



Application Pack

Expressive Arts Technician

Grade: Grade 4 Point 3 Actual salary £19,798
Contract: Permanent (Term time plus 5 days)
Closing date: Friday 24 April 2026
Start date: Summer / Autumn 2026
Hours: 8.30am – 4.15pm Monday to Thursday (30 min unpaid lunch)
8.00am – 2.15pm Friday (30 minute unpaid lunch)
34.5 hrs per week



Start date: Summer / Autumn 2026

Closing Date 24 April 2026





Expressive Arts Technician

The Manor Drive Secondary Academy is a new, over-subscribed school in the north of Peterborough, Cambridgeshire. The school is very much the centre of the local community and is situated amongst a thriving new housing estate. We welcomed the first cohort of 120 Year 7 students in September 2022 and the school is growing each year. Manor Drive is an ideal place to enhance your career, in a small team with high expectations. Whilst being an innovative and dynamic Academy, we have traditional values and high standards both for our students and staff. Staff are extremely supportive with ambitions of exceptional outcomes for all.

We wish to appoint a creative and motivated individual to provide practical support for Expressive Arts within the school. The role is extremely varied and you would be supporting various areas such as Art, Textiles, Music and Drama. The willingness to learn new skills and work independently is essential for this role.

Strong personal qualities such as confidence, organisation and excellent communication skills. Consistent and effect communication are required together with the ability to use your own initiative. As the role evolves there is a requirement to be flexible and willing to help the Manor Drive team where necessary.

WHAT WE CAN OFFER YOU:

- The rare and exciting opportunity to work in a growing school and be part of something from early in the school journey
- Strong focus on student and staff wellbeing
- Free staff parking
- Use of staff room space
- Staff gym

Full details and how to apply can be found on the school website www.manordrivesecondary.org.uk We welcome questions from prospective applicants, please contact, Penny Noble by email: pnoble@manordrivesecondary.org.uk We reserve the right to close the job advert early should we receive a high number of applications.

Closing date for applications is noon on Friday 24 April 2026

Manor Drive Secondary Academy is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments involve regulated activity and are subject to an enhanced DBS disclosure, Barred Check List and two successful references. Online searches are carried out on all shortlisted candidates.



Message from Chair of Governors

Dear applicant,

Thank you very much for your interest in the post at Manor Drive Secondary Academy. This post is an exciting opportunity to work in a wonderful secondary school.

We want all our students to become independent and confident young people, who are sensitive to others, interested in the world around them and prepared for the challenges ahead.

The Governors have an important role in supporting the Headteacher in the delivery of a great education, framed by our core values: Knowledge, Strength, Respect and Ambition.

We are looking for colleagues who can lead by example, holding and articulating the Academy's vision and values and focusing on providing an excellent education for our students.

Thank you again for your interest in Manor Drive Secondary Academy and Four Cs MAT and I hope that the information contained within this pack provides information to help you to decide if you have the right qualities, skills and experience to apply for this exciting position.

Yours sincerely,

Jonathan Theobalds
CHAIR OF GOVERNORS





Message from Headteacher

Thank you for your interest in this role at Manor Drive Secondary Academy.

I am incredibly proud to be the Headteacher of our innovative, vibrant and growing school. Our students are very well mannered, respectful of each other and proud of their school. Relationships with parents are constructive and parents are keen to support the school and the children's learning. The staff are highly skilled, with a wealth of experience and expertise. We are all determined to ensure that students make exceptional progress in all facets of their life.

We have a strong commitment to developing our students as a whole; not only achieving excellent examination results but through our Enrichment curriculum and in preparing them for their adult lives. This was commended in our recent OFSTED inspection, with Personal Development being graded as outstanding.

We are looking to appoint dynamic, enthusiastic and inspirational colleagues to join our growing team. I hope that having browsed our website and reviewed the information provided you will be interested in applying for this post. If you have any questions or wish to arrange a visit to the school, please contact Penny Noble on pnable@manordrivesecondary.org.uk

This is an incredibly exciting time to join Manor Drive Secondary Academy to play a vital role of ensuring that we provide outstanding opportunities to the students in our school.

Yours sincerely,




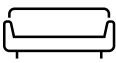




Jo Sludds
HEADTEACHER





Staff Wellbeing and Benefits

Manor Drive Secondary Academy is committed to attracting, developing and retaining top talent to achieve high performance. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

	All teaching staff, and some support staff (depending on role) are provided with a touch screen laptop with inking device.
	Staff gym with new facilities is available to all staff.
	Employee Assistance Programme is available to all staff which offers free legal, money advice and personal support and guidance.
	Staff wellbeing quiet room for use by all staff if required. We recognise that you may need time to reflect or 'take a moment' sometimes.
	Multiple staff rooms around the building.
	Free car parking on site.
	Seasonal and ad-hoc staff incentives such as Christmas Staff advent calendar, staff breakfasts, coffee mornings and other staff organised events.
	Excellent professional development, guidance and support.



What is it like to work at MDSA?

The staff are highly skilled, with a wealth of experience and expertise. We are all determined to ensure that students make exceptional progress in all facets of their life. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us. In a recent survey, 100% said they were either happy, really happy or loved their job! We asked staff to give us feedback about what it is like to work at MDSA, here are some of their wonderful comments:

Quotes from Staff

"I love the atmosphere at Manor Drive Academy, it is so friendly and feels like such a positive community. Every day I walk into school I feel excited at what the day might hold which is not something I have always felt in other school I have worked in. We have some amazing students at Manor Drive and staff that go above and beyond to work with them. The wellbeing of staff and students is one of the key elements of the school DNA which makes it not just a safe place for staff and students but also a place full of possibilities.

The enrichment programme that we run means that there are so many options to explore and try out creative ideas for the students to get involved in. The senior team are genuinely concerned with making sure that staff are looked after and have the best opportunities to grow and develop. This is by far the best school I have worked in."

"MDSA is a place of work where staff wellbeing is a priority and not just lip service"

"I feel incredibly grateful for the unwavering and ongoing support and guidance I've received from my mentor and colleagues at MDSA throughout my teaching journey. Their encouragement and belief in my potential have been instrumental in my growth and progression."

"MDSA has a holistic approach to Staff wellbeing. Senior leadership take each staff member's workload, health, and wellbeing into account throughout the school year. There is an Open-door policy which allows us to feel safe and heard. I never get that 'Sunday night' feeling."

"When you spend so much time at work, it is incredibly important to feel happy and safe, not only physically but also psychologically. MDSA makes me feel not only safe, but valued and appreciated for being me, and all that that brings. I feel that my voice is not only heard but respected and valued. Staff are treated as equals, regardless of job title or role. Joining the MDSA family has been the best decision I could have ever made."

"I have never worked in a school where my subject has been so valued, which in turn has made me feel valued. The freedom, which I have been given to lead my department in a way which I see fit, has given me immense professional satisfaction and has helped me develop my own skills incredibly. I know that if I need anything, be it advice, resources or just a pep talk, my SLT are always there to listen and I have been extremely grateful for their actions, when I have been struggling with workload. I have never worked at a school which has valued my well-being as much as MDSA."

"I am proud to work at Manor Drive, a place that truly values and supports its staff and students. Since starting in September, I've felt incredibly welcomed, and I have been able to build great relationships with both colleagues and students. The school provides a strong sense of community and has supported me every step of the way in my teaching career. Manor Drive is an environment that prioritises both wellbeing and manageable workloads, making it a privilege to be part of a team that cares for the growth, health, and happiness of everyone involved."

"The environment that staff have created in Manor Drive School allow each member of staff to grow in their role in a safe and supported way. I started my role at Manor Drive after being in Education for 37 years. I started as a volunteer Mentor and found the work environment welcoming and supportive. So much so that I approached the Head to see if there were any roles I could apply for. I mentioned ELSA. I was welcomed, heard and felt appreciated right away. I was placed in the Wellbeing Team and given the role of ELSA."



PERSON SPECIFICATION

You should be able to demonstrate that you meet the following criteria:

E = Essential, D = Desirable

Measured by:

A= Application Form, R = Reference, I = Interview

QUALIFICATIONS AND TRAINING

E	English and Maths GCSE or equivalent – Level 5 or more including Art and/or an Expressive Arts subject	A, I
E	Enhanced DBS	A, I
D	Educated to A Level or equivalent	A

EXPERIENCE

E	Experience of working with children and / or young adults	A, I, R
E	Proven track record of working with groups of students in a classroom environment	A, I, R
E	Ability to react to situations appropriately and follow procedures	A, I, R
E	Interest in developing positive relationships	A, I, R
D	Interest in difficulties faced by individuals	A, I, R

SKILLS

E	Ability to relate to children, young adults and adults	A/I
E	Good communication skills in English, including competence in literacy, numeracy and ICT	A/I
E	Interest in student welfare and a respect for the difference in people	A/I
E	Tact and diplomacy	A/I
E	Good time management and organisational skills	A/I

DISPOSITION

E	Enthusiastic in approach and adaptable to changes and developments within a fast paced workplace	A, I, R
E	Great team player	A, I, R
E	Good sense of humour	A, I, R
E	Patient	A, I, R
E	Willingness to work flexibly as required, attending evening events where necessary	A, I, R
E	Enjoys a challenge	A, I, R
E	Anti discriminator and aware of prejudice	A, I, R
E	Commitment to training and growth	A, I, R
E	Willingness to learn and evaluate practice	A, I, R
E	Willingness to seek advice and support	A, I, R



JOB DESCRIPTION

JOB TITLE:	EXPRESSIVE ARTS TECHNICIAN
RESPONSIBLE TO:	HEAD OF FACULTY
BUDGET	NONE
<p>OVERALL RESPONSIBILITY:</p> <ul style="list-style-type: none"> To assist in the provision of practical support for Expressive Arts teaching within the school. Support the maintenance of a safe working environment where the correct Health and Safety procedures are followed. To assist in lessons in a technical capacity (lighting, sound, using music software, recording or videoing students work). Preparing student work to be sent off to exam boards both audio and video. Provide technical support for concerts, exams and shows (sound and lighting). Comply with all school policies – particularly those on Health and Safety, child protection, confidentiality and data protection. Contribute to the safeguarding and promotion of the welfare and personal care of children and young people with regards to the Keeping Children Safe in Education and Child Protection Procedures. 	

RESPONSIBILITIES:

Stock control and maintenance:

- Operate and maintain stock control of Expressive Arts supplies and equipment.
- Order supplies and materials for the faculty ensuring best value for money.
- Assist in the maintenance of equipment.
- Prepare and provide materials to support practical teaching and remove them safely afterwards.
- To assist in the testing of new processes in Art.

Support and deliver learning – supporting teachers

- Work effectively as part of the teacher support team and with teaching staff, in contributing to the quality of teaching and learning.
- Support and complement the work of teachers by assisting in the preparation of practical resources for the lessons such as cutting materials to length or setting up visual aids, response to individual needs by personalising resources for an individual or small group.
- Work independently with small groups of students demonstrating various practical techniques and assisting students with their projects.
- Provide support in GCSE students in small groups to improve their grades.
- Support staff in using tools, equipment, processes and materials, in order to assist learning in the classroom. Arrange servicing of machinery in the department and liaise with our site team where necessary.
- In accordance with the school's policies and procedures, report to the appropriate teacher any incidents of disruptive or unacceptable behaviour or the misuse of tools, equipment and materials that may not be known to the teaching staff.
- Work independently with small groups of students demonstrating various practical techniques and assisting students with their projects.
- Provide support for GCSE students in small groups to improve their grades.



JOB DESCRIPTION

Health and Safety

1. Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
2. Co-operate with the employer on all issues to do with Health, Safety and Welfare.
3. To undergo basic First Aid training and update courses.

Continuing Professional Development

1. In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments related to academy efficiency, which may lead to improvements in the day-to-day running of the Academy.
2. Undertake any necessary professional development as identified in the Academy Improvement Plan taking full advantage of any relevant training and development available.
3. Undergo appropriate training to support the delivery of 'specified work'.

Child Protection

The post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact will be to adhere to and always ensure compliance with the Academy's Safeguarding Policy. If, while carrying out their duties, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the academy s/he must report any concerns to his/her Line Manager or the Academy's DSL.

Other Tasks

Any other tasks, duties or services that may be reasonably requested by the Academy.