



Welcome to our Trust

Head of Art & Photography
Recruitment Pack



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Welcome to Anglian Learning

Thank you for your interest in the position of
Head of Art & Photography

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Gemma Rule HR Officer, at hrrhub2@anglianlearning.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

3

counties

22

academies

About Stour Valley Community School



We are a relatively small 11-16 secondary school in the beautiful town of Clare, in rural West Suffolk, situated between Sudbury and Haverhill. We are a community school and our ethos is built on a philosophy of knowing our students and developing a real sense of community. We are over-subscribed and have a PAN of 115 students in each year group. We are committed to offering a broad and balanced curriculum throughout KS3 and into KS4 which allows for all students to be able to pursue their interests and explore new areas of knowledge. Music, Drama, Sport, Art, Design and Technology and Languages are all important and valued curriculum areas alongside Maths, Science and English.

Developing the whole child and nurturing students to value difference and be caring and kind and able to navigate a world of social media distraction and complicated political and social divide is as important to us as ensuring that our students gain the best qualifications they can to open the door to their next stage of learning, be that vocational or academic. Our PSHE (Personal, Social and Health Education) curriculum and our RS (Religious Studies) curriculum is compulsory for all, and they are regularly revised to respond to national and regional areas of concern where educating the students in our care to make responsible and healthy choices as they make their way through their teenage years is an integral part of our safeguarding strategy.

Are you passionate about making a difference in students' lives? We are looking for dedicated and enthusiastic individuals to join our dynamic team. If you are ready to inspire, collaborate, and grow professionally, we would love to hear from you. Together, we can continue to shape the bright future of our student



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Gemma Rule HR Officer at hrrhub2@anglianlearning.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



Employee Assistance Programme offering a range of services to staff and their families



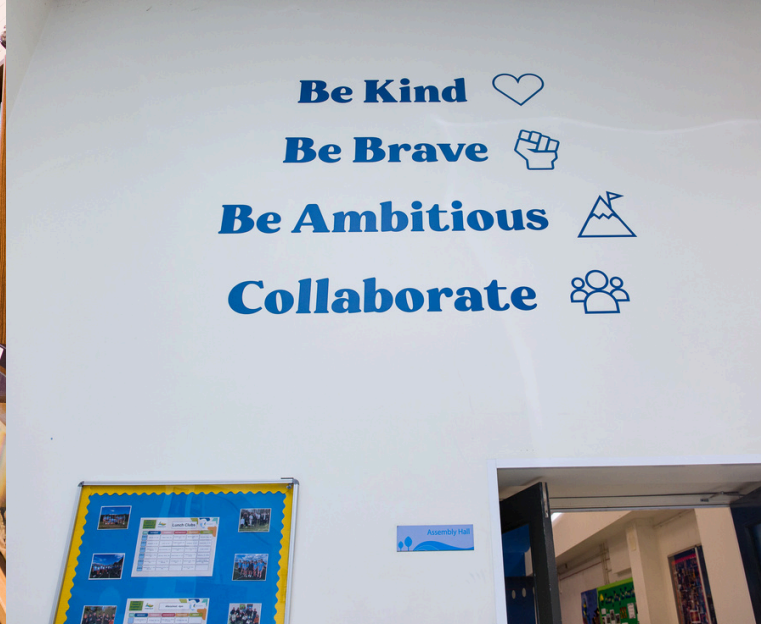
Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

Head of Art & Photography, Full time or 0.8 considered

Stour Valley Community School is seeking to appoint an inspiring and ambitious Head of Art & Photography to lead and develop our creative and inclusive department. Art is taught at KS3 and KS4, with Photography offered at KS4.

The Art Department is a popular and thriving area of the school, where students enjoy spending time both in lessons and through a wide range of extra-curricular opportunities. The department has a calm, creative and relaxing atmosphere that encourages students to explore and develop their artistic skills with confidence.

The spacious studio environment, with its high ceilings and excellent natural light, provides an inspiring setting for teaching and learning. The department also benefits from specialist ceramic facilities, which are highly popular with students across all year groups, alongside a wide range of high-quality resources to support creativity in all disciplines.

Art and Photography are both popular option choices at GCSE, with students achieving strong outcomes and demonstrating high levels of enthusiasm and engagement for the subjects.

The successful candidate will lead, manage and develop Art and Photography to ensure high-quality teaching and learning and deliver a broad, balanced and engaging curriculum that motivates students and supports strong academic outcomes and personal growth.

About the Department

Art & Design at Stour Valley Community School provides a creative experience for all students, encouraging individuality, confidence and self-expression. Students develop skills in painting, drawing, printmaking, textiles, three-dimensional work and digital processes while exploring the work of other artists to inform their own ideas.

The department promotes creativity, critical understanding and cultural awareness through both independent and collaborative learning. Students are encouraged to experiment with ideas, materials and techniques within a well-equipped, purpose-built studio environment that celebrates achievement and creativity. Strong links with the local community and a range of enrichment opportunities further enhance students' learning experiences.

Key Responsibilities

The Head of Art & Photography will:

- Lead and inspire high-quality teaching and learning across the department.
- Develop an engaging and inclusive KS3 and KS4 curriculum.
- Monitor progress and raise standards of achievement.
- Create a stimulating environment that celebrates student success.
- Contribute to enrichment opportunities and the wider life of the school.

The Successful Candidate Will Have

- A passion for Art & Design and creative education.
- Strong teaching and leadership skills.
- The ability to inspire and motivate students of all abilities.
- A commitment to high standards, inclusion and student achievement.

Job Description

Head of Art & Photography

Stour Valley Community School



SALARY:	Upper payscale point 1 £47,472 FTE - point 3 £51,048 FTE Plus TLR 2 £4798
HOURS:	Full time, or 0.8fte days to be agreed, Permanent
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS <plus Barred List Checks>
LOCATION:	The post holder will be based at Stour Valley Community School but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Deputy Headteacher

MAIN RESPONSIBILITIES AND ACCOUNTABILITIES

Leading and Managing

- Lead and manage the development of the department
- Lead and manage review of the department and any identified areas for improvement
- Maintain and develop a shared ethos, positive and professional culture, vision and ambition for the department
- Act as a role model for excellent classroom practice and maintain and share personal subject knowledge and pedagogical expertise
- Provide leadership, management, support and professional development (including appraisal) of staff within the department, promoting best practice and consistency.
- Ensure staff wellbeing and workload are considered in department developments, policy and practice
- Ensure that the subject/area meets inspection, curriculum and statutory requirements including safeguarding, health and safety (including risk assessments) and GDPR
- Allocate and manage resources (staff, budget, materials) to support effective delivery and value for money
- Contribute to the strategic development of the school, helping to develop, implement and evaluate systems, policies and procedures
- Actively promote the school, attend meetings and events as required and liaise with outside agencies to support the delivery of the school's aims
- Maintain a presence around the school site to ensure that the highest standards of behaviour are upheld, supporting and contributing to the operational needs of the school as required
- Evolve and develop personal leadership skills, contributing to and leading whole school initiatives as appropriate

Curriculum

- Ensure the curriculum is suitable for the full range of pupils, including those with Special Educational Needs and those disadvantaged in line with the school's policies and the AL Frameworks
- Ensure the curriculum is appropriately broad, balanced, relevant, ambitious, inspiring, well sequenced, accessible, inclusive and takes into account British values
- Ensure the intent and implementation of the curriculum leads to appropriate progress and successful outcomes for all pupils

- Ensure digital technology is used effectively and appropriately
- Promote CEIAG opportunities and information relevant to the subject
- Provide extra-curricular opportunities and curriculum enrichment to broaden pupils' cultural experiences and promote wider personal development

Assessment, Recording and Reporting

- Ensure all relevant subject examinations are administered in accordance with JCQ regulations including implementation of subject access arrangements
- Ensure assessment is robust, effective and leads to improvement in attainment and progress for all pupils
- Keep accurate assessment and progress records for all pupils, enabling timely and purposeful reports for parents, pupils and school leadership
- Maintain oversight of assessment, intervention and data-driven approaches for the department

Working with stakeholders

- Liaise with primary schools and post-16/18 providers to ensure effective curriculum transition and partnership
- Contribute to school-wide improvement strategies and initiatives, linking the department to wider priorities
- Act as the main link for the subject/area with senior leadership, governors/trustees, external agencies and stakeholders, including parents
- Engage with AL Subject Improvement Networks and Trust-wide initiatives relevant to the department
- Develop, maintain and promote strong partnerships with parents and other stakeholders to support teaching and learning standards
- Manage parental complaints and concerns, respond to Subject Access Requests and Freedom of Information requests

Quality Assurance

- Monitor, evaluate and report on the quality of teaching and learning, progress and outcomes within the area of responsibility.
- Maintain and act upon accurate self-evaluation of the department's performance through rigorous quality assurance
- Keep up-to-date with latest expectations, best practices and debates in relation to the areas of responsibility, e.g. internal CPD and external providers, exam boards, subject associations etc.

Pupils' behaviour, support and intervention

- Lead and coordinate departmental intervention programmes
- Maintain a productive and inspiring learning environment in which pupils are ready, respectful and safe
- Foster a positive climate for learning based on the principles of positive regard, instilling a sense of pride, worth and achievement
- Ensure high behaviour for learning standards in line with the Code of Conduct and support colleagues to develop behaviour management skills
- Support colleagues with classroom and behaviour management
- Promote and maintain the school's child protection and safeguarding policies and procedures at all times
- Lead and coordinate departmental behaviour management systems
- Oversee the support the wellbeing and personal development of pupils within the subject including through the use of data tracking, pupil engagement and parental engagement

Pastoral Responsibilities

- To act as a Form Tutor and carry out all of the responsibilities linked with that role
- To monitor and support the overall progress and development of students within the department
- To monitor student attendance in lessons and ensure that follow-up procedures are put in place where necessary
- To contribute to the delivery of PSHE

Specific Duties and Responsibilities

- Lead at least 2 full departmental meetings per term; maintain minutes and action plans.
- Lead quality assurance which may include learning walks, book looks, pupil voice, staff voice, surveys, etc.
- Create, implement and review Department Improvement Plan
- Analyse assessment data for subject across key stages and plan interventions/additional support
- Conduct lesson observations
- Conduct appraisal meetings and complete appraisal documentation
- Mentor, support and induct new staff
- Ensure continuing professional development (CPD) programme for department team, allocate roles and monitor impact.
- Set cover and manage all essential tasks
- Engage with role-specific CPD opportunities (e.g. engagement with subject/phase communities, reading journals, attending webinars, external courses as budgets allow)
- Complete health and safety documentation and maintain safe working practices
- Support recruitment processes of department appointments

Scope and Impact

Depth of Responsibility

- Responsible for subject exam administration including confirmation of entries, candidate declarations, mock exams, etc.
- Responsible for subject exam access arrangements
- Responsible for internal exam/assessment moderation and standardisation
- Responsible for non-exam assessment including practical's, coursework, etc.
- Responsible for coursework moderation and standardisation
- Responsible for compliance, accountability for outcomes, quality assurance
- Sole decision maker for the department

Curriculum responsibility

- Responsibility for designing/developing the curriculum, schemes of work, etc.
- Responsibility for assessment framework
- Responsibility for setting cover
- Responsibility for interventions within dept/faculty/subject

Other responsibilities

- ECT Mentoring
- ITT Mentoring (when applicable)

Whole School responsibility/contribution

- Art display in school; curating work for AL annual art exhibition

Person Specification

Head of Art & Photography
Stour Valley Community School



Qualifications and Training

Essential:

- Qualifies Teacher Status
- Good honour Degree in relevant subject

- Grade C/% or above in English and Maths GCSE or its equivalent

Experience

Essential:

- Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes
- Reflective and analytical approach to professional activities, including personal professional growth
- Engagement with relevant professional communities and training opportunities (e.g. subject associations, NPQs, HEIs, Chartered College, etc.)
- Experience of coaching or mentoring other staff and improving teaching & learning
- Ability to establish productive working relationships and work well in a team
- Strong data*literacy: ability to interpret assessment data and use it to inform curriculum development, guide interventions and raise attainment (*as appropriate to the role; quantitative and qualitative)
- Excellent organisational, communication and interpersonal skills with the ability to meet deadlines
- Commitment to high standards and continuous improvement

Desirable:

- Experience of leading curriculum development across KS3 and KS4
- Experience of budget management
- Experience undertaking relevant QA activities (e.g. lesson observations, data analysis, work scrutiny, pupil voice, stakeholder surveying)
- Postgraduate qualification (e.g. NPQ) or other training in education leadership, subject specialism, teacher development (including ITT or ECT mentoring)
- Experience of leading others

How to apply

Dates

CLOSING DATE: Monday 18th May 2026

INTERVIEW DATES: Thursday 21st May 2026

START DATE: September 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Head of Art & Photography and meet the person specification we invite you to apply for this exciting opportunity via [Our website](#)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via Hrhub2@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

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