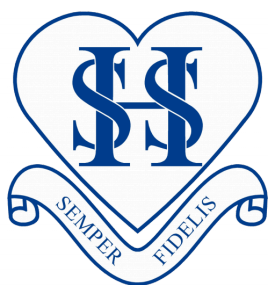




APPLICANT PACK

# Subject Leader of Art

*Sacred Heart Catholic Secondary School, Redcar*



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Subject Leader of Art at Sacred Heart Catholic Secondary School.

NPCAT is one of the largest Multi Academy Trusts in the UK. We have had a significant impact in all of our secondary schools and Ofsted have acknowledged this in all recent visits and inspections. St Patrick's Catholic College, St Peter's Catholic College and Sacred Heart are all rated good schools. Trinity Catholic College, having recently been inspected, is rated good in four Ofsted areas. All Saints in York and St Francis Xavier in Richmond remain outstanding.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust.

We have a rich pool of school leaders supported by excellent curriculum Directors and a Standards Team who really know our schools and the necessary steps required to make the necessary changes as we lead our schools to Outstanding. You will join this dynamic group who are leading the way to ensure the education we offer is the best it can be.

We are looking for a Subject Leader who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for a practitioner who can adapt and be flexible with any challenges they may face.

This is a wonderful opportunity for individuals with the ability and willingness to lead and influence change in a positive, collaborative way and the flexibility to model outstanding practice. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

# Job Advert

<b>Required:</b>	September 2026
<b>Salary:</b>	MPS / UPS plus TLR2b of £6,070 per annum
<b>Hours:</b>	1 FTE
<b>Contract Type:</b>	Permanent
<b>Location:</b>	Sacred Heart Catholic Secondary School, Mersey Road, Redcar, TS10 1PJ

Our school is committed to striving for excellence in all aspects of school life and nurturing links with the parish and the wider community. The school seeks to appoint an enthusiastic, inspirational and talented Subject Leader of Art. This is an opportunity to join a dynamic and very successful team working in a school with excellent facilities and very high academic standards.

We are looking for either an experienced subject leader with a proven track record of outstanding outcomes to drive results even further.

Sacred Heart Catholic Secondary School is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and two vibrant Sixth Form Colleges. With more than 12,300 students and 1,500 staff, NPCAT is now one of the largest multi-academy trusts in the UK.

Sacred Heart Secondary School is at the heart of the community and it is the positive, caring attitude of all members of our school community that creates the unique nature of the college. The quality of the education we provide reflects an ethos that affords equal opportunities to all, regardless of faith, race or gender. We are a school with high expectations and aspirations for all pupils and we celebrate our commitment to inclusion.

## **We are looking for a teacher who has:**

- A passion for providing the best possible education for all students
- A commitment to maximising achievement through excellence in teaching and learning
- A strong commitment to the Catholic ethos of the school and the promotion of Christian values
- A commitment to continual improvement
- The ability to inspire students and promote a sense of enjoyment of learning
- An eagerness to be involved with extracurricular activities in order to enhance the lives of the whole school community

**Closing date: Friday 15th May 2026, 9am**  
**Interviews: Week commencing 18th May 2026**

Louise Dwyer, our headteacher, welcomes visits to the school. Please contact the school on 01642 487100 or email Sophie Townsend [townsend.s@npcat.org.uk](mailto:townsend.s@npcat.org.uk) to arrange an appointment.

**Please refer to the back cover of the application pack for details of how to apply for this position.**

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.*

# Job Description

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Post Title:** Subject Leader of Art

**Grade:** MPS / UPS plus TLR2b

**Responsible to:** Headteacher

## **Job Purpose:**

- Be responsible for the learning and achievement of all pupils in Art ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- 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/carers, governors, other staff 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 (2012).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

## **The Subject Leader of Art will be responsible for:**

- Health and Safety of pupils and staff while in the department.
- Promote a culture of excellence and an ethos of high expectations for pupil achievement within Art
- Demonstrate passion and excellent subject knowledge of your specialism, with the ability to teach the subject at GCSE.

- For achieving the highest possible standards in work and conduct.
- The learning and achievement of all pupils in Art, ensuring equality of opportunity for all.
- For the attainment, progress and outcomes of pupils in Art
- Actively monitor and respond to curriculum development and initiatives.
- Induction and support of new staff in the department.
- Ensuring good behaviour and encouraging good attendance and punctuality.
- Arranging and promoting activities across the department to foster personal development, commitment and enthusiasm in pupils
- Liaison with external agencies as required for pupils in the department.
- Performance management of staff in the department as required.
- Line management of department staff.
- All department resources and budget.
- Working proactively and effectively in collaboration and partnership with learners, parents/carers, directors, governors, other staff and external agencies in the best interests of pupils.

Some of these specific accountabilities may be assigned to other TLR post holders in the department but the Curriculum Team Leader remains accountable for their overall achievement.

## 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 (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

### Job Summary

1. Maintaining a focus on teaching and learning.
2. Exercising appropriate professional skills and judgement.
3. Accountability for leading, managing and developing history.
4. Working with other relevant teachers in the department:
  - Identify relevant department improvement issues.
  - Define and agree appropriate improvement targets.
  - Coordinate CPD needs and opportunities for department staff.
  - Evaluate the impact of all improvement activities on the quality of teaching and Learning.
  - Provide the Senior Leadership Team and Standards Team with relevant subject, curriculum area or pupil performance information.
5. Having impact on educational progress beyond personally assigned pupils in the Department.

6. Working with other relevant teachers and staff in the department:
  - Identify appropriate attainment and/or achievement targets.
  - Monitor pupil standards and achievement against annual targets.
  - Monitor planning, curriculum coverage and learning outcomes.
  - Monitor standards of pupil behaviour and application.
  - Lead evaluation strategies to contribute to overall school self-evaluation.
  - Plan and implement strategies where improvement needs are identified.
  - Ensure that relevant attainment / achievement targets are met.
7. Leading, developing and enhancing the teaching practice of others.
8. Working with other relevant teachers and staff in the department:
  - Maintain personal expertise and share this with other teachers.
  - Act as a role model of good classroom practice for other teachers, modelling effective strategies with them.
  - Monitor and evaluate standards of teaching, identifying areas for improvement.
  - Plan and implement strategies to improve teaching where needs are identified.
  - Induct, support and monitor new staff.
  - Act as a performance management team leader for identified staff.
9. Line management responsibility for a significant number of people:
  - Ensure that performance management arrangements are effectively discharged by other team leaders in the department.
  - Monitor the effectiveness and impact of performance management arrangements within the department (subject to the performance management policy).
  - Monitor and evaluate the contribution and impact of other staff in the Department to school improvement.
  - Provide quality assurance monitoring and intervention with staff as agreed with the senior leadership team.
  - Identify staff development needs and co-ordinate these with those responsible for CPD in the school or Trust.
  - Plan the deployment of staff expertise to achieve departmental improvement objectives.
  - Take initial responsibility for the pastoral care and welfare of all department staff.

## **General**

1. To participate in wider school meetings and working groups as required.
2. Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
3. Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
4. For promoting and safeguarding the welfare of children and young people within the school.
5. 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 (2012).

**These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / Line Manager may determine.**

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL AND TRUST POLICIES.**

**THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.**

# Person Specification

Criteria	Essential		Desirable	
<b>Qualifications &amp; Training</b>	E1	Qualified Teacher Status.	D1	Degree 2:1 or higher.
	E2	Degree 2:2 or higher / PGCE or equivalent qualifications in relevant subject.		
	E3	Relevant up to date training in specialist subject.		
<b>Experience &amp; Knowledge</b>	E4	Good knowledge of assessment and its impact on the curriculum.	D2	Experience in more than one school/college.
	E5	Be able to teach GCSE Art	D3	Experience of action planning and self-evaluation.
	E6	Training and/or experience in the use of data for tracking pupil progress and performance.	D4	Experience of the management and leadership of a team of teachers and/or support staff.
	E7	Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress.	D5	Knowledge of new external accountability measures.
	E8	Understanding of the relationship between CPD and sustained academy improvement.	D6	Experience of coaching and mentoring.
	E9	Evidence of success in raising pupil achievement across a broad range of abilities.		
	E10	Up to date knowledge of educational and curriculum change.		
<b>Skills</b>	E11	Excellent classroom teacher at key stages 3 and 4.	D7	Proven track record of implementing strategies that raise pupil achievement including monitoring and evaluating the work of others.
	E12	Can model teaching to others.		
	E13	Ability to engage, enthuse and motivate pupils.		

	E14	Excellent relationships with pupils.		
	E15	Ability to work cooperatively as a subject leader and member of a team and in different partnerships.		
	E16	Excellent people skills – motivating, nurturing and challenging young people and adults to achieve their best.		
	E17	High level ICT skills for teaching and management.		
	E18	Confidence, clarity and decisiveness in making and carrying out decisions.		
<b>Personal Attributes</b>	E19	Enjoyment for working in new and challenging situations.		
	E20	Steer a vision from beginning to end.		
	E21	Ability to identify and implement solutions to problems.		
	E22	Ability to meet deadlines.		
<b>Special Requirements</b>	E23	Understand the importance of emotional intelligence.		
	E24	Sympathetic to the ethos of a Catholic School.		



*Forming lives ready to face the future*

## Why work for us?

**The Nicholas Postgate Catholic Academy Trust family of 32 primary schools and six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.**

Our geographical reach stretches across Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough. Our schools offer high-quality education, with a unique set of curricula that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. All schools work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

*“Educating is an act of hope and a passion that is renewed because it manifests the promise we see in the future of humanity.”*

***-From the Apostolic Letter – ‘Drawing New Maps of Hope’, October 2025***

# Proud to Serve

## Teesside, North Yorkshire & the City of York



**The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.**

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

### **Friendly people**

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

### Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (Mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

### Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each year.

### Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

### Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, Teesside University is based in Middlesbrough, York and York St John Universities based in the centre of the city. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

### Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.



# The Diocese of Middlesbrough

**NPCAT is one of two multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.**

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided. Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Apostolic Administrator of the Diocese of Middlesbrough, Bishop Marcus Stock provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have

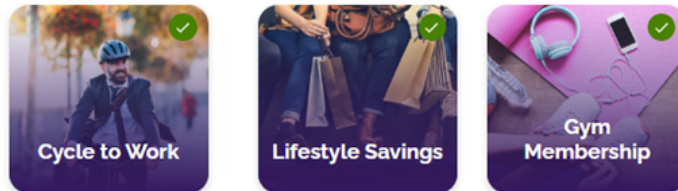
equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

Our schools serve the following parishes:

Brotton, St Anthony of Padua  
Catterick Garrison, St Joan of Arc Garrison  
Guisborough, St Paulinus  
Helmsley, St Mary's  
Ingleby Barwick, St Thérèse of Lisieux  
Leyburn, SS Peter & Paul  
Loftus, St Joseph and Cuthbert  
Malton, SS Leonard & Mary  
Marske-by-the-Sea, St Bede  
Middlesbrough, Corpus Christi  
Middlesbrough, Holy Name  
Middlesbrough, St Clare of Assisi  
Middlesbrough, St Francis of Assisi  
Middlesbrough, St Joseph  
Middlesbrough, St Mary's Cathedral  
Middlesbrough, St Patrick (Sacred Heart)  
Middlesbrough, St Thomas More  
North Ormesby, St Alphonsus  
Nunthorpe, St Bernadette  
Ormesby, St Gabriel  
Pickering, St Joseph's  
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)  
Richmond, SS Joseph & Francis Xavier  
Saltburn, Our Lady of Lourdes  
Staithes, Our Lady Star of the Sea  
Teesville, St Andrew's Parish  
Thirsk, All Saints  
Thornaby, Christ The King  
Thornaby, St Patrick  
Ulshaw Bridge, SS Simon & Jude  
Wycliffe, St Mary's  
Yarm, St Mary and Romauld  
York, Our Lady's, Acomb & English Martyrs  
York, St Aelred's  
York, St George's  
York, St Wilfrid's York & St Joseph's Clifton

# Employee Benefits and Wellbeing



**NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.**

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

## **We offer:**

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

## **Additional benefits include access to:**

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

# Training, Development and Progression

**We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as our non-teaching support staff.**

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

A full suite of training packages are available across the Trust some delivered in-house and others via our partnerships for national continuous professional development (CPD) trainers such as Best Practice Network.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with nationally recognised partners.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

All staff can access training relevant to their current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.



## How to Apply

Application form and further information is available from:  
[npcat.org.uk/current-vacancies](http://npcat.org.uk/current-vacancies)

Applicants should complete and return a **Teacher Application Form and Recruitment Monitoring Form** to: [recruitment@sacredheart.npcat.org.uk](mailto:recruitment@sacredheart.npcat.org.uk)

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

**Job Description:** This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification:** This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Merrol Hay, Trust Business Manager at [hay.m@npcat.org.uk](mailto:hay.m@npcat.org.uk)

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

Thank you for your interest in NPCAT. We look forward to receiving your application.

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