



# Application Pack:

## Job Role: Head of Art

Closing Date: 19<sup>th</sup> April 2021  
*Early Applications encouraged*

“As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being ‘Stronger Together’ in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every CHAT student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us. Our children will be able to ‘be the change they want to see in the world’. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of CHAT Academies.

We want our children and young people to have a sense of place, knowing the importance of ‘giving back’ and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.”



**Marino Charalambous**  
Chief Executive Officer  
CHAT Academies



"our mission is to provide every child and young person with an enriching and inspiring educational experience"

# About Us

CHAT Academies is an educational charity that manages a family of five academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will consider becoming a part of our community.

## **Cuckoo Hall Academy – Edmonton**

A four-form entry primary academy serving pupils from Nursery to Year 6.

“We aspire to provide a curriculum and learning experience that inspires pupils – we want every child to be engaged, inquisitive, and life-long learners. The Trust-wide curriculum principles will make sure this is our shared focus.”

**Ms N Ross**

*Headteacher*

*Cuckoo Hall Academy*



*Cuckoo Hall*  
ACADEMY

## **Enfield Heights Academy – Enfield**

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

“Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust.”

**Mrs J Simone-Bacon**

*Head of School*

*Enfield Heights Academy*



Enfield  
Heights  
ACADEMY



### **Kingfisher Hall Academy – Enfield**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“Being part of CHAT is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We’re all committed to that.”

**Mr M Clifford**

*Headteacher*

*Kingfisher Hall Academy*



Kingfisher Hall  
PRIMARY ACADEMY

### **Woodpecker Hall Academy – Edmonton**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“We are a Trust that has a very strong community ethos. That is what binds the headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities.”

**Ms N Ross**

*Headteacher*

*Woodpecker Hall Academy*



Woodpecker Hall  
PRIMARY ACADEMY

### **Heron Hall Academy – Ponders End**

A new and growing secondary school, serving pupils from Years 7 through to 11.

“Many of our students come from the Trust’s primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people.”

**Mr A Barzey**

*Headteacher*

*Heron Hall Academy*



Heron Hall  
ACADEMY

**Are you an outgoing, forward thinking Art Leader?  
If so, we want to hear from you!**

CHAT Academies are looking to appoint a forward thinking, dynamic Head of Art for our Secondary school, Heron Hall Academy.

Our goal is to provide outstanding education and life changing opportunities for all our children. We want to be recognised for academic excellence and having a reputation for giving pupils the critical skills and knowledge necessary to be successful in education, employment and life.

Heron Hall is a state-of-the-art building and has strong professional teaching and support teams. We have committed children, a vibrant, multicultural community and dedicated team who place the wellbeing, personal development and education of our children at the heart of everything we do.

Heron Hall is welcoming, friendly and inclusive. We share a clear vision for improving our children's life chances through providing equality of opportunity, an engaging and purposeful curriculum and high-quality teaching and learning.

The successful candidate will work collaboratively within our team and lead on the Art curriculum within the academy. You will have a natural flair for delivering creative and vibrant lessons that enthuses and motivates all students to want to learn and achieve. You will need have excellent communication skills and work collaboratively with the Head Teacher, SLT team and your direct team.

The academy is committed to your professional development. You will have ongoing support from the senior leadership team and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a leader and improve the Art provision across the school. You will have the support of a dedicated SLT to ensure you are able to focus on delivering outstanding teaching and learning.

We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.

Working at CHAT Academies brings many additional benefits for our dedicated and valued staff, including:

- Continued professional development and opportunities across the Trust, including a partnership with Warwick University.
- Health Shield membership (employee assistant programme supporting with wellbeing and offers many attractive discounts)
- Access to affordable CHAT key worker accommodation
- Free Level 2 courses through Skills Network
- Pension scheme

**If Leading and Teaching Art is your passion and you want to make a real difference to children, then apply for this opportunity within Heron Hall Academy.**

# Job Description

<b>Job title:</b>	Head of Art
<b>Academy:</b>	Heron Hall Academy
<b>Hours:</b>	Full time
<b>Contract Type:</b>	Permanent
<b>Salary:</b>	CHAT Main Scale (M1 to M6 + HOD Allowance £3500) per annum
<b>Start Date</b>	01 September 2021

## Job description

<b>Purpose of the role:</b>	<p>We are currently recruiting a full-time Head of Art teacher.</p> <p>The core purpose of the Subject Leader at Herron Hall is to provide professional leadership and management of a curriculum area. This involves providing a vision, achieving a commitment to a set of values and guiding and inspiring colleagues to secure high standards of teaching and learning, the effective use of resources and improvement in standards of learning and achievement for all pupils.</p>
<b>Duties and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Take responsibility for the totality of performance by all (<i>designated</i>) team members</li> <li>• set challenging objectives for their team members</li> <li>• reflect school, departmental and individual needs and aspirations</li> <li>• ensure the capability of the teaching within their curriculum area, and hence learning</li> <li>• foster an open equitable culture and manage conflict</li> <li>• develop and maintain high expectations of pupils and staff</li> <li>• take a clear lead on pedagogy/methodology</li> <li>• carry out lesson observations and work scrutinise</li> <li>• create a climate for learning</li> <li>• have oversight of marking and assessment in their subject area</li> <li>• ensure reporting is timely and appropriate by all their team members</li> <li>• plan and develop schemes of work</li> <li>• Responsibility for the organisation of all testing and assessments at KS3 and 4</li> <li>• Updating Schemes of Work and Department Handbook as appropriate</li> <li>• Attendance at the Middle Managers meetings</li> <li>• Responsibility for co-ordinating the extra-curricular provision offered by the department</li> <li>• support the professional development of staff within their subject area</li> <li>• meet the needs of all pupils, including the management of behaviour and its impact on learning</li> <li>• organise educational enhancement (e.g. booster classes, trips/visits)</li> </ul>
<b>Additional specific Responsibilities</b>	<ul style="list-style-type: none"> <li>• Undertake teaching commitments, either as lead practitioner or as classroom support, as directed by the Headteacher.</li> <li>• Ensure that all pupils receive excellent pastoral care and support.</li> <li>• Contribute as required to the academy enrichment programme.</li> <li>• Serve as a role model based on high standards and professional conduct, in line with the Teachers' Standards.</li> <li>• Be aware and comply with policies and procedures relating to equal opportunities, confidentiality and data protection, reporting all concerns to an appropriate person.</li> <li>• Maintain confidentiality in relation to all work undertaken.</li> </ul>

- Contribute to the safeguarding and promotion of the welfare and personal care of children and young people and with regard to Child Protection procedures.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare.
- Undertake any necessary professional development.
- Carry out such duties as may be reasonably assigned by the Headteacher.
- develop accommodation and provide an ambience conducive to learning
- carry out risk assessments where required
- manage effective deployment of all resources and ensure value for money.

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#### Personnel

- Communicate to, delegate to, and organise staff well
- Support, guide and motivate team members and support staff
- heighten a common purpose and shared vision, and secure commitment from the team and so develop team work
- Ensure that statutory requirements, e.g. in relation to health and safety with regard to students, are met.
- Promote performances, exhibitions and displays of students' work.
- Uphold the policies of the Academy ensuring, for example, that the Academy's Behaviour and Discipline policy, so that good order and discipline are maintained.

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#### At school Level

- support of the school ethos and policies
- contributions to the development of school policy
- participation in whole school literacy and numeracy dimensions
- supporting the school's policies on attendance, behaviour and rewards in recognition of their strong role in raising pupil achievement
- contribution to the achievement of high standards in relation to every Child Matters priorities
- liaison with external agencies where appropriate
- representing team views, concerns and interests
- giving strategic direction and developing the subject area, including planning in line with the School Development Plan
- liaison with parents
- liaison with Governors.

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#### Work with the Headteacher to strengthen cohesion between members of the school community

- To create and promote positive strategies for challenging racial and other prejudices and dealing with racial harassment.
- To ensure learning experiences for students are linked into and integrated with the wider community and to ensure that students have opportunities to take on leadership roles within the School and the wider community.
- To ensure a range of community based learning experiences.
- To collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- To contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and colleges and promoting innovative initiatives.

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The above duties are not exhaustive and the post-holder may be required to undertake reasonable tasks as assigned by the Headteacher.

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



# Person Specification

Qualifications - Essential	<ul style="list-style-type: none"> <li>• Bachelor's Degree or equivalent in Art or relevant subject area</li> <li>• Right to work in the UK</li> <li>• Qualified Teacher status</li> </ul>
Qualifications - Desirable	<ul style="list-style-type: none"> <li>• Further Degree</li> </ul>
Experience - Essential	<ul style="list-style-type: none"> <li>• High level skills as a classroom practitioner</li> <li>• Experience of effective lesson planning, marking and assessment practice</li> <li>• Experience of using a range of positive behaviour management techniques to create an effective climate for learning</li> <li>• Experience of teaching in Art technology.</li> <li>• Able to relate well to young people and adults</li> <li>• Experience of working as a team member</li> <li>• Good communication and presentation skills</li> <li>• The ability to motivate and enthuse others</li> <li>• Good organisational and time management skills</li> </ul>
Experience - Desirable	<ul style="list-style-type: none"> <li>• Experience of target setting and data tracking systems</li> <li>• The ability to analyse data in order to identify underperformance</li> <li>• Experience of raising attainment through the use of effective intervention strategies</li> </ul>
Knowledge and Understanding -Essential	<ul style="list-style-type: none"> <li>• An understanding of the features of effective pedagogy, how students learn and strategies to improve performance</li> <li>• Understanding of safeguarding / Child Protection requirements</li> <li>• Knowledge and understanding of the importance of CPD</li> <li>• To understand and be able to deliver the vision of the school</li> <li>• To understand and promote the schools' ethos and values</li> </ul>
Knowledge and Understanding - Desirable	<ul style="list-style-type: none"> <li>• Knowledge of research and evidenced best practice relating to the quality of teaching and learning</li> <li>• Knowledge of curriculum design and development</li> <li>• Understanding of the latest Ofsted inspection framework and how this should be reflected in practice</li> <li>• Knowledge of recent developments at national level pertaining to examination reform, curriculum reform and school accountability measures</li> <li>• Knowledge of Quality Assurance processes</li> <li>• Knowledge of developing community based learning experiences related to Art</li> </ul>
Personal & Professional Qualities - Essential	<ul style="list-style-type: none"> <li>• A positive role models</li> <li>• Values diversity and promotes equal opportunities</li> <li>• Commitment to own CPD</li> <li>• Determination, resilience and drive</li> <li>• Enthusiasm, creativity and initiative</li> <li>• Excellent record of attendance and punctuality</li> </ul>
Equal Opportunities - Essential	<ul style="list-style-type: none"> <li>• Understanding of different social backgrounds of students</li> <li>• Understanding the needs of students and the appropriate policies and strategies to support them</li> <li>• Understand the needs of bilingual students</li> </ul>

# Application Process



**CHAT**  
ACADEMIES

To apply visit: <https://www.chat-edu.org.uk/vacancies>

Contact Details: [HR@chat-edu.org.uk](mailto:HR@chat-edu.org.uk), 0208 804 4126

Closing Date: 19<sup>th</sup> April 2021 (Early Applications encouraged)

The interview process will be confirmed nearer the time, but is likely to be conducted at a social distance or remotely.