



GLOUCESTER
ACADEMY



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Proud to be part of the

**GREENSHAW
LEARNING TRUST**

RECRUITMENT PACK

Gloucester Academy
Painswick Road,
Gloucester,
GL4 6RN

Telephone: 01452 428800

Email: info@gloucesteracademy.co.uk



Dear Candidate,

Thank you for your interest in the **Head of Arts** role.

This role is an exciting opportunity to join Gloucester Academy and further contribute to the life chances of our young people in the school, and across the Greenshaw Learning Trust. It is a chance to be part of something very special.

The Head of the Arts will provide strategic leadership and oversight of the school's Arts provision, including Drama, Music and Art. The role is responsible for ensuring that the Arts are a vibrant, high-quality and visible part of school life, delivering exceptional teaching, enrichment and performance opportunities for students.

The postholder will hold direct responsibility for Drama and Music, where there are currently no Heads of Department, and will work collaboratively with the Head of Art to ensure a coherent and ambitious Arts curriculum across the school.

The Head of the Arts will play a key role in establishing a culture where creativity is celebrated and where students have access to a rich programme of curricular and extracurricular artistic opportunities.

Gloucester Academy ensures that students and staff can develop and learn in a disruption free environment with exceptional standards. Our school is dedicated to the achievement of all and as such we provide exceptional training and education not only for our students but also for our staff whom we value equally.

Gloucester Academy has an exceptional track record of improvement with results last year making us the 11th most improved school in the country. The latest Ofsted report for Gloucester Academy relates to a different phase of the school's life. The report was written prior to Greenshaw Learning Trust bringing Gloucester Academy into its rapidly improving set of schools and in fact was the very reason why they took on its leadership.

This role will support career development and equip you for a further promotion within the Academy and within our trust. We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds whilst maintaining close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and exciting challenges. At Gloucester Academy we make a real difference to the lives of all we serve.

Work life balance is a high priority at Gloucester Academy. To support this, we offer a highly visible and supportive senior leadership team. We have centralised planning within the school and across the trust with dedicated time in the day for departments to work collaboratively to adapt lessons. centralised detentions, disruption free learning, whole class feedback through a clear feedback policy, lesson's structure based on the Rosenshein principles, visualisers in every classroom, subject experts working together within a collaborative trust, highly bespoke CPD in a short weekly session i.e Teach Like a Champion focus each

session.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently comprise of thirty schools: seven in South London, five in Berkshire, one in Surrey, fourteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person-specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information from our Headteacher Phillipa Lewis Plewis@gloucesteracademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

I am looking forward to hearing from you.

Yours faithfully

Phillipa Lewis
Headteacher

ABOUT OUR SCHOOL

At Gloucester Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Gloucester Academy a better chance of success than if they attended any other school in the country.

Ambition, excellence and pride run through all aspects of school life.

Ambition

We have a strong desire and determination to achieve success. We believe there are no limits to what can be achieved. We do what it takes for as long as it takes. In other words, we go for it every day!

Excellence

We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.

Pride

We are 'fiercely' proud of ourselves, our school, our community

TERMS AND CONDITIONS

This is a permanent role

SALARY

Salary calculated in line with Main Pay Scale Range, points M1 – M6, Upper Pay Scale Range, points UPS1 – UPS 3. TLR2C (currently £8,610). With scope for additional responsibilities for the right candidate

HOURS OF WORK

Hours of work are 32.5 hours per week. Monday to Friday.

PLACE OF WORK

Gloucester Academy, Painswick Road, Gloucester, GL4 6RN.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Head of Arts
Responsible to:	Deputy Head Will Meldrum
Responsible for:	Drama and Music teams, Head of Art

MAIN DUTIES AND RESPONSIBILITIES

Strategic Leadership

- Provide strategic direction for the development of Drama, Music and Art across the school.
- Establish a clear vision for the Arts that promotes creativity, participation and excellence.
- Ensure the Arts have a strong profile within the school and contribute significantly to the wider school culture and community.
- Lead initiatives that enhance the quality and impact of Arts provision.

Curriculum Leadership

- Oversee the planning, delivery and development of high-quality curricula in Drama, Music and Art.
- Directly lead and manage the Drama and Music provision across all relevant key stages.
- Work closely with the Head of Art to ensure consistency, high standards and collaborative working across the Arts faculty.
- Monitor student progress and attainment within the Arts and implement strategies for continuous improvement
- Ensure teaching across the Arts is engaging, ambitious and inclusive.

Extracurricular and Enrichment

- Develop and oversee a vibrant extracurricular programme across the Arts.
- Ensure there are opportunities for students of all abilities to participate in artistic activities.
- Organise and lead school productions and performances, ensuring high-quality opportunities for students to perform and showcase their talents.
- Promote participation in concerts, exhibitions, performances and community arts events.

Music Provision

- Oversee the provision of peripatetic music lessons, including coordination with visiting music teachers.
- Ensure that instrumental tuition is well organised, accessible and integrated into the wider music provision.
- Develop ensembles, choirs and performance opportunities for students.

Quality Assurance

- Monitor the quality of teaching and learning within the Arts through lesson observations, work scrutiny and student voice.

- Support and develop staff within the Arts through coaching, collaboration and professional development.
- Ensure high expectations of standards in teaching, learning and performance.

Events and Cultural Development

- Lead the planning and delivery of key Arts events such as productions, concerts, showcases and exhibitions.
- Create opportunities for students to experience professional arts and cultural experiences.
- Promote the Arts within the wider school community.

Additional Responsibilities

- Contribute to whole-school improvement priorities.
- Support school events and wider extracurricular activities where appropriate.
- Carry out any additional duties reasonably requested by the Headteacher.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.
- The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

	Essential	Desirable
Qualifications and training		
Hold a recognised degree (or equivalent) with a good classification in a relevant subject teaching qualification (QTS)	x	
Commitment to own self development	x	
Skills and experience		
Recent experience of leading and developing within a team.	x	
Recent experience of leading and developing within a team.	x	
Ability to teach your subject area up to Key Stage 4	x	
Recent experience of supporting Music, Drama and Art		x
Personal attributes		
Desire to further raise overall achievement in the arts through promoting the highest standards of teaching and learning.	x	
A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement.	x	
Demonstrate a commitment to following the school's principles of teaching, learning and assessment.	x	
Good discipline/classroom management.	x	
Commitment to working within the School's Safeguarding Policy and Procedures.	x	
Commitment to high standards and expectations.	x	
High levels of professional integrity.	x	
Additional Requirements		
Excellent subject knowledge and a genuine passion for teaching your subject.	x	
Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum.	x	
Understanding of Exam Board specifications	x	
Awareness of wider educational contemporary issues		x

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on **5th April 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on 01st of September 2026 or before if possible



GREENSHAW
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