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## **Art and Media Teacher**

New River College Secondary and Medical

Closing date: 23:59 Monday 29<sup>th</sup> June 2026;

Job reference NRC/A\_MAT2906

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## Why work at New River College?

As a trauma-informed school, our staff are our most important resource. We are committed to ensuring their wellbeing is a priority, as a healthy staff team is an effective one and this, in turn, has such a powerful effect on our pupils' wellbeing.

At New River College, we're always on the lookout for enthusiastic and dedicated staff who are interested in supporting our students to be the best they can be and in developing their own careers and teaching skills. We offer weekly training on all our sites, as well as actively encouraging the continuing professional development (CPD) of all staff to enhance their skills through attending training and visiting other schools and alternative provisions.

We offer our staff the following commitments and benefits:

**Competitive pay** – All teachers and support staff in Islington receive Inner London Weighting in recognition of high living costs. In addition, all NRC teachers and support staff receive a SEND allowance in recognition of the skills needed to support our students.

**Staff supervision** – All staff have a fortnightly one-to-one supervision meeting with their line manager. These meetings include wellbeing check-ins, and an opportunity to discuss work concerns with managers and get their support with day-to-day issues. The outcomes of these meetings are noted on the one-to-one template, signed, and copies are kept by staff and their line manager.

**Open-door policy** – Our line managers have an open-door policy for staff to discuss any wellbeing concerns that can't wait until the one-to-one supervision meeting. If unavailable at the time, line managers will try to be available at the end of the day, or staff can meet with another line manager who can provide support and feedback to their line manager.

**Reflective practice** – Staff can also request one-to-one support from NRC's CAMHS clinicians to discuss any concerns.

**Employee Assistance Programme (EAP)** – EAPs offer employees free, confidential and independent support to help them balance their work, family and personal lives. Our EAP is unrivalled in its cost-effectiveness, breadth of services and use of technology to offer the most comprehensive range of support for our staff.

**Tax-free childcare scheme** – To qualify for this government scheme, parents have to be in work for at least 16 hours a week and earning not more than £100,000 per year. For more information, visit [www.gov.uk/get-tax-free-childcare](http://www.gov.uk/get-tax-free-childcare).

**Subsidised fitness club membership** – In January, June and October, NRC staff can apply for special membership of the seven council-owned leisure centres in Islington managed by GLL (also called Better). The offer is

for GLL's Better Health and Fitness membership which includes access to gyms, swimming pools and group exercise classes.

Tax-free bicycle loan scheme – A partnership between NRC and Cycle scheme, this scheme offers a loan for staff (paid for via the school's HR team) with up to 42% off a bike of their choice. To qualify, staff must have completed six months' service, be on a permanent contract (or if on fixed-term contract, have one year remaining) and be earning not less than the minimum wage.

Interest-free season ticket loans – These allow staff to buy an annual travelcard; the loan is recovered over 10 monthly payments.

Welfare loan – Staff experiencing financial hardship can request a loan of up to £500, which must be repaid over a maximum of six months. Admin and interest charges apply.

Eye tests and glasses – If staff use a computer for two or more hours each day, they are entitled to a free eye test every three years and, depending on their prescription, free basic lenses and frames. Costs associated with the test will be covered by the school.

Long service award – Employees in post after October 2001 will receive a £250 long service award after 20 years' service with Islington or 25 years' service in local government.

Wellbeing day – All staff employed by NRC directly are entitled to one paid day off during term time.

## About us

At NRC, we work hard to support all our pupils to learn and achieve in a safe and nurturing school environment. We are committed to helping them manage their emotions and behaviour and to acquire the skills they need for their next steps – whether that be returning to mainstream schooling, or moving on to further education or work. For us, success means seeing our young people eager to attend school and learn. It's also about seeing them make progress where often they haven't before and ready to return to take their next steps – with confidence.

At New River College, we show our pupils that we care, in many different ways. We provide a safe, supportive learning space, personalised learning plans and support in every lesson and every intervention and support their personal development with a focus on their emotional health and wellbeing.

## NRC Secondary

New River College Secondary is a school for 11- to 16-year-olds with social, emotional and mental health challenges. Pupils are taught in small form groups of generally no more than six pupils, with a high ratio of support from specialist teachers, learning assistants and pastoral mentors. Our pupils access a broad and balanced personalised curriculum that includes a strong emphasis on literacy skills, personal development, academic subjects and vocational courses. Pupils are fully assessed on entry during an induction week, and our flexible timetables are differentiated to meet individual learners' needs.

## NRC Medical

New River College Medical is an alternative provision for children and young people with medical and/or mental health and wellbeing needs. Operating a trauma-informed approach to the education and care of all of our pupils, every individual has access to a broad and personalised curriculum, high-quality pastoral support and therapeutic interventions to capitalise on the talents and strengths of our pupils and build their confidence, independence and resilience. Progress is considered in a number of ways and targets are monitored and reviewed regularly by tutors, who are there to support pupils at each stage of their journey with us.

There are three branches to the provision:

- our school, temporarily based at Copenhagen Primary School, which is for pupils aged 11 to 16 who have a variety of ongoing medical needs generally relating to emotional-based school avoidance, anxiety, self-harm, adverse childhood experiences and trauma. A number of young people also have additional diagnoses including Autistic Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD) and special education needs
- our classroom on the Ifor (Children's) Ward at Whittington Hospital, which is for pupils aged between five and 18 who are able to access and engage in education during their hospital stay

- our Home Education and Outreach service, which provides tuition for pupils who are unable to attend an educational setting due to medical and/or mental health needs.

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*A culture of high expectations for pupils to learn exists in all areas of the school's work. Pupils rapidly improve their self-confidence and acquire attitudes that are far more positive than when they first arrive. As a result, all groups of pupils make excellent progress from their starting points. (Ofsted July 2016)*

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## Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

“

*The leadership team has maintained the outstanding quality of education in the school since the last inspection.*

”

*(Ofsted July 2016)*



**New River, New Start**  
**'In the now and beyond'**

**T**hinking of a

*role to further your education career?*

*Are you ready for a new challenge?*

*New River College can provide both.*

## Advert

### Art and Media Teacher

**Salary grade: £40,317 - £62,496 + £2,787 (MPS/UPS + SEN 1)**

### Maternity cover

Required for a September start

Thinking about the next step in your teaching career?  
Ready for a new and rewarding challenge?

New River College can offer both.

We are seeking a dedicated and enthusiastic Art and Media Teacher to join our committed and passionate team at New River College.

This is an exciting opportunity for a teacher who is looking for a fresh challenge, has a flexible approach, and is keen to make a meaningful difference to young people's lives.

Many of our pupils arrive with literacy and numeracy levels below age-related expectations. The ability to positively engage children and young people with social, emotional and mental health needs (SEMH) is more important than the phase you have previously taught. Applications are therefore welcomed from both primary- and secondary-trained teachers.

The successful candidate will be:

- A confident and effective classroom practitioner with high expectations for all pupils
- Skilled in planning and delivering engaging, motivating and accessible lessons
- Flexible, reflective and willing to adapt teaching approaches to meet individual needs
- Committed to inclusive, trauma-informed and restorative practice
- Passionate about supporting pupils with SEMH, behavioural needs and complex life experiences
- Keen to contribute positively to a collaborative, supportive staff team
- Experienced or with willingness to develop a second subject

New River College is a multi-site pupil referral unit in Islington (primary, secondary and medical provision) supporting children and young people aged 5–16 who have been permanently excluded, are at risk of exclusion, or have complex SEMH or medical needs.

Secondary provision operates across two sites, so flexibility and a willingness to work across multiple locations is required.

We offer all pupils a broad core curriculum, including English, Maths, Science and Humanities, alongside a range of foundation subjects. We also work closely with alternative providers to offer enhanced learning opportunities tailored to individual needs.

This role offers the chance to work in a supportive environment where staff development, collaboration and pupil progress are highly valued.

**Closing date:** 23:59 Monday 29th June 2026

**Shortlisted candidates will be notified by:** Thursday 2nd July 2026

**Interviews will be held on:** Thursday 9th July 2026

For background information visit our website [www.newrivercollege.co.uk](http://www.newrivercollege.co.uk) or for an informal discussion about the post or to arrange a visit please contact Michele Lambert on 020 7504 0534 – opt 2 or email [michele.lambert@nrc.islington.sch.uk](mailto:michele.lambert@nrc.islington.sch.uk).

New River College is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to declare.

In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence

## Job Description

POSITION: Art and Media Teacher

GRADE: MPS/UPS + 1 SEN point

RESPONSIBLE TO: Designated member of SMT

### PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in the PRU. The post holder will ensure a cohesive and personalised programme of learning activities for New River College students. This will include developing Art and Media across the curriculum and implementing opportunities for a broad range of accreditation in Art and Media. The postholder will, if required, teach a second subject. Teacher sat New River College teach across all New River College sites.

The postholder will support the senior management team in creating a lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services, which meet the changing expectations of New River College.

### REQUIREMENTS OF THE POST

The postholder is required to carry out the duties of a teacher as set out in the Schoolteacher's Pay and Conditions and such specific duties that form part of this job description.

Teachers are responsible to the designated member of SMT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

### MAIN DUTIES

1. To teach and be responsible for the development and co-ordination of a specific subject across the full age and ability range, with reference to the national curriculum and programmes of study
2. To take responsibility for tracking pupil progress in a specified subject area and for collecting and monitoring data to support teaching and learning
3. To deliver and facilitate dynamic, creative and active lessons in designated subject area
4. All staff have a teaching commitment that will involve the following:
  - a. planning and recording of lessons
  - b. termly submission of schemes of work to line manager
  - c. maintenance of pupil and class records
  - d. completion of pupils' subject reports and profiles
  - e. assessment, monitoring and evaluation in line with the PRU policy
  - f. setting of pupil targets
  - g. tracking pupil progress in subject area
  - h. setting and marking of regular homework

- i. undertaking regular sampling of pupil's work
  - j. management of relevant resources including care of equipment, stock and delegated budget where appropriate
5. To teach and support educational activities in other areas of the curriculum as appropriate under the direction of the designated member of SMT
6. To identify learning objectives related to subject specialism across the curriculum and develop policies as appropriate
7. To identify resources required to sustain and embed high quality subject delivery
8. To regularly monitor, review and evaluate the delivery of subject area at New River College
9. To work in partnership with a range of agencies and providers as appropriate to deliver a broad and balanced curriculum offer
10. To have pastoral and lead professional responsibility for a group of pupils, planning for positive outcomes
11. To take an active role in encouraging good attendance of pupils
12. To identify the individual learning needs of students, including those with SEN
13. To monitor and review the progress of individual pupils and groups of pupils, to contribute to the writing of Pupil Passports and or School based SEN plans, and the Annual Reviews of pupils with a statement of special educational needs or Education, Health and Care Plans. To maintain records and prepare and present reports.
14. To prepare school reports in line with statutory requirements for reporting to parents/carers and to adhere to the annual schedule for completing pupil profiles including attendance at parents' /carers' meetings.
15. To contribute to the development and implementation of Pupil Progress Files.
16. To work with colleagues to develop and implement pupils' Pupil Passports and or School based SEN plans including the arrangements for reintegration to school or for transition to other suitable provision, education, employment or training as appropriate.
17. To keep abreast of developments in all relevant aspects of the curriculum and identify examination pathways where appropriate
18. To participate in the development of PRU policies, the development plan and Ofsted action plans.
19. To communicate when needed with the management committee / governing body, parents, SMT, local authority officers and outside agencies
20. To attend team and service meetings and participate in activities that support SMT in the maintenance of discipline and ethos
21. To assist and support other members of staff to ensure the smooth running of the PRU, including involvement in off-site activities

#### PERSONAL RESPONSIBILITIES

- To carry out the duties and responsibilities of the post, in accordance with New River College's Health and Safety Policy and relevant Health and Safety guidance and legislation
- To promote the safeguarding of children
- To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner

- To participate in performance management, and undertake training and professional development as appropriate
- To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the PRU sites

#### PERFORMANCE STANDARDS

- To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision
- To ensure that New River College policies and customer care standards are met and adhered to
- At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

## Person Specification

**POSITION:** Art and Media Teacher

**GRADE:** MPS/UPS + 1 SEN point

### CRITERIA

#### REQUIREMENTS

#### EDUCATION AND EXPERIENCE

- E.1 Qualified teacher status
- E.2 At least 3 years successful teaching of the subject area designated in JD, including evidence of involvement in the raising of achievement of challenging pupils
- E.3 Experience of developing and delivering programmes related to subject area designated in JD
- E.4 A Special Educational Needs qualification or relevant experience in the area of challenging behaviour.
- E.5 Evidence of continuing professional development

#### SKILLS, KNOWLEDGE AND ABILITIES

- E.6 An understanding of methods and good practice in reviewing and evaluating teaching & learning
- E.7 Evidence of clear view about future developments of area of responsibility in a school or PRU, and an ability to manage change
- E.8 Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or PRU
- E.9 An understanding of national developments in the area of social inclusion
- E.10 Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the teaching of the subject area designated in JD
- E.11 Knowledge of a range of accreditation available to students in the subject area designated in JD
- E.12 An understanding of behaviour management strategies
- E.13 Ability to build effective working relationships with a range of partners and stakeholders.
- E.14 Ability to motivate colleagues and pupils through a positive and professional attitude
- E.15 Strong interpersonal skills and an ability to communicate clearly both orally and in writing
- E.16 Ability to use key aspects of ICT to present data
- E.17 Excellent behaviour management skills based on a firm but empathetic approach with pupils.

#### ESSENTIAL CRITERIA

- E.18 Demonstrable commitment to inclusive education
- E.19 Capacity to work under pressure and to meet deadlines
- E.20 Capacity to work flexibly and to adapt to the changing needs of the New River College and the PRU.
- E.21 Excellent attendance and punctuality
- E.22 Ability to prioritise competing demands
- E.23 Ability to work as part of a team
- E.24 A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.
- E.25 A commitment to deliver services with the framework of New River College's equal opportunities policy.
- E.26 Ability to form and maintain appropriate relationships and personal boundaries with children and young people

## How to apply

### Application Deadline

Completed application forms must be received by **23:59 Monday 29<sup>th</sup> June 2026**.

### To apply

Please apply online at [www.islington.gov.uk/jobs](http://www.islington.gov.uk/jobs). If you need any assistance, please contact [victoria.lizarazo@nrc.islington.sch.uk](mailto:victoria.lizarazo@nrc.islington.sch.uk) quoting reference **NRC/A\_MAT\_2906**.

### Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

### Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

### References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

### Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

### Additional

CVs will not be accepted.

New River College

The logo for New River College features the text "New River College" in a black, sans-serif font. Below the text is a stylized blue wave graphic consisting of two curved lines, one above and one below, creating a sense of movement and water.

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London N1 0TJ  
Tel.: 020 7504 0534 – opt 3  
<http://newrivercollege.co.uk/contact/>

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