

# VACANCY

## Head of Art & Design

Start date	Easter or September 2026
Contract term	Permanent
Working hours	Full-time
Pay scale	Teachers Main/Upper Pay Scale
Salary range (per annum)	£32,916 to £51,048 plus TLR 2.2 of £5,873
Location	Poole High School
Key Stages	Key Stage 3 Key Stage 4 Key Stage 5
Reports to	Assistant Headteacher
Suitable for Early Career Teachers (ECTs)?	No

### About the Post

We are looking to appoint an enthusiastic and driven Head of Art & Design to join our high-performing, forward-thinking and cohesive department.

Art is a thriving and successful subject area and is popular at both GCSE and A-Level. The Art team is tight-knit and has fantastic work space and resources. We teach a rigorous academic curriculum with a clear focus on supporting all students achieve positive outcomes. You will work with the technology department and the wider school team to continually drive attainment and standards across the department and the school as a whole.

We are looking for an outstanding individual who will relish the opportunity:

- To plan and deliver high-quality lessons in your subject through our highly effective schemes of work and lesson resourcing.
- To proactively participate in our whole-school CPD programme to continually develop and sharpen your practice, and to take pride in sharing your strong practice with colleagues.
- To contribute to whole school activities and events
- To be engaged in the wider curricular offer for students, through being involved in clubs and activities, particularly those in the subject area.
- To promote and safeguard the welfare of children and young people in accordance with our Safeguarding and Child Protection policies

### What we can offer you

- Disruption-free learning and a 'warm-strict' behaviour system

- Collaborative planning with centralised, shared units of work and resources
- The opportunity to teach up to A Level
- A feedback policy focused on whole class feedback – no onerous marking policies
- Centralised detentions, including homework detentions (you do not need to organise/chase at all)
- No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop
- Professional development that is continuous and based upon national research schools
- A culture of engaged learners – leaving you free to teach high-quality lessons
- Comprehensive induction process with ongoing support from a dedicated induction co-ordinator
- An exceptional CPD offer from ECT through to preparation for senior and system leadership
- A school and trust with the scale and structure to maximise opportunities and career progression
- Automatic membership of the Teachers Pension Scheme
- Free and easy on-site parking

### Who we are looking for

We would love to hear from you if you:

- Are an outstanding classroom practitioner across all secondary key stages
- Able to evidence outstanding teaching and learning in the current role and GCSE results which reflect this through both attainment and progress against national expectations
- Are committed to improving your pedagogical practices
- Are aspirational for career development and eager to seize additional career progression opportunities

You will also be keen to live our Twynham Learning employee values, which are:

- Aim high
- Keep improving
- Don't leave anyone behind
- See the bigger picture

### Any questions?

To discuss the post or your application, please contact Nikki Steele, HR Officer, on 01202 662015 or email us at [recruitment@twynhamlearning.com](mailto:recruitment@twynhamlearning.com)

### How to apply

To apply for this vacancy, please submit a **Job Application Form and Diversity Questionnaire** by email to: [recruitment@twynhamlearning.com](mailto:recruitment@twynhamlearning.com)

Only applications made using our own official application form will be accepted. You can download the form and questionnaire here: [www.twynhamlearning.com/187/staff-vacancies](http://www.twynhamlearning.com/187/staff-vacancies)

The closing date for applications is **Monday 23 February 2026 at 9am**. We reserve the right to **interview exceptional applications prior to the closing date**, and therefore, interested colleagues are **encouraged to apply as soon as possible**. Interview date to be confirmed.

*Twynham Learning values diversity and inclusiveness. We aim to eliminate unlawful discrimination and promote diversity throughout our whole workforce. We want our workforce to be representative of all sections of our community, so we give equal opportunities to all job applicants. We do not discriminate on the basis of age, disability status, gender reassignment, marital/partnership status, pregnancy/maternity, race/colour/national origin, religion/belief, sex or sexual orientation. Only people who can evidence their right to work in the UK will be considered for this vacancy. We are committed to robust Safer Recruitment processes as part of our strong commitment to safeguarding children and young people. An enhanced criminal records check will be undertaken on the successful candidate. Candidates must disclose all unprotected spent and unspent cautions and convictions. It is an offence to apply for this post if you are barred from engaging in regulated activity with children.*