

The Bishops' Blue Coat CE High School



Application Pack

Post of:

Subject Leader of Creative Arts

Permanent, Full time

MPS/UPS with TLR2b - £5,868

Required for September 2026



Closing date:

Wednesday 6th May at 9am

Interview date:

Wednesday 13th May

www.bishopschester.co.uk/careers-vacancies

The Bishops' Blue Coat CE High School



Join Our Team and Make a Difference in the Quality of Education at Bishops'

Thank you for downloading our recruitment pack, I appreciate your interest in this position and hope that the information provided will inspire you to join our mission and vision. Our goal is to cultivate a thriving educational community where every student is valued, so they can flourish and become their best selves. We empower our students to be confident, lifelong learners, responsible citizens, and compassionate individuals both personally and spiritually by knowing, nurturing, and inspiring them.

As a forward-thinking school, Bishops' has an excellent reputation and is dedicated to achieving outstanding performance in all aspects. Our team is committed to fostering positive relationships with staff and students, and we believe in the professional development of all members. If you share our vision and are interested in the position, please download our application form from the website and submit a letter of support that addresses how you meet the Person Specification. I look forward to hearing from you.

If you share the School's vision, we would be delighted to hear from you. To apply, please complete our application form, available to download from our website, and submit a letter of support which addresses how you meet the Person Specification. Applications should be submitted to vacancies@bishopschester.co.uk by the closing date.



Helen Cairns
Headteacher



VACANCY

Subject Leader of Creative Arts

Full Time, Permanent Contract

MPS/UPS with TLR2b - £5,868

Plus membership of the Teacher's Pension Scheme

Required for September 2026

An exciting opportunity has arisen for an outstanding practitioner to join our flourishing Creative Arts department as a key curriculum leader. This is a chance for a talented colleague to become part of a thriving school community and lead a high-performing team that is deeply committed to excellence in the Creative Arts.

We are looking for a lead practitioner with a strong track record of success, exceptional subject knowledge and a genuine passion for Art and Design. You will bring the expertise, creativity and drive needed to inspire students, support colleagues and further enhance the work of an already very successful department. Your leadership will help shape a curriculum that enables students to develop confidence, mastery and a lifelong appreciation of the Creative Arts.

As Subject Leader for Creative Arts, you will be responsible for the leadership and management of the Art and Design Curriculum. You will play a pivotal role in sustaining high standards, driving innovation and contributing to whole-school improvement.

The Bishops' Blue Coat CE High School is a high achieving school and enjoys an excellent reputation. We are committed to ensuring excellent learning and teaching in a caring environment.

If you are interested in this post then please complete a Teacher Application form, available from our website and submit along with a letter of application as soon as possible. We may close this vacancy earlier if suitable applications are received.

Application close date: Wednesday 6th May at 9am
Interview scheduled for Wednesday 13th May

Should you have any queries regarding the role please contact:
vacancies@bishopschester.co.uk

The Bishops' Blue Coat CE High School is committed to all aspects of safeguarding. Any offer of employment is subject to satisfactory pre-employment checks.

THE DEPARTMENT

Subject Leader of Creative Arts

The Department

The Creative Arts Department is a vibrant and ambitious team of 2 specialist teachers, and a part time technician. The department is forward-thinking, well-resourced and highly regarded within the school, providing an exciting opportunity for a passionate and talented practitioner to further strengthen its work.

Facilities

The Creative Arts Department are situated in the Design block and have strong working relationships and shared resources with Design and Technology and Food and Nutrition.

The Curriculum

At Key Stage 3, students enjoy two lessons of Art and Design per fortnight, building strong foundations in practical skills, creativity and visual literacy. At Key Stage 4, we offer both Art & Design - Edquas and Photography - Edquas, both of which are consistently popular options. Each subject attracts healthy numbers, with a GCSE group in each. Creative Arts continues to thrive at Key Stage 5, where A Level Art - Edquas is also a highly successful course.

Qualification Name	Year	Cohort Size	7 +	4 +
GCSE - Art				
	2024-2025	29	21%	86%
	2023-2024	27	18.5%	89%
	2022-2023	21	9.5%	76%
GCSE - Photography				
	2024-2025	-	n/a	n/a
	2023-2024	22	14%	73%
	2022-2023	-	n/a	n/a

Qualification Name	Year	Cohort Size	A* - A	A* - B	A* - C
A Level Art					
	2024-2025	3	33%	67%	100%
	2023-2024	3	0%	67%	100%
	2022-2023	4	75%	100%	100%

JOB DESCRIPTION

Subject Leader of Creative Arts

Post Title:	Subject Leader of Creative Arts
Purpose:	<p>Ensure that the Creative Arts department delivers an outstanding quality of education for all students.</p> <ul style="list-style-type: none"> • Ensure the Creative Arts department achieves outstanding academic outcomes in internal and external assessments for all students. • Ensure that all members of the Creative Arts department are supported with a relevant, well-designed and effective subject-specific programme of CPD. • Ensure that the school has a clear and accurate picture of the Creative Arts department's strengths and areas for development by implementing the school's quality assurance processes. • Ensure that subject areas are aligned to, and compliant with, whole-school processes, procedures and initiatives. • Fulfil the requirements of the Teachers' Standard
Reporting to:	The Senior Leadership Team
Responsible for:	The leadership of Creative Arts
Working Time:	Full time
Salary/Grade:	MPS/UPS plus TLR2b
Quality of Education	<p>Ensure that Creative Arts provides an outstanding quality of education for all students.</p> <p>Teach exceptionally effective lessons that ensure, over time, students know, remember and can do more.</p> <p>Construct a Creative Arts curriculum that is ambitious, rigorous and compliant with the National Curriculum. This includes Art-related courses, e.g., Photography.</p> <p>Make sure the curriculum is carefully and coherently sequenced so that students develop expertise in Creative Arts and their wider cultural capital.</p> <p>Implement appropriate adaptations so that all groups of students know, remember and can do more over time and achieve the same endpoints.</p> <p>Develop subject-specific approaches to teaching that ensure subject matter is presented clearly and logically; assessment is used systematically to identify misconceptions; and direct feedback helps students to make progress.</p> <p>Ensure assessment in Creative Arts is used to help teachers check students' understanding.</p> <p>Be responsible for the environment in the Creative Arts faculty, ensuring it is calm, purposeful and supports learning.</p> <p>Strategically deploy the relevant staff in the faculty to ensure the curriculum is highly effective.</p>
Assessment	<p>Ensure the Creative Arts department achieves outstanding academic outcomes in internal and external assessments for all students.</p> <ul style="list-style-type: none"> • Set aspirational targets in line with the whole-school system. • Implement strategies that ensure continual improvement in outcomes for all groups of students. • Ensure that disadvantaged students achieve well. • Make sure that students are appropriately prepared—through the delivery of a well-sequenced and rigorous curriculum—to perform successfully in all summative assessments. • Strategically deploy intervention to ensure that underperformance in all years is identified decisively and robustly addressed, leading to improvement. • Liaise effectively with exam boards to ensure that teachers understand and are familiar with the syllabuses being delivered.
Professional Development	<p>Ensure that all members of the Creative Arts department are supported with a relevant, well-designed and effective subject-specific programme of CPD.</p> <ul style="list-style-type: none"> • Ensure that all teachers have excellent subject knowledge and can deliver subject content with confidence and clarity. • Provide bespoke support to ECTs, new teachers and non-specialists to ensure they have the prerequisite knowledge to deliver the subject with confidence and clarity. • Lead department development time (e.g., department meetings), ensuring that members of the Creative Arts team have absolute clarity about how the curriculum will be implemented effectively and consistently. • Where teachers are underperforming, implement robust and decisive actions to support sustained improvements.

JOB DESCRIPTION

Subject Leader of Creative Arts

Quality Assurance	<ul style="list-style-type: none"> • Ensure that the school has a clear and accurate picture of the Creative Arts department's strengths and areas for development by implementing the school's quality assurance processes. • Embrace the school's approach to quality assurance. • Contribute to the school's procedures for learning walks and observations. • Ensure accurate recording of information obtained from quality assurance activities. • Make sure that quality assurance is part of a developmental cycle, leading to a culture of continuous improvement for the department and individual staff.
Management of Resources	<ul style="list-style-type: none"> • Manage the available resources of space, staff, money and equipment efficiently within the guidelines and procedures laid down. • Create a safe, welcoming environment and take care of the classroom accommodation, ensuring classroom displays are stimulating, of high quality and inspiring curiosity in students. • Audit, check and manage resources to ensure they are up to date and match student and curriculum needs. • Manage the subject budget effectively to ensure it is spent on resources that add value and enhance the learning experience. • Prepare appropriate resources for remote learning to ensure the curriculum can be delivered to pupils learning from home, if necessary. • Liaise with the Line Manager to exhibit the communication, planning and organisational skills required to realise the Department Development Plan.
Compliance	<ul style="list-style-type: none"> • Ensure that the department is aligned to, and compliant with, whole-school processes, procedures and initiatives. • Ensure complete alignment of the Creative Arts department with all whole-school policies, processes and procedures, including but not limited to: pedagogy and curriculum; reading; behaviour and rewards; extra-curricular programmes; examination analysis reports; equal opportunities; health and safety; performance appraisal. • Ensure safeguarding training is up to date and that safe practices are followed within the department.
Other	<ul style="list-style-type: none"> • To demonstrates resilience, motivation and commitment to driving up standards of achievement. • To play a full part in the life of the school community, to support its distinctive mission and ethos, ensuring individual consistency with the culture, ethos and policies of the Trust. • To contribute to pastoral life of the school. • To contribute to PSHCE, according to School policy.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the subject leader will carry out. The postholder may be required to do other duties appropriate to the level of the role.

PERSON SPECIFICATION

Subject Leader of Creative Arts

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS). • Degree in a relevant Creative Arts subject (e.g., Art, Photography, Design). • Evidence of recent, relevant CPD. 	<ul style="list-style-type: none"> • Postgraduate qualification in education or leadership. • Further subject-specialist training (e.g., exam board courses, arts-specific pedagogy)
EXPERIENCE AND KNOWLEDGE	<ul style="list-style-type: none"> • Successful teaching experience in Creative Arts across a range of key stages. • Evidence of improving outcomes for students. • Experience of curriculum planning and assessment. • Experience contributing to or leading departmental initiatives. 	<ul style="list-style-type: none"> • Experience mentoring or coaching colleagues, including ECTs or trainees. • Experience leading a subject area, project or team. • Experience with quality assurance processes. • Experience in a Church of England High School
CURRICULUM AND ASSESSMENT	<ul style="list-style-type: none"> • Strong understanding of the National Curriculum for Creative Arts. • Ability to design a coherent, sequenced and ambitious curriculum. • Ability to use assessment data to drive improvement. 	<ul style="list-style-type: none"> • Experience writing schemes of learning for KS4/KS5 qualifications. • Experience working with exam boards or delivering coursework requirements.
TEACHING AND LEARNING	<ul style="list-style-type: none"> • Demonstrates consistently strong classroom practice. • Ability to teach lessons that ensure students know, remember and can do more over time. • Skilled in adapting teaching for SEND and disadvantaged learners. 	<ul style="list-style-type: none"> • Experience developing subject-specific pedagogical approaches. • Experience modelling high-quality practice to others.
LEADERSHIP AND MANAGEMENT	<ul style="list-style-type: none"> • Ability to inspire, motivate and support colleagues. • Ability to implement departmental improvement strategies. • Strong organisational and time management skills. • Ability to lead meetings and support departmental CPD. 	<ul style="list-style-type: none"> • Experience managing a budget or resources. • Experience contributing to wider school leadership or cross-curricular initiatives.

PERSON SPECIFICATION

Subject Leader of Creative Arts

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
QUALITY ASSURANCE	<ul style="list-style-type: none"> Ability to evaluate strengths and weaknesses within the department. Able to record, analyse and act on quality assurance findings. Commitment to continuous improvement and raising standards. 	<ul style="list-style-type: none"> Experience leading quality assurance activities.
SAFEGUARDING AND COMPLIANCE	<ul style="list-style-type: none"> Understanding of safeguarding responsibilities and statutory requirements. Commitment to upholding all whole-school policies. 	<ul style="list-style-type: none"> Experience delivering safeguarding or compliance training to staff.
PERSONAL QUALITIES	<ul style="list-style-type: none"> Strong communication and interpersonal skills. High expectations of self, colleagues and students. Resilience, motivation and determination to drive improvement. Commitment to the ethos and values of the school. 	<ul style="list-style-type: none"> Contribution to wider school life (e.g., clubs, exhibitions, performances). Passion for promoting cultural capital through the arts.
OTHER REQUIREMENTS	<ul style="list-style-type: none"> Enhanced DBS Disclosure 	

All staff have a responsibility and duty of care to safeguard and promote the welfare of students. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School's Safeguarding & Child Protection Policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated.

The schools Safeguarding Policy can be found here: [Safeguarding Policy](#)

APPLICATIONS

Subject Leader of Creative Arts

When the closing date arrives, the Appointing Officer and shortlisting panel will consider applications and the candidates who are selected for interview will be notified as soon as possible and provided with detailed information regarding the interview process.

The Interview

On acceptance to interview, references will be sought, providing permission has been granted from the candidate on the application form. Any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview.

How to apply

Please download a Teaching Staff Application form via our website www.bishopschester.co.uk/careers-vacancies. Please note only application forms fully completed will be accepted, we do not accept CVs.

Please submit your completed application form, along with a supporting letter, outlining your suitability to the role, either via our website, or email to vacancies@bishopschester.co.uk

Our preferred method of receipt is via email or website submission, however if you need to send via post, please address it to the following:

FAO Vacancies

The Bishops' Blue Coat CE High School
Vaughans Lane
Chester
CH3 5XF
01244 313806

APPLICATION DEADLINE:

**6th May 2026
at 9am**

MORE INFORMATION

Subject Leader of Creative Arts

References

On acceptance to interview, references will be sought, provided permission has been granted from the candidate on the application form. Applicants are required to provide details of two referees on the Application form, one of whom must be your current or previous employer.

Online Search

An Online Search of all shortlisted candidates will be carried out, please note that this will be completed once attendance to interview has been confirmed.

Eligibility to work in the UK

In accordance with requirements of the Immigration Act 2016, if you are invited to interview you will be required to produce evidence of your eligibility to work in the UK and you must bring the original documents with you to interview.

Qualifications

You will be required to provide evidence of any educational or professional qualifications essential or relevant to the post you have applied for.

Enhanced DBS Check

The successful candidate will be required to undergo an Enhanced DBS Check. People who have convictions will be treated fairly and given every opportunity to establish their suitability for the job, all applicants will be considered on merit and ability.

Safer Recruitment

The Bishops' Blue Coat CE High School is committed to all aspects of safeguarding; any offer of employment is subject to satisfactory pre-employment checks.

Jesus said "I came so that they may have life in all its fullness" John 10:10

Dignity & Respect

Wisdom, Knowledge & Skills

Hope & Aspiration



Known, Nurtured, and Inspired

