

TEACHER OF PERFORMING ARTS | CANDIDATE INFORMATION



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Letter from the Head

April 2018

Dear Candidate,

Thank you for your interest in the post of Teacher of Performing Arts. I am delighted to have this opportunity to give you some details about our Free School and to describe the kind of candidate we hope to appoint to this position.

Wapping High School opened in the autumn term of 2012 and moved into purpose built accommodation in September 2013. We are re-inventing the school curriculum for the 21st century and have high aspirations of everyone in our learning community – without exception. Every child is treated as an individual and valued as part of the Wapping High family with support and interventions in place to ensure that everyone achieves at the highest level.

The school has been accepted as one of 12 pilot schools nationally to implement 'REAL Project Based Learning' working in partnership with The Innovation Unit. In addition we have been sponsored to deliver the 'Healthy Minds' programme, teaching resilience and wellbeing in teenagers as part of their personal and social development.

We are looking to appoint a dynamic, inspiring and well-qualified Teacher who has a track record of excellence in the classroom with a vision for developing the Performing and Expressive Arts across the school. They will be a Drama, Music or Art specialist and build an ambitious team, helping our students make outstanding progress in The Arts (Drama, Music and Art & Design) with our first cohort of GCSE candidates commencing their courses in September 2015.

The successful candidate will foster a cultural appreciation as part of a broad and balanced curriculum and secure a reputation of excellence in The Arts which nurtures students' individual artistic talents and presents them with the opportunity to build student confidence and presentation skills through performances. They will be an inspirational role model for innovative approaches to teaching, the digital technologies and life-long learning, and share in our commitment to the education of the whole child.

We can offer the right candidate a hugely exciting and unique opportunity to be involved in leading change in education and help develop the personalised learning experiences to prepare our students as confident, outward looking and caring young people ready to embrace future challenges and to lead fulfilling lives.

We value our staff and invest in their professional development, working in partnership with leading educationalists. Whilst you will be able to shape The Performing Arts dimension across the school, Heads of Department are part of an ambitious and dedicated middle leadership team and have the opportunity to be coached to deliver new pedagogical approaches and further their leadership and management skills. There will be plenty of career development opportunities as the school grows and embarks on its first GCSE courses. Equally you will be expected to engage fully in the life of the school and the development of student wellbeing to help them raise their aspirations and broaden their horizons.

Candidates are welcome to visit the school prior to submitting an application.

If you relish the challenge of this unique and exciting post and can demonstrate a track record of achievement in teaching we look forward to hearing from you.

Yours sincerely

Gary Nelson
Headteacher

Wapping High School

Wapping High School is an ambitious community-driven school that is bringing an inspiring and engaging education to students in East London. Located in an area of significant diversity and challenge, the school aims to deliver better outcomes and broader horizons to young people.

The school focuses on Personalised Learning, tailored to the abilities of every student. The core curriculum sits alongside a diverse Enrichment Programme, which motivates students and draws out hidden talents.

The context

Wapping and Shadwell are home to eight well-supported primary schools, attended by around 2,000 pupils drawn from a genuinely mixed community. Historically on reaching the age of 11, many of these children had no obvious secondary school to go to. Each year a significant number of families moved out of the area as a result of this lack of provision. In 2012, to meet the needs of the local community, the Wapping and Shadwell Secondary Education Trust set up Wapping High School, a co-educational free school for children aged 11-16.

We are committed to:

- Encouraging students to develop inquiring minds with a life-long love of learning
- Delivering strong academic results for a sound economic future via our specialism in Enterprise & Innovation
- Providing students with the skills necessary to be digital leaders
- Producing confident, polite and socially responsible young adults
- Creating a school which is environmentally sustainable and financially secure
- Strengthening community cohesion

This is achieved by:

- Raising aspirations for, and having high expectations of, both students and staff
- Recognising that the teachers are the school's principal asset; they are supported, rewarded and motivated

- Offering a personalised learning programme providing each student with the right quantity and depth of learning to meet their individual needs
- Being a small school — the child that is known best learns best
- Being a digital school, embracing all the benefits that technology brings to education
- Providing an exploration of civics, society and ethics to create socially engaged young adults with a strong sense of personal responsibility
- Constantly aspiring to innovate and seek new ways to improve learning
- Having a student-centric outlook that puts the needs of students' first
- Providing daily activities that children want to participate in
- Providing opportunities for children to take risks and learn from mistakes in a safe, supportive and caring environment
- Integrating parents into the learning provision and culture through the use of innovative technology
- Taking advantage of our location between the City of London and Docklands, to foster deep and ongoing links with the banking sector, media and universities
- Having an open admissions policy in-line with our inclusive and personalised ethos

Ethos and ethics

Wapping High School has an inclusive ethos, in which diversity of need and ability is acknowledged and nurtured. A strong sense of school community has been established by limiting the overall size to eighty-four children per year, divided into four tutor groups. Families form part of the school community and are fully involved with their child's education.

The school is non-denominational and we welcome all students regardless of their religious faith. We are non-selective and actively seek to encourage students from deprived backgrounds to enter the school. Every aspect of school life is guided by a strong ethical code, which encourages social awareness to help students understand and meet with confidence the challenges of a diverse and changing society and the world of work. Students are encouraged to treat others as they would be treated themselves.

It is intended that the school's ethos ensures that children are safe, healthy, positively contribute to their whole community, and achieve economic and academic well-being in adult life. All students should enjoy attending school.

Personalised Learning

Everyone has different learning needs. It is the school's vision to develop an educational framework that provides each student with the quantity and depth of learning necessary for them to meet their learning goals. Currently, this is achieved via assessment for learning, weekly one-to-one tutoring and differentiation within the classroom. As the school develops we will introduce personalised timetables and use a wider variety of learning



scenarios including open learning, small nurture groups, whole year seminars, workshops and project-based learning.

Students in Years 7 & 8 are taught learning and thinking skills alongside the usual curriculum. It is expected that as students' progress through the school they will take on an increasing responsibility for their own learning. When students leave Wapping High School they should be used to managing and self-directing their learning.

Our school building has been specifically designed to enable different styles of learning. The spaces are innovative and flexible: classrooms lead into open learning zones, furniture has been chosen to be used in a variety of ways.

Enrichment Programme

At Wapping High School we offer a diverse and engaging Enrichment Programme that stimulates and motivates students. Specific courses raise students' awareness of the global society in which they live and of the responsibilities that they have within it. Students are encouraged to

explore spiritual and moral issues and participate in courses to improve learning and communication skills (for example critical thinking and presentation delivery).

The Enrichment Programme also includes a wide variety of elective activities and sports, from hand-crafts to circus skills, Russian to ultimate Frisbee. They provide an opportunity for students to discover hidden talents and staff and visiting tutors to share skills and passions.

A digital school

Innovative use of modern ICT is integral to the school - from student management, through educational delivery to school administration. Every student has a Samsung Chromebook and the IT infrastructure is provided by Google Apps for Education. ICT is incorporated into every lesson.

Community involvement

The school constantly seeks to extend and strengthen partnership between the school and the wider

community. Professional volunteers are encouraged to work within the school, participating in lessons and supporting the educational programme. Strong links are sought with the local business and the banking sector to provide fundraising, work placements and internships, while the school facilities will be available for use by the community.



Vacancy Advert

Job Title: Teacher of Performing Arts (Drama/Music) - Maternity Cover

Salary: Competitive salary offered based on skills and experience

Contracts: maternity cover

Hours: Full Time

Start Date: January 2018

Reference: TPAMC/09/18

Are you interested in working in a dynamic and innovative school to make a difference for children? Do you want to help influence our future as part of an ambitious, dedicated and enterprising team? Can you add value and bring energy and expertise that will give us capacity to develop as the school grows?

We are seeking to appoint a creative and inspirational individual who can offer a fantastic learning experience to students in KS3/4 during a colleague's maternity cover, nurture our students' unique talents and sustain the wider Performing and Expressive Arts Dimension across the school.

The successful candidate will be:

- A good or outstanding teacher.
- An exceptional NQT.
- Passionate about developing the whole child and understand the wider and cultural contribution of Performing Arts.
- Unrelenting in their belief of the unlimited potential of children
- Up-to-date with curriculum developments in both Drama and Music specifications at KS3 and GCSE (Edexcel).
- Excited by the opportunities presented by different pedagogies and technologies to develop Projects.

About the school:

- Inclusive multicultural 11 – 16 Free School located in East London
- Leading edge pedagogy and a personalised curriculum

We offer:

- Competitive salaries based on experience and skills.
- The chance to work with leading educationalists and organisations to bring Project Based Learning to the Drama and Music curriculum.
- Leadership training and opportunities in a relatively new Free School
- A supportive and vibrant professional community that genuinely feels like a team.

We are looking to appoint a dynamic, inspiring and well-qualified Teacher who has a track record of excellence in the classroom to provide maternity cover between January and July 2019. A large part of the role will involve taking Year 11 students through to their GCSE Drama and Music exams in summer 2019.

The successful candidate will foster a cultural appreciation as part of a broad and balanced curriculum and secure a reputation of excellence in Performing Arts which nurtures students' individual artistic talents and presents them with the opportunity to build student confidence and presentation skills through performances. They will be an inspirational role model for innovative approaches to teaching, the digital technologies and life-long learning, and share in our commitment to the education of the whole child.

Visits to the school are warmly welcome as are informal discussions with our Head, Mr Gary Nelson. Please contact the school on 020 3597 3970 or via email headspa@wappinghigh.org if you wish to arrange either of these. The closing date for applications is Friday 12th October 2018 (9am), with interviews scheduled the following week. For an application pack please email recruitment@wappinghigh.org or visit the school website. Wapping High is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful candidates will be required to undertake a criminal DBS check.

Job Description – Teacher of Performing Arts (Maternity Cover)

About the role

Job Title:	Teacher of Performing Arts Maternity cover
Salary :	Competitive salary offered based on skills and experience
Hours of Work:	Permanent, Full Time
Accountable to:	Assistant Headteacher
Accountable for:	Securing student achievement in The Arts through development of an innovative curriculum and high quality learning and teaching

Job Purpose

To ensure high quality provision and effective teaching and learning through curriculum leadership in the Performing Arts.

Areas of Accountability (in addition to the expectations required of a qualified teacher)

1. Responsibility for providing leadership within your learning area which brings about high standards of teaching and learning and a love for the subject, delivering a creative development of the curriculum and a high profile across the school and local and wider community
2. Devise strategies to raise student achievement, attainment and standards of behaviour within your learning area
3. Responsibility for leading and managing staff and effective deployment of staff and resources

Specific duties and responsibilities:

The duties outlined in this job description are in addition to those covered by a classroom teacher.

1. Policy, Strategic Development and Direction

- Contribute to whole school policy making and strategic planning as required by the Head
- Prepare, monitor and update the annual department SEF in consultation with colleagues
- Take the lead in ensuring that School policies and strategies are embedded in schemes of work and departmental plans
- Give advice and guidance to students by being available and approachable
- Support the vision, ethos and values of Wapping High School.

2. Leadership and management of self and others

- Manage day to day administrative requirements such as examination entry and departmental timetables, ensuring accurate records are kept and delegating as appropriate to ensure the efficiency of the department
- Attend all meetings and CPD as relevant, and promote the subject within the school.

3. Teaching and Learning

- Promote excellence in teaching and learning to ensure all students develop their potential.
- Exemplify in own practice outstanding teaching skills and ensure that good practice is shared throughout the department, including good classroom management.
- Ensure that a suitable learning environment is maintained throughout the department and that rewards and sanctions are applied as appropriate.

- Use a variety of strategies, including digital resources and methodologies to ensure that learning is empowering and personalised
- Monitor students' work and the classroom practice of those in the department
- Plan, prepare and assess in line with the school policies and guideline, with reference to the programme of study in the National Curriculum and GCSE programmes of study
- Implement effective intervention strategies to support all students to achieve highly
- Ensure the department is effective in meeting the needs of all students
- Provide relevant information about students and their work and their progress to the school and to parents in accordance with the school procedures.

4. Extra-curricular activities and Enrichment

- Raise the profile of the Performing Arts through school based activities by helping to make these experiences and opportunities fun and exciting.
- Actively promote enthusiasm for the subject outside the timetable lessons, including the organisation of trips
- Give students the opportunity to perform publicly and have their work on show
- Contribute to the broader life of school by supporting and leading curricular and extra-curricular events
- Working with the local and wider community and professionals to enhance the experience for students

5. Management of resources

- Identify future resourcing needs and aspirations for the Department.
- Have overall responsibility in ensuring that all department resources are fit for purpose.

6. Monitoring, evaluation & assessment

- Ensure that within the department, individual student progress is regularly assessed and recorded and used to inform teaching.
- Effectively use regular analysis of data to track and monitor student progress and to evaluate this through the use of appropriate assessments
- Use relevant performance and benchmarked information to ensure that high standards of learning are achieved and maintained.

7. Training & development of self and others

- As a lead professional set personal targets and take responsibility for own continuous professional development.
- Be proactive in identifying training needs within the department, ensuring that they are appropriately met, and that all members of the department are active in their own professional development.

8. Strengthening community

- To promote a positive ethos in which individuals feel valued and where personal endeavour and responsibility are encouraged
- To be actively involved in the life and development of the school and the local community
- To support the involvement of parents through excellent communication and high quality feedback in line with school policies
- To contribute to events and occasions as required to promote the school in the local community, such as Open Evenings
- To involve The Arts at Wapping High into the local and wider community

9. Professional Standards

- To participate in the school's CPD programme and Performance Management process
- To take responsibility for keeping up to date with subject knowledge and to maintain personal professional development
- To ensure that all deadlines are met as published

Additional Duties

You may be required to carry out additional duties, as the Head may reasonably request, from time to time.

To be responsible for promoting and safeguarding the welfare of children and young people. All employees will have a responsibility for the children and young people that they will come into contact with.

To comply with the school's Health and Safety Policy, undertaking risk assessments as appropriate and to work within the school's Equality and Diversity Policy.

Equal Opportunities

To ensure, that the spirit of the School policy is implemented.

This job description is reviewed on an annual basis.

Person Specification – Teacher of Performing Arts (Maternity Cover)

Area	Essential	Desirable	Method of Assessment
Qualification	<ul style="list-style-type: none"> • Good Honours Degree related to the Performing Arts, or other related subject • PGCE, QTS 	<ul style="list-style-type: none"> • Higher Degree / study or research 	Application DfES No Certificates
Professional Development	<ul style="list-style-type: none"> • Evidence of relevant continuing professional development 	<ul style="list-style-type: none"> • Contribution to the development of others 	Application
Experience	<ul style="list-style-type: none"> • An outstanding classroom practitioner who is able to inspire students with an enthusiasm for learning • Supporting students of all abilities to excellent progress • Experience of exceeding targets with the ability to establish and maintain high standards at KS 3 / KS 4 in Drama and Music • Planning of lessons / schemes of work in line with the demands of an examination syllabus • Evidence of effective positive behaviour management • Experience of successfully working collaboratively • Evidence of contribution and commitment to the development of the whole child 	<ul style="list-style-type: none"> • Experience of working with peripatetic teachers or volunteers • Leadership or involvement in cultural visits • Proven use of innovative pedagogy 	Application Interview Reference
Knowledge and Skills	<ul style="list-style-type: none"> • A passion for The Arts / wider cultural and performing dimension • Able to inspire, challenge, motivate and empower others • Ability to regularly teach outstanding lessons • In depth subject knowledge and understanding of the latest curriculum developments and exam specifications in Drama and Music • Adaptable, creative and dynamic Drama and Music • Ability to analyse and interpret data, and use it to identify underachievement and action to ensure impact • Highly motivated with a clear vision for The Arts and how it contributes to the wider cultural and performance dimension • Understanding of what motivates and engages young people in a multi-cultural inner city school • Strong interpersonal, communication and ICT skills • Knowledge of best pedagogic practice and strategies to improve teaching and learning • Effective time management and organisational skills • Effective and innovative user of new technologies with an understanding of their potential to enhance learning 	<ul style="list-style-type: none"> • Knowledge of other external accreditations eg LAMDA, Music • Knowledge of Google Apps for education • Understanding of 21st century learning • Knowledge of the Arts Award and Arts Mark • Knowledge of alternative programmes in The Arts 	Application Interview Reference
Personal Qualities	<ul style="list-style-type: none"> • Emotional intelligence • High standards and expectations of self and others • Capacity to understand, empathise and engage well with young people • Commitment to equal opportunity and the wellbeing and success of every individual • Positive and flexible approach to opportunities / challenges • Ability to work on own initiative and be pro-active • Ability to self-evaluate / respond positively to criticism • Resilience and the ability to work under pressure • Contribute to the wider life of the school through taking part in and developing the enrichment programme • The capacity to inspire confidence in parents and students and to work collaboratively with colleagues 	<ul style="list-style-type: none"> • Ambition to a senior leadership role / coaching role / innovative practitioner role 	Application Interview Reference

Application Process

Wapping High School is committed to the protection and safety of its students and to promoting their welfare. To that end identity, enhanced DBS and medical checks will be required from the successful applicant. The school is also an employer committed to equal opportunities and welcomes applications regardless of age, gender or ethnicity.

Your written application

We hope that after reading the information pack you will want to apply for the post advertised.

If you wish to proceed, please return the completed application form together with a supporting statement, addressing the Person Specification. Please also complete and return the enclosed disclosure and equal opportunities monitoring forms.

A word version of all forms can be downloaded from the school's website www.wappinghigh.org

Applications should be emailed to headspa@wappinghigh.org by 12 October 2018 at 9am.

Timetable

If you would like to visit the school please contact Taysha Morgan by emailing headspa@wappinghigh.org

Closing Date

Friday 12 October 2018 at 9am

Shortlisting

Monday 15 October 2018

Interview Days

Week beginning 15 October 2018



Type of school	Free High School
Owned by	The Wapping and Shadwell Secondary Education Trust
Age range	11 - 16
Location	London Borough of Tower Hamlets
Denomination	Secular
Co-educational or single sex	Co-educational
Specialism	Enterprise and Innovation
Number on roll	170 (in Sept 2014) 420 (from Sept 2016)
Average class size	21
% of students on FSM	Approx 45%
% of students with SEN	Approx 10%
% of students with EAL	Approx 20%

www.wappinghigh.org

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