

St Bede's School

'Christian Education at its Best'



Head of Art

TLR1A £8,706

To start September 2023

Application Deadline: 09:30 on 22 March 2023

64 Carlton Road, Redhill, Surrey, RH1 2LQ Telephone: 01737 212108

Belonging

Education

Determination

Excellence

Service

Ofsted
Outstanding
Provider



About St Bede's

At St Bede's we are proud to serve roughly 1900 boys and girls of all abilities, age 11-18, from the Reigate, Redhill, Caterham, Horley and surrounding areas. This includes over 300 studying academic courses in the sixth form. The school has an Anglican, Catholic and Free Church foundation and we work hard to create an inclusive ethos. Our aim is to ensure that pupils thrive academically, socially and spiritually within a Christian framework.

In January 2017 Ofsted carried out an inspection of St Bede's and judged the school outstanding in every category. The report acknowledged that pupils make exceptional progress in all year groups and in almost all subjects. Disadvantaged pupils and those who have special educational needs and/or disabilities also make rapid progress. The inspection highlighted the teaching in the sixth form as consistently challenging and as a result, students are motivated to learn and achieve excellent outcomes.

Attainment and progress scores at GCSE and A level are consistently above national averages. We are particularly proud of the English and maths results achieved in the new 9-1 GCSEs. Both departments achieved fantastic results at 4 and 7 grades. St Bede's also saw a steep rise in the number of students achieving the English Baccalaureate.

Measure	2018	2019	2022
Attainment 8	57.6	58.27	61.01
Progress 8	+0.68	+0.73	+0.69
EBACC	49%	54%	59%
EBACC entered	77%	84%	70%
4+ English	86%	92%	92%
4 +Maths	88%	89%	92%

Our school is committed to the safeguarding of children so all appointments are subject to a satisfactory enhanced DBS check. Only applications made on our School Application Form will be considered; we do not accept CVs or unsolicited testimonials. It is our policy always to request references prior to interview.

Please see our staff prospectus for further information about working at St Bede's.

"A zest for learning permeates the whole school. Teachers' high expectations mean that pupils are ambitious for their own futures and approach their learning with determination and resilience."
Ofsted 2017

Art department at St Bede's

We are looking for a dynamic individual to lead our vibrant, thriving and successful art department from September 2023. You would be leading an enthusiastic team of experienced teachers, who work extremely well together. St Bede's places a strong emphasis on creative arts and students are encouraged to follow distinct paths to ensure an all round education and to develop their talents and interests.

Please note, we will review applications on receipt and as such, this vacancy may close earlier than the deadline advertised. Early applications are encouraged.

The art department is housed in a purpose built, modern, creative arts block and the excellent facilities consist of three spacious bespoke art rooms. The head of department office is situated off of one of the classrooms and two of the rooms are connected by a small art library area. The classrooms are equipped with a projector and a desktop computer, with shared access to student chromebooks for research purposes.

The team currently consists of a full time head of department, a full time member of staff (also currently teaching some photography at KS5) and one part time member of staff who also teaches textiles. The head of photography also teaches a small proportion of art at KS5. The department is privileged to have an arts technician who works full time across art, photography, textiles and food. There is a strong emphasis on teamwork and collaboration between these subjects.

Art is taught in Year 7 and Year 8 in mixed ability groups of up to 27 students per class, with two hourly lessons per fortnight. In Year 9, students can choose art as part of a creative package, where they will specialise in their preferred arts subjects to further advance their skills and interests. Students in this year group receive three hours per fortnight of teaching. Students in Year 8 are further able to develop their artistic and creative skills with the opportunity to choose an 'elective' of three lessons a fortnight, for a half term. Currently this elective is based around mask making and puppetry.

There is a healthy uptake at GCSE with 42 students in Year 10 and 41 students in Year 11. Students currently study the Edexcel specification and have five hours per fortnight of teaching at KS4. Art at KS5 consists of one small and highly talented group in both Year 12 and Year 13, for which they receive ten hours per fortnight of teaching.

Results are fantastic, with 96% of students achieving grades 9-4 at GCSE in 2022 and 36% of those achieving the top grades of 9-7. At A Level there has been a three year positive trend, with 80% achieving A*-B grades in 2022.

The department run an extra curricular art club, where students can come for extra guidance on their portfolios, as well as a KS3 art club. The department is currently involved in an art competition for Year 9 students related to our Christian ethos, run by the Southwark diocese. Student artwork is displayed throughout the school and the department, along with textiles and photography, normally showcase student work in an annual public exhibition.

We would welcome applications from motivated, enthusiastic and passionate teachers who are dedicated to student learning and wish to lead a high achieving department of their own.

We look forward to hearing from you.

Job Profile

St Bede's is a voluntary-aided school in which staff are employed by the Governors and are firmly expected to work within the policies approved and adopted by the Governing Body and under the direction of the Headteacher. We expect all staff to support the Christian ethos of the school, maintain the highest professional standards and contribute to the development of St Bede's as a thriving community.

The contractual basis of this post is the current School Teachers' Pay and Conditions Document

Purpose

To serve the mission of St Bede's as an ecumenical Christian school by ensuring the effective teaching performance and professional development of the department team so that students learn well and make strong progress through its work

Salary

Main Scale or Upper Pay Scale

Responsible to

The Headteacher (via link with identified member of the Senior Leadership Team)

Responsible for

All teachers and support staff working within the department

Key Accountabilities

- The sustained delivery of the highest quality teaching and learning in all parts of the department, to ensure that all students will make strong progress and achieve well in relation to their ability, and they value and enjoy the learning in which they participate
- Providing and ensuring effective and appropriate professional development and support for all members of the department so that they enjoy and are successful in their work
- Establishing and sustaining high expectations (reflective of the school ethos & policies) for conduct, classroom climate and the environment within the department so that good learning and wellbeing is supported for all students and staff
- Developing, articulating and sustaining a vision and mission for the department within the school so that its work continues to develop and improve and so that good practice is recognised and shared within the school

Key Responsibilities

- Production and publication of the department's annual action plan, based on thorough consultation with team members
- Monitoring the quality of all forms of learning within the department and the work of all department members, following processes and keeping records as required by school policies
- Monitoring and evaluating the progress of students, planning, organising and making interventions where students are not making good progress
- Setting individual development and performance targets for all staff within the department, following processes and keeping records as required by school policies
- Providing and arranging an appropriate programme of professional development for staff within the department
- Ensuring that all learning is well-planned, based on the detailed requirements of the course, wider requirements (e.g. IT use or key skills) and effectively using the best practice and resources
- Evaluating the quality of all aspects of the department's work, including evaluating course, teacher and student outcomes against targets set by the department and the school, in particular ensuring that strong outcomes for vulnerable groups of students (e.g. those with special educational needs) are maintained and action taken to address any issues identified
- Deploying staff and resources effectively to ensure the best outcomes (including allocation of timetable, rooming, use of budget and use of departmental teaching resources)
- Taking appropriate action to address any concerns or issues, from staff, students or parents
- Contributing to the development of the school by active participation in policy and other discussions, including directly with the leadership team and governors where appropriate
- Sharing school leadership by fulfilment of "whole school" responsibility agreed with the Head and by actively promoting and supporting high expectations of behaviour and "climate" within the department and beyond

Person specification

	Essential	Desirable
Christian Commitment	<ul style="list-style-type: none"> Strong personal commitment to the ethos of St Bede's School Able to work effectively within an explicitly Christian context 	<ul style="list-style-type: none"> Personally committed and practising Christian, member in good standing of any denomination served by the school Informed and thoughtful about current Christian issues
Education and Training	<ul style="list-style-type: none"> Graduate with a related degree UK Qualified Teacher Status Able to teach up to KS5 art Evidence of preparation for leadership of a department and ongoing CPD 	<ul style="list-style-type: none"> Additional qualifications or academic experience
Experience / Skills	<ul style="list-style-type: none"> Meets national standards for ECT Successful experience of teaching art Good knowledge of current curriculum developments Able to implement and support school policies to provide effective pastoral care Effective IT skills 	<ul style="list-style-type: none"> Successful experience working with young people in a pastoral capacity (e.g. as form tutor, youth worker, voluntary work) Successful experience in a position of curriculum leadership
Personal qualities	<ul style="list-style-type: none"> Passion for learning, committed to excellence for all Credibility and confidence in dealing with people and situations Good communicator Good team leader, good listener and sensitive to people's needs while able to direct and motivate Relates to and understands students well Good sense of humour and able to enjoy work Calm and organised under pressure, able to prioritise Resilient and determined Creative and imaginative 	

How to apply

If you would like to apply, please complete our application form for teaching posts and send it to us with a supporting statement (no longer than 2 sides of A4) which explains what attracts you to the post, as well as detailing the skills and experience you would bring to it.

Your completed application can be emailed to:

jobs@st-bedes.surrey.sch.uk

If you have any queries please ring the HR team on 01737 214048 or send an email to jobs@st-bedes.surrey.sch.uk

The deadline for receipt of completed applications is 09:30am on 22 March 2023.

We look forward to hearing from you.

Our data protection policy for job applicants is available [here](#).

