



DOWNLANDS SCHOOL - LEARNING IS AT THE HEART OF EVERYTHING WE DO
“This is an outstanding school” OFSTED 2017

ROLE SPECIFICATION – TEACHER OF ART

Job Title:	Teacher of Art
Grade	Main Pay Range/Upper Pay Range
Contract	Full time – Permanent
Reporting to:	Head of Creative Arts
Start Date	1 st September 2021

MAIN PURPOSE OF THE ROLE:

To carry out the professional duties of a teacher as circumstances may require and in accordance with the school’s policies under the direction of the Headteacher.

Accountable for:

- The learning and progress of the pupils in the groups allocated ensuring that pupils make progress that is in line with or exceeds the expectation of three levels of progress across Key Stages 3 and 4.
- Teaching the schemes of work for department ensuring all aspects of the needs of learners are met as appropriate.
- The pastoral care and academic and social progress of the allocated tutor group.

ACCOUNTABILITIES AND TASKS

Accountability	Task
Planning, Teaching and Class Management	<p>Teach allocated pupils by planning their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none">• Promote and develop a growth mind-set approach to learning in your subject area.• Plan engaging lessons which enthuse students in your subject, using a variety of teaching methods.• Plan lessons which promote the progress of all students through the effective use of assessment criteria.• Know, monitor and intervene with our key groups of disadvantaged students to enable them to make outstanding progress.• Provide effective homework to further student progress.



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	<ul style="list-style-type: none"> • Set high expectations and make effective and consistent use of the Downlands' behaviour policy. • Hold a Growth Mind-set approach to your own practice, by continually seek to improve your own teaching. • Ensure the effective and efficient deployment of classroom support; • To maintain a tidy classroom and update displays • To produce visual aids to promote learning • To provide ECA as appropriate
Monitoring, Assessment, Recording, Reporting	<ul style="list-style-type: none"> • Monitor pupils' work and use the REact system to provide quality feedback which enables students to make outstanding progress. • Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving; • Undertake assessment of students as requested by examination bodies, departmental and school procedures; • Prepare and present informative reports to parents in line with school policy ensuring that all deadlines are met.
Curriculum Development	<ul style="list-style-type: none"> • Contribute to the whole school's development plan. • To develop appropriate teaching support materials as required by the department. • Be up to date with changes to the curriculum and assessment criteria. • To attend all directed meetings.
Pastoral Duties	<ul style="list-style-type: none"> • Be a form tutor to an assigned group of students; • Promote the general progress and well-being of individual students and of the Tutor Group as a whole; • Liaise with the Achievement Leader (Head of Year) to ensure the implementation of the school's pastoral system; • Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life; • Alert appropriate staff to problems experienced by students and make



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	<p>recommendations as to how these may be resolved;</p> <ul style="list-style-type: none"> • Communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff; • Attend team meetings as required.
Other Professional Requirements	<ul style="list-style-type: none"> • Operate at all times within the stated policies and practices of the school; • Establish effective working relationships and set a good example through their presentation and personal and professional conduct; • Endeavour to give every child the opportunity to reach their potential and meet high expectations; • Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students; • Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school; • Take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and events with partner schools as appropriate • Take responsibility for own professional development and duties in relation to school policies and practices; • Liaise effectively with parents and governors as appropriate • Ensure all work undertaken is covered by Health and Safety rule/s and regulations and that all due care and supervision is exercised. • Ensure that all accidents are reported to the appropriate member of staff
<p>➤ 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.</p> <p>➤ The job is subject to the current School Teachers' Pay and Conditions and the policies established by the governors</p> <p>➤ This job description may be amended at any time following discussion between the head teacher and member of staff, and may be reviewed annually</p>	



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PERSON SPECIFICATION – TEACHER of ART

Qualifications Knowledge and Experience	Skills and Abilities	Personal Qualities
<ul style="list-style-type: none"> • A good degree in relevant subject • Qualified Teacher Status • A record of successful, or ideally outstanding, teaching in another school or successful teaching practices while training • A clear philosophy of how successful learning is promoted and why the subject should be taught • Good subject knowledge that enables students of all abilities to achieve high outcomes • Awareness of the strategies available for improving the learning and achievement of pupils of all abilities • Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people 	<ul style="list-style-type: none"> • Good to outstanding teaching skills that enable learners of all abilities to make at least the progress expected with the ability to motivate students of all levels and make learning enjoyable • The ability to personalise learning so that pupils with special needs, the more able and other identified groups make at least the progress expected • Excellent classroom and behaviour management skills with high expectations of pupil learning and behaviour • The ability to assess pupil progress and use this assessment to promote further learning • Good communication skills both verbally and in writing • Good interpersonal skills that promote good relationships with pupils, parents and colleagues • A confident user of IT with the ability to use it to enhance pupil learning in the classroom • Committed to the role of the form tutor and to the academic and social progress of the pupils in the tutor group 	<ul style="list-style-type: none"> • A reflective practitioner with a positive attitude towards continuing professional development and their own learning • Enthusiastic and committed to the teaching of Art in a comprehensive school • Willingness to contribute to the wider life of the school and extra curricular activities • Good personal organisation and time management



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Further Information:

Downlands Community School is a thriving, 11-16, mixed, comprehensive school, set in a beautiful location at the foot of the South Downs and only 6 miles north of Brighton with an enviable reputation for success with pupils of all abilities and from all social backgrounds. OFSTED judged the School to be outstanding in all areas in their report in 2017. “The academic curriculum is rigorous and challenging. It is enriched by provision for the arts”. OFSTED 2017

Full information about the School is available from the Downlands Website - see “Information for Applicants” under “Information – Vacancies” on the website.

This is a rare and outstanding opportunity for a talented teacher to contribute to the development of our highly successful Art Department as it moves into the next stage of its development. The Art Department is part of the Creative Arts Faculty which includes Art, Drama and Music. The Department is housed in a suite of specialist rooms. A wide range of media is used, including ceramics, printmaking and textile techniques. In recent years results at GCSE have been consistently outstanding. Art is a very popular option with 64 pupils in Y11 and 78 in Year 10. Many of our pupils go on to study art post 16. Pupils often like to engage by spending extra time working at lunchtimes and after school in the Art department.

Trips to London galleries are a feature of the KS4 curriculum and there is an overseas trip to Paris or Barcelona each year. There is an annual GCSE art exhibition to celebrate the work of our pupils’. The Art Department takes part in many exhibitions both local and nationally. Each year pupil’s work is exhibited in the Towner Gallery, Eastbourne and The Royal British Artists National Students exhibition in Pall Mall Galleries, London. We also exhibit locally and participate in community events such as ‘Light up Hassocks’.

The School has a strong programme to provide professional development for teachers of all experiences and aspirations including NQTs. For this reason, the post is suitable for an NQT or for a more experienced teacher who wishes to further their career.

Downlands is West Sussex School and uses West Sussex pay scales. The pay range for a Main Scale Teacher is point 1 (£25,714) to point 6 (£36,961). Teachers will be placed on this range according to the number of years of successful teaching experience they bring. The pay range for teachers on the Upper Pay Range is point 1 (£38,690) to point 3 (£41,604). Teachers will be placed on this range according to their current point on the range unless evidence can be produced of successful appraisal over two years and recommendation from the current Headteacher that progression is warranted.



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Applications

Visits prior to application are welcomed and encouraged.

Applications should be made on a fully completed West Sussex Application form for teaching posts. Applications should be addressed to Mr M Wignall –Headteacher and emailed to: mhill@downlands.org

Applicants who are short listed for interview should be aware that references will be taken up before the interview.

Please note that, because of the nature of this job, if you are successful in your application, you will be subject to a criminal record check from the Disclosure and Barring Service. This will be done by means of applying for an “Enhanced Disclosure”. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent.

The job will be offered subject to satisfactory references, criminal record, qualifications and health checks.

A copy of the staff dress code can be found on the school website

The start date is **1st September 2021**

The **closing date** for applications is noon on Thursday 17th June 2021. Interviews will be held the following week. Applicants that have not been invited to interview by Monday 21st June 2021 should assume that they have not been successful on this occasion.

All communication will be by email or telephone.

All questions about the post and the application, selection and appointment process should be directed to our HR Officer, Mark Hill.
Email: mhill@downlands.org or telephone 01273 845 892 Ext 269 or direct line 01273 847734

Thank you for your interest in the post.