs of individual pupils are met, particularly vulnerable groups, such as those with SEN or disabilities or with protected characteristics
- Help ensure the learning needs of the more able are met fully

JOB DESCRIPTION

- Develop activities to enhance the curriculum through opportunities and resources that could be provided by the wider community
- Help pupils develop their spiritual, moral, social, cultural and physical awareness and skills
- Help equip all pupils with the skills and knowledge they need to be happy and successful in the future

To create a school that the whole community can be proud of

- Celebrate successes amongst the school community and beyond
- Promote a culture of teamwork in which the views of all members of the school community are valued and taken into account
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example for other colleagues
- Contribute to policies and practice which promote equality of opportunity and tackle prejudice

Dimensions:

Range of staff: approx. 100
Range of students: approx. 860

Work/Business contacts:

Internal: All teachers and support staff to advise how effectively to support students to achieve their Personal Best.

External: Parents and Families, Examinations Boards

JOB DESCRIPTION

Expertise in role required (At selection – Level 1):

ESSENTIAL

• Qualified Teacher Status.
• Degree or equivalent.
• Evidence of continuing professional development and a willingness to undertake further development as appropriate.
• Evidence of being an excellent classroom practitioner, capable of inspiring students and forming good relationships with colleagues.
• Ability to inspire and motivate students.
• Able to analyse data with a view to developing strategies to improve performance.
• Ability to monitor and evaluate impact of interventions and strategies.
• Detailed knowledge of current developments in subject area for all levels.
• Successful experience or the ability to teach Art & Photography at GCSE.
• Successful experience or the ability to teach Design Technology at GCSE.
• Ability to teach across all subject domains (Art and Design Technology) at KS3.
• Excellent communication skills.
• Excellent behaviour management skills.
• Commitment to the safeguarding of young people.
• Is willing to work flexibly within scope of overall hours, e.g. evening meetings.

DESIRABLE

• Experience of leading a department/whole school strategy.
• Knowledge of innovating teaching and learning strategies.
• Highly competent in ICT and the use of computers.
• A willingness to be fully involved in the wider life of Royds Hall, including extra-curricular activities.

JOB DESCRIPTION

Expertise in role – After initial and advanced development:

- Evidence of monitoring and evaluating interventions and strategies.
- Evidence of data analysis and strategies used to improve performance.
- Evidence of on-going continuing professional development.

Structure/Department Information:

Faculty Leader for Art, Photography, Creative Arts and Design Technology

Head of Art & Photography

Curriculum Leader of Music & Drama

Teachers of DT

Teachers of Art & Photography

Teachers of Performing Arts

HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form on the My New Term portal using the application link below.

Application link:

https://mynewterm.com/jobs/146327/EDV-2026-RHSA-45841

Closing date:

9am Wednesday 15th April 2026

Interview date:

To be confirmed

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in

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Ready to start your career with Share MAT? Get in touch:

Visit
roydshall.org

Email
royds.office@sharemat.co.uk

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01484 463366

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Visit the trust website **www.sharemat.org**