



SURBITON

HIGH SCHOOL

Job Description

Job Title: Director of Art

Job Purpose: To lead the Art Department in achieving outstanding teaching and learning, and to inspire, encourage and empower our pupils to achieve their very best in the subject of Art, Photography and History of Art

Reporting Line: Vice Principal – Learning and Teaching

Start Date: January 2020 or Earlier Start

Tenure: Maternity Cover, Full-Time

Salary: United Learning Pay Scales and a TLR

Key Responsibilities:

1. Teaching and Learning

- **To lead by example** - model outstanding teaching and learning
- **To lead** the Department in pursuit of continuous improvement through innovation, strategic planning, and sharing of best practice
- **To monitor** the quality of teaching and learning through regular observations of department staff, work scrutiny and pupil feedback
- **To challenge** teachers who underperform and use **coaching strategies** to help them improve, working closely with SLT line manager to ensure that correct support is provided
- **To coach and support** members of the Department to quality assure skill/knowledge base along with willingness to improve/develop is high
- **To develop** members of the team through clear and carefully planned **distribution** of suitable tasks – for example peer observation, methods for using AfL and other new initiatives. **Identify strengths** in the team to ensure the embracing of new teaching strategies, and pupils' learning
- **To promote** the use of Digital Learning Technologies to support pupil achievement
- **To ensure** a smooth, efficient, supportive and rigorous running of Department policies, including the application of rewards and sanctions

2. Results

- **To track and monitor** pupil progress and achievement within the subject area across all Key Stages, using baseline data
- **To lead in** taking appropriate action to intervene in pupils' underachievement, which is likely to include communication with the appropriate Form Tutor/HOY/SLT member and parent/s.
- **To promote** the use of target-setting and high quality pupil feedback to inform teaching and learning strategies
- **To ensure** that teachers support pupil progress
- **To review, analyse and evaluate** results throughout the year and for the examination analysis and subject review meetings, sharing the process with the Department so that all are aware of the development points
- **To ensure** that reporting on pupil progress follows the School's policies



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3. Curriculum

- **To work collaboratively with the Department** on continually developing and updating the Schemes of Work
- **To use** areas of strength and expertise amongst the Team and beyond SHS to enhance curriculum delivery
- **To lead, with appropriate consultation,** on changes in specifications and/or exam board
- **To ensure** that students are advised on relevant university courses and maintain subject links with relevant industries, careers and higher education
- To keep abreast of, and **communicate** to the Department, **changes in policies**, guidelines and other national initiatives
- **To ensure** compliance with requirements for exam entries and arrangements
- **To ensure** that written records are kept as appropriate and in accordance with current legislation

4. Co-Curricular

- **To work collectively** as a team, identifying suitable co-curricular activities that enrich the curriculum and broaden the pupil learning experience
- **To delegate** the organisation and administration of trips appropriately amongst the Team
- **To monitor and develop/support** the contribution made by members of the Team to co-curricular activities
- **To ensure** accurate and up-to-date information is maintained in relevant co-curricular documentation

5. Values

- **To engage** in on-going personal and professional development in order to provide high quality and innovative educational leadership
- **To effectively communicate** whole School changes to the Team, coaching teachers to develop their understanding and skill base surrounding new learning strategies
- **To be aligned to the School's values and ethos** to ensure departmental ownership of whole school change
- **To ensure** Department compliance with agreed School policies for assessment, recording, contacts with parents etc
- **To promote** the School's ethos of May Love Always Lead Us and the Best in Everyone.
- **To implement** all school policies
- **To work co-operatively** with SLT and all colleagues
- **To promote** the School and its training courses and activities, including participation in external and internal marketing activities
- **To uphold** the good reputation of the School and of United Learning with pupils, parents and other stakeholders
- **To ensure** that the principles and practices of the School's Equal Opportunities Policy are promoted through the curriculum
- All such other duties as the Principal may reasonably require

6. Staff and Resources

- **To demonstrate** and **role model** constructive leadership behaviours including:
 - Providing encouragement, support and assistance to colleagues at all levels
 - Managing the performance of all staff in line with current legislation and United Learning policy and procedure



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- Being aware of and able to positively influence staff morale
- **To support** staff through coaching and mentoring to be outstanding practitioners
- **To advise** SLT on staffing requirements, the deployment of Department staff (including technical support staff) and the timetabling of courses, classes and rooms
- **To ensure** effective Department communication, both informally and through regular Departmental meetings
- **To participate** in the appointment of Department staff where required
- **To lead** the Department in the performance management and professional development of staff, appraising subject staff as agreed with the SLT
- **To monitor, review and promote** subject staff development (including their own) and the induction of new colleagues, coordinating mentoring, training and support for all colleagues as appropriate
- **To advise** on financial and resource needs of the subject(s) and manage relevant budgets
- **To ensure** that both subject-specific and general requirements of Health and Safety policies are met, designating a member of the team to oversee this, to ensure efficient, safe, secure and attractive use of Departmental accommodation, equipment and materials

7. Subject Specific

- **To be able** to teach both Art and Photography to A-Level standard
- **To plan** and organise the GCSE exhibition
- To have up to date knowledge and understanding of both GCSE and A-Level marking and NEA guidelines
- **To have experience** as a moderator would be beneficial but not essential
- **To ensure** the examination paperwork is presented for external moderation
- **To organise** practical exams
- **To plan** and lead on the options process for Year 11 into A-level
- **To be responsible** for students applying for art related courses in further education
- **To oversee** parent contact within the department
- **To be responsible** for Health and Safety in the art department
- **To meet** weekly with the Assistant Director of Art
- **To chair weekly** departmental meetings
- **To line manage** members of the department

8. General

- **To carry out** any such duties as may be reasonably requested



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Person Specification

The successful candidate will be likely to fit the following profile:

Qualifications

- Good Honours degree
- A postgraduate teaching qualification (QTS desirable but not essential)
- Evidence of further relevant professional development would be an advantage

Skills

- The ability to lead, inspire, motivate and support pupils and colleagues
- Ability to deliver inspiring lessons at KS3, GCSE and A-level
- Ability teach both Art and Photography to A-level is essential
- Have a vision for and the ability to translate the Surbiton High School strategy into reality
- The ability to work in a leadership team in a successful and dynamic school
- Excellent organisational, administrative and ICT skills

Experience

- A proven track record of delivering on academic performance
- Evidence of successful, inspiring and innovative teaching at all levels
- Experience of leading and collaborating with colleagues

Knowledge

- Up-to-date knowledge of successful and innovative teaching and the latest curriculum developments and initiatives

Personal Qualities

- High levels of personal and professional integrity and the ability to exercise discretion and confidentiality
- Personal warmth to gain the confidence of pupils, staff and parents
- Positive rapport with pupils
- High standards of personal presence and presentation and attention to detail
- Ability to communicate concisely and sensitively, both orally and in writing, to a variety of audiences
- A healthy sense of humour

Attitudes

- An enthusiastic team player with strong leadership qualities
- A reflective and flexible approach and the ability to think creatively and imaginatively
- Organised and able to self-direct
- Positive, enthusiastic and energetic approach to life, with a can-do attitude
- High expectations for pupil attainment, personal development and conduct
- Committed to the Surbiton High School's ethos and to representing the strategic vision for the School
- Ambitious and aspirational for oneself and for the School
- Committed to professional development and show a willingness to undertake appropriate training for this role



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To Apply

Please apply online by clicking on the following link:

<https://unitedlearning.current-vacancies.com/Jobs/Advert/1731461?cid=1567>

Closing date for Applications:

8:00am Monday 23 September 2019

Interviews to be held week commencing:

30 September 2019

Please note that the School reserves the right to appoint at any stage during the recruitment process.

For any queries relating to the role or your application, please email recruitment@surbitonhigh.com



The Benefits of Working for Surbiton High School

- Competitive Salary
- Extensive CPD Opportunities
- Flexible Working
- Complimentary School Lunches
- Fee reduction for children attending the School
- Contributory Pension Scheme
- Sabbaticals for long service
- Generous Rewards Programme
- Excellent transport links
- Working as part of a motivated and committed team



About Surbiton High School

We aim to inspire, encourage and empower our staff and pupils to be the very best they can be.

Surbiton High School is a friendly and vibrant community where people matter, results count and where a passion for excellence drives everything we do. We are a School with a real heart and soul, where we look beyond the A* to offer a breadth of opportunity which allows every pupil to flourish and every staff member to develop and succeed.

Our inspirational teachers are committed to delivering a rich curriculum and programme of co-curricular activities which challenge our pupils to explore ideas for themselves. We feed our pupils' minds, but we also care passionately about their character development and happiness. Our approach to education means that Surbiton High School pupils achieve the very best exam results and are also compassionate, authentic young people with strong values, keen to make a positive difference in the world. Our Educational Support Staff are the backbone of the School, and are dedicated to supporting our aim of creating an intellectually rigorous and challenging academic environment which runs smoothly and efficiently.

Surbiton High School has approximately 1600 pupils aged between 4 and 18. Our Preparatory Schools are divided into the Girls' Preparatory School and Boys' Preparatory School, and the Senior School is girls only from age 11 upwards.

We are looking for applicants who are passionate about inspiring those around them, bringing out 'The Best in Everyone' and working with us to become the number one School of choice in South West London.

Read more on our website: www.surbitonhigh.com



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Additional Information

Equal Opportunities

Surbiton High School is a member of the United Church Schools Trust, Charity Number 1016538 and is an equal opportunity employer. We expect all employees to act in a manner which is consistent with the Trust's principal objective: to provide education based on Christian principles. While we recognise that employees may come from other faith groups (as indeed do many of our pupils), we expect everyone in our community to conduct themselves appropriately in the light of this objective. As a School we, in turn, respect the different faiths of our colleagues and pupils, and welcome them and their contribution.

In Surbiton High School, male colleagues and those from ethnic minorities are under-represented among our staff; we would therefore wish to encourage them to apply. However, the aim of the selection process is to appoint the best possible candidate, and gender and ethnicity are not criteria for selection.

Eligibility for Employment

Surbiton High School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the School to share this commitment. Successful applicants will be subject to an Enhanced Disclosure from the Disclosure and Barring Service (DBS). Any offer of employment is thus conditional on clearance from the above, on the receipt of: two satisfactory references, a satisfactory medical questionnaire, proof of qualifications, overseas checks where applicable, and proof of right to reside and work in the UK.

Choice of Referees

We wish to have someone who can write knowledgeably about your abilities to perform professionally in a position similar to this one. We also need to have the most recent possible references. Your referees should therefore normally include your current – or most recent – employer. If you are unable to supply referees who fit into the above categories, please explain this in your application. We shall carry out such further reference checks as are necessary to ensure the safety and welfare of children. Please provide professional, rather than home addresses for your referees, and supply email addresses in all cases.



United Learning

United Learning is a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – you.