



# Head of Creative Arts

## Start Date: January 2025

Eggar's School is seeking to appoint a Head of Creative Arts, to include Art & Photography, starting in January 2025. The role is suitable for an experienced teacher excited to inspire our students and lead a thriving department.

- Please return completed application forms to [joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk)
- No CVs will be accepted.
- Deadline for applications is: **Tuesday 22 October 12noon; interviews thereafter.**
- Please note that we encourage early application, and we may interview and appoint ahead of the deadline if necessary.

**Eggar's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to a DBS check and other relevant employment checks.**

Registered Academy Company No. 08036151

Registered Address

London Road, Holybourne, Alton, Hampshire, GU34 4EQ

[www.eggars.net](http://www.eggars.net)





# Welcome

## from the Head Teacher, Sarah Holman

Thank you for your interest in the position. I would like to welcome you personally to our lovely school. We require a capable and inspiring professional to support our highly committed teaching staff. The right candidate will be self-motivated, organised and possess a passion for helping young people achieve their very best.

Eggar's is a friendly and vibrant school in the heart of Hampshire. Set in a magnificent 38-acre site, the campus is an impressive environment where students can focus on their learning and thrive in all aspects of school life. We hold firmly to our values of **Belong, Aspire, Achieve** and are committed to ensuring that every child is able to secure outstanding outcomes.

As a school, we have a well-established reputation for academic excellence, sporting prowess and exceptional talent in Art, Music and the Performing Arts. We expect our students to reach their full potential across the curriculum and will help them every step of the way to be creative, confident, successful individuals ready to make a positive contribution to the world around them.

We are a happy school where every child can thrive, be their best and achieve their best. A school where students **Belong, Aspire, and Achieve**. If you are interested in this position, you are very welcome to arrange a visit. Please email the school at: [joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk).

Shortlisted candidates will be invited to interview. Interview days provide an opportunity for applicants to find out more about the school and showcase their skills and ability.

Eggar's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to a Disclosure & Barring Services check, along with other relevant employment checks. The application form is available on our website at: [www.eggars.net/vacancies](http://www.eggars.net/vacancies).

Thank you for your interest. I look forward to meeting you.





# Curriculum and Assessment

## Our curriculum enables all learners to:

- Belong, aspire, and achieve
- Be ambitious with challenge and support
- Enjoy engaging, relevant learning that adapts to individual needs and interests
- Become innovative and enterprising life-long learners
- Engage in the Eggar's Experience within and beyond the classroom developing cultural capital
- Develop excellent literacy and numeracy skills

## We intend that, when students leave school, they are:

- Curious, reflective, resourceful, creative, and persevering
- Prepared for the future with broad general and specialist knowledge of the subjects they study
- Able to apply a range of learning skills in their future studies and work life
- Well-informed and ambitious to succeed in the next phase of their lives
- Inspired to make a positive contribution to their community

## Year 7

Our curriculum is ambitious, broad, and balanced for all students. Students study English, Mathematics, Science, Computer Science, Design Technology, Food, Physical Education, History, Geography, PSHE, French/Spanish, RS, Music, Art and Drama.

## Year 9, 10 and 11

Our KS4 curriculum remains broad and balanced for as long as possible whilst enabling students to specialise in a range of subjects. Students leave Eggar's with between 9 and 11 examined qualifications. Core curriculum subjects include, English, Mathematics, Science, PE, PSHE and RS. In Y9 students select 4/5 option subjects to study, from 16 available subjects. All students in Y9, from Sept 24, will study History and/or Geography and are strongly encouraged to study a language. 4 of these 5 subjects are continued into Y10/11. We offer a range of vocational subjects in Y10/11 and a bespoke curriculum provision where needed.

## Assessment and Feedback

Students are regularly assessed using formative and summative methods. Regularity, methods and utilisation are determined by Curriculum Leaders. Summative assessment information is tracked by Curriculum Leaders. Teachers centrally report on student progress 2 or 3 times each year. Teachers report on effort, attainment and progress towards target outcomes. Parents receive this information over email.

High-quality feedback enables students to reflect on their strengths and know how to improve, leading to mastery. Students are regularly assessed using formative and summative methods.





# Teaching, Learning and Nurture

## Our Approach

Our teaching and learning approach is based on a range of academic research including Rosenshine's principles of instruction. Lessons at Eggar's will be high quality, including the below core components:

- High quality questioning
- Developing understanding
- Using exemplars
- Developing scholarly attitudes
- Testing, assessment and feedback

Teachers use retrieval practice in every lesson. Curriculum Leaders are responsible for defining subject specific pedagogical processes whilst ensuring these fundamental elements are consistently applied.

## Pastoral Care

At the heart of our pastoral provision is our team of exceptional tutors. Most teaching staff are tutors, who stay with their tutor group throughout the student's time in school. Tutors support students, meeting them daily during morning tutor time. We have a Head of Lower School (Years 7 & 8), a Head of Upper School (Years 9 & 10) and a Head of Year 11 who support tutors and monitor student behaviour, attitudes, progress and student wellbeing.

Our Learner Engagement team is based in Student Services and is always happy to help, supporting with uniform, wellbeing and other pastoral issues.

## Contact with Parents

We work in partnership with parents to support students. Parents can contact us through reception or our centrally managed enquiries email address. Pastoral queries are directed to tutors and Heads of School. Academic queries are directed to class teachers and heads of subject. Students can also contact teachers using Satchel One.





# Supporting Staff

## Arriving as an ECT

All ECTs at Eggar's are supported by a high-quality induction programme. The programme is quality assured by South Farnham Teaching School hub (SFET), our appropriate body. We work alongside the i2i SCITT at Weydon School, who are our delivery partner. Each ECT will:

- Be provided with an induction period that is underpinned by the Early Career Framework (ECF) and helps ECTs to understand and apply the knowledge and skills required
- Have an appointed Induction Tutor who will carry out regular progress reviews
- Have a **10%** timetable reduction in their first year and a **5%** reduction in the second year of induction
- Weekly one to one mentoring meetings throughout the two years to provide effective, targeted feedback with a qualified Mentor

## Recently Qualified Teachers

RQTs will be supported through year 3 to 5 by a Line Manager and the appraisal process. Our whole school programme of continuing professional development events includes INSET days, Eggar's Experience clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training. You can also expect:

- An induction day for new staff before your position commences
- Monthly and weekly subject specific focus time throughout the year
- Opportunities to observe subject specialists
- Developmental lesson observation feedback
- Our whole school programme of CPD events

## Experienced Teachers

Experienced teachers, often with some Upper Pay Spine status, will be supported by a Line Manager and the appraisal process. Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools and support for examiner training. You can expect:

- An induction day for new staff before your position commences
- Termly Middle Leadership focus time throughout the year
- Annual opportunities to hold Teaching and Learning positions of responsibility
- Leadership Development programmes in and out of school including the National Professional Qualifications
- Opportunities to observe subject specialists
- Developmental lesson observation feedback
- Our whole school programme of CPD events
- Teaching School Alliance Research Programmes





## Middle Leadership Posts

Teachers with leadership or teaching and learning responsibilities will be supported by a Line Manager and the appraisal process.

Our whole school programme of Continuing Professional Development events includes INSET days, Eggar's Experience Clubs, Teaching and Learning Wednesdays, Collaborative Planning Time, Peer Coaching, Subject Specific CPD, networking with other schools, support for examiner training.

You can also expect:

- An induction day for new staff before your position commences
- Bi-weekly subject specific focused line management and mentoring throughout the year
- Half-termly middle or senior leadership focus time throughout the year
- Annual opportunities to hold teaching and learning positions of responsibility
- Leadership development programmes in and out of school including the National Professional Qualifications
- Opportunities to observe subject specialists
- Developmental lesson observation feedback
- Our whole school programme of CPD events
- Teaching School Alliance research programmes
- Leadership coaching with our own qualified coach

## Staff Benefits

Eggar's School enjoys a supportive work environment and offers staff a number of benefits:

- Employer contributions to both the Teacher Pension Plan and the Hampshire Local Government Pension Plan
- Access to a free and confidential counselling support line and face to face sessions
- Free eye tests and a set payment towards the cost of glasses if, as a result of the eye test, it is considered necessary by the optician that glasses be worn for display screen work
- Free on-site parking
- Tea and coffee provided free of charge

## Data Protection Act 2018

You will be responsible for ensuring that workplace responsibilities such as confidentiality, treatment of personal information and records management are carried out in compliance with the requirements of the Data Protection Act 2018 and the Employment Practices Data Protection Code 2002.

**All shortlisted candidates will be subject to online and social media checks.**







# Head of Creative Arts

**Reporting to: Assistant Head Teacher**  
**Salary Range: UPS & TLR**

## **WELCOME FROM THE ART DEPARTMENT**

The Art and Photography department is an inspiring and creative space, where we pride ourselves on providing students with an opportunity to be open minded, inquisitive and to be as experimental with materials as possible. We work in both 2D and 3D in an array of mediums. We challenge and expose our students to ideas and artwork that make them not just think about the aesthetics of what they are producing but also consider the concept of their work, whether it be spiritual, moral, social, or cultural. We work across two Art classrooms, a Photography classroom/studio space and a computer suite.

The Art and Photography team is passionate and committed to the success of all our students and we teach students that no idea is unachievable.

We also provide opportunities for students to enrich their passion for the Arts through our various Art extracurricular activities, currently including Culture Crafts and Set Design Club as well as taking our students to workshops, such as an external session at a Silversmiths and an eco flower workshop.

Eggar's has strong links to its local community, and we take great pride in our contribution to the Alton Arts Festival. We share and showcase the fantastic work our students have created in a large exhibition on site which has resulted in some photography pieces being selected for the festival competition and displayed around Alton.

If you are interested in applying and would like to come and visit our happy and thriving school, we would very much encourage and welcome you to contact us to arrange a suitable time.





# Job Description

We are looking for an outstanding teacher and aspirational Head of Creative Arts to lead and develop the Art and Photography department. The successful candidate will:

- Plan high quality lessons and lead the delivery of consistently good and outstanding teaching and to be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence
- Carry out the day to day duties of a classroom teacher on an exemplary basis and demonstrate excellent innovative pedagogical practice, and deliver demonstration lessons
- Lead, inspire and motivate colleagues to develop their teaching and learning through mentoring, coaching and support
- Take a lead role, working closely with the Leadership team in developing, implementing and evaluating policies and practices that lead to school improvement
- Develop high quality and engaging teaching materials and schemes of learning for Art and Photography
- Organise and arrange public and internal exams for Art and Photography
- Organise Art related trips or extra curricular activities
- Be responsible for creation and maintenance of display boards internally and also for school and community exhibitions
- Contribute to INSET days and our Discover Eggar's Primary School Programme
- Define intervention strategies for your subject area
- Carry out subject/ quality assurance activities e.g. classroom observations
- Be willing to participate in CPD relevant to the role
- Be proactive and take interest in students' welfare and commitment to safeguarding
- Celebrate culture and diversity through the Creative Arts

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with a reasonable request from the Head Teacher to undertake work of a similar level that is not specified in this job description.

Full training and development will be available. The role would suit anyone interested in developing into senior leadership in the future. We have a first-class track record of developing our staff into senior leader positions.

Eggar's is an innovative and enjoyable place to work, with opportunities for career progression within the school actively encouraged and supported.





# Person Specification

	ESSENTIAL	DESIRABLE
<b>KNOWLEDGE AND QUALIFICATIONS</b>	<p>QTS</p> <p>Appropriate subject/technical qualifications</p> <p>Current knowledge of curriculum and associated research</p> <p>Understanding of assessment and its use to raise standards</p> <p>Current knowledge of safeguarding legislation and government guidance on this</p>	<p>Ability to foster strong parent/school partnerships</p> <p>Evidence of CPD for relevant post</p> <p>Relevant NPQ or middle leadership qualification</p>
<b>SKILLS</b>	<p>High quality teaching (challenge and support all)</p> <p>Planning and sequencing learning</p> <p>Leading a team</p> <p>Leading subject assessment</p> <p>Writing subject policy</p> <p>Communication and organisation</p> <p>Leading change/improvement</p> <p>Use of computer systems</p> <p>Managing student behaviour</p> <p>Supporting and developing staff</p> <p>Working with all stakeholders</p>	<p>Strong educational data analysis skills</p>
<b>EXPERIENCE</b>	<p>Proven track record of delivering excellent teaching in KS3 and KS4</p> <p>Designing, implementation and improving curriculum content</p> <p>Sequencing learning, monitoring progress, and adapting to gaps</p> <p>Leading a team</p> <p>Being an effective team member</p> <p>Contributing to whole school developments</p> <p>Solving problems</p> <p>Leading successful extra curriculum provision</p> <p>Leading subject CPD</p>	<p>Leading a curriculum area</p> <p>Leading whole school development or change projects</p>
<b>PERSONAL ATTRIBUTES</b>	<p>Positive/growth mindset</p> <p>Solution focused</p> <p>Good interpersonal skills</p> <p>Reliable and able to work to deadlines</p> <p>Strong communicator</p> <p>Welcomes accountability</p> <p>Responsive to feedback</p> <p>Reflective and self-starter</p> <p>Calm and responsive under pressure</p> <p>Able to adapt</p> <p>Strong personal accountability</p>	





# How to Apply

Applicants should complete an application form in full before your application can be considered. It is available to download from our website [www.eggars.net/vacancies](http://www.eggars.net/vacancies). Please submit your application so that it is received no later than the closing date and time to:

## Eggar's School

London Road, Holybourne, Alton, Hampshire, GU34 4EQ

## FAO: HR Officer

Email: [joinus@eggars.hants.sch.uk](mailto:joinus@eggars.hants.sch.uk)

Please ensure that the application form is fully completed, including the Equality Monitoring Form. Two referees must be supplied, as indicated on the application form. Please indicate on the form where you saw the post advertised.

## Selection Procedure

Shortlisted candidates will be invited to interview. Interview days usually involve time for applicants to get to see the school and staff they will be working with, as well as a number of assessment activities, depending on the post. Interviews are normally arranged within three weeks of the closing date. We will not always be able to reply personally to all unsuccessful applicants, but please be assured that we will take the time and trouble to read each application carefully.

## Job Hazard Assessment

### Job Specification Information

The following information highlights hazards related to the role that could pose a risk to the post holder. Applicants should be aware that, where roles are exposed to hazardous risk, risk assessments are undertaken and control measures put into place where possible.

### Manual Handling

The types of manual handling operation involved in this role are:

Objects

The above manual handling operations are required on the following basis:

Infrequent

The weights involved in these manual handling operations are likely to be:

Up to 5kg



### Display Screen Equipment

This role will require the post holder to be a Display Screen Equipment user and will involve the use of:

A laptop  
An inter-active whiteboard  
Up to 5kg  
Infrequent

### Job Characteristics

This role involves working with children and young people:

Between 11 and 16 years of age. In addition, this role involves working with children and young people with special needs including those with physical disabilities

This role also has potential to involve:

Low level confrontation and this is likely on an infrequent basis

### Work Environment

This role is carried out in an environment which involves:

Lone working on occasions

### Driving

This role may require the postholder to drive:

Their own vehicle, if applicable, for work purposes on infrequent occasions

**Applicants should be aware that, where roles are exposed to hazardous risks, risk assessments are undertaken and control measures are put into place where possible.**