Heath School – H3 Federation

JOB DESCRIPTION			
Post Title:	Art Teacher	**Grade:**	MPS/UPS (Inner London) SEN 2
Department:	Curriculum	**Start Date:**	September 2026
Contract Type	Two-year fixed term 0.2 FTE (one day per week)		
Responsible to: Assistant Headteacher Quality of Education			
Responsible for: Teaching and learning of Art			

INTRODUCTION

Teachers at H3 Federation fulfil the duties covered by the Teachers' Standards and the School Teacher's Pay and Conditions Document. They will be expected to work closely in line with the SEND Code of Practice (2015).
The following are the key responsibilities of the post:

1. Job Purpose

To deliver high-quality, engaging and therapeutic art education to students within a Pupil Referral Unit (PRU), supporting re-engagement with learning, emotional regulation and personal development.
The post holder will contribute to a nurturing, structured environment that meets the needs of pupils with social, emotional and mental health (SEMH) needs, often with complex backgrounds and disrupted educational experiences.

This job description may be amended at any time following discussion between the post holder and the Executive Headteacher, and will be reviewed annually to ensure it meets the needs of the Federation.

2. Context

Heath School is a Pupil Referral Unit for children aged 11-16 in Camden who join us for a period of enhanced support and intervention in preparation for their return to mainstream school. In June 2024, Ofsted rated the school as 'Good' overall, with 'Outstanding' grades for behaviour and attitudes, leadership and management and personal development. Staff who work here receive "Excellent regular training" and join colleagues who "enjoy their development and training and report leaders are considerate of their well-being". All staff at Heath enjoy the opportunity to work flexibly from home once every three weeks.

3. Key Responsibilities

3.1 Teaching and Learning

- Plan and deliver a high-quality Art curriculum tailored to the needs of PRU learners.
- Differentiate learning effectively for students working significantly below age-related expectations.
- Use art as a vehicle for engagement, self-expression and therapeutic development.
- Assess, track and report on student progress in line with school systems.
- Provide accreditation opportunities where appropriate (e.g. Entry Level, Functional Skills, GCSE/BTEC Art).
- Maintain high expectations for behaviour, engagement and outcomes.

3.2 Curriculum and Provision

- Contribute to the development of a flexible, inclusive and engaging curriculum suitable for alternative provision.
- Adapt schemes of work to reflect students' needs, interests and EHCP outcomes where relevant.
- Embed literacy, numeracy and personal development within art lessons.

- Support cross-curricular links and enrichment opportunities.

3.3 Behaviour and inclusion

- Implement consistent behaviour management strategies aligned with the PRU's policy.
- Build positive, professional relationships with students to support engagement and trust.
- Use restorative approaches and trauma-informed practice.
  Support students to develop self-regulation, resilience and social skills.

3.4 Safeguarding & Welfare

- Promote and safeguard the welfare of all pupils in line with statutory guidance (e.g. KCSIE).
- Identify and report safeguarding concerns in a timely manner.
- Contribute to a safe, supportive and inclusive environment.

3.5 Collaboration & Multi-Agency Working

- Work closely with pastoral teams, SENDCo, therapists and external agencies.
- Contribute to EHCP reviews, reintegration planning and multi-agency meetings where required.
- Engage with families/carers to support student progress and wellbeing.

3.6 Assessment, Recording & Reporting

- Maintain accurate records of student progress and engagement.
- Provide reports for internal tracking, reviews and external stakeholders.
- Use data to inform planning and intervention.

3.7 Enrichment and Wider Contribution

- Contribute to extracurricular art activities
- Support enrichment and intervention programmes, including:
  - Engagement through art
  - Alternative curriculum pathways
- Facilitate opportunities for pupils to develop:
  - Confidence
  - Teamwork
  - Character virtues

- Resilience
- Self-discipline
- Self-reflection
- Humility
- Kindness

3.8 Professional Responsibilities

- Fulfil all duties in line with the Teachers' Standards
- Participate fully in:
  - Appraisal
  - CPD
  - Federation-wide training
- Develop expertise in:
  - SEND
  - SEMH
  - Alternative provision practice
- Maintain accurate records and contribute to reporting processes

4. General Responsibilities and Expectations

- To contribute to the overall ethos/work/aims of Heath School and H3 Federation.

- To understand and actively promote all school policies and procedures.

- To commit to safeguarding and promoting the welfare of children and young people.

- To take responsibility for your own professional development by actively seeking formal and informal learning opportunities and by actively engaging in the Federation's CPD programme.

- To participate in training and promote strategies around positive behaviour management, including restorative approaches, de-escalation and positive handling.

- Recognise own strengths and areas of expertise and use these to support and develop others.

- To take responsibility for your own physical and emotional health.

- To attend and participate in meetings as required.

- To observe the Code of Conduct at all times, and comply with all policies and procedures.

- To present a positive personal image, contributing to a welcoming environment which supports equal opportunities for all.

- To promote and ensure the health and safety of pupils, staff & visitors (in accordance with appropriate health & safety legislation) at all times.

5. Safeguarding

The H3 Federation is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment.

The successful applicant will:

- Be subject to an enhanced DBS check
- Adhere to all safeguarding and child protection policies
- Promote a culture of vigilance and responsibility

This job description will be reviewed annually as part of appraisal review process and after consultation with the line manager and the post holder. All Camden employees are expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties.

EQUAL OPPORTUNITIES STATEMENT

Adhere to the Council's Equal Opportunities policies and ensure anti-discriminatory practice within the service area.

COMMENSURATE STATEMENT

Undertake any other reasonable duties commensurate with the grade as determined by the manager.

H3 Federation

CHILD PROTECTION

To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the school and the local authority.

Signed _____ **Date** _____

Postholder

Signed _____ **Date** _____

Head of School

H3 Federation

Heath School

Person Specification

Art Teacher

Education, Qualifications & Experience	1. Graduate with qualified teacher status. 2. Appropriate level of knowledge and understanding of curriculum subject area 3. Evidence of continuing professional development or further professional study in their specialist lead area
Knowledge, Skills & Understanding	1. Strong classroom practitioner. 2. Knowledge of the relevant legislation and guidance with regard to education, safeguarding/child protection, SEN and inclusion of students with SEMH, including the SEND Code of Practice 2015 3. Understanding of the principles of effective learning for children with SEMH and the ability to promote a culture of learning throughout the school 4. Understanding of the principles of good curriculum provision. 5. Understanding of the role of assessment in students' learning 6. Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion 7. Effective ICT skills 8. Ability to write clearly and accurately and communicate effectively with an appropriate sense of audience
Monitoring, Evaluation &	1. Has the skills and aptitude to lead and manage middle leaders and to be accountable for student outcomes. 2. Ability to monitor performance (student, curricular, faculty, pastoral).

Review and Accountability	3. Is able to evaluate and review progress and evaluate and implement change as necessary.
Other Professional Requirements	1. The post holder will need to have a flexible and responsive attitude to changing work environments and staffing structures. 2. A willingness to initiate and participate in both cross curricular and extra-curricular activities. 3. Has the ability to work with parents, external agencies and the wider community. 4. Determination to promote a culture that celebrates success. 5. Desire and aptitude to develop professionally beyond this post. 6. The post holder must display excellent interpersonal skills and apply these to develop relationships with all teaching and support staff, the multi-agency team, parents / carers and students. 7. Excellent motivational skills to engage students with a range of complex needs in their curriculum area.