

## Job Description

**Job Title:** Head of Art and Photography  
**Salary:** UL Competitive  
**Reporting to:** Assistant Principal - TBC

### **Statement of purpose:**

To contribute to the overall leadership of Salford City Academy. You will provide professional leadership and management to the History department in order to secure high quality teaching, the effective use of resources and improved standards of learning and achievement of all students.

### **Main Responsibilities**

- To ensure all students are consistently and effectively supported to make outstanding academic progress in Art and Photography through outstanding teaching and effective intervention and catch-up strategies.
- Ensure an aspirational culture within the Art and Photography department and promote high expectations and aspirations for all students.
- To develop effective assessment practices and procedures within the Art and Photography department.
- Ensure high expectations of all students in the Art and Photography department.
- Reward students for their hard work throughout the year and increase their love for Art.
- Establish short, medium, and long-term plans for the development and resourcing of Art and Photography through thorough, accurate and honest self-evaluation.
- Monitor the progress made in achieving subject plans and targets, and evaluate the effectiveness of teaching and learning, reviewing procedures regularly.
- Inspire, develop, innovate, and invigorate the teaching of Art and Photography at Salford City Academy.
- Ensure that the Art and Photography curriculum is deliberately sequenced to enable all students to know, do and remember more.
- Ensure that the curriculum meets the needs of all students.
- Promote the awe and wonder of Art and Photography through encouraging risk taking, challenge and problem solving.
- Monitor the progress of students and establish intervention strategies as required.
- Ensure that subject staff understand and make effective use of data to track student performance in order to raise their attainment.
- Develop the team ethos within the Art and Photography department.
- Develop and implement appropriate CPD and training for all staff in the department.
- Lead by example and provide motivation and direction for the whole team.
- Undertake a teaching commitment commensurate with the level of the post.
- Ensure an aspirational culture at all levels of excellence and equality that delivers and promotes high expectations and aspirations for all students.
- Create and maintain an agenda of aspiration and achievement for the Academy, working with other staff to do so.
- Contribute to the process and completion of any self-evaluation processes.
- To develop excellent working relationships with colleagues internally, centrally, and externally.
- To uphold the academy policies and procedures at all times.
- To be aware and comply with policies and procedures relating to Safeguarding, child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to the appropriate personnel.
- Participate in training and other learning activities as required.
- To promote the area of responsibility within the Academy and beyond.
- To represent the Academy at events as appropriate.

## Culture

- Ensure that students are highly motivated to achieve through clear understanding of their progress and trajectory.
- The quality of engagement between students, parents, carers and staff is effective in supporting students to achieve their very best.
- A culture of aspiration is established enabling students to make positive choices as they progress through the school and beyond in Art and Photography.
- Ensure curriculum development includes regular opportunities for students to understand how Art and Photography is relatable to future careers and the place and role of Art and Photography in wider society.
- Ensure the wider curriculum for Art and Photography provides a variety of opportunities for students to experience an education with character and extracurricular activities.

## Leadership and Management of People:

- Assist in the recruitment and selection of teaching staff in the Art and Photography department.
- Use performance management to help develop a successful, well qualified and inspirational History department.
- Develop the leadership attributes and qualities of members of the Art and Photography team. Ensure that any TLR holders receive regular and appropriate leadership mentoring and CPD which enables them to develop as leaders in Art and Photography and across the academy.
- Plan, delegate and evaluate work carried out by members of the department.
- Create, maintain, and enhance effective professional relationships.
- Be an excellent practitioner and role model.
- Continuous professional development and training of staff in the department.
- Effective liaison with other professionals outside the school ensuring best practice.
- Providing an approachable, authoritative, and visible presence in and around the academy to provide support for staff, students, parents, and the local community.
- Develop a strong sense of teamwork and common purpose among staff in the department.
- Develop a shared expectation and understanding of effective teaching and learning.
- Create and support an aspirational and innovative culture of learning in the Academy.

## Quality Assurance:

- To ensure effective operation of quality control systems.
- To establish a process of setting targets within the department and to work towards their achievement.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning.
- To contribute towards the school procedures for quality assurance including learning walks, book reviews and student voice.
- To monitor and evaluate the curriculum in line with school procedures including evaluation against agreed quality standards and performance criteria.
- To seek / implement modification and improvement where required.

## Safeguarding

- To uphold the academy's policies in respect of Safeguarding and Child Protection and ensure the safety and wellbeing of all learners.
- To work openly within the framework of best practice identified in the school safeguarding policy.

- To report any concerns regarding pupil safety or staff working practices to the designated CP officer(s).

*The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings may therefore have been used, in which case all the usual associated duties are included in this job description.*