



TEACHER OF ART AND DESIGN

PAY SCALE: Inner London Pay Scale

Required for: September 2025

Thank you for your enquiry about the post of Teacher of Art and Design at **Dunraven School**. The school's aim is "Excellence for All" and the governors wish to appoint a candidate of significant ability and enthusiasm, aware of and stimulated by the challenges and potential of a successful multi-ethnic co-educational school and keen to share in the leadership of our All Through Provision.

DUNRAVEN SCHOOL OVERVIEW

Dunraven School's results are strong, remaining well above national averages and representing positive 'value-added'. Recognition of its marked progress has been significant and its journey as a school is important to us. For example:

- In February 2011 we were designated as both a National Support School and a Leading Edge School.
- In August 2011, we converted to Academy status.
- In 2012 we began our development as an All Through School with children starting in Reception in September 2013.
- In summer 2013 our £20 million BSF programme was completed.
- In 2016 we were designated as a National Teaching School and an Academy Sponsor. The Dunraven Educational Trust was established.
- In 2018, the Dunraven Educational Trust began working in partnership with two primary schools. Van Gogh Primary joined the Trust on 1 September 2018 and was followed by Goldfinch in January 2019. We were joined by Rosendale Primary and The Elmgreen School in September 2022.
- In April 2023 under the new Ofsted framework we were judged as a good school with outstanding features, including Personal Development and the Sixth Form

If you are successful in your application, you will share in the leadership and management of a staff who are hard working, committed, positive in outlook and dedicated to the achievement of our students. We offer:

- a high standard of professional practice, with bespoke in-house CPD provision, and affiliation to nationally recognised courses and providers (SSAT, Teaching Leaders, Future Leaders, NPQs);
- clear pathways for career development and progression with a proven track-record of success in developing leaders;
- a supportive and collegiate environment, with regular staff social and sporting activities (such as yoga, football and House events);
- excellent opportunities for leading work with external partners (National Support School, National Teaching School);
- a culture of high trust and accountability that values creativity and innovation, leading practice locally and nationally in a range of fields.

Further details about the post and how to apply can be found on our careers page on eteach. We look forward to receiving your application

The closing date for receipt of applications is Wednesday 23 April

Interviews are planned for week beginning Monday 28 April, 2025

Shortlisted applicants will be given a tour of the school site on the day. Pre-visits can be arranged by appointment only, please contact the school if you wish to do so. These do not form part of the selection process.



Dunraven School is committed to the safety and protection of its students. A satisfactory enhanced DBS check is a condition of employment for all employees.

ART DEPARTMENT OVERVIEW

SUSTAINING A FLOURISHING CREATIVE ENVIRONMENT TO ENABLE FREEDOM OF EXPRESSION.

Art is taught weekly to all students at KS3 and is a very popular GCSE and A-level examination option. Fine Art and Graphic Communication are offered at A level. The department achieves very good results, well above the national average, and the private view of the GCSE and ~~GCSE~~ A-Level exhibition is a highlight of the school year for governors, staff, parents and candidates.

Students are encouraged to develop an awareness of artists from different times and cultures as starting points for projects. Where appropriate, local visits are organised to places of particular interest.

All art lessons are taught on the main secondary site and Graphic Communication is taught in both classroom and ICT suite settings. Students are able to work in a wide range of media such as painting, drawing, printmaking, textiles, sculpture and photography. We aim to give an exciting and diverse experience to all. The department also makes use of the computer suites in the secondary phase and sixth form.

The regular display of work around the school is maintained in order to promote students' confidence and enthusiasm.

An independent approach is encouraged through extra-curricular activities such as lunch and after school clubs.

EQUAL OPPORTUNITIES AND LEARNING SUPPORT POLICIES

The Art Department aims to ensure that all students are given equality of opportunity to achieve their best and the confidence to develop their full potential in Art and Design.

The staff aim to show through the department's working practice, syllabus and environment, that equal value is placed on:

- a wide range of images, artefacts, drawing and creative techniques from our own and other world cultures
- encouraging students with language or learning difficulties in particular, to express ideas, feelings and experiences with confidence, through art and by encouraging students who are particularly interested or able to develop their work through extra-curricular activities.

GROUPING

KS3 classes are taught in mixed prior attainment groups. Examination level pupils opt for the subject at the end of Year 9 on the basis of their previously demonstrated ability and enjoyment of the subject.



ASSESSMENT, MARKING AND RECORD-KEEPING POLICY

All course work is assessed regularly and marked on completion of projects. Students are given an Attainment and Progress Grade at the end of each term in line with school policy.

HOMEWORK

Homework is an important part of art coursework and all KS3 students are set homework twice every half term, and weekly if an examination student. An opportunity for extension homework is given when setting homework in order for the department to implement a policy of differentiation. Students are given a sketchbook at the beginning of the school year. This is kept as a work journal for them to independently record information and ideas.

EXTRA-CURRICULAR ACTIVITIES

Art lunchtime and after-school enrichment classes are provided on numerous occasions each week.

CROSS-CURRICULAR WORK

Cross-curricular links with other departments are regularly built into Key Stage 3, 4 and 5 schemes of work in order to make Art and Design more relevant throughout the school.

ART AND DESIGN SYLLABUS - Key Stage 3, 4, 5

KS3 has its grounding in the Formal Elements, all of which are explored throughout individual units / projects. All projects follow a termly theme with each year broken down into three different projects of exploration. Most classes will work on similar subject matter although techniques, procedures and levels of skill will differ. By the end of Year 9 students should have acquired a variety of technical skills through drawing, painting, 3D work, collage, printmaking and ICT. They will understand the formal elements of Art and Design and will have begun to form a critical view of the world through personal response, analysis, research and investigation. They should be familiar with the working methods and practices required for the GCSE course and examinations.

GCSE and A level results have been outstanding for many years. Art as an examination option is a perennially popular choice and the department's overall results are excellent, especially in light of the range of ability taught. In the Sixth Form the standard of work is high with many students opting to continue to foundation or art related degree courses. The Art Department has forged strong links to enable KS4 and 5 students an insight into many aspects and avenues of work within the art field, bringing professionals into school to work on projects. The department has strong links with UAL, Ravensbourne and the Southbank Centre.

SELECTION CRITERIA (ILPS)

We are seeking a well-qualified teacher with preferably a couple of years teaching experience,

- A current knowledge of their subject, particularly in relation to the National Curriculum, Secondary Strategy, and 14-19 curriculum developments.
- The appropriate skills required to be an efficient and effective teacher and interest in developing this



practice further.

- The ability to plan, organise, assess, monitor and evaluate in order to support student progress
- Effective skills in the use of ICT.
- An understanding of and commitment to whole-school issues in a co-educational multi-ethnic school and the willingness to be involved in all aspects of the work of the department and to contribute to the wider life of the school.
- The skills required to be an effective form tutor.
- Appropriate interpersonal skills and the ability to work effectively as a team member and to take initiative.
- Effective written and oral communication skills.
- Strategies for implementing policies leading to equality of opportunity.
- Potential to develop management and leadership qualities.

S/he will be required to carry out the duties of a school teacher according to the *School Teachers' Pay and Conditions Document*, and in the light of the school's changing needs. Job descriptions are reviewed regularly and may be subject to modification or amendment after consultation.

Please note: Dunraven is a non-smoking environment. Dunraven School is committed to the safety and protection of its students.



JOB DESCRIPTION

Post Title: TEACHER OF ART AND DESIGN

Purpose:

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a teacher/ Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

Reporting to: Director of Learning - Art

Responsible for: The provision of a full learning experience and support for students.

Liaising with: Headteacher/Deputies, teaching/support staff LEA representatives external agencies and parents.

Working Time: 195 days per year. Full-time

Salary/Grade: ILPS

Disclosure level Enhanced

MAIN (CORE) DUTIES

Operational/ Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area and Department.
- To contribute to the Curriculum Area and department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.

Curriculum Provision: To assist the Director of Learning and to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives.

Curriculum Development: To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Mission and Strategic Objectives.



Staffing

Staff Development:

Recruitment/ Deployment of Staff

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Appraisal process.
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school.

Quality Assurance:

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Management of Resources:

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Director of Learning to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of



the School, department and the students.

Pastoral System:

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with a Director of Learning - students to ensure the implementation of the school's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of Action Plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHE and citizenship and enterprise according to school policy
- To apply the Behaviour management systems so that effective learning can take place.

Teaching:

- To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.



- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- To undertake any other duty as specified by STPCB not mentioned in the above.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.