



# Recruitment Pack

TEACHER OF ART & DESIGN WITH PHOTOGRAPHY  
JANUARY 2026

<https://mynewterm.com/jobs/146367/EDV-2026-CHA-00271>



## Vision

To achieve academic excellence, develop character,  
and raise aspirations for all at **Castle Hall Academy**



**Academic  
Excellence**



**Develop  
Character**



**Raising  
Aspirations**

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## Key Drivers



**Heart**

Developing a  
strong moral  
compass



**Mind**

Developing our  
capacity to  
think



**Communication**

Communicating with  
people and cultures  
outside of ourselves

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## Mission

To become an academy  
**‘where hearts and minds connect’**



Academic Excellence



Developing Character



Raising Aspiration



At Castle Hall we work hard every day to deliver academic excellence, develop character and raise aspirations in everything we do. We exist to tackle educational disadvantage. We have high expectations of students and teachers and strive to become better every day creating exceptional learners.

Learning is the most important thing that happens in the academy, and our exceptional classroom culture is key to supporting exceptional learning at Castle Hall. The position of Teacher of Art & Design with Photography offers the right candidate, an opportunity to deliver the curriculum effectively to secure improvements which raise levels of student aspiration and achievement. As a Creative faculty we epitomise the Academy's vision of 'Academic Excellence, Developing Character and Raising Aspiration'.

The Creative faculty is a high performing team with strong values, work ethic and mutual sense of purpose. The team care about the little things, enjoy collaborative working and share unrelentingly high standards. You will have access to a coach and a highly regarded professional development programme.

We have a broad, balanced and sequenced five-year curriculum, which values knowledge retention and application building upon individual starting points that enables ambitious endpoints for all. Everyone in the Academy makes sure that all students acquire knowledge and skills to achieve the vision, enabling success at the Academy and beyond.

We have invested significantly in our buildings and environment in recent years with upgrades to all teaching rooms, new heating and windows as well as refurbishment to our science block and a brand-new gymnasium.

We value staff wellbeing and are constantly seeking ways to support and develop our staff body. We have no staff meetings outside of the Academy Day and also, have a 1:25pm finish on a Friday.

I am proud to be Headteacher at Castle Hall Academy. I believe that all students deserve access to a world-class education. We have worked hard over the last 5 years to improve the provision for our students and community and the students at Castle Hall are now making excellent progress. I tell students frequently how lucky I am to be part of such a fantastic Academy with amazing students, if you too would like to be able to say the same then Teacher of Art & Design with Photography could be the job for you!

A handwritten signature in black ink, appearing to read 'Paul Brook'.

Paul Brook  
Headteacher



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# Teaching & Learning at Castle Hall Academy

## I do, We Do, You Do

Our teaching model is built around Rosenshine's Principles of Instruction and follows I Do, We Do, You Do. Teachers ensure that they model excellence before scaffolding and guiding students to produce the best quality work possible. This enables students to then produce outstanding work during their independent practice.

## Coaching

Coaching lies at the heart of our professional development. We provide staff, across all roles, with the time and space to take part in meaningful professional conversations with a trained coach. The ability to reflect on what we do and how we do it, and to collaborate with our peers, drives our approach to school improvement, and in particular to classroom expertise.

## Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

## Professional Development

All teaching staff have access to professional development and coaching built into their day. We believe that the best professional development is not a one-off event but a process and this best happens during the Academy Day and not after-school. There is opportunity for development and practice in our Mastery lesson in the morning and subsequently throughout the day. Many of our staff also access external courses including NPQs.

## Mastery

We pride ourselves on our students knowing and remembering more. As a result of this, we have a 30-minute period of collective learning in the mornings where students get a chance for knowledge retrieval, maths practice and for staff to give any key messages and shape culture for the rest of the day.

## Reading

Reading, and literacy, form central pillars of our approach with students. Students have the opportunity to be read to for 20 minutes every morning to develop their reading and also their cultural capital. We expect every member of our Academy community to talk in full sentences at all times to support our drive for improved oracy and, subsequently, literacy levels.



# High expectations of students...

We have high expectations of our students and expect them to be displaying the characteristics of good learners at all times to ensure success in all aspects of their life at Castle Hall Academy.



## Characteristics of Exceptional Learners



### Reasoning

I ask questions about my learning and independently work things out for myself.



### Resilience

When things get challenging, I never give up and learn from my mistakes.



### Responsibility

I choose to do the right thing even when nobody is watching.



### Respect

My behaviour is exceptional. I show respect for all in my community.



### Reflection

I take every opportunity to review and develop my learning and behaviour.

**Work hard, be kind and follow staff instructions - everybody, everyday**



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## Job Description

### Post: Teacher of Art & Design with Photography

#### Purpose

To challenge educational and social disadvantage by achieving the highest possible standards and preparing all our students to lead successful lives.

#### Duties and Responsibilities

- In accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and ability of the students so as to facilitate progression in students' learning.
- Ensure that teaching is broad, balanced, relevant, motivational and appropriately differentiated in order to maximise the academic potential of all students.
- Facilitate the exceptional progress and well-being of any individual or group of students; target individual students' needs in lessons.
- Promote and maintain discipline in accordance with the rules and behaviour policy of the academy.
- Ensure effective use of formative and summative assessment to drive planning and interventions.
- Provide feedback that moves learning forward.
- Manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- Ensure that homework is set, where appropriate, and monitored.
- Participate in the academy CPD and teacher development process.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Headteacher.

***This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.***

***Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.***



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## Person Specification

### Post: Teacher of Art & Design With Photography

Attributes	Essential	Desirable	How Identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good outcomes</li> <li>• Teaching that challenges and supports students</li> </ul>	<ul style="list-style-type: none"> <li>• Working in a school with a similar context</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students</li> <li>• Excellent subject knowledge</li> <li>• Highly tailored planning</li> <li>• Effective use of formative assessment</li> <li>• Behaviour management to support a disciplined and joyful culture</li> <li>• Commitment to safeguarding</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Values-aligned</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to offer extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>





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