



Subject Lead - Art

Post title:	Art Subject Lead
School:	Avanti Fields School, Leicester
Salary and grade:	MPS/UPS plus TLR 2a
Contract Type:	Permanent

The Role

The Subject Lead for Art, a middle leader, will work with other middle leaders and the Senior Leadership Team in ensuring Avanti Fields School provides an outstanding education for all pupils, rooted in the inclusive and distinctive Avanti Schools ethos of *Educational Excellence, Character Development and Spiritual Insight*.

Avanti Fields is part of the growing family of Avanti schools. The key responsibilities laid out here are those, which will be assumed by the successful candidate upon appointment.

Avanti schools are Hindu-designated faith schools. However, all staff members at Avanti Fields School will ***not be required to present themselves*** from any specific faith background and there will be no preference given in this regard. Applications are very welcome from practitioners of any faith and of none. The successful candidate will, however, be expected to be in sympathy with the unique ethos and vision of the School – following closely the expected behaviours laid out in the Ethos Handbook.

Main purpose of the job

- Be responsible for the learning and achievement of all pupils in all classes, ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct within the Art curriculum and across the school as a whole.
- In the spirit of the ethos of the Avanti Schools Trust, treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/families, governors, other staff, the Avanti Schools Trust and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have



due regard to the Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the Appraisal process as relevant to their role in the school.

Subject Leader

Curriculum Provision

- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To lead on the development of appropriate syllabuses, resources, schemes of work, marking and assessment policies and teaching and learning strategies, that are innovative, will motivate students to learn and raise achievement across the subject area.
- To work with other Subject Leaders in order to embed cross curricular Literacy, numeracy and ICT across the School, which is effective in raising standards.

Operational/Strategic Planning

- To formulate, in conjunction with the subject team, an annual subject improvement plan which supports the School improvement plan.
- Undertake regular self-evaluation activities, in line with the school's self-evaluation and QA calendar to evaluate and improve practice and provisions in Art
- To foster and oversee the application of communication and ICT and numeracy skills in the subject area, including the development of materials.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the subject area are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager.

Staff Development: Recruitment/Deployment of Staff

- To build an effective team of motivated teaching and support staff who share the school vision of Educational excellence, character formation and spiritual insight for all students.
- To induct, guide and support all staff in the subject areas, ensuring training needs are met, in liaison with SLT lead for induction.
- To manage other Art staff to ensure effective teaching and learning takes place across the curriculum.
- To be responsible for the appraisal of staff in the subject area, in line with the Trust Appraisal policy.
- To be responsible for the day to day management of all teaching and support staff in the subject area and to act as a positive role model.
- To make appropriate arrangements for classes when staff are absent.
- To participate in the School ITT and NQT training and induction programmes as appropriate.



Art Specific

- Promote the department in whole-school activities such as open mornings, assemblies, newsletter.
- Coordinate and participate in the organisation and running of extra-curricular Art clubs and opportunities.

Teacher Job description

- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners



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- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies, including the Avanti Schools Trust
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your Performance Management



Quality Assurance

- To ensure that challenging targets for achievement are set, communicated to staff and students and that all colleagues work positively towards reaching them.
- To work with the subject team to monitor and evaluate the work of the subject area, in line with agreed School procedures, including evaluation against quality standards and performance criteria.
- Accountable for ensuring rigorous and effective systems of self-evaluation and review are carried out in line with school policy and that information collected through the process is used to make changes that will impact positively on student achievement.

Management of Information

- To ensure the input and maintenance of accurate student data and information as requested and in line with the school assessment policy.
- To make use of analysis and evaluate performance data provided in comparison with School, local and national performance.
- To ensure teachers regularly review planning guided by the use of data.
- To identify and take appropriate action on issues arising from evaluation of data, setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports on student progress and attainment within the quality assurance cycle for the subject area, including for governors when requested.

Communications

- To ensure all members of staff are familiar with the aims, objectives and policies of the school and the subject area.
- Ensure effective communication/consultation as appropriate with the parents/carers of students.
- To attend meetings as appropriate.
- To communicate with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external agencies as appropriate.
- To organise regular subject area meetings and to ensure that the interests of the subject area are represented at faculty meetings.

Management of Resources

- To manage the available resources of space, staff, delegated budget and equipment effectively within the policies and procedures laid down by the Trust.
- To work with the School leadership group to ensure that the subject areas teaching commitments are effectively and efficiently time-tabled and roomed.



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- To ensure the School Health and Safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary, therefore liaising with the Assistant Principal with responsibility for health and safety.

Pastoral Support

- To act as a Form Tutor and to carry out the duties associated with that role.
- To contribute to the school's pastoral programme and other cross-curricular areas according to school policy.

Other

- To have professional regard for the ethos, policies and practices of the School and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Principal

Note :This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of School organisation and may change either as your contract changes or as the organisation of the School is changed. Nothing will be changed without consultation.



Person Specification (A Application, R References, I Interview)

Qualification Criteria

- **Essential:** Qualified to Bachelor or higher degree level in Art. (A)
- **Essential:** QTS Qualified. (A)
- **Essential:** Right to teach and work in the UK. (A)

Experience

- **Essential:** At least three years teaching experience in one or more good or outstanding schools – demonstrably delivering high standards and results. (A/R)

Leadership

- **Essential:** Genuine passion for lifelong learning (R/I)
- **Essential:** A belief in the unique potential of every student. (R/I)
- **Essential:** Able to self-start, work independently and collaboratively as part of a team- whether led or leading. (R/I)
- **Essential:** Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative. (R)
- **Essential:** Resilience, the ability to work well with others and the motivation to support the senior leadership team in leading the subject area through day-to-day challenges while maintaining a clear strategic vision and direction. Extremely positive and solutions-driven even when faced with seemingly insurmountable challenges. (R/I)
- **Essential:** Commitment to the safeguarding and welfare of all students. (R/I)

Skills, Vision and strategy

- **Essential:** Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work entirely within the framework of the Trust's Ethos Handbook – including the promotion of the Faith Ethos of the school. (I)
 - **Essential:** Clear vision and understanding of how to implement and sustain a high quality of teaching and learning within Art. (A/R/I)
 - **Essential:** Up to date on national changes to the educational landscape; particularly relating to Art.
 - **Essential:** Excellent organisational skills and ability to delegate. (R/I)
 - **Essential:** Excellent skills in the use and application of technology. (R/I)
- Essential:** Able to use of data to inform and diagnose weaknesses that need

