



DOWNEND
SCHOOL

HEAD OF ART

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



DOWNEND
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Thank you for your interest in the role of Head of Art at Downend School. This is an exciting opportunity for you to join the art team and to be part of the exciting and vibrant wider Downend community where every member of teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Downend School is a mixed comprehensive school, located in Downend, South Gloucestershire, which serves years 7 to 13. The school is oversubscribed and has been for a number of years. It is a popular choice for local parents, who choose us as their first choice. Our school population currently totals around 1450 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups, with approximately 180 students in our Sixth Form. The Sixth Form is located in a separate building, within the same site.

By all the official ways we measure school success Downend is a successful and stable school. We are an Ofsted 'Good' school and have been for over 10 years and our [most recent report](#) from October 2024 is a lovely reflection of the quality of the education we provide. We are also very proud of our results at Key Stage 4 and 5, which can be found [here](#) and show that our young people achieve highly from a variety of different starting points.

Ofsted and examination results are important ways of measuring success but it may be that, like me, you feel that there are other measurements too. We feel strongly at Downend that education is also about character; about behaviour; about developing attributes and about values. As a community we place a huge amount of importance on supporting our students to become young people of substance with the knowledge and skills to understand and improve the world around them, and the moral substance to do the right thing. In order to do this we use our [PRIDE values](#) to ensure our young people participate, are respectful, embrace their own and others' identities, show determination and strive for excellence and these run through all we do, from [curriculum](#) content through to our [pastoral care system](#).

Downend School prides itself on being an inclusive, happy school for students and staff. We are committed to actively engaging with issues of inequality in all its forms in order to shape our school ethos and culture and ensure all of our students go out into the world and thrive in a multi-cultural and progressive society. We would encourage you to look at our [website](#) in order to understand more about the journey we are on.

With best wishes

Linda Ferris



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About CSET

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Downend school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Downend retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



CASTLE SCHOOL EDUCATION TRUST

Job Title: Head of Art

FTE: 1FTE

Contract type: Permanent

TLR: 2L, £5,646

Join us in Providing a Great Education for Every Child

Following a retirement, Downend School is looking for a full-time, permanent Head of Art to join us from September 2025.

About us

At Downend School we provide a safe, supportive and challenging learning environment that aims to inspire and empower young people to grasp opportunity; to reach their potential and excel; to develop responsibility and integrity and to respect themselves and others.

We have a strong ethos based on our core PRIDE values of participation, respect, identity, determination and excellence. We set standards high and aim to nurture young people who are well equipped to become active and positive members of the school community and to develop the knowledge and skills necessary to succeed in a time of rapid change.

Our curriculum is ambitious and well taught, using [The Downend Lesson](#) to ensure a consistent approach to classroom practice and a shared language for learning. Our classrooms are orderly and disciplined but also vibrant and exciting learning spaces where an intellectual curiosity and a life-long love of learning can be fostered.

We are also proud of the care and support we offer our students. We strongly believe in the value of creating a friendly and caring school community where youngsters feel a sense of belonging and feel valued and respected. Happy and motivated students will flourish and become successful young people. Above all, Downend is a happy school.

We can offer you:

- Confident, well-behaved students and calm and orderly classrooms, backed up with a centralised behaviour system
- Dedicated, friendly colleagues at all levels of the school, who have a huge amount of expertise and a commitment to working in the best interests of our students
- A clear curriculum vision and focus on evidence-based practice
- A strong commitment to CPD and development of all staff, in order to ensure continuous improvement for individuals and the school
- An inclusive ethos and a commitment to diversity, equity and inclusion for both staff, students and families
- A commitment to the health and wellbeing of our staff
- An ECT programme described as “top quality support” leading to “ECTs feeling extremely well-supported at a range of levels” by our Appropriate Body evaluation.
- An excellent benefits package including up to 30% discount with Microsoft and Dell; discounted gym membership; cycle to work scheme and a dedicated counselling service

About the role

You will lead the development of all aspects of the Art Department, including the quality of curriculum, teaching and learning and assessment. You will line manage members of the Art Department and ensure the whole team is empowered to improve and develop their own practice. You will have an up-to-date knowledge of best practice and support others in applying this in their classrooms. You will be responsible for the monitoring and evaluation of student progress and will also contribute to the wider school values and school improvement priorities.

You will be joining a department that aims to provide students with a varied and stimulating curriculum that encourages students to be inquisitive and independent thinkers. The Art department work collaboratively to ensure high standards of teaching and learning, subject knowledge and curriculum design. Outcomes in Art at KS4 and 5 are strong across all ability ranges.

About you

You will be an excellent teacher with high expectations of all students, including a commitment to the most vulnerable. You will have the subject knowledge, expertise and passion to teach Art to KS5 level.

You will be a team player, understanding that a common approach to certain aspects of school improvement are vital in driving up standards. You will be committed to your own and the school's drive for continuous improvement, whilst also understanding the school's friendly and inclusive ethos. You will therefore be personable and approachable and be able to quickly build effective relationships with students and colleagues in the School and across the Trust.

Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children's workforce and a Children's Barred List check.

Role profile

Working with the Headteacher to create a vision for the subject area and be an inspirational lead to your departments and students, in order to enable them to fulfil their full potential. To be the lead on line managing the monitoring and evaluating the work of the subject areas, including the quality of curriculum, teaching and learning, assessment, homework and student attainment; and enabling all departmental staff in their teaching so as to ensure standards are met. This role will also involve creating initiatives for the departments and the community which develops engagement. The Head of RS will line manage the maths department (dependent on own specialism, this role may be doubled with a head of department role).

Role Responsibilities

- Teaching lessons which you have planned or organised
- Line management responsibility for departments, to enable their development in achieving department and school objectives
- To line manage the quality of curriculum, teaching and learning, and assessment across the subjects
- To line manage the provision of high quality subject-specific CPD within religious studies
- To be accountable for ensuring the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum and/or extra curriculum programme which complements the School's Strategic Objectives
- Enable self and team with understanding of any relevant national changes to ways of working, including curriculum and implement any necessary changes.
- To maintain accreditation with the relevant examination and validating bodies as necessary.
- Build and maintain an effective Parental Partnership and partner schools, primary schools, Higher Education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies



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Person Specification

- You will be a dynamic innovator who can make things happen in their department and across the school and wider trust.
- You will be personable and see the value in working collaboratively with your peers across the school and trust.
- You will be able to build effective relationships with peers and will be someone who your team can look to for support and guidance.
- You will be passionately committed to inclusive education and be values driven, being clear about the moral imperative of school leadership.
- You will have an up to date knowledge of safeguarding and child protection legislation and will implement this in accordance with CSET wide and school policies.





How to apply

COMPLETE

An application form via Eteach, ensuring to complete your full employment history

VISIT

Downend.com for more information about our School, our values, results and much more.

To arrange a school visit please email cset-recruitment@cset.co.uk

CONTACT

cset-recruitment@cset.co.uk if you have any additional questions