****

**Head of Art & Design, Design & Technology**

**Job Title: Head of Art & Design, Design & Technology**

**Location: Malcolm Arnold Academy**

Malcolm Arnold Academy is seeking a Head of Art & Design, Design & Technology, a department which houses the two distinct subject areas of Art & Design and Design & Technology. We are looking for an ambitious person who is experienced enough to lead both subjects within the department, with a minimum of a specialism in one subject. We are looking for a person who is aligned with our mission to broaden the horizons of children through the provision of a world class education.

Our True North, as a school is an education that is ambitious, broad and knowledge-rich, and that equips our pupils to live full, rich and successful lives.

We are looking for a leader who loves teaching, has significant subject expertise, knows the powerful knowledge in their subject and thrives on leading effective delivery across all classrooms. In our department we have the distinct subjects of Art & Design and Design & Technology.  At KS3 within our Art & Design curriculum students have opportunity within areas of Art History, 3D Design, Fine Art and Photography. Within Design & Technology our students currently have opportunity within Food & Nutrition, Textiles and Design Communication. We are at an exciting stage of our subject’s development where we are wanting to build our 23/24 D&T offer to include Product Design.

We are also keen that applicants are allied with our DRET Way; the compass of our Trust and also our MAA Way which describes how we work. The fundamentals for us are:

* Unbeatable learning climate through our Warm:Strict philosophy
* Unapologetically high expectations for and of the students in our care
* Clear boundaries, rules and routines so students feel safe and calm
* Acquisition of powerful knowledge as a goal in itself
* Students gaining a knowledge base that is ambitious and empowering.
* Rigorous and challenging academic curriculum,
* Broad range of sport, art and musical opportunities.
* Teachers who are subject experts and make use of evidence-based teaching methods Direct and effective teaching, so knowledge is learnt and remembered

**Role Summary:**

* To lead the Art & Design, Design & Technology team.
* To be the Head of Art & Design, Design & Technology and be responsible for leading curriculum implementation, developing teaching and learning, managing and supporting the work of the department to secure effective leadership and management of the department and high standards of staff performance.

**Our Academy & Our Trust:**

At Malcolm Arnold Academy, we ensure that all teachers are able to draw on the sources of scholarly authority and reservoir of thought and practice that have been developed within their specialist subject communities though our Trust- wide subject communities. This involves engagement for teachers with their wider subject education community through subject associations, subject education journals, subject-specific CPD on curriculum development and teaching. It also involves refreshing and constant renewal of subject knowledge, through reading and discussing scholarship, engaging in contemporary debates, and developing our own practice as teachers.

Subject communities are central to Malcolm Arnold Academy vision for curriculum and teacher development, whereby each subject community is made up of subject specialist teachers deeply engaged with curricular questions, renewing and holding ownership of the Trust-wide curriculum and sustaining their own subject expertise. Through Trust-wide subject community meetings and in-school department meetings, all subject teachers have responsibility and involvement with the Trust-wide curriculum development. We work collaboratively in our curriculum decision-making, so as to draw upon collective expertise and minimise unnecessary workload.

The DRET Way – Crafting an unbeatable learning climate through our Warm:Strict philosophy, we hold un-apologetically high expectations for and of the students in our care. We have clear boundaries, rules and routines because students deserve to feel safe and calm in school.

We value the acquisition of powerful knowledge as a goal in itself, and as an entitlement for all children. We invest significant time and resource into ensuring that students gain a knowledge base that is ambitious in scope so that it can empower them as active citizens of their community now and in the future. Alongside a rigorous and challenging academic curriculum, students are enriched by a broad range of sport, art and musical opportunities.

Our teachers are subject experts and make use of evidence-based research to ensure that they pass on their knowledge to students in the most direct and effective ways, ensuring that it is learnt, remembered and supports every child to achieve their fullest potential.

**Reporting to: SLT**

**Salary: £28,000.00- £45,685.00 M1-UPS3 TLR 2.3**

|  |
| --- |
| **Key Responsibilities****Key Duties and Responsibilities*** To be the Head of Art & Design, Design & Technology and be responsible for leading curriculum implementation, managing, supporting, monitoring and developing the work of the departmental team to secure effective leadership and management of the department and high standards of staff performance.
* To develop a creative, engaging and consistent approach to subject area teaching which reflects the curriculum and new specifications, enhances literacy, learning and thinking skills and personalises learning
* To encourage a collaborative approach to teaching and learning between subject area teachers
* To develop and enhance the teaching practice of others
* To ensure curriculum provision and developments are appropriately broad, balanced, relevant and differentiated and are in accordance with academy policy and any national or local guidance
* To raise standards of student attainment, achievement and behaviour for learning within the department
* To be accountable for promoting, monitoring and supporting pupil progress and development within the department
* To improve the provision for more able pupils in subject area
* To develop transition programme where appropriate

**Teaching and Learning*** To be a role model for teaching, setting high expectations, developing pedagogy,
* To establish consistent standards of practice within the department and develop the effectiveness of teaching and learning
* To ensure all members of the department are aligned with its vision, aims, objectives, policies and plans
* To lead the development of appropriate syllabuses, resources, schemes of learning, assessment and marking policies, assessment and teaching and learning strategies in the department.
* To take responsibility for the day-to-day leadership and management, control and operation of the curriculum programme within the department
* To ensure schemes of learning and lesson plans are in place to support the provision of the curriculum programme
* To ensure that all team members participate in the academy’s procedures for lesson preparation, planning and evaluation
* To ensure that all team members participate in the academy’s procedures for marking, assessment, recording and reporting
* To keep abreast of developments within the subject areas, teaching practice and methodology and initiatives at a local, national and global level
* To use, recognise and promote the importance of new technologies
* To communicate a positive image of the department and the academy
* To play a key role in fostering an orderly environment, including providing support for other members of the department, which is supportive of teaching and learning
* To undertake an appropriate programme of teaching in accordance with the duties of a teacher as set out in the Teachers’ Pay and Conditions Document

**Resources*** + - * To assist identify resource needs and to contribute to the efficient/effective use of physical resources
			* To co-operate with other departments to ensure a sharing and effective usage of resources to the benefit of the academy and the students

**Pastoral*** To act as a form tutor when required and to carry out the duties associated with that role as outlined in the generic job description

**Additional Duties*** To play a full part in the life of the academy community, to support its mission and ethos and to encourage staff and pupils to follow this example
* To undertake any other duties as requested by the Principal.

**Key Responsibilities – all staff:*** To support the academy ethos
* To contribute to academy-wide events including curriculum-focused events as part of the ICT team, as and when required
* To support and contribute to the academy’s commitment to ‘Every Child Matters’ to enable children to be healthy; stay safe; enjoy and achieve; make a positive contribution; and achieve economic well-being
* To be aware of the academy’s duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times
* To be aware of and comply with the codes of conduct, regulations and policies of the academy and its commitment to equal opportunities
 |

This job description allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out and not part of it may be so construed. In allocating time to the performance of duties and responsibilities the post-holder must have due regard to the paragraphs relating to working time in the Teachers’ Pay and Conditions Document.

This job description is not necessarily a comprehensive definition. It will be reviewed regularly

**Person Specification**

**Qualifications and Professional Development**

Essential

* Qualified Teacher Status
* A strong academic background in relevant subject
* Evidence of commitment to further subject-specific professional development

Desirable

* Graduate
* Higher degree
* Experience in leading learning, developing teachers.

**Knowledge, Skills and Competencies**

Essential

* Knowledge of subject education research and key debates within the Modern Foreign Language subject community
* Knowledge of the national curriculum programme of study for all languages taught in Modern Foreign Languages and of current subject developments.
* Familiar with recent developments in the teaching and learning of the subject including strategies for raising achievement.
* Able to use assessment data to improve achievement.
* Equal opportunities.
* Able to use ICT across the curriculum and for administrative purposes.
* Understand how the National Curriculum applies to all students.
* Accepting of how the Academy Specialisms can be incorporated into the subject

**Relevant Experience**

Essential

* Experience of teaching in a UK academy
* Excellent subject knowledge and expertise demonstrated through secondary Modern Foreign Language teaching experience
* Productive participation and engagement with the national subject community through engagement with subject associations, subject education journals, subject-specific CPD on curriculum development and teaching.

Desirable

* Experience of contributing to curriculum development within subject area
* Experience of leading a team
* Experience of developing teaching and learning.