



Cranbrook  
School

Waterloo Road  
Cranbrook  
Kent TN17 3JD

Tel: 01580 711801  
Fax 01580 713972

E-mail: [office@cranbrook.kent.sch.uk](mailto:office@cranbrook.kent.sch.uk)

[www.cranbrookschool.co.uk](http://www.cranbrookschool.co.uk)

**HEAD OF ART**

## Information

Cranbrook School is a mixed state grammar school with 747 pupils aged 13-18 years, including 300 plus Sixth Formers and 240 boarders. For its first 400 years the school was known as Queen Elizabeth's Grammar School with strong roots in the small town of Cranbrook. Day pupils come from within 10 kilometres (6.2 miles) of the school, following a test to judge their suitability for an academic education. Boy and girl boarders are admitted from a wide area, having sat the same test. Although it is a selective school, Cranbrook admits a wider ability range than many other grammar schools. It provides a challenging curriculum for the academic high flyers whilst at the same time catering to the requirements of those of more relatively modest abilities. The value added scores that are achieved each year bear testimony to the success of the provision.

Pupils join at the age of thirteen and take ten or eleven subjects for GCSE. Most students then qualify for the Sixth Form, this being supplemented by a healthy intake into Year 12 from other schools. All Year 12 students follow a course of AS Levels, leading to A2 levels in Year 13. Each year the GCSE pass rate is in the mid 90% with the A/A\* pass rate last year at 67%. At A Level the pass rate last year was 100%, with the A\*-B grades at a pleasing 74%.

For a state school the facilities are very impressive. Within the seventy acres of school grounds are found the six boarding houses, the Queen's Hall Theatre (used for assemblies, school productions, visiting theatre companies and concerts), a magnificent library, Lecture Theatre, Sports Hall, recently-extended Dance Studio, Gymnasium, heated outdoor swimming pool, squash courts and extensive playing fields and facilities for the boys' and girls' games - hockey, rugby, cricket, lacrosse, netball, tennis and athletics - with an astro-turf pitch. The school also possesses purpose-built Performing Arts Centre and Sixth Form Centre. The school boasts an Observatory and Science Centre, named after Dr Piers Sellers OBE, a former student who is a NASA astronaut.

As a school, Cranbrook is very keen to educate the whole person and to this end it runs a wide programme of extra-curricular activities, including community service and the voluntary CCF (combined cadet force), as well as a broad range of sports, music and drama, both during the week and at the weekend. We have a long tradition of overseas trips and in recent years groups have travelled to Poland, Morocco, Italy, Crete, Honduras, Tanzania, The Battlefields of Flanders, Southern India, Grenada (West Indies) and the USA. These have been for sports tours, choir tours, cultural exchanges, adventurous activities, scientific research and to work on projects. We have International Schools Status and are now looking to widen links with schools in other countries. Cranbrook is an active school which will appeal to those prepared to give generously of their time and to take academic work very seriously. The school seeks to appoint staff who will involve themselves fully in the life of the school and applicants are invited to indicate areas where they would be able to make a contribution.

Some of our staff arrive with us through the GTP programme or after a PGCE here. Most of the links are through Canterbury Christ Church University although not exclusively so. The presence of so many trainees has done much to enhance the pedagogy of all staff and an increasing number of them are becoming accredited mentors to allow them to provide better guidance.

An interesting blend of the maintained and independent traditions, Cranbrook is a place with deep roots in the past but with its eyes clearly focused on the future. Each year our School Improvement Plan focuses on ways to improve staff and student performance and the specific focus for the current year is addressing some underachievement in the Sixth Form. A series of groups, led by different members of staff, investigate and report back on specific areas of interest, such as how to move lessons from good to outstanding. Our most recent Ofsted inspection (2015), rated us as 'Outstanding'.

Much of Cranbrook's success results from the involvement of its committed Governing Body. The Governors take a genuine interest in the School, attend many of its functions, are involved in the regular reviews of departments and houses and work closely with the Leadership Group on new initiatives.

Boarding is central to the experience of life at Cranbrook and a programme of activities is provided for the boarders remaining on site at weekends. Each of the six houses has its own ethos and identity and a marked sense of house pride. The Heads of Boarding meet every week under the chairmanship of the Head of Boarding to discuss both day to day administration as well as longer term issues. The group reviews the national boarding standards on a regular basis to ensure that we are meeting them all. As a School we are members of the SBSA and the BSA. The facilities and general comfort of the houses are excellent and the School's own catering service provides high quality food. We have a long tradition of providing enjoyable outings on Sundays for which a number of staff give up their time. The boarding life of the School enriches everyone's experience and makes this a most interesting and congenial place to work.

The town lies in the Weald of Kent, about fifteen miles from Maidstone, Ashford, Hastings and Tunbridge Wells, and London is just an hour away by train from nearby Staplehurst. General information about the school can also be found on its website at [www.cranbrookschool.co.uk](http://www.cranbrookschool.co.uk).

## ART AT CRANBROOK SCHOOL

The Art Department is flourishing, active and successful, currently staffed by two teachers who are also, jointly, Heads of Department. The new role is becoming available as one person is leaving and the other wishes to continue teaching without the HOD responsibilities, owing to other commitments.

### Courses

We offer a full A (AS and A2) Level course (Edexcel) in Fine Art, but are happy to offer specific subject specialisms when appropriate, and have recently had students follow a wide range of endorsements.

At GCSE we again offer Fine Art (Edexcel).

Year 9 currently receive 1.5 lessons per week throughout the year.

### The Curriculum

The Art curriculum at Cranbrook is broad and flexible, and student choice is highly valued. Methods of assessing Art education change constantly but the underlying ethos of the Art curriculum at Cranbrook remains constant: Art comes from Art. There is an emphasis on the role of ideas and all units always start with an Art study. Within that framework there is a great deal of flexibility and debate between staff, with an enthusiastic commitment to sharing good practice in developing new Schemes of Work. Regular appraisal of effective teaching and learning strategies and schemes of work is a key feature of professional development. We also host many PGCE and GTP students who make large contributions to ideas and processes.

### The Art Area

The Art Department occupies two good-sized, purpose-built and very flexible rooms so that each member of staff has their own dedicated room. In addition there is an Art office, a store, a Year 13 study area and an ICT/Resources room; ICT is becoming a standard tool in the ordinary process of making art. Photographic Silk Screen printing is slowly developing and there is a small relief printing press. Lino printing and the visits of a local printmaker (acting as an artist in residence) have been vital in developing skills in recent years. We have an 'Open Door' policy and large numbers of students use these rooms constantly: Sixth Form artists work here during private study periods and a number of GCSE students spend their free time in the Art room. The Art rooms are always open during lunchtimes and after school and photography club is held every Wednesday. There are usually a couple of masterclass weekends each term, eg. an intensive Life Drawing session for Sixth Form students and a coursework 'surgery'. We run a fortnightly Life drawing evening with local artists which our sixth form students attend.

### Trips

We run frequent trips to London galleries and museums. Currently GCSE groups visit the major London museums and galleries, usually once a term, whilst Sixth Form students, after one or two initial guided trips, are expected to make their own arrangements to see relevant work and current exhibitions. Joint trips with other departments have recently included Spain and Paris.

The Art Department at Cranbrook is an exciting and active place in which to work; we encourage students to make their 'own' art and to investigate their ideas in any appropriate medium. Such an approach demands commitment from staff and a willingness to become involved in fostering the initiatives of individual students, as well as an ability to see the wider context in which this art is made.

## HEAD ART (TLR2) : JOB DESCRIPTION

<b>Job Purpose</b>	To lead a small team, focussing on a discrete curricular area to ensure high standards of teaching and learning of students as measured by appropriate performance indicators and Ofsted.	
<b>Accountability</b>	<p><i>Strategic Direction</i></p> <ul style="list-style-type: none"> <li>Develop and implement policies and practices for the subject area, which reflect the school's commitment to high achievement</li> <li>Create a subject Improvement Plan which reflects school priorities</li> <li>Monitor the progress made in subject plans and targets and evaluate the effects on teaching and learning</li> </ul> <p><i>Teaching and Learning</i></p> <ul style="list-style-type: none"> <li>Provide guidance on appropriate teaching and learning methods</li> <li>Make use of prior student performance data, to ensure consistent target setting and pupil monitoring</li> <li>Ensure the creation, consistent implementation and improvement of Schemes of Work</li> </ul> <p><i>Leading and Managing Staff</i></p> <ul style="list-style-type: none"> <li>Develop team members through recognition of their strengths and through providing support</li> <li>Ensure that the performance management of relevant staff is rigorous and supportive and includes the use of appropriate challenging targets</li> <li>Oversee trips organised by members of the department to ensure that the trips procedure is followed</li> </ul> <p><i>Resource Management</i></p> <ul style="list-style-type: none"> <li>Ensure that each student has equal access to the curriculum and that resources are deployed to this end, ensuring best value in their procurement</li> <li>Manage the relevant budget effectively, ensuring that best value principles are applied at all times</li> <li>Ensure that risk-assessments are carried out for all relevant areas in accordance with the schools Health and Safety Policy</li> </ul>	
<b>Personal Qualities</b>	<b>Self-Awareness</b> <ul style="list-style-type: none"> <li>Demonstrates self-assurance and emotional insight. Solicits honest feedback from others</li> </ul>	<b>Social-Awareness</b> <ul style="list-style-type: none"> <li>Takes personal responsibility and understands the climate and culture of the school</li> </ul>
	<b>Self-Management</b> <ul style="list-style-type: none"> <li>Remains composed and positive, demonstrating resilience and optimism. Handles unexpected demands calmly and acts as a role model for others</li> </ul>	<b>Relationship Management</b> <ul style="list-style-type: none"> <li>Provides support and encouragement. Acts to support change and addresses conflict effectively</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Department improvement strategies, including the process of self-evaluation</li> <li>Principle and practices of leadership and management of change</li> <li>The application of ICT to learning, teaching and management of the subject area</li> <li>An understanding of methods used to elicit and evaluate student satisfaction</li> </ul>	
<b>General</b>	<ul style="list-style-type: none"> <li>Contribute to the wider life of the school beyond the classroom</li> <li>Assist the Leadership Group in the recruitment of staff</li> <li>Act as tutor</li> <li>Undertake reasonable tasks as directed by the Headteacher</li> </ul>	
<b>Remission</b> 3 Periods over two weeks	<b>Accountable to:</b> <ul style="list-style-type: none"> <li>Deputy Headteacher / Head of Faculty</li> </ul>	<b>Line Manages:</b> <ul style="list-style-type: none"> <li>Departmental Staff</li> </ul>

## **The Application and Appointment Arrangements**

We look forward to receiving your application completed as fully as possible and returned to Dr John Weeds, Headmaster, by e-mail or to the address shown below.. There is no need to send an additional CV.

Your statement, on a separate sheet/page, should include your relevant experience for this post and what you can bring to the Art Department at Cranbrook School.

**The closing date for receipt of completed applications is  
Tuesday 20 November 2017**

**Interviews will be held in the week commencing Monday 4 December 2017.**

Cranbrook School  
Waterloo Road  
Cranbrook  
Kent TN17 3JD

Tel: 01580 711801  
Fax 01580 713972

E-mail: [office@cranbrook.kent.sch.uk](mailto:office@cranbrook.kent.sch.uk)

[www.cranbrookschool.co.uk](http://www.cranbrookschool.co.uk)