

## **JOB DESCRIPTION**

### **ART AND DESIGN TEACHER**

#### **Temporary Position - Maternity Cover**

**Start Date – September 2026 to December 2026**

**4 to 5 days per week**

**Salary Scale – MPS/UPS**

Reporting to the Faculty Leader of Art/Music/Technology Faculty

#### **Knowledge and Understanding**

- Have a secure knowledge and understanding of Art and Design (relating to degree level).
- Have a detailed knowledge of the relevant aspects of the pupils' National Curriculum and other statutory requirements.
- Understand progression in their specialist subject(s).
- Cope securely with subject-related questions which pupils raise and know about pupils' common misconceptions and mistakes in their specialist subject(s).
- Have significant ICT skills.

#### **Planning and Setting Expectations**

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records as appropriate.

#### **Teaching and Managing Student Learning**

- Ensure effective teaching of whole classes, groups and individuals so that learning intentions are met, pace, challenge and adaptive teaching strategies are maintained., and best use is made of teaching time.
- Deliver after school support and pre-exam intervention sessions as and when required to ensure the highest level of achievement and attainment.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships.
- Develop and apply a range of effective teaching and learning strategies to raise the achievement of students, including devising differentiated approaches, stimulating students' intellectual curiosity, effective questioning and response, clear presentation and

good use of resources. Maintain an up to date knowledge of good practice in Teaching and learning techniques.

- Observe and be observed by colleagues and utilise feedback effectively.

### **Assessment and Evaluation**

- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- Use performance data to inform planning and teaching, including the evaluation of students' progress and setting of appropriate targets for improvement.
- When applicable, understand the demands expected of pupils in relation to the National Strategy, Key Stage 4, GCSE and level three courses.
- Ensure student academic data is entered into school systems when required.

### **Student Achievement**

- Secure progress towards pupils' targets.
- Working with all school staff and school leaders to identify and plan to support specific students to ensure all leave Boldon School with high levels of qualifications.

### **Relations with Parents and Wider Community**

- Know how to prepare and present informative reports to parents.
- Create and maintain an effective partnership with parents to support and improve student and community achievement.
- Make effective use of links with the community including business and industry, to extend the curriculum and enhance teaching and learning.
- Liaise with agencies responsible for pupils' welfare in accordance with school policy.

### **Managing Own Performance and Development**

- Take responsibility for your own professional development and keep up to date with relevant research and developments.
- Participate in pedagogic discussion and development, in order to share effective practice with colleagues.
- Understand and execute professional responsibilities in relation to school policies and practices.
- Set a good example to pupils by personal conduct and presentation.
- Evaluate own teaching critically and use this to improve effectiveness within the schools self-review programme.
- Participate in NQT or School Appraisal process.

### **Managing and Developing Staff and Other Adults**

- Establish effective working relationships with all colleagues.

### **Managing Resources**

- Select and make good use of all learning resources which enable teaching and learning objectives to be met.
- Keep high standards of organisation for all practical equipment in stock and in use.
- Carry out any such duties as may be reasonably required by the Head Teacher.
- Deliver subject enrichment activities for learners to consolidate and promote learning in the subject.

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All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others' health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

## PERSON SPECIFICATION

### ART AND DESIGN TEACHER Including Fine Art, Art Craft & Design and Textiles

We shall be looking for applicants who can fulfil the following criteria:

#### QUALIFICATIONS AND KNOWLEDGE

|  | Essential | Desirable | Source<br>A- application<br>I - interview<br>R – references<br>C - Certificates |
|--|-----------|-----------|---|
| Qualified to first degree or its equivalent  | Y         |           | A, C  |
| A broad knowledge of relevant curriculum areas at KS3-4 including a sound understanding of assessment and monitoring in IT / Health and Social Care. | Y         |           | A, C  |
| Commitment to further professional development   | Y         |           | A, C  |
| Post holder will require and enhanced DBS  | Y         |           | A   |
| Broad knowledge of current educational issues  |           | Y         | A, C  |

#### SKILLS

|   | Essential | Desirable | Source |
|---|-----------|-----------|--------|
| Ability to apply knowledge and understanding of the characteristics of high-quality teaching                          | Y         |           | A, I,  |
| Willingness to adopt new strategies for improving and sustaining a high quality of teaching, learning and achievement | Y         |           | A, I   |
| Ability and willingness to utilise a wide range of media to aid teaching and learning.                                | Y         |           | A, I   |
| Effective communication skills and the ability to relate to people at all levels.                                     | Y         |           | A, I   |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility                        |           | Y         | A, I   |
| Innovation and creativity to engage, enthuse and progress learners.   | Y         |           | A, I   |
| Ability to provide pastoral support to young people in a form group setting.  |           | Y         | A, I   |

#### KNOWLEDGE AND UNDERSTANDING

|  | Essential | Desirable | Source |
|--|-----------|-----------|--------|
| Ambitions for self and pupils                            | Y         |           | A, I   |
| An effective communicator                                | Y         |           | A, I   |
| The ability to meet deadlines                            | Y         |           | A, I   |
| The ability to build working partnerships with parents   | Y         |           | A, I   |
| A commitment to abide by and promote all school policies | Y         |           | A, I   |
| Personal resilience, persistence and perseverance.       | Y         |           | A, I   |
| Excellent interpersonal skills                           |           | Y         | A, I   |

#### CONFIDENTIAL REFERENCES AND REPORTS

|   | Essential |
|---|-----------|
| Written references only.  | Y         |
| Confirming professional & personal knowledge, skills & abilities referred to above. | Y         |
| Positive recommendation from current employer.                                      | Y         |