



Post: Teacher of Art and Photography

Dates:	<u>Apply by:</u> Monday 22 nd April 2025 (12.00pm)
Start date:	Autumn Term 2025 (negotiable)
Salary:	MPS / UPS (+ NST payment £600)
Location:	152 Syon Lane, Isleworth, TW7 5PN
Contract type:	Full-time
Contract term:	Permanent
School Size:	1400 pupils

Do you want to work at an ambitious school with bright, well behaved and engaged learners? Are you interested in helping students to gain a deeper understanding of themselves and the world around them? An exciting opportunity has arisen for a passionate and talented Teacher of Art and Photography to play a key role in shaping the curriculum of our outstanding, multi-faith school. This role would suit an experienced teacher, middle leader or an individual with experience of senior leadership within a school.

Unique features of this role are:

- The chance to build upon the school's first set of A level results in August 2025.
- The chance to work in one of the top performing all-through schools in England.
- A bespoke CPD package relevant to the successful candidate's career stage.

Nishkam School West London is a flagship school for our Trust, offering all-through provision on an expansive 11-acre green site. Our students are bright, diligent and well mannered. The school achieved an Attainment 8 score 61 and a Progress 8 score of 0.91 in the 2023/24 academic year. Our Progress 8 for disadvantaged students placed us 27th in the country for 2023/24. The school achieved an outstanding judgement across all areas in its full Section 5 inspection in January 2024. Opportunities like these are few and far between and will interest those with creative minds and high aspirations, seeking to inspire a new generation of children through a virtues-led, multi-faith curriculum. The journey will be one of leading your classes to excellence as the school grows to capacity, which will be immensely rewarding for the right individual.

Background: Nishkam School West London is an innovative, state of the art, all-through 4-19 school. Nishkam's outstanding primary school opened in 2013 and the secondary opened in September 2018. The school is part of a highly successful Multi-Academy Trust (6 schools, 2 nurseries; 1 vocational college in Kenya).

"Pupils are proud to attend this aspirational school. Pupils feel valued as individuals within the school community. The behaviour of pupils is exemplary. Pupils enjoy attending the extensive range of clubs and the well-thought-out experiences, trips, and visits. Leaders ensure that all pupils can fully participate in these activities." "Leaders are relentless in their desire to improve the school. Staff feel that leaders are considerate of their workload and well-being. They are proud to work at this school."

"The school has extremely high expectations for pupils' behaviour. These expectations are modelled by all staff consistently. Disruption to pupils' learning across the school is rare because the curriculum and teaching are thoroughly engaging. As a result, pupils consistently strive to succeed."

"Pupils are taught to be good citizens through exceptional personal development programmes. Pupils learn the value of making a positive contribution to society. They have very positive attitudes towards people with different backgrounds."

Ofsted-January 2024

As a teacher at Nishkam School West London, you will work in a pioneering group, Nishkam School Trust (NST). NST is one of the first multi-academy free school trusts in the UK. The Trust has opened two free schools in Birmingham (a primary in 2011 and a secondary in 2012), both of which are judged Ofsted Outstanding, and a third, a primary free school in Wolverhampton. The Trust continues to expand and has recently welcomed a further two primary schools in Derby and Leeds into the Nishkam family. We are looking for a highly committed and innovative leader to work in close collaboration with other teachers in both the secondary and primary phases across the Trust.

NST has developed an inclusive, virtues-led, multi-faith educational approach that nurtures pupils of all faiths and those of no particular faith. The Nishkam ethos is to help grow a selfless mindset, aspiring to excellence as well as



going beyond ourselves to serve others, to create supportive communities and to realise our true potential. This pervades every aspect of the school.

- I love working at this school because it is well managed.
- I feel well supported in this school. Whenever I have any concerns, I am able to voice them and am given support whenever needed
- A very strong SLT who consistently strive for excellent and a lovely place to work and develop.
- This is a fine school, and I am excited about the direction that we are going in. Wonderful school, wonderful students. Work is busy and the expectations are so high; both of those are real positives.
- I truly enjoy working at this school

Staff Survey Responses- Autumn 2024

The Role

The role will commence in Autumn Term 2025. You will:

- have the rare opportunity to work collaboratively with primary colleagues and play a key role in developing the secondary phase art and photography curriculum
- have a strong voice in shaping the everyday practice of the school as we develop and embed our ethos and routines, especially in learning and teaching
- have the opportunity to share your expertise with other subject teachers across the Trust
- be part of a global community of charitable initiatives.

This is an exceptional opportunity to work within a vibrant atmosphere and a supportive setting. Our school is a welcoming space for students of faith and non-faith. This is also true of our staff body.

The Environment

The school is based in 11 acres of green space in an impressive purpose-built single facility housing the all-through school.

Our expectations are that you will:

- believe all pupils can and will achieve highly
- build an environment through a virtues-led education that encourages compassion, humility, service; and recognises all humanity as one
- ensure excellence in learning, teaching and achievement in all of your classes within the context of a faith-inspired, virtues-led school
- ensure that standards of learning and teaching at GCSE and A Level are a benchmark for excellence and within the top quintile of all schools
- nurture a culture that cherishes childhood, stimulates the spirit of adventure and ignites a passion for lifelong learning
- develop and implement an enriched curriculum for the school that allows children to both further their own interests and explore new horizons
- develop and maintain the support and active involvement of parents in their children's learning
- build and nurture links within the local community
- contribute to, and maintain the ethos of the Nishkam culture by drawing on best practice across Nishkam Schools, locally and nationally
- report to the Senior Leadership Team of Nishkam School West London
- work closely with the Local Governing Body
- work in collaboration with the Senior Leadership Team and teachers in both phases at NSWL.

We will offer you:

- a very warm, welcoming and talented team
- hardworking and dedicated colleagues who are prepared to give selflessly for the benefit of the pupils
- supportive parents, carers and community
- a committed and fully involved Governing Body and Board of Directors
- a state-of-the-art learning environment
- wide-ranging opportunities for professional development
- terms and conditions similar to other academies and schools
- a strong commitment to staff wellbeing.

Nishkam School Trust (NST) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Any successful applicant will be required to undertake an Enhanced DBS check.



FAQs:

What if I do not know a lot about the Sikh faith?

We are a multi-faith school with a Sikh ethos. Working at NSWL will allow you to have a better understanding of the Sikh faith and its teachings. We have a number of staff that are non-faith and some who have a deep faith. We expect candidates to be comfortable with the idea of faith and to be open to learning from other faiths.

I'm moving from an inner London to school to an outer London school, will the school take this into consideration when discussing salary expectations?

We are looking for talented, ambitious and committed staff. We will consider existing salaries when deciding on a salary offer for any successful candidate. In specific circumstances, we can support staff with relocation costs.

What is the ambition for the school?

We want to provide a caring and nurturing environment for both staff and students whilst also achieving incredible outcomes for our young people. We provide a wealth of enrichment activities for our students, much of this brought in so that it does not add to staff workload. We want to provide a safe space for students to explore their faith and to also learn from other religions. We want to create well rounded selfless citizens. "Seva" or service is a key element of what we do. Students do a huge amount for charities and for others each and every day at this school. We want to show that we can be one of the highest attaining schools in the country with a happy staff and student body.

What do you do for staff-wellbeing?

The single biggest impact on staff workload is lesson planning, delivery and marking. Our ambition is to reduce contact time and teaching time for staff to allow them to plan good quality lessons and provide strong feedback for our students. The majority of our staff are not on their full teaching load allocation. We also have staff wellbeing workshops on our training days (last year staff have Ukulele workshops). We have staff social events including the rather competitive staff Easter Egg hunt! We have well-being breakfast mornings where we provide pastries and coffees for staff. We provide gym membership for our staff.

What is the behaviour like in the school?

Our students are courteous and respectful. Conversations to address poor conduct start with reference to our 45 virtues which the students are well versed in referring too. Where conversations alone do not work, we have robust systems in place to ensure that students are focused and engaged in their learning. Walking around the school site, you will see students in lessons, engaged in their learning and listening to their teachers.

Is there anything else that I should know?

We provide free charging for electrical vehicles owned by our staff. We have 18 charge points on the school site. We also offer free gym membership at Grasshoppers RFC to all staff members.

I've not had a TLR before and I have limited leadership experience, can I still apply?

If you are secure in your own classroom practice and think you are ready to make the next steps, then yes. We have regular CPD for our middle leaders and a dedicated coaching programme delivered by an external coach who visits the site each half term to work with staff on a programme that is bespoke to each middle leader.

What should I do if I am still undecided about applying?

Give us a call. We are happy to have you visit and speak to our staff about their experiences. Come and see our school in operation and meet our wonderful students. Have the conversation and air your concerns. We are happy to run through things in more detail or to answer further questions about the school.

To find out more:

- Arrange an informal visit or conversation' with the Headteacher by contacting: Recruitment.NSWL@nishkamschools.org or 020 3141 8760.

To apply:

1. We would be very happy for you to email or call for further information if required (enquiries@nishkamschools.org / 02031418760).
2. Apply by completing an application form, <https://nishkamschooltrust.face-ed.co.uk/vacancies> . Please note, only shortlisted candidates will be contacted to attend an interview.
3. Please include the following details in the personal statement:



- Why the post attracts you;
- Why you believe you are the right candidate;

Or arrange an informal visit or conversation' with the Headteacher by completing the form on our website [Nishkam School - Vacancies \(nishkamschooltrust.org\)](https://www.nishkamschooltrust.org).

Please note that if you are selected for an interview we will be requesting references immediately.

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The Trust reserves the right to close posts at any time, once we have received sufficient applications. You are advised to submit your application as soon as possible.