



Alsager School

An Achieving School - A Caring Community

Required for September 2022

Curriculum Leader – PE and Performing Arts - TLR 1b £10,100

Deputy Curriculum Leader - TLR 2b £4,735

Salary negotiable within the Main/ Upper Pay Ranges (£25,714-£41,604)

Welcome to Alsager School and thank you for your interest in one of these permanent posts. To help your application, we have outlined below the qualities we hope you will bring to the post for which you have applied and what we can offer you in return.

This is an exciting opportunity to become a key strategic leader in this 'outstanding' school. The people appointed in these roles will be expected to make significant contributions to self-evaluation and whole school development planning and ethos, working closely with the school's leadership team commensurate with their TLR.

The ideal candidates will:

- hold Qualified Teacher Status.
- be a thoughtful and creative established practitioner with a record of planning and delivering lessons that are engaging, challenging and enjoyable to pupils of all ability levels throughout KS3 & KS4 and, ideally, KS5.
- know and use a range of strategies to support great learning.
- have experience of leading teaching and learning initiatives beyond their own classroom.
- have an excellent understanding of the components that comprise outstanding curriculum intent, implementation and impact.
- be a passionate leader with the energy and enthusiasm to motivate their team whilst at the same time, they must be prepared to challenge any under-performance to secure improvements within the faculty.
- have a vision for the development of excellent teaching and learning with the strategies to enhance this.
- be able to use assessment and attainment data to improve practice and raise standards.
- be a resilient character with a strong personal drive.

The Curriculum Leader will be responsible and accountable for pupil achievement and outcomes at all levels across the faculty. They will ensure that all faculty members have the highest possible expectations of their pupils and create a culture of high aspirations across the team. The person appointed will monitor and analyse data across the faculty to implement effective strategies and intervention to raise pupil achievement.

As a member of an innovative and forward-looking faculty, you would be encouraged to gain a wide range of experience to support your own professional development and that of the members of your team.

PE and Performing Arts management team comprises a Curriculum Leader supported by a Deputy and an Assistant Curriculum Leader.

All staff in the faculty are encouraged to develop their skills and expertise and to assume responsibility, as necessary, for the effective delivery of the teaching programmes. Planning programmes of study and the

management of courses are a collective responsibility; hence, teamwork, shared ideas and mutual support are essential, well-developed, threads within the team.

We can offer you:

- the opportunity to work in one of the highest performing schools in Cheshire East and an Ofsted rated 'Outstanding' school.
- a pleasant, working environment in well-maintained and equipped classrooms on a mature campus in the heart of Alsager in rural Cheshire East.
- to work alongside a collaborative, forward thinking Head and Senior Leadership Team whose priority is to support and develop you.
- a dedicated, hardworking and supportive PE and Performing Arts team all passionate about their subject.
- friendly and highly motivated students who are keen to learn and take pride in their achievements.
- a comprehensive induction programme when joining the school.
- unparalleled professional development opportunities for career progression.
- an outstanding professional development programme with the opportunity to share best practice within your own faculty and with staff from other specialisms.
- a laptop to use whilst in employment.
- a large, modern and comfortable communal staff room to relax in during your breaks.
- employee of the week scheme.
- part of the 'Cheshire Teaching School Hub'.
- superb on-site catering at very competitive prices.
- complementary 'breakfast sandwiches' each month on pay day!
- greatly reduced membership of the on-site Leisure Centre Fitness Suite.
- free on-site parking.
- good road/rail links with access to Manchester city centre and the airport in under an hour.
- children of staff who have worked at the school for two or more years are counted as part of our admissions criteria.

Alsager School is committed to promoting and safeguarding the welfare of all students and expects all staff to share this commitment.

If you are interested in this job opportunity, please do apply today – we look forward to hearing from you!

Visits to the school are warmly welcomed. Please contact Ashley Owen, H.R. Manager, on 01270 871125 to arrange a mutually convenient time.

Closing date: **12 noon on Wednesday 20th April**

Interviews: **week commencing Monday 25th April**

Lianne Jardine
Assistant Headteacher

March 2022

Further information about the school can be found on our website: www.alsagerschool.org

PERSON SPECIFICATION

Curriculum Leader – PE and Performing Arts [TLR 1b]

The Governors are seeking to appoint a graduate who can demonstrate the following qualities and experience:

CRITERIA	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher. • Honours Degree in specialist subject. • PGCE (or equivalent). • Record of effective CPD in Teaching and Learning and subject knowledge. 	<ul style="list-style-type: none"> • Successfully undertaken aspects of Middle Leadership training.
Experience	<ul style="list-style-type: none"> • Experience of teaching across the 11-16 age range. • Excellent and successful classroom teacher to role model performance. • Experience of leading a successful team. • Understands the need for quality assurance, monitoring and evaluation. • Knows what Outstanding is. • Experience of working in a target-driven environment using data analysis to implement effective strategies and intervention. • Practical knowledge of curriculum pathways. 	<ul style="list-style-type: none"> • Experience of teaching KS5. • Involvement in or leadership of developments at whole school level. • Experience of leading CPD. • Experience of curriculum design/development.
Abilities and Skills	<ul style="list-style-type: none"> • Enthusiasm about all aspects of PE and Performing Arts. • Expertise in assessment and intervention strategies. • Commitment to improving student learning and raising achievement at all levels. • Ability to use ICT to raise achievement. • Commitment to safeguard & promote the welfare of children. • Excellent communication skills with staff, students and parents. • Have the vision to see the big picture, get things done and skills to motivate the team. • Team building skills and the ability to empathise with different points of view. • Supportive and sensitive to the needs of others. • Openness and willingness to learn. • Ensure a safe working and learning environment in which risks are properly assessed. 	
Personal Attributes	<ul style="list-style-type: none"> • Enjoy working with young people and has the ability to inspire and motivate them. • Creative thinking. • Ambition. • Team player. • Outcome driven. • Desire to contribute to and be involved in the wider life of the school. 	

PERSON SPECIFICATION



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Deputy Curriculum Leader – PE & Performing Arts PEPA [TLR 2b]

The Governors are seeking to appoint a graduate who can demonstrate the following qualities and experience:

CRITERIA	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher. • Honours Degree in specialist subject. • PGCE (or equivalent). • Record of effective CPD in Teaching and Learning and subject knowledge. 	<ul style="list-style-type: none"> • Successfully undertaken aspects of Middle Leadership training.
Experience	<ul style="list-style-type: none"> • Experience of teaching specialism across the full age and ability range of an 11-18 school. • Excellent and successful classroom teacher to role model performance. • Understands the need for quality assurance, monitoring and evaluation. • Experience of leading a successful team. • Demonstrates effectively the need for quality assurance, monitoring and evaluation. • Knows what Outstanding is. • Experience of working in a target-driven environment using data analysis to implement effective strategies and intervention. • Practical knowledge of curriculum pathways. • To work closely with and support the Curriculum Leader 	<ul style="list-style-type: none"> • Involvement in or leadership of developments at whole school level. • Experience of leading CPD. • Experience of teaching A level
Abilities and Skills	<ul style="list-style-type: none"> • Enthusiasm about all aspects of PE & Performing Arts. • Flexibility / adaptability • Expertise in assessment and intervention strategies. • Commitment to improving student learning and raising achievement at all levels. • Contribute to the self-evaluation and strategic development planning of the faculty, lead and implement faculty improvement plans as well as action plans to tackle any areas of underachievement withing the faculty. • Excellent organisational and planning skills • Commitment to safeguard & promote the welfare of children. • Capacity to manage own work pressure and that of others effectively. • Excellent communication skills with staff, students and parents. • Have the vision to see the big picture, get things done and skills to motivate the team. • Team building skills and the ability to empathise with different points of view. • Supportive and sensitive to the needs of others. • Openness and willingness to learn. • Ensure a safe working and learning environment in which risks are properly assessed. • To support effective working practices across the faculty 	<ul style="list-style-type: none"> • Ability to use ICT to raise achievement.

	<ul style="list-style-type: none"> • To deputise for the faculty Curriculum Leader when required • To directly line manage faculty staff through the appraisal /performance management process. 	
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Enjoy working with young people and have the ability to inspire and motivate them. • Creative thinking. • Ambition. • Team player. • Ability to offer extra-curricular opportunities. • Outcome driven. • Desire to contribute to and be involved in the wider life of the school. 	



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Job Description – Curriculum Leader – PE and Performing Arts

The current conditions of employment of school teachers as laid down by the Department for Education.

The Post

This is a strategic leadership post within the school and as such the postholder will be expected to make **significant contributions to whole school planning and issues** in addition to the principle responsibilities within the faculty.

The postholder will lead a large team of staff, directly line manage some staff within the faculty and will report to their SLT link.

Core Purpose

- To be responsible and accountable for pupil achievement and outcomes at all levels across the faculty.
- To ensure that all Faculty members have the highest possible expectations of their pupils and create a culture of high aspirations across the team.
- Develop, implement and contribute to the vision, ethos and policies of the school across the faculty, which reflect the school's commitment to high achievement, positive behaviour and attitudes to learning.
- Monitor, evaluate and review the performance of the faculty to promote good practice and raise standards, which will improve outcomes for pupils.
- To monitor and analyse data across the faculty and implement effective strategies and intervention to raise pupil achievement based on this analysis.
- To ensure curriculum coverage, continuity and progression in the faculty for all pupils, across the full ability range.
- To lead, develop and implement programmes of study across the faculty.
- To establish effective working practices with Heads of College and relevant support staff across the faculty to ensure the best outcomes for pupils.
- To establish effective partnerships and communication with parents across the faculty to ensure the best outcomes for pupils.
- To ensure the effective and efficient management and organisation of learning and financial resources.
- To use accommodation to create an effective and stimulating environment for teaching and learning within the faculty.
- To ensure that there is a safe working and learning environment in which risks are properly assessed.

Strategic Leadership and Development

- Contribute to the self-evaluation and strategic development planning of the whole school and lead the faculty improvement plan as well as action plans to tackle any areas of underachievement.
- To develop and implement a clear vision (short, medium and long term) for the faculty which will drive it forward and adapt to current priorities and changes in the educational landscape.

Leading Staff

- To lead, support, recruit, allocate and challenge staff in achieving school and faculty priorities and targets and delegate responsibilities for appropriate aspects of work. Must be prepared to challenge any staff underperformance to secure improvements within the faculty.
- To consider and take responsibility for your own professional development. In addition to supporting and encouraging the professional development of all staff within the faculty (and beyond if needed), in line with whole school policy and practice. This includes contributing to training and development activities within the faculty (and beyond if needed) and be aware of the latest trends and research in the area.
- To establish clear expectations and constructive working relationships among those involved with the faculty, including through team working and mutual support, coaching, devolving responsibilities and delegating tasks, as appropriate; evaluating progress and developing an acceptance of accountability.
- To lead the faculty and directly line manage some members of the faculty through the appraisal/performance management process.

Leading Teaching and Learning

- To lead teaching and learning across the faculty by example through being an excellent classroom practitioner themselves.
- To be responsible and accountable for the quality of teaching and learning at all levels across the faculty.
- To evaluate learning and teaching across the faculty in the context of the school and use this analysis to identify effective practice and areas for improvement and take action to improve further the quality of teaching and learning.
- To establish and implement clear practices for assessing, recording and reporting on pupil achievement in line with school policy and to use this information to recognise achievement and to assist pupils in setting targets for further improvement.

Other

- To undertake any reasonable duty at the request and discretion of the Headteacher.

This role will be reviewed and monitored through the Appraisal process.

Job Description – Deputy Curriculum Leader

The current conditions of employment of school teachers as laid down by the Department for Education.

The Post

This is a key post and as such the postholder will be expected to make significant contributions and have key responsibilities within the faculty.

The postholder will lead and directly line manage some staff within the faculty and will report to their Curriculum Leader.

Core Purpose

- To be responsible and accountable for pupil achievement and outcomes within the faculty.
- To ensure that all Faculty members have the highest possible expectations of their pupils and help create a culture of high aspirations across the team.
- To work closely with the Curriculum Leader and support them in driving the faculty forward.
- Support, develop and implement the vision, ethos and policies of the school across the faculty and which reflect the school's commitment to high achievement, positive behaviour and attitudes to learning.
- To support the Curriculum Leader in monitoring, evaluating and reviewing the performance of the faculty to promote good practice and raise standards which will improve outcomes for pupils.
- To support the Curriculum Leader in monitoring and analysing data within the faculty and based on this analysis to implement effective strategies and intervention to raise pupil achievement.
- To support the Curriculum Leader in ensuring curriculum coverage, continuity and progression in the faculty for all pupils, across the full ability range. For example taking responsibility for a Key Stage or developing programmes of study.
- To support effective working practices with College Managers and relevant support staff across the faculty to ensure the best outcomes for pupils.
- To support effective partnerships and communication with parents across the faculty to ensure the best outcomes for pupils.
- To assist in the effective and efficient management and organisation of learning and financial resources.
- To use accommodation to create an effective and stimulating environment for teaching and learning within the faculty.
- To help ensure that there is a safe working and learning environment in which risks are properly assessed.
- To deputise for the Curriculum Leader.

Strategic Leadership and Development

- Contribute to the self-evaluation and strategic development planning of the whole school and the faculty improvement plan as well as action plans to tackle any areas of underachievement.
- To contribute to and support the vision for the faculty to help drive it forward.

Leading Staff

- To lead, support and challenge staff in achieving school and faculty priorities and targets and delegate responsibilities for appropriate aspects of work. Must be prepared to challenge any staff underperformance to secure improvements within the faculty.
- To consider and take responsibility for your own professional development. In addition to supporting and encouraging the professional development of all staff within the faculty, in line with whole school policy and practice. Which includes contributing to training and development activities within the faculty and be aware of the latest trends and research in the area.
 - To establish clear expectations and constructive working relationships within the faculty, including through team working and mutual support, coaching, devolving responsibilities and delegating tasks, as appropriate; evaluating progress and developing an acceptance of accountability.
- To directly line manage some members of the faculty through the appraisal/performance management process.

Leading Teaching and Learning

- To lead teaching and learning across the faculty by example through being an excellent classroom practitioner themselves.
- To be responsible and accountable for the quality of teaching and learning within the faculty.
- To support the evaluating of learning and teaching within the faculty in the context of the school and use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching and learning.
- To support and implement clear practices for assessing, recording and reporting on pupil achievement in line with school policy and to use this information to recognise achievement and to assist pupils in setting targets for further improvement.

Other

- To undertake any reasonable duty at the request and discretion of the Headteacher.

THE REHABILITATION OF OFFENDERS ACT

The Rehabilitation of Offenders Act allows for a person who has been convicted of a criminal offence involving a sentence of not more than 2½ years imprisonment and who has since lived trouble free for a specified period of time (related to the severity of the offence) to be treated as if the offence, conviction or sentence had never occurred. This is known as a spent conviction.*

This job is one of those to which the provisions of the above Act in relation to spent convictions*, **do not apply**. Applicants **must therefore disclose** whether they have any previous convictions*, whether or not they are spent.

Should an applicant have a criminal conviction*, this will be discussed in confidence at interview. However only convictions* that are relevant to the job in question will be taken into account. Failure to disclose any conviction could lead to an application being rejected, or, if appointed, may lead later to dismissal.

Certain spent convictions* are 'protected' and are not subject to disclosure to employers, and cannot be taken into account by a recruitment manager. Guidance and criteria on the filtering of these convictions* can be found at the following link:

http://www.legislation.gov.uk/ukxi/2013/1198/pdfs/ukxi_20131198_en.pdf

*including cautions, reprimands or warnings.

People who have convictions will be treated fairly and given every opportunity to establish their suitability for the job, all applicants will be considered on merit and ability.

Any information that you give will be kept in strict confidence and will be used only in respect of your application for the job.

DISCLOSURE & BARRING SERVICE (DBS)

Successful applicants will be asked to apply for an Enhanced Criminal Record Check (Disclosure) from the Disclosure and Barring service.

A copy of the Disclosure and Barring Service Code of Practice is available on request.

Further information about the Disclosure scheme can be found at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

SAFEGUARDING CHILDREN

Alsager School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Further information about the School can be found on our website: www.alsagerschool.org