



All Saints'  
Academy  
Cheltenham

# Teacher of Photography and Art Application Pack

*Where every member of our extended family realises their God-given potential,  
inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness.'*





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# Principal's Welcome

**Dear Applicant,**

Thank you for considering All Saints' Academy in Cheltenham as the next step in your career.

Our Academy is shaped by Christian values, expressed through the *All Saints' Way*, which guides how we work and relate to one another:

- We put other people's needs first
- We listen to understand, aspiring to excellence
- We take responsibility and include everyone

These values underpin our vision to form students in **character, knowledge, and wisdom**, preparing them to lead and serve others beyond their time with us. We are inspired by Jesus' words in Matthew 5:14: "*You are the light of the world.*"

We are proud of our diverse student population and the strong outcomes our students achieve. This is made possible through our deep investment in high-quality teaching and our close partnerships with families and local organisations. Every student is known, supported, and encouraged to thrive.

If you share our commitment to excellence in a caring, faith-led environment, we warmly invite you to apply. For further information, please contact our HR team at [HR@asachelt.org](mailto:HR@asachelt.org).

We look forward to welcoming you to our Academy community.

Warm regards,

Benjamin Williams  
Principal  
All Saints' Academy





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# Teacher of Photography and Art

## Teacher of Photography and Art (Maternity Cover)

**Start date:** September 2026

**Salary:** Academy Main Scale/ Upper Pay Scale

**Hours of Work:** Full Time

**Contract:** Fixed Term – Maternity Cover – September 2026 until August 2027

**Closing date:** 9.00 am, Tuesday 05 May 2026

We wish to appoint a Teacher of Photography and Art to join our successful Art and Design and Technology Faculty. We welcome applications from ECT's or experienced teachers who will offer inspirational lessons, excellent subject knowledge and a commitment to improvement.

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy that welcomes applications from all denominations and those of none.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2025 recommendations. Successful applicants will be subject to an enhanced DBS clearance.

This post is exempt from the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020), for further details please visit our Recruitment of ex Offenders information found on our website.



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To apply for this role please complete an online application form through My New Term, a link can be found on the Academy website [www.asachelt.org](http://www.asachelt.org). If you have any questions regarding this role or wish to visit the Academy please contact the HR Department at [hr@asachelt.org](mailto:hr@asachelt.org)

*All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.*



# Staff Benefits

## What we offer:

### Purpose

- We believe that our whole community should live “Life in all its fullness” including our staff, reflected in our culture and leadership decisions.
- Our staff make a real difference to a community with high levels of deprivation.
- Our Chaplaincy serves the whole Academy community - students and staff ensure our ethos is lived out each day.
- A cohesive staff team who build strong relationships with students and each other.
- Compassionate leadership that is considerate of workload and well-being.
- Drama and Sport in particular form a huge part of extra-curricular offer. There are high staff and student engagement levels in life beyond the classroom.

### Development

- New staff are given a tailored induction programme and mentor.
- We invest in our staff through continued professional development. Our teachers are given time to regularly engage with ‘Walkthrus’ through drop-ins and coaching.
- Staff and students benefit from well-established partnerships with independent and state schools in Cheltenham.

### Extras

- Excellent facilities, featuring a modern, spacious building and advanced IT resources
- Access to our on-site gym
- Close to the M5
- Employee Assistance Scheme
- Free onsite parking including electric charging points
- Entry to Local Government or Teachers Pension scheme
- Cycle to work or Electric Car Scheme
- Newly refurbished staff room and hot desking area
- Eligible for Blue light Card and Discounts For Teachers
- Discount on Just Camps holiday clubs held in the Academy during school holidays
- Discount at Energie Fitness
- Access to Smart Clinic for staff wellbeing and support services
- Free eye tests for VDU users



# Job Description

**Job Title:** Teacher of Photography and Art  
**Salary:** Academy Pay Scale Points 1-12/ Upper Pay Scale 1-3  
**Reporting to:** Principal, Associate Principal, Head of Faculty

## Core Purpose:

- Work with the Head of Faculty and other staff to devise and implement a range of strategies that will lead to high quality teaching and raise attainment.
- Take an active role to realise the vision for the Academy.
- Deliver education, care and support that ensure the whole child is supported, achieves, develops and succeeds.
- Proactively support the activities and nature of a Church Academy with its Christian distinctiveness.

## Core Duties:

### Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for students, rooted in mutual respect
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students
- Communicate with students, parents and carers in accordance with the Academy ethos, policies and practice.

### Promote good progress and outcomes by students

- Be accountable for students' attainment, progress and outcomes
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- Guide students to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- Encourage students to take a responsible and conscientious attitude to their own work and study
- Contribute to the development, implementation and evaluation of the Academy policies, practices and procedures in such a way as to support the Academy's values and vision



# Job Description

- Work with others on curriculum and/or student development to secure co-ordinated outcomes

## **Demonstrate good subject and curriculum knowledge**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

## **Plan and teach well-structured lessons**

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set and assess Independent Learning Tasks and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area
- Participate in arrangements for preparing students for external examinations

## **Adapt teaching to respond to the strengths and needs of all students**

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development.
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.



# Job Description

## **Make accurate and productive use of assessment**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure students' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback

## **Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students; needs in order to involve and motivate them
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary
- Promote the safety and well-being of students in accordance with the Academy's Child Protection and other relevant policies

## **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the Academy
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to students' achievements and well-being
- Direct and supervise support staff assigned to you and, when appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff
- Deploy resources delegated to you in accordance with Academy policies
- Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including Induction.



# Person Specification

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"><li>• Graduate with good degree in a relevant subject.</li><li>• Qualified Teaching Status.</li></ul>	<ul style="list-style-type: none"><li>• Further professional qualifications in a relevant subject.</li></ul>
Skills	<ul style="list-style-type: none"><li>• Up-to-date knowledge of teaching, learning and assessment, including A Levels</li><li>• Ability to teach Photography up to A Level</li><li>• Teaching experience and proven ability to convert strategy into results</li><li>• A strong commitment to promoting excellence in teaching, research and leadership</li><li>• Able to inspire, lead and support young people.</li><li>• Show initiative and approach challenges with a positive attitude.</li><li>• Able to use data effectively to assess prior attainment, track progress and set student targets.</li></ul>	<ul style="list-style-type: none"><li>• Ability to use technology as a learning and teaching tool and a motivator.</li><li>• Knowledge of the examination specifications and requirements for Photography and Art</li></ul>
General	<ul style="list-style-type: none"><li>• Flexible and enthusiastic attitude.</li><li>• Clear ability to relate to young people.</li><li>• A commitment to a positive culture of learning.</li><li>• Resilience to support and find ways to develop young people.</li><li>• Excellent communication skills.</li><li>• Experience of planning successful lessons.</li><li>• Clearly able to demonstrate the standards relevant to experience in teaching.</li></ul>	<ul style="list-style-type: none"><li>• Have ideas that you can turn into practice.</li><li>• Ability to be part of a team.</li><li>• Ability to self-review effectively and set appropriate targets.</li><li>• Willingness to organise and participate in school trips.</li><li>• Willingness to organise and participate in school productions and extracurricular activities.</li></ul>



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For more information about us please visit  
our website and social media channels.

[www.asachelt.org](http://www.asachelt.org)



@asachelt