



# Art Teacher RECRUITMENT PACK

Proud to be part of the



# Introduction



Dear Candidate,

Firstly, I would like to take this opportunity to thank you for taking an interest in joining our team at Dene Magna School.

As you explore the information in this pack and consider a visit to our school, we hope you'll see why Dene Magna is such a remarkable place to learn and work. Our school is committed to the goal that "each and every learner shall achieve their maximum potential and enjoy the process," and we take immense pride in our community.

As an outstanding, successful, oversubscribed, and high-achieving inclusive school for students aged 11-18, Dene Magna is full of character, personality, and soul. We are a proud member of the Forest of Dean Trust, which also includes Drybrook Primary School and Forest View Primary School. Nestled in a picturesque setting, our location offers an easy commute from Cheltenham, Gloucester, Hereford, Bristol, and the surrounding cities.

We warmly invite you to arrange a visit to our school for a chat before you apply. Please contact us at 01594 546030 or email [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) to set up an appointment. To apply, download our application form from the vacancies page on our website, and send it along with a cover letter detailing why you are the ideal candidate to [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) by the closing date. Interviews will be scheduled based on suitability and availability.

This is a wonderful opportunity, and we look forward to hearing from you!

Best regards,

A handwritten signature in black ink, reading "Declan Mooney".

Declan Mooney  
Head Teacher



# About the Trust



## Who are we?

The Forest of Dean Trust is built on collaboration, challenge and support. We are passionate about achieving the best possible outcomes for the students and communities we serve.

We are three schools situated in the Forest of Dean, Gloucestershire. Our Schools include Dene Magna (a secondary and sixth form), Drybrook Primary and Forest View Primary schools. All our schools have been graded Good or Outstanding by OfSTED in their most recent inspections.

We are ambitious and want our trust to continue to grow, but we are mindful that this growth should be done at the right pace and for the right reasons.



# About Dene Magna School

Dene Magna is a Secondary and Sixth form school based across two sites in Micheldean and Cinderford. We have around 1,200 students in KS3, 4 and 5.

We work with our community and know that raising aspirations and supporting the pursuit of dreams is not straightforward. We listen, challenge and support and we know that everybody experiences a different journey. There is a genuine partnership between students, staff and parents/carers to support the pursuit of our vision. We have a relentless focus on excellent teaching and learning and, alongside our house system and a healthy dose of fun, we know that our community continues to thrive.

Our school is founded upon the collective pursuit of our leading aim and our students know what that leading aim is. We know that life throws us many challenges and we aim to work in partnership so that we can learn about what lies ahead and prepare ourselves for our role in not just modern Britain, but the world. Progress is rarely linear, in life and school, and we are passionate that our broad and balanced curriculum complements our pastoral care and pedagogy.

*Each and Every Learner Shall  
Achieve their Maximum Potential & Enjoy the Process*

Dene Magna is built upon excellent relationships, honest conversations and unwavering support to get the best out of each other. Staff work together to improve their teaching, students are actively involved in leadership across the school and parents are listened to and supported in our shared journey.

The modern world is a complex place and we seek to equip our students with the skills to thrive and to make a difference. We acknowledge that teenage years are a minefield to navigate and we support parents/carers in their journey, but we relish the opportunity we have been given to influence the lives of young people in the Forest of Dean.

If you visit Dene Magna you will see that there is a simple, common-sense approach to working with young people that is founded on giving and getting respect. Our staff love their jobs and we work hard to instil that love of our school into our students and the wider community. We are very serious about our role within the community and we are an active presence within it.



HeadTeacher - Mr Mooney

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# Introduction to our Art Department



We are seeking an enthusiastic and committed teacher to join our Art and Design department. The successful candidate will have strong subject knowledge and the ability to teach across Key Stages 3, 4 and 5. You will be dedicated to ensuring that all students make excellent progress and develop both confidence and independence in their artistic practice.

You will be joining a collaborative department of artist-teachers who are committed to delivering a broad, engaging and skills-driven curriculum. Art lessons are practical and focus on engaging students with skills, media, materials and techniques. Our approach balances direct instruction and modelling with opportunities for students to explore, experiment and develop their own artistic voice. Sharing practice and developing pedagogy is central to the way we work, and teachers draw on their own experience and specialisms to shape learning across all key stages. The department values the individual strengths that teachers bring, and these are reflected in the range of approaches and processes experienced by students. We are continuing to develop photography across all key stages, building on existing provision and extending its place within the curriculum.

The Art and Design curriculum has been created to enable students to think and act like artists. At Key Stage 3, students develop foundational knowledge which allows them to generate ideas, create and evaluate their work across a range of disciplines. As students progress, they are given increasing autonomy to make informed choices and produce more personal and meaningful outcomes, leading to more independent and self-directed projects at Key Stages 4 and 5.

The department is well-resourced, with two purpose-built art studios and a dedicated independent study space used by sixth form students, alongside facilities for ceramics, printmaking and digital processes. These resources support students in experiencing a range of practices that reflect those used by artists and within creative industries.

We maintain high standards at GCSE and A Level, with students producing work that reflects sustained engagement and commitment to their themes. Art and Design has a visible presence within the school, with work regularly displayed and shared, contributing to a wider appreciation of arts and culture across the community. The curriculum is further enriched through visits, workshops and engagement with practising artists. We offer a growing extra-curricular programme, including a photography club, educational visits to UK galleries and international visits to cities such as Barcelona and Paris, which play an important role in enriching the curriculum. Teachers contribute to ongoing professional development, including standardisation and subject-specific training, supporting consistency and continued development across the department.

## Our Team

**Marina John**

*Head of Art*

**New post**

*Teacher of Art*

**Kelly Ratcliffe**

*Part time teacher of Art*

**Ethan Harris**

*Part time Art Technician*



# Job Description

## Art Teacher

Full time, permanent contract, ideal for ECT/NQT, start date 1st September 2026

### MAIN RESPONSIBILITIES

- Responsible for the planning & delivery of high quality lessons for KS3 - KS5
- Use data effectively to plan lessons and monitor student progress
- Contribute to the development of effective teaching and learning strategies within the department
- To ensure all students in your teaching groups are challenged, for example those with special needs, gifted and talented and those in receipt of Pupil Premium
- To contribute to and develop schemes of learning as directed by HOD
- Work alongside your department to develop effective school improvement plans
- To support the whole school initiatives including Literacy, Numeracy & RSHE
- Set ILT (homework) in accordance with school policy
- Provide regular written feedback (twice per half term) to students regarding their progress
- Have effective strategies in place to ensure students meet targets and achieve in line with their abilities.
- Ensure you work in accordance with the Health and Safety policies and practices, including risk assessments
- To promote team work and a positive spirit within the department
- To embrace all CPD programmes already at Dene Magna
- To keep up to date with new initiatives and national developments in your subject.

### OTHER SPECIFIC DUTIES

- To engage with and continue personal development
- To be a form tutor
- To engage in the performance review process
- To undertake any other duty as specified by HOD not mentioned in the above
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is specified in this job description
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applications or continued employment for any employee who develops a disabling condition
- To represent Dene Magna in a professional manner and adhere to Dene Magna policies.

### ACCOUNTABILITY

- Work to fulfil requirements of Teachers' Standards (QTS, main scale or UPS)
- Regularly analyse and interpret data on the progress of your students in this subject and take appropriate actions in the light of analysis
- Act as a role model for young people; inspiring them
- Ensure that all groups of students, including those in receipt of pupil premium, make outstanding progress
- Evaluate your own lessons to ensure they focus on effective and consistent high quality teaching and learning
- Attend training where needed
- Observe teaching and work with colleagues to develop the very best lessons
- Promote independent learning within your lessons.



# Skills and Experience

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>A good honours degree</li> <li>Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Masters degree</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of teaching 11 - 18 year olds</li> <li>Feedback confirming excellent teaching</li> <li>A track record demonstrating a commitment to high standards, continuous improvement and quality assurance</li> <li>A track record of effectively leading/motivating students and developing team approaches</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading or contributing to curriculum development</li> <li>Experience of exam marking</li> <li>Experience of managing or supporting colleagues</li> <li>Experience of photography</li> </ul>
Professional development	<ul style="list-style-type: none"> <li>Evidence of commitment to own professional development</li> <li>Evidence of keeping up to date with educational thinking and knowledge</li> <li>A strong commitment to the quality professional development of staff</li> <li>Evidence of ongoing professional development relevant to english education and/or leadership</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>Thorough knowledge of the KS3, KS4 &amp; KS5 Art curriculum</li> <li>A good understanding of the use of target setting and tracking data</li> <li>Strong understanding of effective teaching, learning and assessment strategies</li> <li>An understanding of the use and potential of ICT to develop learning</li> <li>Knowledge and experience of one or more artistic subject specialisms</li> <li>Keeping up to date with changes to qualifications</li> </ul>	
Practical and intellectual skills	<ul style="list-style-type: none"> <li>A commitment to placing teaching and learning at the heart of your work</li> <li>A commitment to promoting the ethos of Dene Magna with accent on high achievement for all</li> <li>Ability to empathise with the needs of students and to be firm but fair and effective</li> <li>Ability to prioritise and manage time effectively</li> <li>An effective communicator and motivator of students</li> <li>A team player with the ability to establish good working relationships with staff, students and parents</li> <li>The ability to set clear expectations and parameters and to hold other accountable for their performance</li> <li>The ability to challenge underperformance</li> <li>A commitment to safeguarding the needs of young people</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>A positive attitude to continuous improvement</li> <li>A commitment to ensure each student maximises their potential and enjoys the process</li> <li>A positive role model to students</li> <li>A sense of humour</li> <li>An ability to communicate and work with a range of adults</li> <li>Hardworking and a team player</li> <li>A reflective practitioner who wants to continue learning</li> </ul>	



# Benefits

We believe that to provide the best teaching and learning experience to our students we should invest in our staff, and insure they are supported in delivering great experiences, that will shape our students growth.

Supported by the Trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of all staff, including work-life balance.

## Pension Scheme

At the trust, we value your future. That's why we offer membership to the Teachers' Pension Scheme (TPS) to all teaching staff. The TPS provides you with a secure and reliable income in retirement, employer contributions, and a range of valuable benefits for you and your family.

## Other staff benefits

- Competitive, benchmarked salary
- At least 5 INSET days a year
- Protected CPL time
- Supported professional development pathways for all staff
- Family-friendly policies
- Flexible working for appropriate roles
- Membership to industry benefit scheme - Blue Lights, offering discount
- Free access to the Gym out of hours at Dene Magna School
- Qualified Level 5 or 7 coaching for employees
- Access to our Employee Benefits Package - Perkbox, which includes access to discount codes, medical appointments online and celebration system



# Are you interested?



## Application

To apply for this position, please complete an application form which can be found at <https://www.denemagna.co.uk/page/?title=Vacancies&pid=109>

Please send this application form to [vacancies@denemagna.co.uk](mailto:vacancies@denemagna.co.uk) along with a covering letter explaining why you think you would be a great fit for the position.

Applications must be received no later than **Wednesday 6th May 2026 at 9:00am**. Applications received after this date will not be considered. The start date for the position is **1st September 2026**.

If you have any questions about the role, the recruitment process or would like to have a visit of our school and Art department, please contact us on [HR@fodt.co.uk](mailto:HR@fodt.co.uk).

## Interview Process

Interviews will be held **w/c 11th May 2026**. Shortlisted candidates will be invited by email to attend an interview.

References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification - this will be confirmed when we send you an interview schedule nearer the date, along with any prior preparation you can complete.

## Safeguarding

Forest of Dean Trust and its Schools are committed to safeguarding and promoting the welfare of children and young people and would expect all staff to share this commitment. The school believes in equal opportunities and encourages all staff and children to be treated similarly, unhampered by artificial barriers or prejudices or preferences.

As a Trust we are committed to safety awareness and we undertake the following procedures:

- We have DSL's trained to an enhanced level.
- All staff will require an enhanced DBS check, section 128 check and the prohibition register will be checked. We also have staff trained in Safer recruitment.
- We will conduct online searches (including social media) for all shortlisted candidates.
- Our Child Protection Policy can be found on our website under Policies.

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