



Required to start 1 September 2019

TEACHERS OF VISUAL ARTS:

- **ONE FULL-TIME PERMANENT POSITION**
- **ONE PART-TIME PERMANENT POSITION.**
- **FOR BOTH POSITIONS, AN ABILITY TO TEACH FINE ART WITH A WILLINGNESS AND ABILITY TO ALSO TEACH ON PHOTOGRAPHY, TEXTILES OR GRAPHICS A LEVEL**

As a college, we are ambitious for our students and we are seeking to appoint staff who can bring the right blend of flexibility, commitment, energy and vision. We are seeking to appoint an enthusiastic, experienced, well organised and ambitious teacher to contribute to the development of teaching in our “grade one outstanding” Visual Arts Department.

We welcome applications from teachers with ideas, enthusiasm and proven outstanding teaching ability, who can work within the diverse demands of the department whilst developing its recognised strengths and attributes.

Pay, Pensions and Safeguarding

The BHASVIC Corporation has adopted the conditions of service and salary scales applicable to sixth form colleges. The current full time salary range for qualified teachers is £23,396 to £38,748 per annum (depending upon experience).

All teachers at BHASVIC automatically become members of the Teachers’ Pension Scheme (TPS). The TPS is a contributory scheme administered by Teachers’ Pensions on behalf of the government. As a member of the TPS you will pay between 7.4% and 9.6% of your gross salary (from 1 April 2015) and your employer pays a further 16.48% (from 1 September 2015). Once you have started your job at BHASVIC you have the option to opt out of the teachers’ pension scheme. If you wish to opt out you must do so within three months of your start date in order to receive a refund of your contributions. For further information see <https://www.teacherspensions.co.uk>

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our vetting procedures for prospective employees are in line with the guidelines provided by the Department for Children Schools and Families. Further information can be found on <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>

The Visual Arts Department

The Visual Arts department is a large, innovative and dynamic team of staff, currently comprising ten full and part-time teachers.

The Visual Arts department’s current accommodation includes six studios with dedicated, specialist equipment, a shooting studio and a photographic dark room. There are exciting new plans to expand this accommodation further in the next couple of years.

Student outcomes in the Visual Arts are consistently excellent with the majority of courses historically operating at least at ALPS 3 [above the 75th percentile of all Visual Arts providers in the UK]. A large proportion of our students go on to Art Foundation courses and increasing numbers have been able to move directly on to degree level programmes. We have a highly student-centred approach alongside extremely high standards for all our students and aim to develop their knowledge, skills and experience in a stimulating and varied learning environment. We look to exploit diverse strategies of teaching, learning, motivation and tracking so that all students are able to access the understanding and knowledge needed to prepare them effectively for examination and beyond – producing exciting, innovative and challenging work of which they can be proud. There is an annual exhibition that showcases the work of all students as part of the college’s

wider Creative Arts Festival. Members of the team also engage extensively in support and outreach work with other schools and colleges.

Courses and Specifications

Over 600 students are currently studying Visual Arts A level courses, following the AQA specification. We also provide an AS course in Graphic Design and Communication for students who are seeking a recovery course in the second year of their study. In addition, we also run non-examined portfolio courses in Photography, Digital Art, Graphics and Life Drawing to develop the skills and breadth of students' work.

We strongly believe that students' personal work is enriched by the study of other artists and designers, and critical and contextual studies are a vital part of all our courses. Lessons may take several forms, including practical demonstrations of techniques and processes, individual 1:1 tutorials, seminar discussions or more formal 'lecture' style lessons. Above all, we aim to promote a creative, stimulating and yet rigorous environment in which students set themselves clear targets within a supportive framework. Many of our students each year go on to further FE/HE courses, aiming for careers in the creative industries, including direct entry to prestigious BA visual arts courses, Art Foundation courses and BTEC National Diplomas in Photography and Design.

The Posts

Please specify the post[s] for which you wish to be considered – Full-time, part-time or both.

The A level Fine Art course covers a broad range of media techniques and processes within drawing and painting, printmaking, sculpture, mixed media and new media. The first year is a fairly structured course, which provides an induction into advanced level art for students who come from a wide range of local schools with a variety of artistic experience, knowledge and ability. The second year of the course is more specialised and focusses on the development of students' individual ideas and concepts leading to high quality outcomes and a portfolio of work of an individual and expressive nature.

The A Level Photography, Graphics and Textiles courses cover the fundamental and advanced principles of design and the key specialist techniques and processes in the first year of the course. The emphasis is on development of ideas and expression of ideas and design concepts through the creative medium. In Graphics and Textiles there is a strong emphasis on design, making products and outcomes that relate to the creative industries. In Photography students explore both analogue and digital photographic processes, exploring ideas, concepts and processes. The successful candidate would be expected to be able to teach specialist techniques and processes (support and training can be given within the Department). The A2 courses are more specialised and focus on the development of students' individual ideas and concepts leading to high quality outcomes and portfolio of work of an individual and expressive nature.

Further details of all courses can be found on the college website.

HOW TO APPLY

For details of how to submit your application, please visit our website www.bhasvic.ac.uk/the-college/working-for-us/current-vacancies

Your application should include the following:

- **A completed application form**
- **A detailed statement outlining how you meet each of the criteria in the person specification below.**

Use the criteria as headings when writing your statement. Where applicable, give examples of situations when you have used the skills and attributes detailed. It is very important that your application is in the format requested. Candidates will be short-listed on the person specification criteria alone.

- **A covering letter, no longer than one side of A4, stating why you want this job and what you would bring to this post if appointed**

- **A completed equality & diversity recruitment monitoring form**

Please note that it is College policy to shortlist applicants on the basis of a completed application form, letter and accompanying statement. CVs submitted alone without a completed application form and statement will not be considered.

The deadline for receipt of applications is **9:00am on Friday 26 April 2019**

Interviews will take place on **Thursday 9 May 2019**

For applicants who are invited to interview there will be ample opportunity to learn more about our provision and needs through discussions with staff.

PERSON SPECIFICATION

We are looking for someone who can demonstrate the following:

QUALIFICATIONS

1. Qualified at degree level in Fine Art or a related subject and in possession of an appropriate teaching qualification (e.g. PGCE or equivalent)

KNOWLEDGE

2. Up-to-date subject knowledge at an appropriate level and a firm understanding of how students learn.
3. A good understanding of what constitutes effective Learning Assessment and Teaching strategies.

EXPERIENCE

4. Recent experience of Fine Art at AS/A2 level and of addressing the needs of students both inside and outside the classroom¹.

SKILLS

5. Ability to deliver a high standard of learning, assessment and teaching.
6. Ability to evaluate and reflect honestly and improve continually
7. Excellent Interpersonal skills with the ability to work effectively and positively with students, colleagues and parents.
8. Understanding of and responsibility for promoting high standards of literacy, numeracy and ICT.
9. Evidence of strong painting skills and a broad range of skills e.g. drawing, printmaking, 3D, digital art/photography, ICT.

PERSONAL AND PROFESSIONAL CONDUCT

10. Maintain high standards of behaviour which show regard for the ethos, policies and practices of BHASVIC, and be able to act within the contractual frameworks which set out their professional duties and responsibilities having regard to the SFCA teaching standards.
11. Have regard for the need to safeguard students' well-being in accordance with statutory provisions, show tolerance of and respect for the rights of others, not undermining British values.

Desirable criteria

12. Evidence of a broad range of skills with the ability to teach and experience of teaching Photography, Graphics or Textiles
13. Practises own art work

¹ The experience expected of an NQT applicant is that which might reasonably be gained on a PGCE or equivalent course

JOB DESCRIPTION

Post title: Teacher
Responsible to: Head of Department

Specific duties

Teaching

- plan, prepare and deliver an agreed teaching commitment
- set and mark student work
- assess, record and report on progress and attainment of students

Guidance and support of students

- promote the progress and well-being of individuals and groups of students
- provide educational and careers guidance and advice to students, keeping relevant records
- communicate and consult with parents (and other external agencies)
- attend meetings as required to fulfil above duties

Assessment and reports

- provide/contribute to oral and written assessments, reports and references

Appraisal and staff development

- participate in the College's formal appraisal/ performance management arrangements
- review your professional practice and participate in further training for professional development

Discipline, health & safety

- maintain good order and discipline for students both on-site and in supervised off-site activity
- secure student safeguarding (both on and off premises)

Staff meetings

- Participate in meetings at the College for curriculum, administration or guidance purposes

Cover

- Supervise, and so far as practicable, teach any students whose teacher is not available to teach them (following contractual guidelines outlined in the Red Book)

Public examinations

- prepare students for public examinations, including any relevant internal assessment and moderation

Leadership and management

- coordinate or manage the work of other staff
- review, develop and manage activities relating to the curriculum
- where appropriate, contribute to the appointment and professional development of other teachers (including new and probationary teachers and support staff)

Administration

- participate in all relevant administration and organisational tasks
- register student attendance
- fulfil any other reasonable duties as designated by the Principal

Below is the full statement from the Red Book:

Cover

- *Supervise, and so far as practicable, teach any students whose teacher is not available to teach them with the proviso that no teacher shall be required to provide such cover:*

(a) after the teacher who is absent or otherwise not available has been so for three or more consecutive working days;

(b) or where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the college for two or more working days before the absence commenced unless,

- (i) she/he is a teacher employed wholly or mainly for the purpose of providing such cover ('a supply teacher')*
- (ii) or the college has exhausted all reasonable means of providing a supply teacher to provide cover without success,*
- (iii) or she/he is a full-time teacher at the college but has been assigned by the Principal in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at college.*

April 2019