



Head of Art and Design

Permanent
Full Time

Closing Date 9.00am Monday 20 February 2023



Dear Candidate

I am delighted that you have requested further information regarding the position of **Head of Art and Design** at Unity College. This is a full time, permanent appointment.

I have been the Headteacher at Unity College since September 2022. Unity College has a very positive, friendly atmosphere. The staff care passionately about the well-being of our children and students are vibrant, enthusiastic and affable. Although Unity College is a large school, we strive to maintain a 'family feel' and a powerful sense of community in which every member of our community feels valued, but also contributes positively to College life.



Our primary focus is, and will always be, developing a superb curriculum across all areas of the College. At Unity College we share a belief that the curriculum - and the enactment of that curriculum - is the single most important factor in closing the disadvantage gap. The curriculum is the key lever in accumulating advantage year-on-year and is the most important mechanism that we have to privilege those who are presently or previously experiencing disadvantage. Curriculum and pedagogy underpin all we do and all staff at Unity College are committed to their own learning as well as their teaching.

The Art Department is a small team with a wide range of skill sets. The successful candidate will be ambitious to lead on further curriculum development and to enhance the quality of teaching, learning and assessment in Art, ensuring that all of our students receive the excellent education that they deserve.

Working at Unity College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit Unity College to help you decide if this is the school and the role for you; I'd be delighted to meet you. Please contact my PA for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, which appears to read 'J. Richardson'. The signature is fluid and cursive, with a small flourish at the end.

Jane Richardson
Headteacher

The College

Unity College is a co-educational, 11-16 college. By September 2025, we will be the largest 11-16 secondary school in Lancashire, with 1500 students on roll.

Unity College lies within the beautiful grounds of Towneley Park with breath taking views of the local countryside. The College was part of the Building Schools for the Future project. Our £33 million building opened in September 2010. Due to the huge demand for places at Unity College there is large expansion programme which has included a new build of 19 classrooms and some internal structural changes. The new building opened in April 2022. This is a very exciting, but challenging, time for the College as we work hard to ensure that such rapid expansion does not detract from our core business of offering the very best possible education for every student at the same time as knowing our children and families really well.

The College's intake is diverse, with its catchment area comprising some of the most disadvantaged and most affluent areas of Burnley. In 2021/2022, 34.9% of students were classed as disadvantaged, 87% of students were White British and 66.4% of students came from E/E* areas of overall multiple deprivation. In 2021/2022 21.6% of students were identified as having Special Educational Needs, compared with 12.1% in Lancashire and 14.1% nationally.

We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued. At Unity College, we are proud of the extensive and expert support systems that we have in place for our students. These comprise a wide range of people and processes (both within college and involving outside agencies). We currently have 11 DSLs trained and operational at Unity College.



The Art Department

The Art Department firmly believes that Art is a vehicle for creativity and personal expression. Our aim is to foster an interest in Art in all students, and to enable them to develop technical skills, knowledge, sensitivity and understanding, in order to visually express themselves. We aim to foster an appreciation of Art within society and in various cultures, in both a historical and contemporary context. Art education provides a unique way of knowing and interpreting the world and our experience of it. Art is part of our culture and is a civilising, enriching and humanising experience.

It is the belief of the Art Team that all students deserve to succeed. To do this, students need to embrace new ways of working and learn how to develop resilience, curiosity, creative clarity and take on constructive feedback. Our schemes of learning allow these important characteristics to develop alongside technical skills in drawing, painting, collage, print, digital technologies, 3D, sculpture, design, textiles, ceramics and photography. Art and Design is a popular subject choice in KS4 and we offer GCSEs in Fine Art, Textiles and Photography.

Art and Design teachers and students at Unity College enjoy superbly equipped teaching spaces.

The Art Curriculum

Key Stage 3

Students learn about the breadth of art forms available to them through the study of personal ideas and concepts, technical processes, the use of materials and the visual elements of art: line, space, tone, pattern, colour, composition, contrast, mass, volume, structure, shade, form. Students have two hours of timetabled Art and Design lessons per fortnight.

Year 7

- Introduction to Art
- Art of Michael Craig Martin and colour theory
- Landscapes with Hundertwasser and original final piece
- Monster Felties textile project

Year 8

- Bugs and insects with mixed media and focus on Levon Biss
- Textile fur moth making, looking at the art of Mr Finch
- Street art looking at style and Keith Haring

Year 9

- Identity project and Teisha Moore collage
- Bacteria and cells mixed media looking at the art of Nava Lubelski and Klari Reis
- Acrylic canvas painting based on animals

Key Stage 4

AQA Art and Design (Fine Art)

Fine art practice is defined as the need to explore an idea, convey an experience or respond to a theme or issue of personal significance.

Areas of study

In Component 1 and Component 2, students are required to work in **one or more** area(s) of fine art, such as drawing, painting, sculpture, installation, lens-/light-based media, photography and the moving image, printmaking, mixed media and land art.

They may explore overlapping areas and combinations of areas.

Knowledge and understanding

- The way sources inspire the development of ideas, relevant to fine art.
- The ways in which meanings, ideas and intentions relevant to fine art can be communicated.

Skills

Within the context of fine art, students must demonstrate the ability to:

- use fine art techniques and processes, appropriate to students' personal intentions, for example: mark-making, monoprint, collagraph and block printing, assemblage, construction, carving, film and video and digital working methods.
- use media and materials, as appropriate to students' personal intentions, for example charcoal, pastels, pen and ink, crayons and pencil; watercolour, gouache, acrylic and oil paint; found materials; clay, wood and metal; digital imagery; different papers and surfaces on which to work.

AQA Art and Design (Textile Design)

Textile design is defined as the creation of designs and products for woven, knitted, stitched, printed or decorative textiles that might have a functional or non-functional purpose.

Areas of study

In Component 1 and Component 2 students are required to work in **one or more** area(s) of textile design, such as:

- art textiles
- fashion design and illustration
- costume design
- constructed textiles
- printed and dyed textiles
- surface pattern
- stitched and/or embellished textiles
- soft furnishings and/or textiles for interiors

- digital textiles
- installed textiles.

They may explore overlapping areas and combinations of areas

Knowledge and understanding

- The way sources inspire the development of ideas, relevant to textile design.
- The ways in which meanings, ideas and intentions relevant to textile design can be communicated.

Skills

Within the context of textile design, students must demonstrate the ability to:

- use textile design techniques and processes, appropriate to students' personal intentions, for example: weaving, felting, stitching, appliqué, construction methods and printing.
- use media and materials, as appropriate to students' personal intentions, for example: inks, yarns, threads, fibres, fabrics, textile materials and digital imagery.

AQA Art and Design (Photography)

Photography is defined as the practice of producing images using light-sensitive materials such as photographic film, or digital methods of development and production to create static or moving images.

Areas of study

In Component 1 and Component 2 students are required to work in **one or more** area(s) of photography, such as

- portraiture
- location photography
- studio photography
- experimental imagery
- installation
- documentary photography
- photo-journalism
- moving image: film, video and animation
- fashion photography.

They may explore overlapping areas and combinations of areas.

Knowledge and understanding

- The way sources inspire the development of ideas, relevant to photography
- The ways in which meanings, ideas and intentions relevant to photography can be communicated

Skills

Within the context of photography, students must demonstrate the ability to:

- use photographic techniques and processes, appropriate to students' personal intentions
- use media and materials, as appropriate to students' personal intentions



Why work at Unity College?

Every Headteacher will say good things about their own school and so we asked our staff to contribute to this brochure to give you an honest view 'from the chalkface'. Furthermore, interviews always provide opportunities for candidates to talk frankly with a range of staff.

"I feel so proud and privileged to have worked with so many amazing children over the years. There is nothing more satisfying than seeing children who deserve to achieve great results do so. The fact that we, at Unity College in Burnley, can help students achieve high grades of 8s and 9s shows the true value and quality of our teaching and curriculum. It gives me joy to know our students from Burnley can not only rival the grades achieved by children at grammar schools/private schools but beat them too. (It also makes me feel quietly smug!) We have, and continue to have, a positive impact on the life chances of young people across our community in Burnley."

"I genuinely enjoy coming to work and love what I do. I enjoy teaching and being part of such an amazing team who are more than just work colleagues but are genuine friends. I have worked in a few schools but none of them have ever felt like home in the way that this school does. Here are just a few reasons why I love teaching at Unity College.

1. Many students here at Unity College come from challenging backgrounds, but I feel that I make a difference in their lives by working here. I love working with the dedicated team of staff in our department.
 2. This school has a sense of community where students, staff and our parents and carers work together to look after each other.
 3. We have access to incredible facilities that allow us to offer our students a broad curriculum that is not only engaging but also provides fun experiences that no other local school can genuinely match. As a result, we can offer students of all abilities access to opportunities to lead an active, healthy lifestyle.
 4. I feel proud to be a member of the Unity College family because we have an excellent reputation for the quality of our teaching and excellent behaviour of our students."
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"I believe that Unity College has a genuine desire to do the best for all the students. The staff within the department are a good team who work together and the staff have an excellent spirit. When I first came to the school, the staff and pupils were warm and welcoming and accepting of new staff and pupils. I feel as I can discuss any issues with any other member of staff (SLT or class teacher) and will not be judged or questioned but supported to find a solution that is best for everyone."

“I have worked at Unity for six years now and commute here every day from Yorkshire. One of the many reasons I am still here is the excellent working relationships I have with other members of the mathematics department. There is a very friendly feel to the department, and everyone just "gets on" with each other. I have worked in several other schools where there was not the same cordial atmosphere in the staffroom. As for the students I have found that they take a little bit of getting used to but once you have gained their respect, they are a great bunch of young people to work with. The diverse range of student backgrounds makes it a very rewarding job where you can feel that you are really making a difference to the lives of the students in your care.”

“Unity College is a modern, successful, and well-respected school with great facilities based in beautiful surroundings – but none of that to me is truly important. The reason I work at Unity College is because I love the great team dynamic in the supportive, professional department that I'm part of; it was also immediately obvious when I interviewed here that the whole of the college really cares about the future of our children. The fact that the school is within easy reach of a variety of vibrant places to live doesn't hurt matters either!”

“There are so many reasons why I love working at Unity College. Here are just a few:

1. There is a whole school approach to behaviour management: staff are supported by Heads of Department and SLT to maintain a positive learning environment.
2. Teachers are respected as professionals.
3. Although some students face real challenges outside of school, when they see that you as a teacher are staying here and not giving up on them, they behave well and work hard. I find this one of the most rewarding things about working here.
4. We have such a range of students from different backgrounds.

There is never, ever a dull day!”

“You really should choose to work at Unity College because it is a school where staff are valued and made to feel welcome, truly act as part of a team, and are encouraged to develop themselves as practitioners. As the College expands and grows, it is an exciting time to join to help shape the future of more young people in Burnley and make a difference to their lives every day.”

“I have travelled 6121 miles from my home town and have taught for half my life at Unity College. I absolutely love being part of the 'Unity' family. It is one of the most rewarding experiences playing a part in educating young people in Burnley, watching them grow in confidence, develop a love for Mathematics and achieve success.”

Why work in Burnley?

A big warm Northern welcome to Burnley. After all, we weren't voted the friendliest town in Britain without good reason! From world-renowned, cutting-edge brands to affordable living and housing and spectacular countryside to explore, we truly believe we have it all in Burnley.

Burnley is conveniently located on the uncongested M65, providing easy access to the M62, M66, M6 and beyond. There are three international airports within an hour's drive, as well as Manchester, Leeds, Preston, Blackpool, The Lake District and Liverpool being a short drive away.



Burnley offers affordable housing: the mean house price in Burnley is £106,199, which is 36% of the national average. Not only does your money go further when you live in Burnley, but there is a wide-range of properties at your fingertips. From quality modern newbuilds and contemporary apartments to quaint cottages and impressive Victorian terraces, there's something for everyone's budget and taste. 80% of Burnley rural, making it the ideal place to wind down and explore.



Job Description

Dates	Apply by 20 February 2023 - To start on Monday 17 April
Accountable to:	Assistant/Deputy Headteacher
Salary	MPR/UPR + TLR 2.3
Contract Type	Permanent

Introduction

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. It is the practice of the College to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder.

Overall Purpose and Accountability

- To meet the requirements of the School Teachers' Pay and Conditions document and to support students in making outstanding progress
- To support and uphold the ethos, principles, policies and rules of the College in all respects and at all times
- To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners
- To lead and manage the Art Department, ensuring the highest quality Teaching and Learning and the best possible outcomes for all learners

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Post-Specific Responsibilities

Responsibilities common to the Extended Leadership Team (ELT)

In particular you will:

- Be a member of the Extended Leadership Team in which everyone is committed to securing outstanding outcomes for our students and our community
- Assist the Headteacher in leading Unity College in such a way that the highest standards are secured amongst staff and students in all areas of the college's performance and practice
- Act as a role model for staff, providing active support and advice to them whilst holding them accountable
- Lead on improvement strategies, coach and support staff, ensure quality, monitor and evaluate performance
- Ensure that all students across the full prior attainment range enjoy maximum support and opportunities to reach their full potential, achieving a position where they can become effective and valued stakeholders in the College and in the wider community

- Contribute to all self-evaluation measures and quality assurance processes

As Head of Art you will:

- Evaluate and review all aspects of the Department's work as part of an annual cycle and action plan for all improvements needed
- Lead the Art Department to meet all targets in the departmental improvement plan
- Develop appropriate Art curricula for Key Stages 3 and 4, manage their delivery and assure their quality and impact
- Lead on the implementation of high-quality Schemes of Learning
- Lead on the quality of Teaching and Learning in the Art Department, ensuring that all students are both engaged and challenged in all lessons
- Closely monitor and track student progress at all levels, and implement appropriate intervention strategies to prevent underachievement
- Ensure reporting on student progress in the Art Department is consistently of a good standard
- Scrutinise the progress of different groups of students, including the more able, disadvantaged children and students with SEND, and intervene where necessary to ensure all learners can make at least expected progress and no child is prevented from achieving
- Actively identify and remove barriers to learning in the Art Department including managing student behaviour within the department
- Design an appropriate timetable for the Art Department in consultation with the Deputy Headteacher responsible for timetabling.
- Take responsibility for high quality staff appraisal of the teachers in the Art Department
- Ensure all staff in the Art Department access high quality professional development to support both individual and departmental needs
- Support and manage trainee and early career teachers
- Administer all necessary examination procedures
- Manage the Art Department's budget and resources effectively to ensure best value and highest impact for money.
- Create a happy, dynamic, innovative culture in the Department and ensure all staff are performing to at least a good standard and are happy and motivated in doing so

As a Teacher of Art you will:

- Meticulously plan and teach engaging and challenging lessons
- Meet the needs of all learners through high quality planning and teaching
- Set and feedback upon appropriate homework
- Use regular, measurable and useful assessments of teaching
- Complete all reporting on time
- Closely monitor progress and attainment of students and use this to inform planning and teaching
- Provide content for, and where necessary deliver, high quality student interventions

- Support all students to achieve college targets
- Work alongside colleagues on self-evaluation measures, quality assurance processes and department improvement strategies
- Support department leaders in the implementation of high-quality Schemes of Learning
- Maintain regular and productive communication with parents about students' learning
- Organise and participate in trips and events as appropriate
- Take responsibility for your own professional learning through participating in the college's performance management processes and CPD opportunities

College Culture

- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships
- Help develop a college culture and ethos that is utterly committed to achievement
- To become an effective PD Tutor (teachers will usually be required to perform the role of form tutor)
- Create and sustain a positive learning culture

Health and Safety

You will:

- Adhere to college health and safety policies/procedures and current statutory health and safety requirements
- Attend training as and when required for the purposes of safeguarding children and corporate safety
- Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS)

This post is subject to satisfactory enhanced level verification by the Disclosure and Barring Service

Person Specification

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Beliefs	You hold a belief that the students of Unity College must have access to the best educational experience possible.
	You are committed to raising standards in the College and believe in the potential of all young people to achieve highly.
	You are passionate about your subject and want to share this enthusiasm with others.
Qualifications and Knowledge	A good honours degree in Art or a related subject.
	A teaching qualification.
	QTS.
	You have a good knowledge of curriculum design and development.
	You have an up to date knowledge of the emerging issues in education and record of appropriate CPD.
Skills and Attributes	You are an excellent practitioner in the classroom and keen to continue learning.
	You have the ability to inspire high levels of student performance.
	You can work under pressure and prioritise according to need.
	You have good communication skills.
	You can use data effectively.
	You have good behaviour management skills.
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective.
	You have a sense of humour and good interpersonal skills.
	You have high levels of energy and enthusiasm.
	You are ambitious and keen to prove yourself.
	You are a committed, highly competent, reflective and resilient individual.
Experience	You have experience of teaching Art in Key Stages 3 and 4.
	You have experience of using data to inform actions.
	You have experience of curriculum design and development.
	You have experience of the role and responsibilities of a form tutor.

How to apply



Please complete an application form **and** write a letter of application of no more than three sides of A4 (please use font size 11 or 12 and double spacing for this). Your letter of application should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Liz Johnson, the Headteacher's PA, **by 9.00am on Monday 20 February 2023**, preferably by email to e.johnson@unity.lancs.sch.uk

If you do not receive an acknowledgement of your application by the deadline, please contact the College.

Interviews will be held during the week commencing 20 February 2023.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Headteacher's PA via the email above or telephone number below.

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