Bryn Elian

Recruitment Pack
Art Teacher
(Maternity Cover)

Achievement for All
Llwyddiant i Bawb

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Dear Applicant,

Thank you for your interest in our Art Teacher (Maternity Cover) vacancy. The Headteacher and governing body of Ysgol Bryn Elian is looking to appoint an inspirational and visionary Art teacher for maternity cover.

The school is a recognised Centre of Excellence for inclusion, a status awarded to the school in January 2022 by IQM and retained after a robust assessment in 2023, 2024 and 2025.

We want to continue to offer our pupils a broad and interesting curriculum which helps widen their horizons and raise aspirations, as articulated in the school's aims and objectives. We hope a teacher Art will bring exciting, innovative and inclusive practices to our team and will enjoy the new benefits and challenges of working at this exceptional school.

Here, you will find committed staff, strong leadership, keen and eager children who love to learn and many parents and carers who value and support their school community. You will inspire confidence and build trust in all of our stakeholders, particularly our children.

While this role will undoubtedly bring with it challenges, it is also incredibly rewarding. It provides an opportunity for creativity and innovation suitable for someone who is highly motivated and visionary. At a time of change and the implementation of new qualifications, the next steps are ripe for innovation, exploration and development for a positive, forward thinking individual.

We are really looking forward to the next step of our journey together; if you feel you are the person to join us, we do encourage you to apply.



Mrs L. Hastings
Headteacher

Where is Ysgol Bryn Elian Based?

The school is located in the heart of the North Wales coast in Old Colwyn, Colwyn Bay in the beautiful county of Conwy. We are an English medium school who very much value the Welsh language and culture.

We have excellent road and rail links and are easily accessible from the cities of Chester, Manchester or Liverpool.

Although we have six cluster schools who feed into Ysgol Bryn Elian, the reality is that our learners come to us from in excess of 25 primary schools, which is why we are oversubscribed. We value our learners and the communities where they live very much. The support of our parent body is very important to us.

Teaching and learning is a constant priority for us as a school and we firmly believe in researching pedagogical practices and the science of teaching to inform all that we do.

We have an active School Council who drive forward the learner agenda. Our Eco-Committee have also recently been successful in the renewal of the Eco-School's Green Flag Platinum Award – something the committee and the school are very proud of.

School Building & Resources

The school was built to open in 1976 on top of a hill with very impressive far reaching views of the hills and out to the open sea. As a school we are always trying to find ways to improve the school's facilities and, over the last 24 months, we have managed to enable:

- The upgrading of tiered seating and redecoration of the school's theatre
- The refurbishment of a further Science laboratory
- The refurnishing of the Staff Room area
- Decoration of key main corridors and classrooms to include new furniture
- Submission of a Grant for a £240,000 replacement of Astroturf pitch to state-of-the-art 3G pitch
- Construction of a new multi-use games area.

In addition to these exciting projects, Ysgol Bryn Elian is well equipped to cater for all the academic, creative and sporting needs of our students. We have a range of modern educational facilities to include:

- An impressive and well-resourced Sports Hall
- Large attractive campus on the edge of open fields
- All-weather sports pitches and tennis courts
- An eco-garden
- A fully equipped theatre to enable full-scale theatrical productions
- All departments have access to class electronic devices such as laptops or Chromebooks
- All classes have whiteboards and projectors and many have interactive T.V.s
- Design and technology suites with state-of-the-art equipment
- A bright and cheerful reading environment in our Library
- Forest School and links with the National Trust.

Job Description

Post Title: Art Teacher – Maternity Cover

Accountability for progress and standards:

- To seek to ensure that all learners make sufficient progress to meet their targets.
- To be accountable for the quality of learning and standards for your assigned classes.

Purpose:

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for learners and to support a designated curriculum area as appropriate.
- To be responsible for the high-quality teaching and learning in your lessons.
- To monitor and support the overall progress and development of learners.
- To facilitate and encourage a learning experience which provides learners with the opportunity to achieve their individual potential and pass external exams.
- To contribute to raising standards of learner attainment.
- To use question level analysis from assessments to inform your planning and teaching.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- To contribute to the maintenance of good order in classrooms, on corridors and everywhere on the school site.
- To plan and teach lessons and sequences of lessons to the classes you teach within the context of the school's plans, curriculum and schemes of work.
- To assess, monitor, record and report on the learning of all learners in your class.
- To carefully consider progress data put on SIMS and ensure this data is based on firm evidence.
- To support the school's literacy and numeracy drive.
- To follow and adhere to the school's Teaching & Learning Policies to include AFL Policy, Marking & Assessment Policy.
- To be involved in the process of Department Self-Evaluation and Action Planning.
- Provide developmental oral and written feedback to help learners reflect upon and improve their work. Make effective and regular use of the school's assessment criteria and reporting procedures to inform learning.
- Set targets for raising learner attainment in the context of whole school targets and work towards their achievement.
- Maintain regular records of learners' attainment and progress.
- Prepare and present informative written and verbal reports on learners' progress to parents in line with policies.
- Attend Parents' Evenings and school events as required.
- Assess how well learning objectives have been achieved and use this assessment and school provided data on a regular basis for future teaching and target-setting, as well as implementing strategies to address learner underachievement.

Professional learning:

- Take responsibility for your own professional Learning and demonstrate a commitment to continuous professional development by undertaking, and seeking out, opportunities to build your capabilities as a teacher.
- Maintain an up-to-date knowledge of the primary subject area you are qualified to teach, related teaching pedagogy and relevant aspects of the National Curriculum, exam board requirements and other statutory provisions, including developments and reforms in broader education policy.
- Ensure you understand your professional responsibilities in relation to school policies and practices.
- Evaluate your own teaching critically and use this to improve your effectiveness.
- Engage, positively, with the performance-management system.
- Support colleagues in their professional learning and create opportunities to enhance your skills be learning from colleagues

Reporting to: Head of Department

Responsible for: The provision of a full learning experience and support for learners.

Liaising with: Head/Deputy, teaching/support staff, LEA representatives, external agencies and parents, as appropriate.

Working Time: 0.8, start date 4th January 2027

Salary/Grade: Main Scale (if TLR is applicable, see separate Job Description)

Disclosure level: Enhanced

MAIN (CORE) DUTIES

Operational/Strategic Planning:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department.
- To contribute to the Curriculum Area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.
- To contribute to the Department's Self-Evaluation and Action Planning processes.

Curriculum Provision:

- To assist the Head of Department and the Deputy Head Line Manager to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

Curriculum Development:

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of learners, examining and awarding bodies and the school's mission and Strategic Objectives.

Staffing

Staff Development:

- To continue professional development in the relevant areas including subject knowledge and teaching methods.
- To take part in the school's staff development programme by participating in arrangements for further training and professional learning.

Recruitment/Deployment of Staff:

- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

Quality Assurance:

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/ department in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programme of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- To mark and assess fully in line with school policy.
- To plan and prepare fully in line with school policy.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of learners.
- To track learner progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of learners as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Management of Resources:

- To contribute to the process of ordering and allocation of equipment and materials.
- To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, department and the learners.

Pastoral System:

- To be a Form Tutor to an assigned group of learners.
- To promote the general progress and well-being of individual learners and of the Form Tutor Group as a whole under the guidance of the designated Form Tutor.
- To liaise with a Pastoral Leader to ensure the implementation of the school's Pastoral System.
- To register learners, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of learners and keep up-to-date learner records as may be required.
- To alert the appropriate staff to problems experienced by learners and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of learners and with persons or bodies outside the school concerned with the welfare of individual learners, after consultation with the appropriate staff.
- To contribute to PSE and enterprise according to school policy.
- To apply the Behaviour Management systems so that effective learning can take place.
- To follow the Safeguarding and Child Protection Policies/Protocols of the school.

Teaching:

- To teach learners according to their educational needs, including the setting and marking of work to be carried out by the learner in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of learners and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual learners and groups of learners.
- To ensure that DCF, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of learners.
- To ensure a high-quality learning experience for learners which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to learner needs and demands of the syllabus.
- To maintain discipline in and out of the classroom in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of learners as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required by Policies.
- To set work for designated classes during planned or unforeseen short-term absence.
- To use item level data/question level analysis data and other such data to inform teaching.

Professional Teaching Standards:

- Staff are expected to adhere to the Professional Teaching Standards for Practitioners in Wales. The standards clarify the Expectations at each stage of a practitioner's career.

Literacy:

- All practitioners are expected to be 'teachers of literacy' through their subject area, following the school's literacy policies and initiatives.

Numeracy:

- All practitioners are expected to be 'teachers of numeracy' through their subject area, following the school's Numeracy Policies and initiatives.

Digital Competence:

- All practitioners are expected to embed the principles of the DCF in their subject area, following the school's Digital Competence Policies and initiatives.

Other Specific Duties:

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and learners to follow this example.
- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To dress in an appropriate professional manner when in school.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.

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 any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications – Degree with QTS or PGCE	●		Application/Letter Certificates
Good classroom management	●		Application/Letter References
Good relationships with pupils and staff	●		References
Good knowledge of the curriculum at all levels	●		Application/Letter Interview References
Ability to teach Year 7, 8, 9 Art and DT	●		Application/Letter Interview
Ability to teach GCSE Art	●		Application/Letter Interview
Ability to teach AS And A Level Art		●	Application/Letter Interview
Ability to meet deadlines and maintain records	●		Interview References
Flexible and enthusiastic	●		Interview References
Ability to work in a variety of teams	●		Interview Application/Letter
Excellent ICT skills		●	Interview Application/Letter
Desire to take part in whole school events and activities		●	Interview Application/Letter

Overarching Statements

Ysgol Bryn Elian is a school committed to safeguarding in all its guises and places an expectation on all involved in the Bryn Elian community to share this commitment. Teaching staff at Ysgol Bryn Elian undertake their job specifications with due regard to the National Standards for Qualified Teachers and the STPCD.

This document covers the responsibilities of all classroom teachers.



Pastoral System Organisation

Each year group at Key Stage 3 and 4 at Ysgol Bryn Elian have a Pastoral Progress Leader, who are teachers leading the pastoral system for each year group. They are assisted by full time Learning Mentors who are non-teachers and therefore have no timetable commitments.

In addition, we have an Education Welfare Officer and an Attendance Support Worker who work with our learners.

In addition to the County Council's school-based counsellors we employ our own counsellor to help and support our learners.

All of our pastoral teams are Mental Health First Aid trained.

The Sixth Form is led by the Director of Sixth Form studies assisted by a Learning Mentor.

How to Apply

Deadline for applications: Noon 23/11/26
Interview date: 30/11/26
Vacancy published on: 11/11/26
Start date: 04/01/2027
Contact: Gemma Parry
Telephone: 01492 518215

Please apply using the application form accompanying this pack, along with an accompanying letter of application.

Please return forms via email to ParryG128@ysgolbrynelian.cymru or by post to:

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