



Sidcot School

Job Description and Person Specification

Teacher of Art and Photography

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Job Title:	Teacher of Art and Photography
Summary of the role:	This is a teaching appointment
Line management responsibility for	N/A
Main duties and responsibilities:	<ul style="list-style-type: none">• Promote and safeguard the welfare of children and young persons for who you are responsible and with whom you come into contact;• Following the Art Schemes of Work up to Sixth Form level, identify and adopt the most effective teaching methods which will stimulate learning appropriate to student needs and the demands of the syllabus;• Work with colleagues to promote the stretch and challenge of all students, including the most able;• Ensure a high quality learning experience for students which meets internal and external quality standards;• Assess, record and report on the attendance, progress, development and attainment of students and keep such records as are required;• Provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students;• Communicate effectively with the parents/guardians of students as appropriate;• Undertake assessment of students as requested by external bodies, departmental, faculty and school procedures;• Prepare and update subject materials;• Maintain discipline in accordance with the School's procedures and encourage good practice with regard to punctuality, behaviour, standards of work and homework;• Ensure the health and safety of students and undertake risk assessments as appropriate;

	<ul style="list-style-type: none"> • Provide extra-curricular opportunities throughout the School to allow students to gain self-improvement at all ability levels; • Take part in marketing activities such as open days and school exhibitions; • Continue personal development in relevant areas including subject knowledge and teaching methods; • Undertake such other comparable duties as the Headmaster requires from time to time.
General duties	<p>A general contribution to the work of the rest of the school across the ability and age range is expected. This includes attendance at school functions and parents' consultations. There is considerable emphasis on "extra-curricular" activities at Sidcot, and some day, evening and weekend duties are required from all main professional grade teachers. All staff are expected to offer at least one extra-curricular club, society or activity, and to undertake some evening duties, as well as a share of the weekend duty and activity responsibilities (currently the equivalent of nine blocks of four hours per year each for full time staff, subject to review). Main professional grade teachers will have a tutorial group and a share of cover arrangements for absent colleagues. These duties are included in the Sidcot salary scale and they are carried out pro rata by part time staff.</p>
Line management duties and responsibilities	N/A
Remuneration	<p>Remuneration is at the appropriate point on the Sidcot scale points 1 to 6 (£23,899 to £34,510), UPS 1/2 (£37,311/38,659) depending on qualifications and experience. Remuneration is paid pro-rata to part time teachers. The children of staff may be educated in Sidcot Junior School and Sidcot School at reduced rates, subject to satisfying our standard Admissions criteria.</p>

Person Specification

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	
Qualifications	<p><i>The professional, technical or academic qualifications that the Applicant must have to undertake the role or the training that they must have received</i></p> <ul style="list-style-type: none"> • Graduate in a relevant discipline • Qualified Teacher Status (or equivalent qualification/experience) 	<p><i>The professional, technical or academic qualifications that the Applicant would ideally have to undertake the role or the training that they should ideally have received</i></p> <ul style="list-style-type: none"> • Qualified Teacher Status • Other professional qualifications as relevant to the post 	<ul style="list-style-type: none"> • Applicant's certificates • Discussion at interview • Independent verification of qualifications
Experience	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role</i></p> <ul style="list-style-type: none"> • Teaching experience, either in post or during training 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role</i></p> <ul style="list-style-type: none"> • Experience of Pastoral Care of students • Experience of leading students in Extra-curricular activities • We are always interested in candidates who can offer teaching in other subjects outside their specialist area. • Experience in leading Arts trips and residential visits • Experience as a photographer / artist 	<ul style="list-style-type: none"> • Contents of the application form • Interview • Professional references

Skills	<p><i>The skills required by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Excellent teaching skills • Able to work well in a team • Highly organised and motivated • Willing to engage fully in the extra-curricular life of the School • Good motivator and able to generate enthusiasm for their subject • Able and willing to meet deadlines and targets set by managers • Proficient use of Photoshop • Ability to work with both Apple and PC systems • Ability to maintain Art Dept online presence including Social Media • Ability to teach Art across the Key stages when required 	<p><i>The skills that would enable the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Extra-curricular interests and a willingness to share them • Expertise in at least one other visual arts discipline 	<ul style="list-style-type: none"> • Contents of the application form • Interview • Professional references
Knowledge	<p><i>The knowledge required by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Confidence to work with analogue photography including dark room processing. • Knowledge of both contemporary and historic Photography and Art 	<p><i>The knowledge that would enable the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> • Other relevant training, for example in safeguarding, careers education, etc • Good video editing knowledge for film and animation. • Good knowledge of studio lighting 	<ul style="list-style-type: none"> • Contents of the application form • Interview • Professional references

	<ul style="list-style-type: none"> Knowledge of effective teaching strategies and pedagogy eg. AfL 		
Personal competencies and qualities	<p><i>The personal qualities that the Applicant requires to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> Motivation to work with children and young people Ability to form and maintain appropriate relationships and personal boundaries with children and young people Supportive of the Quaker ethos and principles Emotional resilience in working with challenging behaviours Positive attitude to use of authority and maintaining discipline A passion for innovative practice in Arts education A willingness to collaborate on projects, departmentally and whole school 	<p><i>The personal qualities that would assist the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> Good sense of humour 	<ul style="list-style-type: none"> Contents of the application form Interview Professional references