



# Head of Art & Photography (TLR £8610)

Full-time

Start date: September 2026

Presdales School is a single sex comprehensive school in Ware for girls aged 11-18, with boys welcomed into the Sixth Form. We are a school which values all students, irrespective of their age and ability and helps them to exceed expectations through high quality teaching and learning and the opportunity to take part in a wide variety of activities which will enrich their educational and personal development beyond the classroom.

We provide a caring environment where all students are supported, as well as challenged, to ensure that there is no limit to their potential. We prepare our students for a world that is constantly changing by encouraging them to be independent learners who are determined, confident and who never give up.

Alongside academic excellence there is a strong focus on enjoyment, excellent behaviour and respect for all.

Art at Presdales School is a thriving subject with significant uptake among Key Stage 4 and 5 students, who follow the AQA specification. We are a successful department that thrives on new challenges, discovering contemporary artists and practising a wide variety of techniques. Currently consisting of three specialists who bring a plethora of skills, experience and enthusiasm, our primary aim is to ensure that students across all Key Stages produce creative work that explores their ideas and records unique experiences. Our facilities include three specialist Art rooms and a Photographic studio. The

curriculum spans Key Stages 3 to 5, encompassing Fine Art specialisms such as printmaking, observational drawing, installation, painting, textiles, and mixed media. Our A Level Photography course integrates new technologies and exciting digital outcomes. We provide a broad knowledge of art history ensuring students become proficient in various techniques and understand the cultural development of their art forms. We pride ourselves on offering an excellent array of experiences, including many trips and in-house workshops.

The preferred candidate will be an inspiring practitioner who is willing and eager to collaborate, lead the curriculum across Key Stages 3 to 5, and drive innovation through the proactive development of our shared resource bank. A proven track record in managing the A Level NEA process is essential, as the successful candidate will provide the high-level mentorship required for Key Stage 5 students to excel in their Personal Investigations.

*The school is committed to safeguarding and promoting the welfare of young people and expects staff to share this commitment. All posts are subject to a safer recruitment process which includes enhanced criminal records and barring checks, scrutiny of employment history, referencing and other vetting checks, including online searches.*

Closing date for applications:

**9.00am, Monday 18<sup>th</sup> May 2026**

Please submit:

- A letter of application, no more than two sides of A4, outlining how you meet the person specification
- A completed application form (available on the school website)

*Presdales School is committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from all suitable candidates and encourage those from underrepresented groups, and/ or with protected characteristics, to apply.*

You can post your application to the school, or send by email to:  
[recruitment@presdales.herts.sch.uk](mailto:recruitment@presdales.herts.sch.uk)

Please note that CVs will not be accepted. Prospective applicants are welcome to visit the school prior to the application process. Please contact the Head's PA at the above email address if you wish to arrange a visit.





# Person Specification

## Head of Art & Photography

We are looking for a candidate who is able to demonstrate the following essential or *desirable* requirements.

Qualifications
<ul style="list-style-type: none"><li>• A good honours degree</li></ul>
<ul style="list-style-type: none"><li>• Qualified teacher (QTS)</li></ul>
<ul style="list-style-type: none"><li>• A commitment to on-going professional development with evidence of further study or professional training</li></ul>

Knowledge and Experience
<ul style="list-style-type: none"><li>• Successful teaching of subject</li></ul>
<ul style="list-style-type: none"><li>• Evidence of adding value to current students</li></ul>
<ul style="list-style-type: none"><li>• Knowledge of current educational developments in subject and implications</li></ul>
<ul style="list-style-type: none"><li>• Good understanding of how students learn and how to raise standards of achievement</li></ul>
<ul style="list-style-type: none"><li>• Evidence of active involvement in own professional development</li></ul>
<ul style="list-style-type: none"><li>• <i>Experience of using data systems such as SISRA/4Matrix/ALPS</i></li></ul>

Leadership and management
<ul style="list-style-type: none"><li>• Ability to contribute to the recognition and effective use of the talents of the teaching team</li></ul>
<ul style="list-style-type: none"><li>• Effective management of student behaviour within the department</li></ul>
<ul style="list-style-type: none"><li>• Ability to take difficult decisions and convey outcomes clearly and sensitively</li></ul>
<ul style="list-style-type: none"><li>• Ability to foster an open, fair and equitable culture within the faculty</li></ul>

Skills and Abilities
<ul style="list-style-type: none"><li>• Able to communicate well, both in writing and orally</li></ul>
<ul style="list-style-type: none"><li>• Excellent organisational skills</li></ul>
<ul style="list-style-type: none"><li>• Good ICT skills and be able to use them in own teaching</li></ul>
<ul style="list-style-type: none"><li>• Able to manage time effectively and work to deadlines</li></ul>
<ul style="list-style-type: none"><li>• An excellent classroom practitioner</li></ul>

Personal Qualities
<ul style="list-style-type: none"><li>• Committed to safeguarding and promoting the welfare of young people</li></ul>
<ul style="list-style-type: none"><li>• Excellent record of attendance and punctuality</li></ul>
<ul style="list-style-type: none"><li>• Ability to work well within a team</li></ul>
<ul style="list-style-type: none"><li>• Ability to work under pressure and meet deadlines</li></ul>
<ul style="list-style-type: none"><li>• The ability to motivate others</li></ul>
<ul style="list-style-type: none"><li>• Positive attitude</li></ul>
<ul style="list-style-type: none"><li>• Self-motivated and hardworking</li></ul>
<ul style="list-style-type: none"><li>• Creative</li></ul>
<ul style="list-style-type: none"><li>• Sense of humour</li></ul>



# Job Description

## Head of Art & Photography

### Vision and Purpose

- To lead and manage the department, maintaining and striving to continually improve standards
- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured and developed as all-round young people
- To develop and enhance the teaching practice of others.

### Main Responsibilities

- Teach across the full range of age and abilities
- Committed to safeguarding and promoting the welfare of young people
- Lead by example with high quality teaching
- Monitor and evaluate the progress of students in the department in line with school policies, and lead on actions to address underachievement
- Support and develop staff within your team
- Actively engage in the performance management process to develop staff and monitor standards
- Ensure that there is a high quality curriculum for the department that is fit for purpose, up to date, engaging and can be accessed by all students
- Ensure that the department evaluation and improvement plans are completed and are implemented effectively
- Communicate effectively both orally and in writing with students, staff, parents and governors
- Have a commitment to your own continued professional development
- Lead department meetings
- Ensure that the department budget is utilised effectively and within budget
- Attend middle leaders' meetings and contribute with others to the realisation of the school improvement plan and provide input for the school evaluation document
- Organise resources within the department effectively
- Be a form tutor as required
- Take responsibility to complete all safety checks, eg online training, when directed
- Ensure that all students have equality of opportunity
- Promote the school's ethos and culture within the department and wider community
- To comply with the school's Health and Safety policy

*Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.*