



ASSISTANT TEACHING AND LEARNING LEADER OF CREATIVE ARTS

Responsible to: Teaching and Learning Leader of Creative Arts

Grade: TLR 2b

PURPOSE OF POST:

To facilitate and encourage learning which enables pupils to achieve the highest possible standards: to share and support the corporate responsibility for the well-being, education and discipline of all pupils

OVERALL RESPONSIBILITIES:

1. Strategic direction and development of the subject/area

To assist the teaching and learning leader to develop innovative subject or curriculum area policies, plan targets and practices within the context of the school's aims, plans and policies.

2. Teaching and Learning

To assist the teaching and learning leader to secure and sustain effective teaching and assessment that is consistently good or better of the subject/area.

To evaluate the quality of teaching and learning, the achievement of all pupils and set targets for improvement.

3. Leading and managing staff

To assist the teaching and learning leader to provide for all those involved in teaching or supporting the subject, the guidance, challenge, information and development necessary to sustain motivation and secure improvement in the quality of teaching and learning.

To assist the teaching and learning leader to manage all allocated teaching and support staff including assisting with recruitment, managing performance and meeting agreed targets.

To assist the teaching and learning leader to create effective teams by inspiring and motivating staff and pupils.

To be a positive role model for other staff and pupils by assisting in the continuous improvement of the team within the context of the school.

4. Efficient and effective deployment of staff and resources

To assist the teaching and learning leader to identify appropriate resources for the subject/area and ensure that they are used efficiently, effectively and safely.

5. Strengthening Community

To assist the teaching and learning leader to work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all pupils.

This job profile needs to be read in conjunction with the generic job description for teachers.

The Chiltern Learning Trust is committed to working in wider partnership which will promote wellbeing outcomes for young people.

All personnel may be required to work across the Trust by agreement with the Chief Executive.

Safeguarding Children

CONTEXT:

All teaching staff are part of a whole school team. They are required to support the values and ethos of the school and school priorities as defined in the School Development Plan. This will mean focussing on the needs of colleagues, parents and pupils and being flexible in a busy pressurised environment.

This post meets the definition of 'Regulated Activity' as defined in the Safeguarding Vulnerable Groups Act 2006.

Because of the nature of this job, it will be necessary for an enhanced DBS check to be undertaken. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also any adult cautions (simple or conditional), and spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020). A person's criminal record will not in itself prevent a person from being appointed to this post. Applicants will not be refused posts because of offences, which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying. However, in the event of the employment being taken up, any failure to disclose such offence, as detailed above, will result in dismissal or disciplinary action by the Trust.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

'CVs will not be accepted for any posts based in schools

PERSON SPECIFICATION

ASSISTANT TEACHING AND LEARNING LEADER

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job

Essential (E):- without which candidate would be rejected

Desirability (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Demonstrable experience of making a positive impact on pupil performance at all levels.	1,2	Working with children with English as an Additional Language.	1,2
	Demonstrable experience of using performance management and performance data to inform target setting, planning and policy. Some experience of leading and managing the work of others.	1,2	The recruitment of staff.	1,2
Skills/ Abilities	Ability to communicate with a variety of stakeholders (eg colleagues, parents, the community, external agencies).	1,2	Whole school self-evaluation.	1,2
	Ability to form and maintain appropriate relationships and person boundaries with children and young people.	1,2	Ability to lead on a whole school project or initiative.	1,2
	Ability to lead, coach and mentor others, persuading and influencing those resistant to the management of change.	1,2		
	Ability to use new technologies to support both the curriculum and work organisation.	1,2		
	Ability to work as part of, and contribute to, a whole-school multi-disciplinary team.	1,2		
	Ability to monitor and evaluate teaching, learning and school policy.	1,2		
	Ability to identify the necessary resources which ensure high quality teaching and learning.	1,2,5		
	Ability to assess the needs of individuals to inform the targeting of individual needs.	1,2		
Skills/ Abilities continued	Ability to deliver consistently high quality lessons, evaluate the impact of these and	5		

	develop future planning accordingly			
Equality Issues	Demonstrable commitment to inclusive teaching and learning. Awareness of the effects of discrimination on pupils, parents, colleagues and policy.	2,5 1,2		
Specialist Knowledge	Subject/KS curriculum knowledge	1,2,5		
Education and Training	Qualified Teacher Status Evidence of ongoing continuing professional development	4 1,2	Training in personnel issues and procedures, and in the accredited safe recruitment modules.	1,2
Other Requirements	Demonstrate responsibility for promoting and safeguarding the welfare of children and young persons. Willingness to work in both this school and our partner schools if required.	1,2 1,2		

1 = Application Form	2 = Interview	3 = Test
4 = Proof of Qualification	5 = Practical Exercise	

The Jobholder will ensure that the school's policies are reflected in all aspects of his / her work, in particular those relating to:

- (i) Equal Opportunities.
- (ii) Health and Safety.
- (iii) Data Protection Act (1984 & 1998).
- (iv) Code of Conduct.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

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