



STOKE PARK
— SCHOOL —

Subject Leader of Art & Design

Recruitment Pack





BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff



Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Natalie Rock

Head Teacher



Stoke Park School is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

We look forward to hearing from you.



▼ Job Details

JOB TITLE	SUBJECT LEADER OF ART & DESIGN
OPPORTUNITY	<p>We are seeking to appoint an excellent Subject Leader of Art and Design to provide professional leadership, management and co-ordination to ensure the department is able to provide all students with high levels of personal achievement through the delivery of highly effective teaching and learning.</p> <p>You will possess a passion for raising achievement and an aptitude for overcoming barriers to learning. Dynamic and creative, you will be able to inspire those around you.</p>
REPORTING TO	Assistant Headteacher
LOCATION	Based at Stoke Park School with a requirement to travel to work at or for schools in the Trust.
SALARY	TMS / UPS + TLR2c
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> - Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements <p>www.thefuturetrust.org.uk/why-work-for-the-futures-trust</p>



Job Description

Job Purpose

To provide professional leadership management and co-ordination needed to ensure the department is able to provide all students with high levels of personal achievement through the delivery of highly effective teaching and learning.

Duties and responsibilities

Strategic Direction:

- To develop and implement policies and practices which reflect the school's commitment to high achievement, and which are consistent with national and school strategies and policies
- To establish short-, medium- and long-term plans for the development and resourcing of the subject
- To monitor the progress made in achieving subject plans and targets, and evaluate the effectiveness of teaching and learning
- To produce an annual SEF for the subject

Lead:

- To recruit and select teaching and support staff, develop subject teams and individuals to improve and enhance performance
- To plan, delegate and evaluate work carried out by teams and individuals, with intervention work as appropriate
- To create, maintain and enhance effective relationships
- To implement the Performance Management process

Accountabilities:

- Teaching and Learning:
- Provide guidance on a choice of appropriate teaching and learning strategies
- Develop and implement systems by recording individual student progress
- Ensure schemes of work are developed appropriately
- Evaluate the quality of teaching and standards of achievement, whilst setting targets for improvement
- Plan and implement intervention strategies for individual students who are not making sufficient progress

**Resource Management:**

- Secure and allocate resources to support effective learning and teaching within the subject area(s)
- Monitor and control use of resources

Knowledge and Skills:

- School improvement and effectiveness strategies including the processes and systems for quality assurance within subject area(s)
- Principles and practices in relation to managing learning and teaching, people, policy and planning, resources and finance
- Principles and practices of effective leadership and management of change
- The application of information and communications technology (ICT) to learning teaching and management of the subject area(s)
- Principles of curriculum planning
- Financial planning, stock inventory and resource planning
- The principles influencing current approaches to human resource management and coaching

Line management

- To lead and manage the Art and Design department.

Professional Development

- Maintain personal professional development to ensure that the knowledge and skills required to fulfill the role of Subject Leader of Art and Design are up to date.
- Be a professional role model and understand and promote the aims of the School and the values of the Trust.



Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Must have Qualified Teacher Status (QTS) First degree or Certificate of Education Substantial evidence of working in 11 – 19 schools 	<ul style="list-style-type: none"> Evidence of recent relevant professional development 	Application form
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Able to follow the school's safeguarding procedures and recognise when to report any concerns To think strategically and to build and communicate a coherent vision Able to inspire, challenge, motivate and empower others to carry the vision forward 		Application form Interview
EXPERIENCE	<ul style="list-style-type: none"> Leadership within subject area Evidence of raising achievement in subject Work on monitoring and self-evaluation Evidence of involvement in whole school policies, practices or innovation Track record of providing inspiration and strong leadership and CPD to teaching staff 		Application form Interview

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Accesses, analyses and interprets relevant data • Initiates and supports research and debate on effective learning • Develops strategies for performance improvement 		Application form Interview
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • A professional role model who is committed to their own professional development and to developing others • Committed to and able to promote the aims of the school and the values of the Trust: Students First, It's about Learning, No Barriers. • Able to work calmly under pressure and withstand stress • Able to work flexibly, and to attend meetings and INSET days as required • Recognises and takes account of the diversity of the school community • Builds partnerships and community consensus on values, beliefs and shared responsibilities • Listens to, reflects and acts on community feedback • Builds and maintains effective relationships with parents, carers, partners and the community that enhance pupil education 		Interview



How to apply

Closing date:

Monday 7 July 2025

Interviews:

tbc

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:

tel: 02477 102134

To apply for this post, please complete the online application form found at:

www.thefuturestrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:

www.thefuturestrust.org.uk/work-with-us/recruitment-pack

- Stoke Pak School Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants



The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.