



Stoke Newington School
& Sixth Form

JOB PACK

Director of Creativity and Expressive Arts

Contents

Headteacher's letter	pg 3
Job advertisement	pg 5
Job description	pg 6



Stoke Newington School
& Sixth Form

Headteacher: Annie Gammon
Stoke Newington School
& Sixth Form
Clissold Road
N16 9EX

T: 020 7241 9600

E: admin@sns.hackney.sch.uk

www.stokenewingtonschool.co.uk

Dear Applicant,

Thank you for applying for a pack for the post of Director of Creativity and Expressive Arts at Stoke Newington School and Sixth Form.

I am pleased to enclose a prospectus and some school publications. This is an exciting time to be working with us. We have an oversubscribed school, a diverse and enthusiastic student intake, improving results which are well above all national averages, an award-winning building and a senior leadership team who will support you fully in further raising achievement across every Key Stage.

We are an outstandingly creative school, situated in an area where creative work is very high profile and much appreciated. Our vision includes excellent achievement for every child in all our expressive arts subjects. Creative approaches permeate our work in all areas of the school: all of us are involved in the range of creative events across each year. We believe that excellence and creativity are mutually supportive.

This is a unique opportunity to lead and develop one of the most significant Expressive Arts faculties in London. Our Expressive Arts subjects are immensely popular and successful: we have over 17 GCSE option groups and 15 A level groups in Expressive Arts subjects per cohort. You will be leading and managing over 30 staff, through the Heads of Subject of Art (and Photography), Drama, Media and Music. Almost all these areas gain excellent results at GCSE and A level for our students.

You will also be leading our creative work across and beyond the school. We expect you to catalyse creative approaches and work across the school, ensure our creative subjects are showcased locally and across London - and ensure links with creative organisations, careers and higher education are strengthened and leveraged for the benefit of all our students.

This is a key post for the school. The governors, headteacher and senior leadership team are completely committed to investing in whatever is most effective to improve the quality of

teaching and the positive impact of creativity. You must have excellent interpersonal skills and the highest expectations of every student and member of staff.

I look forward to meeting you and showing you round the school: we recommend you visit us before applying. The closing date for applications is **Thursday 8th March 2018**.

Interviews are scheduled for w/b **Monday 12th March**.

Please call Ioannis Mitrokotsas on 020 7461 9678 for any more details.

Best wishes,



Annie Gammon

Headteacher

Job advertisement



SSAT inquire
inspire
innovate
impact



**INVESTORS
IN PEOPLE**



Google



KPMG



Director of Creativity and Head of Expressive Art Faculty

Required for September 2018

Responsibility Point: L11-L14

The School

This is a fantastic opportunity to lead a hugely successful and popular faculty in our excellent 11-19 comprehensive school which has national recognition for the quality of creative teaching and learning it delivers.

The Post

You will be leading the Expressive Arts team where we expect you to build on our current outstanding successes to ensure even better outcomes and experiences for all our students. You will line manage the team of Heads of Department who are all passionate about their subjects and the students' success. Uniquely you will also be leading our creative activities and championing creative teaching across our school, ensuring that our activities are renowned across London and beyond. You will be supported throughout by a strong leadership team who are ambitious for every student's and every staff member's success.

You

The successful candidate will

- Have a vision for creative events within our school and across the wider communities and the skills to fulfil that vision
- Have been an outstanding teacher and leader in an expressive arts subject across the age range 11-19
- Have the creativity, experience, determination, organisational and teambuilding skills to drive the continued development of this team and the future success in Expressive Arts subjects of every one of our students
- Want the very best for and from every student and every member of staff
- Have experience of leading at least one creative network and of working in partnership with external arts organisations
- Be ambitious for your future career
- Be ready to join and fully contribute to our extended leadership team.

If you are interested in joining us then please contact Ioannis Mitrokotsas at the school for further information and an application form at Stoke Newington School, Clissold Road, London N16 9EY. Tel 0207 254 0548. Alternatively, you can download an application pack + job description from our website www.sns.hackney.sch.uk.

We are pleased to show candidates round in advance of applications or interviews. We highly recommend that for this post you pre-visit the school.

The closing date for receipt of applications is Thursday 8th March 2018. Interviews will be held w/b 12th March.



Stoke Newington School
& Sixth Form

Job description

Job Title:	Director of Creativity and Expressive Arts
Directorate:	Stoke Newington School and Sixth Form
Reporting to:	Deputy Headteacher
Grade:	L11-14

Job Description

Purpose of the post:

- To lead the development of Stoke Newington School as a centre of excellence in the creative subjects and creative approaches to learning.
- To do this through the rich provision of effective creative learning opportunities that drive whole school improvement and develop the school's distinct ethos of success through creativity, continuing improvement and narrowing the attainment gap.
- To lead the development of the school as an outward-facing centre of excellence, working across the community to improve outcomes in partner schools through creative learning opportunities.
- To develop and manage a team to deliver the creative aspects of the school's improvement plans.
- To lead, as Head of Faculty, the Expressive Arts subjects – line managing the Heads of Subject and ensuring work of mutual support and excellence occurs to the benefit of the full range of students

Main duties and responsibilities: **Head of Faculty**

- Overseeing the development of all Expressive Arts subjects
- Managing and co-ordinating the work of heads of subject areas
- Raising the achievement of all students
- Contributing to whole school development
- Compliance with and implementation of school policies

MAIN TASKS AND RESPONSIBILITIES

1. To teach high quality lessons at all times and maintain a stimulating teaching environment. (Details in the staff handbook.)
2. To be responsible for the faculty's development work, especially raising levels of attainment and providing intervention strategies to address under-achievement of students.
3. To be responsible for the line management and performance management of heads of subject: currently Art (and Photography), Drama, Media, Music, PE.
4. To be responsible for the oversight and monitoring of all work done in the faculty by teachers and students.
5. Ensuring that all school management policies including examination analysis, improvement planning and assessment are implemented to deadlines.
6. To ensure students' progress is adequately monitored and their achievement maximised.
7. To assist as required with establishing and maintaining curriculum links between the faculty and primary schools.
8. To fulfil the role of a head of faculty as outlined in the staff handbook and as a member of the school development group, to contribute to whole school development and policies.

Leading creativity

- To lead strategic approaches to developing the school's creative work, in liaison with the senior management team.
- To generate and lead the delivery of new creative activities and events, within the school and the local community
- To ensure that creative subjects and creative approaches to teaching retain the highest standing within the school and the local community, by supporting and leading the delivery of new creative activities and events
- To ensure that creative and cultural experiences & opportunities are open to and available to all students regardless of background or any financial constraints.
- To maintain the external reputation of the school locally, regionally and nationally through:
 - generating ideas and leading the delivery of flagship creative events and activities
 - maintaining existing partnerships and seeking to develop new ones with like-minded creative organisations to maximise reciprocal benefits to both (including future employability skills and opportunities for students)
 - seeking promotional opportunities and ensuring delivery of high-quality promotional materials,
 - pursuing and generating fundraising opportunities, responding to new technologies and constantly striving to be at the vanguard of innovation and technological change.

- To be passionate about ensuring that creativity stays at the top of the whole school agenda and across all subjects whilst simultaneously advocating for rigour and high standards in all areas.

Delivery

- to embed creativity across the school through a range of mechanisms including
 - encouraging the development of high-quality learning opportunities for all students through Creative Days for every year group
 - encouraging and supporting creative teaching and learning activities in the classroom within all schemes of work
- to ensure via subject leads the development and embedding of enrichment activities within the curriculum and enriching extra-curricular activities
- to ensure the faculty deliver annual high-profile performances and exhibitions which attract significant audiences

Monitoring and evaluation

- raise achievement and high-quality performance through effective monitoring and evaluation of creative activities and approaches

Outward-facing school: benefitting our students

- to identify opportunities to meet the immediate and longer-term needs of the school by developing key local links with charities, voluntary organisations, public bodies and businesses, including local initiatives
- to lead on at least three significant long-term partnerships with arts organisations
- oversee the educational visits programme

Outward-facing school: serving our community

- to initiate, develop, manage and fund opportunities to engage students in creative learning
- to further develop via subject leads partnership initiatives such as the Hackney Arts teacher networks and links with the Hackney Music Hub as a means to support CPD and improved outcomes in Hackney schools and beyond
- to develop and deliver partnership Arts events with other Hackney and North London schools including feeder primaries

General requirements:

- Enhanced CRB check
- Strong commitment to furthering equalities in both service deliveries and employment practice
- The post holder must at all times carry out his/her responsibilities with due regard to The Learning Trust's policy, organisation and arrangements for Health and Safety at Work.
- It is your responsibility to carry out your duties in line with The Learning Trust's policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- You must promote and safeguard the welfare of children, young and vulnerable people that you are responsible for or come into contact with.

SELECTION CRITERIA

Skills & Abilities

1. Excellent interpersonal skills and the ability to work collaboratively to engage and Inspire the team, ensuring that all staff have high quality Professional Development which support the department in achieving its aims
2. Excellent communication and organisational skills leading to the efficient running of the Expressive Arts team and creative events
3. Be an outstanding and creative teacher who models and supports excellent pedagogy within the faculty and school.
4. Have high expectations at all times and be able to achieve these with the team
5. Ability to work effectively under pressure.
6. A high standard of IT understanding and to be able to use it effectively to support department administration but also within their teaching
7. Commitment to personal career development.
8. Ability to organise whole school/year-based activities especially linked to creativity
9. Ability to think and plan strategically and manage change.
10. Be able to broker and manage strong partnerships with external organisations to support the work of the Expressive Arts Faculty and creative events across the school

Knowledge and Understanding

- Knowledge and understanding of recent developments in Creative Education.
- Knowledge and understanding of school development and the role to be played by the Head of Faculty
- Knowledge of strategies for supporting, guiding and challenging teachers and improving teaching and learning.
- Knowledge of strategies for raising achievement at all key stages, including specifically promoting literacy, oracy and creative approaches
- Knowledge of ways of creating a high-profile subject within the school and community
- Understanding of pedagogy of practical subjects

Equal Opportunities

1. Understanding of the different social backgrounds of students.
2. Understanding of the needs of different students, and the appropriate policies and strategies to support them.
3. Understanding of the needs of bilingual students.
4. Commitment to equal opportunities across all groups of staff

Experience

1. Experience of teaching an Expressive Arts subject to students of all abilities in the 11-19 age group
2. Experience of leading aspects of professional development within an Expressive arts subject
3. Collaborative methods of teaching and working with colleagues in the preparation, assessment and monitoring work.
4. Leading and managing change and leading and managing people.
5. Using IT to raise achievement and as a management tool.
6. Experience as a form tutor and/or pastoral work.
7. Experience of involvement in whole school initiatives
8. Excellent results from own classes in your current role

Qualifications

- Qualified teacher status.
- Good degree in Expressive Arts related subject