



## **Applicant Information Pack**

### **Teacher of Art and Design**

Closing date for applications: 29<sup>th</sup> February 2024



**'Learning today, leading tomorrow'**



Aspiration – Community – Inclusion – Resilience – Respect



Dear Candidate,

**TRAFALGAR SCHOOL:**

**‘Pupils thrive and feel safe in this highly inclusive school’ (OFSTED June 2023)**

Thank you for your interest in the above post. Please find information about our school on the website [www.trafalgarschool.org.uk](http://www.trafalgarschool.org.uk)

Our aim is to provide an outstanding all-round educational experience and we are committed to the success and excellence for all our students. In June 2023 we were inspected by OFSTED and judged to be a strongly ‘good’ school with ‘outstanding’ personal development. We are enjoying the next stage of our journey (to become outstanding in all areas!) and continue to receive incredible feedback about our child centred approach; our leaders share our best practice through extensive outreach work across the city and beyond.

We would like to appoint a committed, energetic, and enthusiastic Teacher of Art and Design, who will join a strong Art and Design Technology Department at an exciting stage in its development. This role would suit an ECT.

It is expected that the successful candidate will have the drive to inspire students to achieve the best possible results and be a good communicator, able to interact effectively with a wide and diverse group of people. Applicants should demonstrate a well thought out philosophy of education which reflects the needs of all learners and to play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students follow this example.

Most importantly, as far as personal characteristics are concerned, we would like to find someone with warmth, enthusiasm, flexibility, and an unrelenting commitment to the success of every child. Last, but by no means least, a sense of humour is essential!

Trafalgar School is a very special community where relationships are at the core of everything we do. We are continually striving for excellence in all aspects of what we do as we fulfil our motto; “Learning today, leading tomorrow”. Being part of #teamtrafalgar is a privilege.

Candidates should return the completed application form with a letter of application by Wednesday 31 January 2024.

Please include in your letter: -

1. What attracts you to this post.
2. Previous experience and skills that will help you to undertake this role.

Yours sincerely,

**Claire Copeland**  
Executive Headteacher



# Trafalgar

S c h o o l

As a relational school, we pride ourselves on our calm, friendly and nurturing learning environment and the positive relationships that are fostered between students, staff, and parents. We work hard to ensure our students' experience is founded on our five core values, linked to the articles of the United Nations Convention of the Rights of the Child (UNCRC) as part of our commitment as a UNICEF Rights Respecting School.

## **RESPECT**

We will respect everyone's right to learn, our school environment and the beliefs of others.  
We listen to each other.

Article 29 – Education must encourage your respect for human rights, parents, your own culture and the culture of others and the environment.

Article 30 – You have the right to learn and use the language, customs, and religion of your family.

## **COMMUNITY**

We will be an active part of our school community, our local community and be global citizens.

Article 15 - You have the right to join groups and meet with other children.

Article 31 – You have the right to relax, play and take part in cultural activities.

## **RESILIENCE**

We persevere in all that we do and welcome challenges that help us make progress. We will never give up so we can reach our full potential. We all support each other.

Article 6 – You have the right to develop your full potential.

Article 29 – Your education must develop your personality, talents, and abilities to the full.

## **ASPIRATION**

We will always be the best we can be. We will always try our hardest and aim high. We are lifelong learners.

Article 29 – Education must develop your personality, talents, and abilities to the full.

Article 17 – You have the right to information that is reliable.

## **INCLUSION**

We will work positively and supportively with everyone showing respect whatever their beliefs, background, race, gender, abilities, or religion.

Article 23 – You have the right to a full and decent life if you have a disability.

Article 14 – You have the freedom to think and believe what you choose.







## Art and Design Technology Department

Director of Art and Design Technology  
(Head of History and PSHE)

Second in Art and Design Technology

Curriculum Enrichment Lead





## Welcome to Art and Design Technology at Trafalgar School



Welcome to Art and Design Technology (ADT)!

I am so proud to be the Director of ADT, working with a fantastic team of staff to deliver the absolute best Art and Design Technology curriculums for our students. Our team is passionate about absolutely everything creative and between us it is our goal to provide a broad and flexible curriculum covering an extensive range of skills, techniques, and processes, constantly challenging ourselves to learn new disciplines so that we can offer our students the best possible courses built with them in mind. Our GCSE offer consists of: Fine Art, Art Graphics, Photography, Art Textiles, 3D Design and Food Preparation and Nutrition. We ensure that all students are well prepared to opt for the correct course for them through our extensive KS3 offer where we cover Graphics, Textiles, 3D Design and Food Technology through our KS3 Design Technology rotations. We also

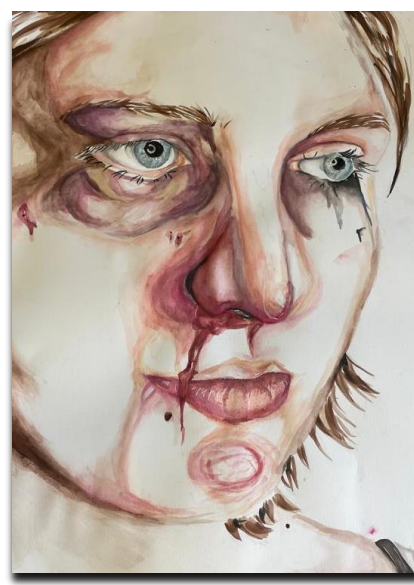
develop Fine Art and some Photography skills throughout KS3 Art lessons too. Our courses are developed and adapted regularly to suit the needs, interests, and strengths of the students, with cultural, historical, and contextual theory interwoven at every opportunity.

We believe that passion and creativity can be found within us all, you just have to jump in with both feet!

Faith Geehan

## Art and Design Technology at Trafalgar School

Check us out on Instagram - [@trafalgarschadt](https://www.instagram.com/trafalgarschadt)



GCSE Fine Art Student Work



Here in the Art and Design department, it is our passion to deliver outstanding lessons across a wide range of artistic and creative subjects. Our expansive KS3-KS4 curriculum is developed with the students' needs and interests in the forefront of our planning, equipping our young people with a vast range of skills readying them for post-16 success in every aspect of the creative sector. We recently underwent a fantastic transformation, with each classroom becoming specialist studio spaces. Our college-feel environment supports our high challenge - high support curriculum, offering everything from sewing machines and throwing wheels, to a full digital design suite, including 3D printers, graphics tablets, Adobe Creative Cloud, and a fully functioning dark room.



GCSE Photography student work

Our team is passionate about absolutely everything creative and between us it is our goal to provide a broad and flexible curriculum covering an extensive range of skills, techniques, and processes, constantly challenging ourselves to learn new disciplines so that we can offer our students the best possible courses built with them in mind. Our GCSE offer consists of: Fine Art, Art Graphics, Photography, Art Textiles, 3D Design and Food Preparation and Nutrition. We ensure that all students are well prepared to opt for the correct course for them through our extensive KS3 offer where we cover Graphics, Textiles, 3D Design and Food Technology through our KS3 Design Technology rotations. We also develop Fine Art and some Photography skills throughout KS3 Art lessons too. Our courses are developed and adapted regularly to suit the strengths and interests of the students, with cultural and contextual theory interwoven at every opportunity.





We are passionate about actively seeking opportunities for our own creative development, with specialist CPD on a range of equipment. To best develop our pedagogy, we work closely as a team in creating projects and resources as well as moderating and assessment, with regular timetabled skill-share sessions to support our delivery of all areas of KS3. Each team member has a specialism in KS4, with co-planning and moderation timetabled regularly along the way!

With the help of our student subject ambassadors, we are able to plan and deliver exciting extra-curricular opportunities outside of the classroom; supporting personal creative interests through a range of skill workshops and enrichment. We also run various house competitions throughout the year and take part in national competitions with institutions such as Aspex Gallery and the Royal Academy.

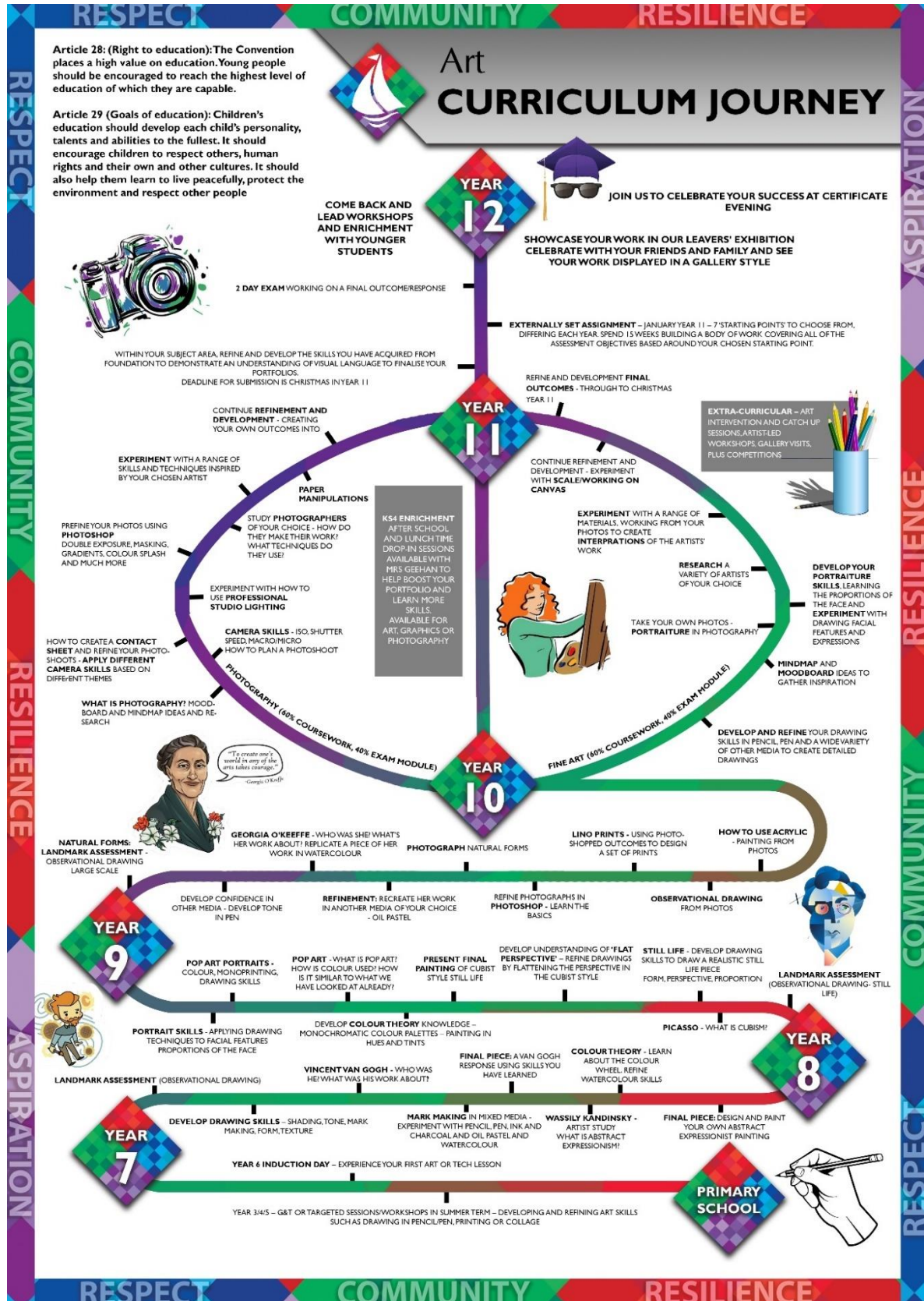


**#teamtrafalgar #teamartanddesigntechnology**



# Trafalgar

## School







## Working for Us



### RELATIONAL PRACTICE

*"Community is much more than belonging to something; it's about doing something together that makes belonging matter." - Brian Solis*

One of the ways we achieve success at Trafalgar School is through our explicit focus on Relational Practice (often referred to as Restorative Practice) which is centred around behaviours, interactions and approaches that build and maintain healthy relationships, resolving difficulties and repairing harm where there is conflict. The culture of belonging that has emerged has a significant impact on the well-being of staff and students at Trafalgar School. This is because everyone is valued, and everyone is heard. High challenge and high support underpin our relational approach, meaning everyone is aware of what is expected and what is acceptable, yet provided with the support they need to achieve their potential. This is an important part of our inclusive ethos, where we prioritise equity over equality.

*"Strong relationships are the heart of everything the school does." - Hayden Ginns, Assistant Director for Children - Portsmouth City Council*

*'Relationships are highly positive because staff take time to understand and remove barriers to pupils' learning'.*

**OFSTED June 2023**

### CPD

The Teaching and Learning Team welcomes you to TEACH TRAFALGAR, an interactive, user-friendly space for us to share best practice. This hub for CPD aims to consolidate the continuing professional development initiated in collaborative learning sessions and to drive us all to our united vision - excellent outcomes for the students and community that we serve.

As an outward facing school our leaders at all levels carry out extensive outreach work to support the development of best practice in other schools. To find out more please go to our website.

<https://sites.google.com/trafalgarconnected.com/teach-tr/home>



#### CEO of the Salterns Academy Trust

The Salterns Academy Trust exists to serve the community of Portsmouth. We currently run two successful and fast-growing secondary schools in the city and are currently onboarding Mayfield School providing the opportunities for over 3500 young people to be the very best that they can be.



We are proud to be student-centred, inclusive, celebratory, and very aspirational because we know that our students and their families deserve the best and we know too that excellent education changes lives.

Constantly striving to improve, we work collaboratively with organisations both within Portsmouth and beyond who can help us to meet our vision for our students. This includes Portsmouth Council, the University of Portsmouth, Portsmouth Education Partnership and the Royal Navy as well as other schools, colleges and multi-academy trusts - <https://salternstrust.co.uk/>

*'Staff enjoy coming to work every day because of the shared moral purpose to improve the life chances of pupils.'*

**Ofsted, June 2023**





## Testimonials

"Working at Trafalgar is amazing. Each day as an ISA provides a different experience.

Your work hours remain the same but the experiences you have inside the classroom with students are diverse every day. Some days may go more smoothly than others, but there is never a dull moment when working with our students. It is the most rewarding job I've ever had!"

**Senior Inclusion Assistant**

"I have worked at Trafalgar School as part of the Inclusion team for 5 years and over this time I have enjoyed working in the classroom to support a range of students. It is an extremely rewarding role to support our students and seeing their achievements."

**Inclusion Assistant**

"I have been working at Trafalgar School for 3 years. Trafalgar is more than just a school, it's a community that I am proud to be part of. The students are always our priority and the support they receive is extraordinary. I am always happy to go the extra mile to make sure they receive the best support possible. Building great relationships with our students is a big part of the job and for them knowing they have a trusted adult to help them when its needed can make a big difference.

The school core values are at the fore front of everything we do, helping prepare the students for life in school, outside of school and after school. Knowing were making a difference to the next generation gives a lot of job satisfaction."

**Senior Inclusion Assistant**

"I can honestly say that I love this school! The ethos, values, and passion for teaching young people is evident in every department in the building. Support is always given to those who require it, whether that comes from your own department or elsewhere in the school. The ISAs at Trafalgar School are the heartbeat that keeps the school alive; their ability to provide high challenge and high support allows our students to achieve their potential, keeping high aspirations and expectations of each and every child."

**Teacher of English**

"Working at Trafalgar School is an exciting opportunity to make a difference to students with a range of diverse needs. The days are filled with a variety of tasks that keep you on your toes whilst feeling the reward of helping students! Working at Trafalgar is challenging but satisfying when you see the difference you make, and the relationships built between staff and students to help them achieve their best."

**Learning and Cognition**





## Teacher of Art and Design Technology

**Salary:** MPS/UPS (£30,000-£46,525)  
**Contract:** Permanent  
**Start date:** April 2024  
**Closing date:** 29<sup>th</sup> February 2024  
**Interview:** As soon as possible

This is a very exciting opportunity to join the Art and Design Technology Department at Trafalgar School. You would be working alongside our experienced Director of Art and Design, Second in Art and Design, Curriculum Enrichment Lead, and dedicated team of teachers.

***You will find all details of this vacancy on our website; we would strongly recommend you visit and meet our team before applying.***

Trafalgar School is a beacon school for Relational Practice in the south which means we put the building, maintaining, and restoring of relationships with all members of our community at the heart of everything we do. It is essential that the post holder shares our school ethos which is firmly rooted in this restorative practice approach. We work restoratively with students, families and with each other to maintain the strong community culture and our very strong inclusive ethos.

‘Relationships are highly positive because staff take time to understand and remove barriers to pupils’ learning’.

**OFSTED June 2023**

### **To Apply:**

**Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.**

Please go to our website: [www.trafalgarschool.org.uk](http://www.trafalgarschool.org.uk) and complete the Teaching Staff Application Form, and return to [recruitment@trafalgarschool.org.uk](mailto:recruitment@trafalgarschool.org.uk)

**Please note that all shortlisted candidates will be subject to an online check. Early applications are encouraged, and we reserve the right to close the vacancy if a suitable candidate is found.**

### **Contact:**

If you have any questions about the role or would like to arrange a tour, please contact our HR Department on 02392 693521.



## **SAFEGUARDING**

Salterns Academy Trust and Trafalgar 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 Disclosure and Barring checks along with other relevant employment checks.**

Some forms of employment, occupations and professions are exempted from the Rehabilitation of Offenders Act 1974.

### **Working within a School is exempted from the Rehabilitation of Offenders Act 1974.**

You are applying for a role that is eligible for an enhanced DBS check and access to the barred list and if shortlisted for interview you will be required to complete the relevant self-declaration and disclosure form and taking into account the offences that are protected or filtered declare:

- All unspent convictions and conditional cautions.
- All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).
- If you have been barred from working with Children and/or Adults at risk.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

The successful candidate will then be asked to complete an application for the relevant Disclosure and Barring Service check or if subscribed to the update service provide the necessary details to allow a check to be made.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

[Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/rehabilitation-of-offenders-act-1974-exceptions-order-1975)

The filtering rules were updated on 28 November 2020 as follows:

- warnings, reprimands, and youth cautions will no longer be automatically disclosed on a DBS certificate.
- the multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed.