



Higham Lane School

Work Hard | Be Kind | Take Responsibility

Teacher of Art & Design Technology

Full-Time

MPR/UPR

September 2025



Welcome from the Headteacher



Dear Applicant,

Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane is a heavily over-subscribed, 11-18, comprehensive academy with just under 1500 students, set on an attractive site on the Warwickshire-Leicestershire border, easily accessible due to excellent road, train and bus connections.

We are very proud to have been rated as Outstanding by Ofsted in our last Ofsted inspection in May 2019, one of only a small number of schools in England to have achieved the highest rating that year. Achievement in all its forms: artistic, academic, social, cultural and sporting is equally valued in our diverse, knowledge-rich curriculum. We are strongly committed to ensuring that all of the young people in our care make progress and we take great pride in securing both impressive progress and high attainment for our students, whatever their starting points. Higham Lane is one of the highest-achieving non-selective comprehensive schools in Warwickshire with an Achievement 8 score of 53.98 in 2024, which is well-above national average. Our Progress 8 figure of +0.6 demonstrates that our teaching and learning and student behaviour and engagement are excellent, and students excel at Higham Lane School. In July 2021, we were granted World Class Schools status, one of a very small number of schools to achieve this.

We are also delighted to have achieved equally as impressive A level results in our Sixth Form with 28.3% A*-A and 58.5% A*-B, an average grade of B- and a Value-Added score of +0.26, making Higham Lane one of the top performing Sixth Forms in Warwickshire. We are excited by the opportunities which our recent merger with the Central England Academy Trust will bring us and are also delighted that the Department for Education has given the Trust permission to open a new secondary Free School, Higham Lane North Academy, in 2025 and this is already providing exciting opportunities for staff development, recruitment and retention.

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be", by working hard, being kind and taking responsibility.

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing
- opportunities to work across the MAT in a successful and growing trust

The closing date for applications is: **9am, Monday 28th April**. (If you encounter a problem in meeting this deadline, please contact the School). If you are interested in applying for this post, please click on this link <https://centralenglandacademytrust.face-ed.co.uk/vacancies> and select the Teacher of Art & Design Technology position. Alternatively, please visit our school website (www.highamlaneschool.co.uk) and click on 'Job Vacancies'.

If you would like to have an informal discussion about this post, or to arrange a visit to the school, please contact **Tom Sears**, Assistant Headteacher on 024 7638 8123.

We really look forward to reading your application!

Yours faithfully,



Michael Gannon
Headteacher



“ **Be the best you can be!** ”

Welcome from the CEO of Central England Academy Trust



Thank you for your interest in joining Central England Academy Trust. Our growing Trust currently consists of a diverse family of four schools in the Nuneaton area: a primary special school, a secondary special school and two mainstream secondary schools. We have a fifth school – a primary special school in Birmingham - joining us in September 2025.

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Our Trust's core values summarise what is important to us and what we actively promote:



working together and with others to achieve the very best for the staff, pupils and families that we serve.



recognising the individuality and uniqueness of our staff and pupils, and that we do not all start from the same place. We strive to provide all of our staff and pupils with what they need in order to have equal access to opportunities, to thrive and to succeed.



to be ambitious for all of our staff and pupils and have the highest expectations of them, supporting them to achieve to the very best of their potential.



ensuring that everyone in our MAT feels safe and supported in all that they do.

I hope this application pack provides you with the information needed to consider applying for this position, and I wish you every success with your application.

Best wishes

Andrew Dickinson
Chief Executive Officer

Employee Benefits of working at Central England Academy Trust

We strive to be an employer of choice, and are committed to ensuring our employees feel valued, appreciated and at the heart of what we do.



We have a number of core benefits which include:

Professional Development

- We support all our schools and services to offer professional development that is rooted in the evidence of what improves teaching and learning
- We listen to what your career aspirations are and how we can support you within your role
- We provide Trust-wide CPD in key areas, including SEND, behaviour and teaching and learning
- We support staff in accessing a wide range of qualifications, including Diplomas, Masters and National Professional Qualifications (NPQs)

Appraisal

- Our staff appraisal focuses on supporting our employees to be the very best they can be. There is no performance-related pay in our Trust, and we put staff at the heart of what we do so they can put children at the heart of what they do

Apprenticeship Levy

- As a large employer we pay into the Apprenticeship Levy Fund and are therefore able to offer a wide range of apprenticeships to both new and existing staff.

Pension Schemes

- A contributory pension scheme relevant to your role: Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for non-teaching staff.

Employee Support Schemes

- Subsidised eye care for extended VDU users
- A Gym Membership Scheme
- A Cycle to Work Scheme
- An Employee Assistance Programme, providing practical and emotional support.
- An Employee Benefits Scheme, offering discounts on everyday essentials
- A Health Cash Plan benefit, providing reimbursements for various health-related expenses, including dental treatments, optical care, physiotherapy and more



How to apply



Please apply by clicking <https://centralenglandacademytrust.face-ed.co.uk/vacancies>
Alternatively please visit our school website (www.highamlaneschool.co.uk) and click on 'Job Vacancies'. The deadline is **9am on Monday 28th April 2025**.

Interviews are likely to take place on **Wednesday 30th April 2025** but are subject to change.

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Tom Sears Assistant Headteacher, on 024 7638 8123.

Please note that the school reserves the right to close the application process early if we identify suitable candidates. To avoid disappointment, please submit your application as soon as possible.

Higham Lane 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 an enhanced DBS check and will also be taken through the School's vetting procedure.

Why work for Higham Lane School?



Excellent Continuous Professional Development (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other!
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQLT, NPQLTD, NPQSL, NPQML and NPQH to ensure professional development is continuous.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.
- We are local delivery partners for the Early Career Teacher and Mentor Induction programmes.

Reducing Workload

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use Knowledge Organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

Behaviour for learning that empowers teachers

- we empower teachers to teach and students to learn!
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour Policy.

Safeguarding

- all the staff whom we employ are expected to demonstrate a responsibility for and a commitment to the safeguarding of students. We will offer you regular, high-quality training to enable you to do this effectively.

Staff Wellbeing

- staff wellbeing is very important to us. We care about each other.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times.
- we support staff to look after themselves, for example through our health awareness events.
- we get on well together and celebrate our many achievements in a range of social events.

Serving our community

- students play an active part in the running of our school and student voice is important to us.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.





Staffing and Accommodation

- The Art and Photography Department is made up of five dedicated members of staff.
- We are based in four specialist rooms, designed to support a range of artistic practices and one specialist photographic classroom.
- Each member of the department is provided with a laptop to support planning and teaching.
- Collaboration is a real strength of the department; staff work closely together to develop Schemes of Learning and to share creative and practical approaches to delivering each aspect of our courses.

Key Stage 3

- In Year 7, students begin by exploring the formal elements of art, developing core creative skills in drawing, painting, and mixed media. They complete a project inspired by the work of artist Jon Burgerman and begin their journey into Art History with Part One of a dedicated project.
- In Year 8, students continue to build on their skills through a series of engaging projects, including a Pop Art sculpture project and a portrait-based exploration. They also deepen their contextual understanding through Art History Part Two.
- In Year 9, students experience a rotation between Art and Photography, giving them a taste of the skills, techniques, and approaches used at GCSE level. This allows them to make an informed choice when selecting their creative pathway.

Key Stage 4

- In Years 10 and 11, students can opt to study either GCSE Art or GCSE Photography. Each option receives five hours of teaching per fortnight.
- Both courses follow the OCR GCSE specification and are assessed through four key Assessment Objectives: AO1 (Developing ideas), AO2 (Refining work), AO3 (Recording ideas), and AO4 (Presenting a personal and meaningful response).
- Teachers typically remain with the same group throughout Key Stage 4, providing continuity and tailored support as students progress through their coursework and final projects.



Extra-Curricular

- The Art and Photography Department offers a range of extra-curricular opportunities to support and inspire students. These include regular catch-up sessions to help with coursework, a Key Stage 3 Art Club to encourage creativity beyond the classroom, and involvement in school productions through the design and creation of staging and props.
- We also run a popular graffiti workshop, giving students the chance to explore street art techniques, and organise trips to The Tate Modern Gallery to enrich students' understanding of contemporary art and photography.

2024 EXAMINATION RESULTS

GCSE ART

96% of students achieved 9-4

79% of students achieved 9-5

41% of students achieved 9-7

2024 EXAMINATION RESULTS

GCSE PHOTOGRAPHY

98% of students achieved 9-4

67% of students achieved 9-5

20% of students achieved 9-7



The Design and Technology Department



Staffing and Accommodation

- The Design and Technology Department is made up of four specialist teachers and two technicians across Food Preparation and Nutrition, Product Design and Engineering.
- Design and Technology consists of two food rooms, two ICT suites, a multi purpose Product Design studio and two workshops with excellent facilities.
- Each member of the department is provided with a laptop to support planning and teaching.
- We are a small but dynamic team who strive for excellence. We have a multidisciplinary approach when needed but utilise specialisms at KS4.

Key Stage 3

- At KS3 students rotate between Engineering, Product Design and Food Preparation and Nutrition.
- Through a series of sequential lessons students will learn key knowledge of materials, ingredients and processes. They conduct a range of practical experiments and skill tests and apply this learning to key assessments throughout all SOL.
- Key knowledge, skill and processes are scaffolded throughout all years ensuring students develop into resilient, competent Design and Technology practitioners.
- Students undertake practical skill projects in a variety of materials and ingredient combinations to create high quality commercial outcomes.
- Students partake in homework projects in year 7/8/9. In year 7 students design and make a functional product developing the skill to mosaic. In year 8 students partake in a Craft Skills Project where they manufacture a product through learning a new skill and in year 9 students partake in a Life Skills Project designing a making creative and cost effective food dishes for emerging adulthood and university life.

Key Stage 4

- Cambridge National: In year 10 students respond to the examiners brief and specification and complete the R039 component. This equates to 30% of the overall grade
- In year 11 students complete the R040 component and undergo a 10 hour practical examination. This equates to a further 30%. At the end of year 11 students partake in the R038 Examination which equates to the final 40% of the qualification.
- The Eduqas GCSE in Food Preparation and Nutrition equips students with the knowledge, understanding and skills required to cook and apply the principles of food science, nutrition and healthy eating.
- NEA 1. Worth 15% of the overall GCSE. This is a food investigation task and students are required to submit their response in the format of a 1500-2000 word written report.
- NEA 2. Worth 35% of the overall GCSE. This is a practical assessment task and students submit written evidence as well as undertaking a 3-hour practical assessment by where they must respond to the task and produce 3 courses. The written examination is worth 50% of the overall GCSE.

The Design and Technology Department



Extra-Curricular

- The Design and Technology Department offers a range of extra-curricular opportunities to support and inspire students. These include regular catch-up sessions to help with coursework and revision.
- At Key Stage 3 we offer a range of cultural capital opportunities for students to explore learning beyond the curriculum including trips to MIRA, visiting chefs, food styling and food experimentation.
- We welcome a range of 'Super Cars' each summer where students experience, sketch develop and create automotive designs through clay modelling and the designing of car wraps.

2024 EXAMINATION RESULTS

GCSE FOOD PREP AND NUTRITION

79.9% of students achieved 9-4

63.8% of students achieved 9-5

24.1% of students achieved 9-7

2024 EXAMINATION RESULTS

GCSE CAMBRIDGE NATIONAL ENGINEERING DESIGN

100% of students achieved L2D* - L1D

88.4% of students achieved L2D* - L2P

23.2% of students achieved L2D* - L2D



What are we looking for?



Job Title:

Teacher of Art and Design Technology

Date of Commencement:

September 2025

Applications are invited from newly-qualified and experienced teachers of Art and/or Design Technology. The successful candidate will be required to teach across both subjects and there is potential to teach across both Key Stages 3 and 4.

General Duties and Responsibilities:

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at:

<https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reporting and liaison with other staff as necessary.

The teacher of Art and Design Technology will take responsibility for providing secure:

- High-quality teaching and subject knowledge of Art and Design Technology
- A coherently planned and sequenced knowledge curriculum in Art and Design Technology
- Improved standards of learning and achievement for all pupils
- Consistent use of assessment
- Effective use of resources

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification



Qualifications and training



- Honours Degree standard in teaching subject or equivalent.
- Qualified Teacher Status

Experience



- Experience of teaching Art and/or Design Technology at KS3 and preferably GCSE level.
- Experience of teaching Photography and/or Engineering at KS4 is desirable but not essential.

Skills and knowledge



- Expert knowledge of the National Curriculum
- Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve
- Ability to conduct quality assurance activities and act effectively upon findings
- Awareness of local and national research and practice that can provide support with delivering the subject
- Ability to build effective working relationships with staff and other stakeholders
- Understanding of how to adapt teaching to meet pupils' needs
- Knowledge of guidance and requirements around safeguarding children
- Good IT skills
- Effective communication and interpersonal skills, with the ability to communicate a vision and inspire others
- Experience with different media – Adobe Photoshop, 2D Design etc.

Personal qualities



- The ability to be well-organised, keep efficient records and meet deadlines.
- The ability to communicate effectively.
- The ability to work effectively as a leader of and member of a team.
- The ability to take responsibility for your own professional learning.
- Energy, enthusiasm, commitment and perseverance.
- A good health and attendance record.

Safeguarding

Please note our clear expectations regarding personal and professional conduct of staff and the safeguarding of our students:

- To have total regard for the need to safeguard students' wellbeing, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

We are committed to safeguarding and promoting the welfare of the children and young people and expect all staff to share this commitment.

All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

Higham Lane School is also strongly committed to protecting personal data. Our Privacy Notice, which can be found under the GDPR section on the School website, describes why and how we collect and use personal data and provides information about individuals' rights.



How to find us



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