



Job Description and Person Specification

Reports to:	Director of Artistry (Performing and Creative Arts) – Music Specialist
Start date:	September 2016 (or sooner if available)
Salary:	Initially L4 – L8 (Outer London: subject to review as the school grows)

The Role

The Director of Artistry (Assistant Principal – Performing and Creative Arts) will work with the Principal and the Extended Senior Leadership Team to ensure Avanti House School provides an outstanding education for all pupils rooted in the inclusive and distinctive Avanti Schools ethos of *educational excellence, character development* and *spiritual insight*.

Avanti House is an all-through 4-19 school which opened in 2012. It comprises a two-form entry primary school and a six-form entry secondary. Currently there are 180 children in Reception, Years 1 & 2 in primary and 320 in Years 7-9 secondary. When full, in around 2020, it will provide for 1680 students; projected currently to be the largest Free School in the UK.

Avanti House is part the growing family of Avanti schools. The Director of Artistry (Assistant Principal: Performing and Creative Arts) although based at the secondary site, leads and manages across the primary and secondary phases. The successful candidate to this new role will be a member of the Senior Leadership Team for the all-through school and will be expected to play a key role in the growth and excellence of both the school and the family of schools. The key responsibilities laid out here are those which will be assumed by the successful candidate upon appointment. Specific responsibilities are likely to change over time as the senior team grows and changes.

Avanti schools are Hindu-designated faith schools. However, the Director of Artistry for Avanti House School will not be from any specific faith background; applications are welcome from practitioners of any faith and of none. They will, however, be expected to be in full sympathy with the unique ethos and vision of the School.

The successful candidate will likely to have at least four years' successful experience as a secondary school teacher in a good or outstanding school or schools. (S)he is also likely to have some management experience within a secondary or all-through school.

Key responsibilities: Performing and Creative Arts Leader

- **Vision Implementation:** Working with the Principal as part of the senior leadership team on the effective implementation and coordination of the vision, ethos and strategy for the school – taking a strategic lead on the second specialism for the school (with mathematics) – that of performing arts.
- **Performing and Creative Arts Leadership:** Develop and implement performing and creative arts developmental strategy across all policy strands: teaching, learning, achievement, behaviour, safety, quality assurance and leadership.
- **Operational Management:** Be the operational leader and manager for at least one of the subjects within the faculty (drama, dance, music, art & design, media).
- **Learning Leader:** Take a strategic lead on pedagogical development, standards of teaching and learning and pastoral support across the faculty and also with the Principal on target setting, tracking, intervention and reporting to parents and other stakeholders.
- **Assessment:** Work alongside the Deputy Principal to take a strategic lead on the development of robust models of assessment, feedback and reporting to parents – whole school and in-class in all subjects across the faculty.



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- **Curriculum Development & Timetabling:** Work closely alongside the Principal, from a learning and assessment brief and also with other senior leaders and the Governing Body on curricula development, implementation, timetabling and curriculum evaluation for all the subjects represented by the faculty.
- **Infrastructure, Health and Safety:** Lead on the effective provisioning and use of estates, technology and other infrastructure across the faculty and also on the risk management as well as health and safety matters across the same.

Outcomes and activities

- **Safety and Safeguarding:** Putting safety and safeguarding above all else, you will contribute towards developing and administering systems and procedures that risk assess and risk manage effectively in all spheres of activity within the faculty.
- **Outstanding Teaching, Learning and Assessment/Reporting:** Working alongside the Deputy Principal and the Principal, to ensure the highest standards of teaching and learning across the faculty; to this end contributing to a highly effective programme of coaching, mentoring, classroom based research and development. Contributing to the self-evaluation of teaching and learning across the faculty, through scrutiny, monitoring, review and evaluation. Robust assessment and reporting regimes, drawing upon the current transformation of assessment in schools, will be introduced, monitored, evaluated and adapted by the successful candidate, working closely with the Deputy Principal and the rest of the senior leadership team
- **Stakeholder Engagement:** Maintain strong working relationships with parents/carers, the local and regional community, agencies and stakeholders, the secondary phase of Avanti House , other schools and the Governing Body. To this end, lead or broker a range of small, medium and large scale student-led performances and arts showcases.
- **Outstanding Curriculum:** Support the Principal, Deputy Principal and other senior leaders/Governing Body in curricula development, which matches the cohort and formative assessment outcomes; ensuring the delivery of a cost-effective and accessible curriculum provision for the arts.
- **Outstanding Practitioner:** As a teacher would be expected lead from the front as an outstanding practitioner in your own right.



Person Specification

Qualification Criteria

- **Essential:** Qualified to Bachelor degree level (good honours) – any subject
- **Essential:** Qualified to teach and work in the UK.

Experience

- **Essential:** At least four years teaching experience in one or more good or outstanding schools
- *Desirable: Some experience of leadership or management within an arts subject*

Behaviours

Leadership

- **Essential:** Strong, compelling presence with excellent interpersonal, written and oral communication skills.
- **Essential:** Genuine passion for lifelong learning
- **Essential:** A belief in the unique potential of every student.
- **Essential:** Able to self-start, work independently and collaboratively as part of a team- whether led or leading.
- **Essential:** Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation.
- **Essential:** Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, long hours, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative.
- **Essential:** Resilience and motivation to lead the faculty through day-to-day challenges while maintaining a clear strategic vision and direction. Extremely positive and solutions-driven when faced with seemingly insurmountable challenges.
- **Essential:** Commitment to the safeguarding and welfare of all students.
- *Desirable: Training, skills and experience in coaching*
- *Desirable: Demonstrable ability to lead, coach and motivate staff effectively*

Skills, Vision and strategy

- **Essential:** Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others.
- **Essential:** Clear vision and understanding of how to implement and sustain a high quality teaching and learning within the arts.
- **Essential:** Up to date on national changes to the educational landscape (statutory and guidance) in the arts
- **Essential:** Excellent organisational skills and ability to delegate.
- **Essential:** Excellent skills in the use and application of technology
- **Essential:** Able to use of data to inform and diagnose weaknesses that need addressing.



Selection Process

Avanti House School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share this commitment. All successful candidates are required to have an Enhanced CRB check.

References will be taken up for all short-listed candidates prior to interview.

We welcome applications from both men and women of all ages from any background and from candidates with disabilities. This position is not suitable for a job share.

The closing date for receipt of applications (hard copy or electronic) is **noon on Friday 20th May 2016**

Applications can be down loaded at www.avanti.org.uk/avantihouse/

Completed applications should be signed and posted to the school (secondary site, Beaulieu Drive, Pinner, Middlesex HA5 1NB – address is on accompanying letter).

Alternatively the application may be emailed to justine.reilly@avanti.org.uk but it will be required to be signed by the shortlisted candidate on the day of interview

Applications submitted by post must reach the school by the closing date above and should be written for the attention of: **Mr M.A.Bennison – Principal**

It is anticipated that shortlisted candidates will be contacted by email, no later than **Friday (evening) 20th May 2016**

For shortlisted candidates interviews will take place on **Tuesday 24th May 2016** In addition to the selection panel interview, you will also be asked to deliver a presentation and to face a student panel.

Any appointment subsequently made will be subject to the receipt of satisfactory references and pre-employment checks.