



Cornwall  
Education  
Learning Trust

**Teacher of Art & Photography**

**Recruitment Pack**

M1 to UPS3

Exceptional Educational Experience



Dan Morrow  
Trust Leader



Rich Baker  
Deputy Trust Lead

# Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

A handwritten signature in blue ink that reads "Dan Morrow". The signature is fluid and cursive, written in a professional style.

Dan Morrow  
Trust Leader

EXCEPTIONAL  
EDUCATIONAL  
EXPERIENCE

100%





## Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

*Sally Foard*

Sally Foard  
**Chair of Trustees**



Sally Foard  
Chair of Trustees





# Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



**9000**  
LEARNERS



**1200**  
CELT STAFF



**16**  
SCHOOLS



## TEACHER OF ART & PHOTOGRAPHY

### Purpose of the Role

Teacher of Art will implement and deliver an appropriately broad, balanced, personalised and creative curriculum for students, with a particular focus on developing knowledge, skills and confidence in photography. They will meet all expected requirements within the Teachers' Standards and contribute to raising standards of student attainment across the curriculum. The Teacher of Art will plan, deliver and assess engaging lessons that enable students to develop technical skill, visual literacy, creativity and an understanding of photography as both an art form and a means of communication. The postholder will share and support the school's responsibility to provide and monitor opportunities for academic and personal development, encouraging students to express ideas, take creative risks, reflect on their work and develop independence. They will monitor, assess and report on the progress of students, using assessment information to inform planning, support individual needs and enable all students to make meaningful progress.

### Culture

The postholder will demonstrate and promote the values of Cornwall Education Learning Trust at all times, working with professionalism and in line with the Trust's Code of Conduct.

The postholder will be aware of, and comply with, all relevant safeguarding, health and safety, confidentiality and data protection policies. They will raise any safeguarding concerns appropriately and in line with school procedures.

The postholder will show patience, empathy and discretion when dealing with sensitive information. They will contribute positively to the school environment by being adaptable, supportive and willing to assist with wider school life.

### Strategic Purpose

The Teacher of Art will assist in the development of appropriate syllabuses, resources, schemes of work, marking approaches and teaching strategies within the department.

The postholder will contribute to the department's development plan and support its effective implementation. They will plan and prepare courses and lessons that are well-sequenced, appropriately challenging and responsive to the needs of students.

The postholder will contribute to whole-school self-review procedures and support the development of effective subject links with external agencies, where appropriate.

The Teacher of Art/Photography will assist the Head of Department in identifying resource needs and will contribute to the efficient and effective use of physical resources. They will work collaboratively with other staff to ensure resources are shared and used effectively for the benefit of the school, the department and the students' curriculum experience.



The postholder will support the Head of Department in ensuring that the department provides a broad and relevant range of teaching that complements the school's strategic objectives. They will also contribute to curriculum development and change, ensuring that provision remains relevant to the needs of students, examination and awarding bodies, and the school's core aims and strategic priorities.

### **Professional Development**

The postholder will take responsibility for their own professional development, engaging critically with education research and relevant professional learning to improve their practice.

The postholder will continue to develop their ICT skills, including the use of Word, Excel, PowerPoint and relevant management information systems such as SIMS and ParentPay, where appropriate.

The postholder will gain experience in producing high-quality documents and correspondence under supervision. They will also develop strong organisational and time management skills, enabling them to work effectively in a busy school environment.

The postholder will continue to learn, train and adapt to new systems, processes and ways of working as required.

### **Data / Assessment:**

The postholder will maintain appropriate records and provide relevant, accurate and up-to-date information for school systems, including SIMS, registers and any other required records.

The postholder will complete relevant documentation to support the effective tracking and monitoring of students. They will use this information to track student progress and inform teaching, learning and assessment, ensuring that planning and support are responsive to students' needs.

### **Pastoral System**

The postholder will act as Form Tutor to an assigned group of students, promoting the general progress, welfare and well-being of individual students and the tutor group as a whole. They will liaise with the relevant Pastoral Leader to support the effective implementation of the school's student guidance and support systems.

The postholder will evaluate and monitor the progress of students, maintaining accurate and up-to-date records as required. They will alert appropriate staff to any concerns or difficulties experienced by students and, where appropriate, make recommendations to support resolution.



The postholder will communicate, as appropriate, with parents/carers and with relevant external agencies or bodies concerned with the welfare of individual students, following consultation with appropriate school staff. They will also contribute to SMSC, citizenship and enterprise in line with school policy.

The postholder will apply the school's behaviour management systems consistently to ensure that effective learning can take place. They will maintain discipline in accordance with school procedures and promote high standards of punctuality, behaviour, classwork and homework. The postholder will teach students according to their educational needs, including setting and marking work to be completed in school and elsewhere. They will ensure that ICT, literacy, numeracy and agreed school priority areas are reflected appropriately in students' teaching and learning experiences.

The postholder will assess, record and report on the attendance, progress, development and attainment of students, keeping all required records accurately. They will provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.

The postholder will undertake assessment of students as required by external examination bodies, departmental procedures and whole-school processes. They will mark, grade and provide written, verbal and diagnostic feedback as required, using assessment information to support student progress.

Teachers on the Main Professional Grade will be expected to demonstrate progress towards meeting the Threshold Standards. Teachers who have successfully passed through the Threshold will be expected to continue to meet those standards and satisfy the criteria for Upper Pay Scale progression.

### **General responsibilities applicable to all staff**

- To attend staff meetings and Trust-based INSET as required.
- To be aware of, and comply with, Trust and school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

### **Note:**

This job description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post. The postholder may be required to undertake such work as may be determined by their line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This job description may be amended at any time in consultation with the postholder.



## Education and Training

Essential	Desirable
Qualified Teacher Status	Further academic qualification
Relevant degree	

## Experience

Essential	Desirable
Teaching experience	Used a variety of resources to extend learning;
Technical understanding of photographic processes, visual literacy, composition, image editing & creative development.	Organised their groups in a variety of learning structures including whole class, groups and individually;
A clear understanding of using data to track and monitor individual students	Undertaken professional development activities;
Demonstrate a variety of teaching strategies in the classroom;	A track record of successful teaching to students of a wide range of abilities.
Contribute to the teaching of the subject within the whole school curriculum;	
Create good relationships with students based on respect and fairness;	
Communicate appropriately with a varied range of people;	
Organise and maintain necessary administrative systems;	
Work on their own initiative;	
Use ICT confidentially and innovatively as part of their teaching repertoire.	
Ability to work under pressure and prioritise effectively.	



## Knowledge and Skills

Essential	Desirable
Have a proven track record as a successful classroom practitioner, securing high outcomes for students	
Effective communication, presentation and interpersonal skills	
Ability to communicate a vision and inspire others	
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	

## Knowledge of Safeguarding

Essential	Desirable
Demonstrate an awareness understanding and commitment to the protection and safeguarding of children and young people	
Demonstrate an awareness, understanding and commitment to equality and inclusion	





## Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: [www.celtrust.org](http://www.celtrust.org).

If you would like to arrange a visit or discuss the role further, please contact Mr Phil Strugnell, Lead Teacher of Art, at [pstrugnell@nt.celtrust.org](mailto:pstrugnell@nt.celtrust.org).

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information: salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



## Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels  
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CEL T is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall  
**People Services Lead**



Lea Randall  
People Services Lead

**Empowering  
our people to  
support, teach  
and lead**



*Claire White*  
**Headteacher**

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



*Andrew Gasiorowski*  
**IS Manager**

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CEL T has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



*Rebecca Blizzard*  
**Assistant Headteacher**

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CEL T and the strong collaboration amongst colleagues and our family of schools.

# Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



## Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



## Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



## Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



## Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF  
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

**CLICK HERE**



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



*Hayley Bissenden*

**Hayley Bissenden**

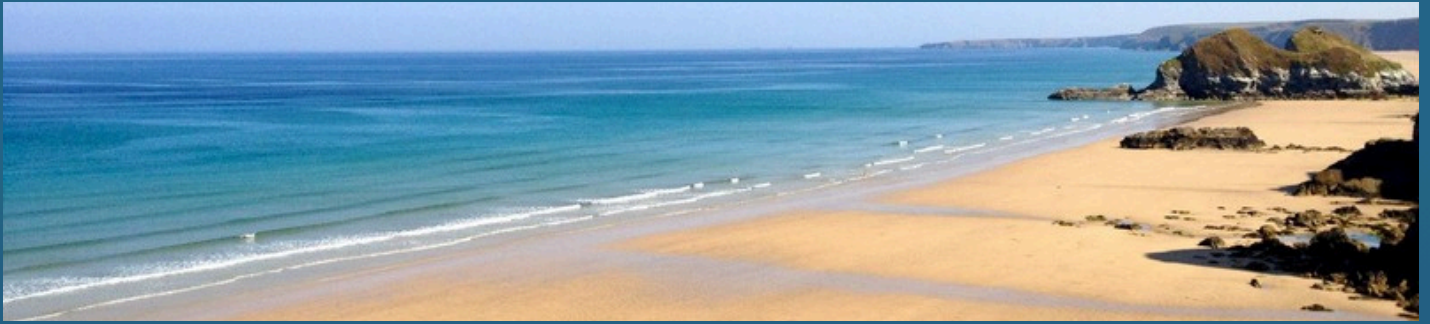
Director of the  
Centre of Excellence





## Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

### Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

### Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



### Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

### Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.