



# Devonport High School for Girls

*Opportunity - Nurture - Achieve*



Information Pack

**Head of Art**  
(Full Time, Permanent)

## Dear Applicant



Thank you for your interest in the position of Head of Art at Devonport High School for Girls (DHSG). I am very proud to be the Head Teacher here in a school where the staff and I value each and every young person as an individual and support them on their journey into adulthood. At Devonport High School for Girls, our mission is to ensure that all of our students receive an exceptional educational experience, through a wealth of opportunities within a nurturing environment, leading to outstanding achievements. This is an exciting time to join our school on our continuing journey to fulfil our mission.

Our teachers, support staff and Trustees are all committed to the DHSG mission and strive

to ensure that it becomes a reality for our students. DHSG has a long tradition of excellence and was founded in 1908. We are proud of our history, but our main focus is looking to the future. We are a 21<sup>st</sup> century grammar school, whilst retaining the best academic traditions.

We are a highly successful and oversubscribed 11-18 selective grammar school and one of the country's highest performing state schools. Our students are absolutely fantastic and we value our staff here, and as such have sensible policies and systems in place.

In this applicant information pack, you will find a Job Description, and information on how to submit your application.

If you have the energy, skills and motivation to join us and make a difference, I would welcome an application from you. If you would like an informal conversation over the telephone or a visit to look around prior to applying, please get in touch.

Yours faithfully,

**L. J. Sargeant**  
**Head Teacher**

## The City

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Plymouth is the largest city south west of Bristol, with a population of approximately 260,000. Located overlooking one of the world's finest natural harbours, it is a city with a proud history.

Recent years, have seen Plymouth develop further as a cultural as well as a commercial, industrial and tourist centre. The city is served by a very active Arts Centre, the Theatre Royal, Plymouth Pavilions and the Life Centre - one of the country's leading sporting venues. Plymouth is also home to the University of Plymouth and Plymouth Marjon University. There are regular ferry services to Roscoff, France and Santander, Spain. The Devon Expressway (A38) links Plymouth to the national motorway system and the intercity rail journey to London takes approximately three hours.

Plymouth has developed very strong twinning links with cities in Russia (Novorossiysk), Spain (San Sebastian), France (Brest), Poland (Gdynia) and Massachusetts, USA (Plymouth). There are also extensive educational links with many more towns and cities.

Click and open the hyperlink in the image to find out why Plymouth is such an attractive city.



## The School

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Devonport High School for Girls was established in 1908 and is situated on a lovely green site overlooking Plymouth's Central Park, approximately two miles from the city centre. It is an 11-18 selective girls' grammar school and became an Academy in April 2011.

There are approximately 960 students on roll, including around 225 in the Sixth Form. Students come from Plymouth and the surrounding counties of Devon and Cornwall.

The school is part of The Link Partnership (TLP) with four other schools in the city in order to extend curriculum provision for students in the Sixth Form.

As well as its strong international links, Devonport High School for Girls has gained a reputation for academic excellence, which helps launch its students on their chosen career paths. The work ethic in the school is very strong and staff are deeply committed to their teaching.

The school places a strong emphasis on developing the whole person and as part of this commitment organises a broad range of enriching extra-curricular opportunities and a comprehensive programme of field visits, with opportunities for students to travel abroad.

The staff of approximately 100 teaching and support staff (a mixture of full-time and part-time employees) are led by the Senior Leadership Team, which consists of the Head Teacher, Director of Finance and Resources, Deputy Head Teacher and four Assistant Head Teachers. From September 2026, this will also include six Associate Senior Leaders (SENDCO and five Heads of Faculty).

## Why work at DHSG?

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### **We Value Our Staff!**

We value our staff and do this by having sensible policies and clear systems in place.

We do not expect staff to write endless feedback to students. We do not do WWW or EBI but let departments decide what is best for students. You will not be expected to attend pointless meetings. We value CPD time and to that extent have frequent department time.

We do not grade lessons or have formal observations. We have developmental drop ins which give immediate constructive feedback.

We value our future leaders, and we invest in the talent development of our staff. Access to internal leadership CPD, SLT secondments and other opportunities are in place for staff. Students are exceptionally well behaved here, so you will not waste time sorting out behaviour. You can just teach.

### **Do you want to work in a school...**

- That has significantly improved results, year on year and the best in the city and region?
- Where the teacher is valued as the expert?
- That has an excellent student culture of respect, manners and hard work?
- That takes workload seriously? That has a clear workload charter, has a rational approach to marking? That restricts email use at weekends and during holidays and does not see 1265 as a target to meet?
- Free tea, coffee and milk for all staff.
- Regular socials organised by the social committee for staff.
- End of term food provided for staff (Bacon Rolls, End of Year BBQ).
- We have a 2 week half term in October/November and do not expect staff to be in for this. We do not make up the time elsewhere either, by having longer days or extra days in the summer term.
- Offer staff a free lunch for running a club?
- Can take PPA at home;
- That values its staff and has a strong approach to CPD?
- Allows departments autonomy over curriculum and planning?
- Offer time off in lieu for staff that give up time to run after school revision sessions?
- Where the staff are fully behind our ambition for excellence?
- That is values-driven, wanting the very best for the students?
- Where people feel valued, and morale is high across the school?

If the answers are yes to the above, then this school is for you.

# The Art Department

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## Introduction to the department

The aim of the Art Department is to provide a stimulating broad-based curriculum, providing a wide range of experiences, materials and tools in which students tackle projects which are both challenging and build on previous key skills and knowledge.

We encourage students to value work produced to deepen understanding of art and creativity. Students evaluate both verbally and in written research of artists, art movements and other cultures. Our dedicated Art team holds particular expertise in painting, printmaking, illustration, ceramics and sculpture.

The Art department is often a hive of activity at lunchtime as we offer extra provision to all art students.

The Art Department, from September, will sit within the Faculty of Expressive Arts, which is led by a Faculty Leader and includes the subjects of PE, Drama, Music, Media Studies and Art.

## Staffing

There are currently 2 teachers of art, including this post. There is also a shared technician.

## Teaching and the Curriculum

Art is a popular subject, taught at Key Stages 3 (lower years), 4 (middle years) and 5 (upper years). Lower years runs over Years 7, 8 and 9. During Year 9, students have the option to choose art for GCSE and it remains a popular choice. For the upper years, again art remains popular. We follow the AQA specification at both GCSE and A Level.

Students achieve exceptionally well in art with many of our A Level artists going on to study art related courses at university, including Oxbridge.

More detailed information about the school can be found on the school website [www.dhsg.co.uk](http://www.dhsg.co.uk).

## Job Description: Head of Art

<b>Job Title</b>	<b>HEAD OF ART</b>
<b>Scale</b>	<b>MPS/UPS + TLR 2B</b>
<b>Responsible to</b>	<b>Head of Faculty – Expressive Arts</b>
<b>Purpose</b>	<ul style="list-style-type: none"> <li>To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress.</li> <li>To be accountable for student progress and development within the subject area.</li> <li>To develop and enhance the teaching practice of others.</li> <li>To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Head Teacher of the school.</li> <li>To be accountable for leading, managing and developing the subject/curriculum area.</li> <li>To effectively manage and deploy teaching/support staff, financial and physical resources within the department to support the designated curriculum portfolio.</li> </ul>
<b>Responsible for</b>	<ul style="list-style-type: none"> <li>Teaching staff and other relevant personnel within the department.</li> </ul>
<b>Liaising with</b>	<ul style="list-style-type: none"> <li>Head Teacher/Members of the Senior Leadership Team, other Heads of Department, Student Support Services and relevant staff with cross-school responsibilities, relevant non-teaching support staff, parents/carers.</li> </ul>
<b>Working Time</b>	<ul style="list-style-type: none"> <li>195 days per year. Full time.</li> </ul>
<b>Disclosure level</b>	<ul style="list-style-type: none"> <li>Enhanced</li> </ul>
<b>MAIN (CORE) DUTIES</b>	
<b>Operational/Strategic Planning</b>	<ul style="list-style-type: none"> <li>To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.</li> <li>The day-to-day management, control and operation of course provision with the department, including effective deployment of staff and physical resources.</li> <li>To actively monitor and follow up student progress.</li> <li>To implement School Policies and Procedures.</li> </ul>



	<ul style="list-style-type: none"> <li>• To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school.</li> <li>• To lead and manage the planning function of the department, and to ensure that the planning activities of the department reflect the needs of students within the subject area, SDP/DDP and the aims and objectives of the school.</li> <li>• To foster and oversee the application of ICT in the Department.</li> <li>• To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the Department are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager.</li> </ul>
<b>Curriculum Provision</b>	<ul style="list-style-type: none"> <li>• To liaise with the SLT lead for Teaching and Learning to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Development Plan/School Evaluation.</li> <li>• To be accountable for the development and delivery of the subject.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• To lead curriculum development for the whole department.</li> <li>• To keep up-to-date with national developments in the subject area and teaching practice and methodology.</li> <li>• To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.</li> <li>• To liaise with the Deputy Head Teaching and Learning to maintain accreditation with the relevant examination and validating bodies.</li> <li>• To ensure that the development of the subject is in line with national developments.</li> </ul>
<b>STAFFING:</b>  <b>Staff Development</b>  <b>Recruitment/ Deployment of Staff</b>	<ul style="list-style-type: none"> <li>• To work with the SLT lead for Teaching and Learning to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.</li> <li>• To be responsible for the efficient and effective deployment of the Department's technicians/support staff.</li> <li>• To undertake Teacher Appraisal and to act as reviewer for a group of staff within the designated department.</li> <li>• To make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the Cover Supervisor/relevant staff to secure appropriate cover within the department.</li> </ul>

	<ul style="list-style-type: none"> <li>• To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.</li> <li>• To promote teamwork and to motivate staff to ensure effective working relations.</li> <li>• To participate in the school's ITT/NQT programme.</li> <li>• To be responsible for the day-to-day management of staff within the designated department and act as a positive role model.</li> </ul>
<b>Quality Assurance</b>	<ul style="list-style-type: none"> <li>• To ensure the effective operation of quality control systems.</li> <li>• To establish the process of setting targets within the department and to work towards their achievement.</li> <li>• To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department.</li> <li>• To contribute to the school procedures for lesson observation, learning walks, etc.</li> <li>• To implement school quality procedures and to ensure adherence to those within the department.</li> <li>• To monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.</li> <li>• To seek/implement modification and improvement where required.</li> <li>• To ensure that the department's quality procedures meet the requirements of Self Evaluation and the School Development Plan.</li> </ul>
<b>Management Information</b>	<ul style="list-style-type: none"> <li>• To ensure the maintenance of accurate and up-to-date information concerning the department on the management information system.</li> <li>• To make use of analysis and evaluate performance data provided.</li> <li>• To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.</li> <li>• To produce reports within the quality assurance cycle for the department.</li> <li>• To produce reports on examination performance, including the use of value-added data.</li> <li>• In conjunction with the relevant member of the Senior Leadership Team, to manage the department's collection of data.</li> </ul>



	<ul style="list-style-type: none"> <li>To provide the Governing Body with relevant information relating to the Department performance and development.</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>To ensure that all members of the department are familiar with its aims and objectives.</li> <li>To ensure effective communication/consultation as appropriate with the parents/carers of students.</li> <li>To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies.</li> <li>To represent the Department's views and interests.</li> </ul>
<b>Marketing and Liaison</b>	<ul style="list-style-type: none"> <li>To contribute to the school liaison and marketing activities, e.g. the collection of material for press releases.</li> <li>To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.</li> <li>To actively promote the development of effective subject links with external agencies.</li> </ul>
<b>Management of Resources</b>	<ul style="list-style-type: none"> <li>To manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.</li> <li>To work with the SLT lead for Teaching and Learning in order to ensure that the Department's teaching commitments are effectively and efficiently timetabled and roomed.</li> </ul>
<b>Pastoral System</b>	<ul style="list-style-type: none"> <li>To monitor and support the overall progress and development of students within the department.</li> <li>To monitor student attendance together with students' progress and performance in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.</li> <li>To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.</li> <li>To contribute to PSHEE, citizenship and enterprise according to school policy.</li> <li>To ensure the Behaviour Management system is implemented in the department so that effective learning can take place.</li> </ul>

<b>Teaching</b>	<ul style="list-style-type: none"> <li>To undertake an appropriate programme of teaching in accordance with the duties of a STPCD teacher.</li> </ul>
<b>Additional Duties</b>	<ul style="list-style-type: none"> <li>To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students follow this example.</li> </ul>
<b>OTHER SPECIFIC DUTIES</b>	
<ul style="list-style-type: none"> <li>To continue personal development as agreed.</li> <li>To engage actively in the performance review process.</li> <li>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</li> <li>Employees will be expected to comply with any reasonable request from a manager/leader to undertake work of a similar level that is not specified in this job description.</li> <li>Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.</li> <li>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 applicants or continued employment for any employee who develops a disabling condition.</li> </ul>	

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 a leader to undertake work of a similar level that is not specified in this job description.
- 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 applicants or continued employment for any employee who develops a disabling condition.

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

This Job Description may be amended, at any time, following discussions between the Head Teacher and member of staff, and will be reviewed annually.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced check by the Disclosure and Barring Service.

## Person Specification: Head of Art

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (to teach in the UK)</li> <li>• Good subject-related Honours Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further relevant qualifications or training</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• At least three years of teaching</li> <li>• At least three years of GCSE teaching experience</li> <li>• Ability to teach Art to A Level</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering INSET/training</li> <li>• Experience of Examination Board marking</li> </ul>
Knowledge, Understanding and Skills	<ul style="list-style-type: none"> <li>• Proven track record of working with able students and achieving positive outcomes</li> <li>• Thorough knowledge and understanding of current educational issues including national policies, priorities and legislation</li> <li>• Thorough knowledge of course requirements for all Key Stages</li> <li>• An understanding of the role of assessment and student tracking systems in raising standards</li> </ul>	<ul style="list-style-type: none"> <li>• The use of assessment data to drive up standards</li> </ul>
Classroom Management	<ul style="list-style-type: none"> <li>• Evidence of very good student management and discipline</li> <li>• Commitment to raising standards</li> <li>• Good organisational and planning skills</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of monitoring and leading department and/or whole school improvement</li> <li>• Evidence of leading a whole school event</li> <li>• Evidence of collaboration with other schools</li> </ul>
Personal	<ul style="list-style-type: none"> <li>• Relentless positivity</li> <li>• Being able to think and work independently</li> <li>• Ability to motivate students and staff</li> <li>• Commitment to further professional development</li> <li>• Able to work under pressure and meet deadlines</li> <li>• Willingness to try new ideas and assess their effectiveness</li> <li>• Willingness to contribute to the provision of extra-curricular activities</li> <li>• High standard of professional self-presentation in dress, appearance, administration and behaviour</li> </ul>	

## How to apply

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All applications for employment should be made by completing the school's application form, which can then be submitted by post to the school address or by email to [recruitment@dhsg.co.uk](mailto:recruitment@dhsg.co.uk). The form can be downloaded from the 'Staff Vacancies' section of the website at [www.dhsg.co.uk](http://www.dhsg.co.uk). Please note that CVs are not accepted.

Applications for this vacancy must be received by **9am on 4 March 2026**. Interviews are expected to take place the week beginning **9 March 2026**.

The Head Teacher will be offering tours/informal conversations on the following days/times – if you wish to attend, please email Mrs Hockedy on the address below:

**Monday 23 February 2026 10am – 11am**

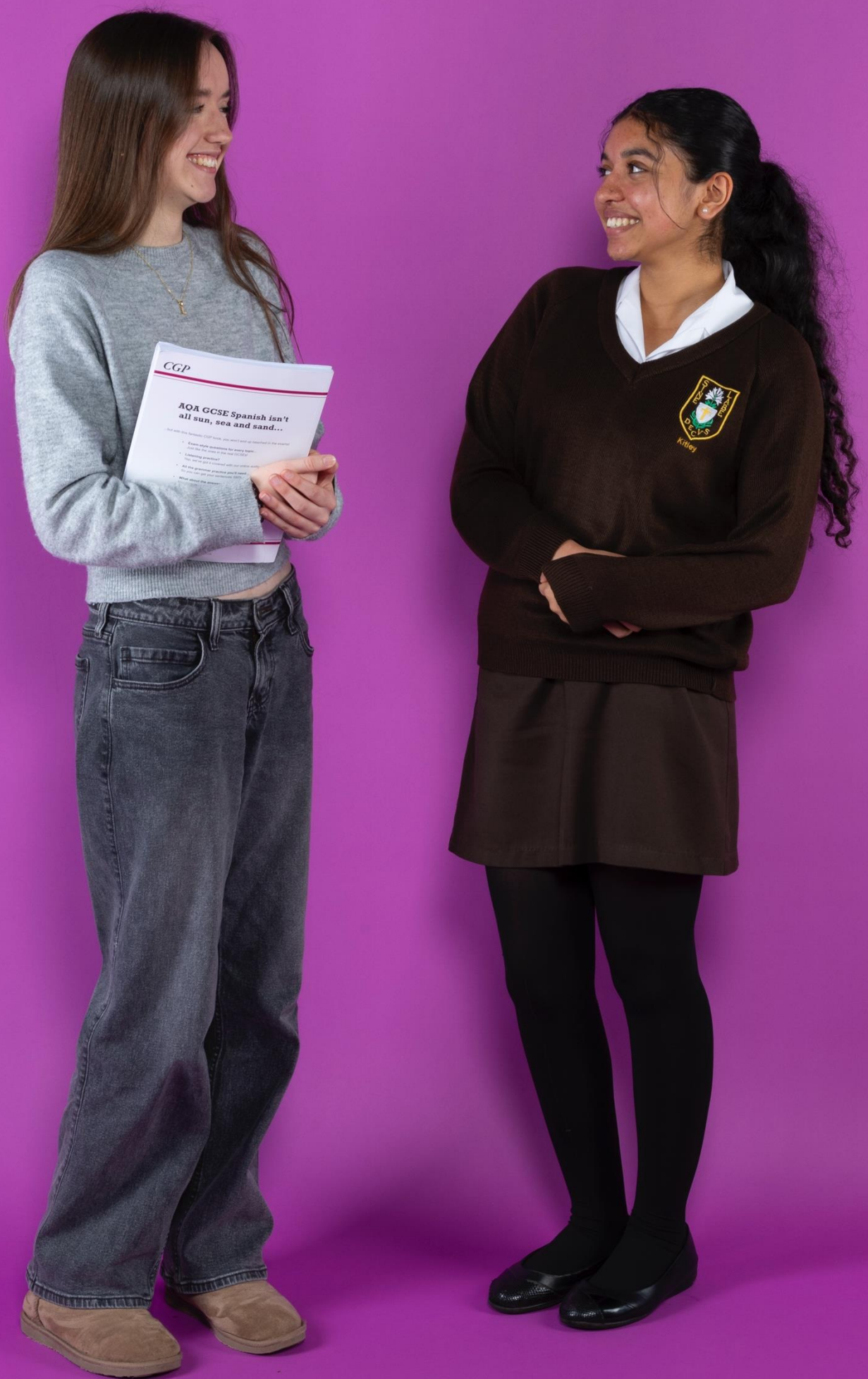
**Thursday 26 February 2026 9am – 10am**

Mrs P Hockedy  
Personnel Assistant  
Devonport High School for Girls  
Lyndhurst Road  
Peverell  
Plymouth  
Devon  
PL2 3DL

T: 01752 705024

E: [recruitment@dhsg.co.uk](mailto:recruitment@dhsg.co.uk)





Devonport High School for Girls School Trust (established on 01 April 2011), known as Devonport High School for Girls, is an exempt charity. The trust is a company limited by guarantee and registered in England. Company No: 7556657.