



ST PAUL'S ACADEMY

51 FINCHALE ROAD, ABBEY WOOD, LONDON SE2 9PX
TEL: 020 8311 3868 OR WEBSITE WWW.STPAULSACADEMY.ORG.UK

Principal: Mrs S M Ward

Art Teacher / Lead Practitioner

Required from April or September Start

Salary: Lead Practitioner/ UPS / MPS (+ Inner London Weighting)

Full Time/Permanent

Roll: 1,200

About Us

St Paul's has 1200 students aged 11-16 and is a diverse community centred on the charism of St Paul as a missionary, seeker of truth and a champion of justice. St Paul's Academy seeks to serve young people from both the Catholic and the local community, welcoming all those who embrace its values and share its quest for excellence:

- To provide opportunities for young people to develop the knowledge, skills and wisdom necessary for effective learning.
- To enable learners to develop their intellectual, social, moral, spiritual and physical potential to the full in order to become proactive members of both the local and wider community.
- To increase aspirations by exploiting educational innovations and opportunities in the best interests.

In the Catholic School's Inspection we had in February 2024, St Paul's achieved an Outstanding grade for Catholic life and Mission and rated 'Good' for all other areas. St Paul's was praised for the "deep pastoral care" that is provided and for integrating "fully in the wider community through faith in action and service". OFSTED 2023 also commented on the ambition being put into the curriculum and the strength of the leadership of the school to raise ambitions and expectations at St Paul's. If you would like to see a little more of life at St Paul's Academy, please look at the website and our school film, the link for which is here: <https://www.stpaulsacademy.org.uk/school-video/>

We are proud of our continuing journey of academic success and ever-improving progress. This year, we reached the milestone of achieving a positive Progress 8 score (+0.5) - one of many significant milestones to come. At St Paul's, we believe that Art has the power to unlock young people and their potential and give a powerful outlet for their spiritual, moral and cultural expression. As the Head of Art you will be responsible for planning an ambitious curriculum, enrichment that adds value to young people and creating a school environment which celebrates creativity, culture and Art.

The successful candidate will work extremely closely with the Vice Principal for Quality of Education to ensure that the Academy's vision, values and strategies are coherently delivered through actions by all staff in school, and that standards of academic progress, behaviour and character are high. St Paul's has 1200 students aged 11-16 and is a diverse community centred on the charism of St Paul as a missionary, seeker of truth and a champion of justice. Our school motto is taken from St Paul's letter to the Ephesians and simply states 'You are God's work of Art'. This is a mission statement as well something which acts as a benchmark for the day to day experiences of the community.

Personal Attributes

- A love for Art and expression through the different media of Art and passion for educational excellence.
- Ability to engage and inspire students from diverse backgrounds.
- Creative, adaptable, and patient.
- Collegial attitude - ready to work with teams across the school to create new learning opportunities for our students
- Commitment to ongoing professional development.

The successful candidate will work extremely closely with the Principal and Senior Team to ensure that the Academy's vision, values and strategies are coherently delivered through actions by all staff in school, and that standards of academic progress, behaviour and character are high.

We Offer

- Collaborative work environment in a school with a strong community ethos.
- Professional growth and development opportunities
- Private healthcare benefits
- Professional subscription to The Key and National College
- Supportive senior leadership team
- Free use of the academy's well-equipped gym facilities
- On-site parking (subject to availability)
- The Elizabeth Line is on our doorstep, giving both flexibility in travel and access to a wealth of places across London, Heathrow, Reading, Slough, Kent and the South East.

St Paul's Academy is committed to safeguarding and promoting the welfare of children and young people; it expects all members of staff to share this commitment. This post is subject to a Disclosure and Barring Service (DBS) check.

Equalities: To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council's Equalities Policy.

Closing Date: 29th April 2024

Interviews: 1st May onwards (TBC)

Internal applications should write a letter of application (no more than one side of A4) and send it to **Mrs Ward** sheila.ward@stpauls.greenwich.sch.uk

External applicants should complete the full application form which can be obtained from Lisa Way HR Officer at recruitment@stpauls.greenwich.sch.uk or calling her on 0208 311 3868 Ext: 122.



Leading Practitioner Role with Specialisms

St Paul's is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details

Salary: Commensurate with experience - **Lead Practitioner Scale**

Hours: Full Time

Contract type: Full Time

Reporting to: Bronagh O'Neill (VP Quality of Education)

Main purpose

The leading practitioner will lead on the improvement of teaching skills through modeling high-quality teaching, coaching and training other members of staff.

Duties and responsibilities

Raising quality of teaching and learning

- Carry out teaching responsibilities in line with the professional duties of a teacher
- Model consistently high-quality teaching and be able to demonstrate excellent practice to others
- Produce high-quality teaching materials that support excellent practice
- Prepare and deliver training courses across the school to improve teachers' practice
- Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice
- Provide mentoring/coaching to individual teachers' in need of 1-to-1 support to improve their practice
- Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching
- Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement
- Set challenging and ambitious targets for pupils on interventions and update parents' on progress
- Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching
- Promote strategies which support differentiation, inclusion and positive behaviour

Monitoring and evaluation

- Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc
- Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development
- Support with self-evaluation and school improvement planning across the department and whole school.

Professional development

- Lead on researching best practice and keeping up-to-date with the latest developments
- Share knowledge with staff and offer support to implement the research into their own practice
- Inform staff about the latest innovations in intervention strategies
- Lead on identifying high quality CPD programmes to improve quality of teaching and learning
- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own practice
- Where appropriate, take part in the appraisal and professional development of others

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Other areas of responsibility

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> ● Qualified teacher status ● Degree
Experience	<ul style="list-style-type: none"> ● Successful teaching experience ● Experience planning and delivering interventions for pupils ● Experience of supporting colleagues to develop ● Experience delivering training
Skills and knowledge	<ul style="list-style-type: none"> ● Knowledge of the National Curriculum ● Knowledge of effective teaching and learning strategies ● Knowledge of the barriers to learning that pupils may face ● Tailoring plans and interventions to individual pupils ● An excellent understanding of how children learn ● Ability to adapt teaching to meet pupils' needs ● Ability to build effective working relationships with pupils ● Ability to establish curriculum development, assessment and coordination ● Knowledge of guidance and requirements around safeguarding children ● Knowledge of effective behaviour management strategies ● Able to use systems and to conduct analysis and produce reports ● Good ICT skills, particularly using ICT to support learning
Personal qualities	<ul style="list-style-type: none"> ● A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school ● High expectations for children's attainment and progress ● Ability to work under pressure and prioritise effectively ● Commitment to maintaining confidentiality at all times ● Commitment to safeguarding and equality