

Recruitment

Information Pack

Head of Art (Maternity Cover)

Start Date: April 2027

LSHS

Achievement For All

LSHS

Achievement For All

Vision

To be a community that develops personal growth, excellence and achievement for all

End Goals







Thank you for your interest in the position of Head of Art (Maternity Cover).

Our school has been on a continuous upward trajectory for a number of years. In the summers of 2022 and 2023, our Year 11 cohorts achieved Progress 8 scores putting us in the top 10 in the county. In the summer of 2024, based on student progress, we placed in the top 8.1% of schools nationally.

As a community that develops personal growth, excellence and achievement for all, we are incredibly proud of everything the school has become and what we have achieved in the last few years: our well-rounded young people who have gone on to purposeful and challenging further education, some of the best GCSE results in the county and our recent Ofsted report (February 2026).

The Ofsted report states *"The school is a warm, welcoming community where pupils are respected and well cared for. Pupils flourish academically. Pupils take their learning seriously and relish the challenge of academic study. Classrooms buzz with learning."* We were delighted to achieve Strong Standard in Leadership & Governance, Curriculum & Teaching and Achievement.

We are hugely proud of our staff who are relentlessly hardworking, supportive of one another and passionately committed to securing the best possible life chances for the young people we serve. At Long Stratton, we adopt an evidence-informed approach to curriculum, assessment and teaching. We recognise that curriculum is a journey and that our work improving the curriculum is never complete. Through our ambitious, knowledge-rich approach to curriculum, we aim to select and sequence knowledge carefully so that students acquire lifelong, memorable knowledge. We adopt a 'no written marking' approach to formative assessment, believing firmly in the power of responsive teaching as the first port of call for providing students with valuable feedback on how to improve. We apply the principles of cognitive science to our approaches to teaching: we teach with memory and overload in mind; we recap content so that students cannot forget; and we encourage metacognitive thinking through planning and live modelling. Through instructional coaching, every member of our teaching community gets regular feedback on their practice and is supported to get a little bit better every day. We are a community that is committed to constantly learning and improving so that we can continue to build a great school together, achieving truly excellent outcomes for our students.

This role is an exciting opportunity for you to join our team and lead the Art department. It is a popular subject here and we are extremely proud to showcase student work throughout the year. It will require huge amounts of perseverance and a constant drive for innovative excellence but will also be incredibly rewarding and will offer exciting progression for the future.

I look forward to receiving your application.

Alexander Lewis- Headteacher





Long Stratton High School

Job Description

Name:	
Job Title:	Head of Department- Art (Maternity Cover)
Allowance:	TLR 2b
Management time allocation:	An additional responsibility with a minimum of 6 periods per fortnight allocated to fulfil this position within the postholder's teaching contract (standard main scale teaching hours across a 2 week timetable)
Responsible to:	Assistant Headteacher
Responsible for:	Provide leadership and management of Art in order to secure high quality teaching by all staff within the department. Ensure the effective use of resources and the improvement of standards of learning and achievement of all pupils.
Effective Date:	April 2027
Working Time:	• Be available to teach pupils for 190 days of the school year • Be available for 5 extra days which will be specified by the Trust or Headteacher • Be available to perform duties as specified by the Headteacher for 1265 hours in any school year. • The above points will be pro rata for all part time posts • Participate in any reasonable activities of a professional nature as directed by the Headteacher.

Role and Context	
Duties and responsibilities:	**Managing Teaching and Learning** • Ensure that staff within Art create an ethos in which students feel safe, are challenged and learn effectively

	• Provide guidance on a choice of appropriate teaching and learning methods • Implement whole school systems for recording and reporting individual pupil performance • Ensure schemes of work and lesson plans are developed in a collaborative manner to meet the needs of all learners • Evaluate the quality of teaching and standards of achievement by using a range of tools including data setting targets for improvement. • Ensure that structures are developed to deal with underachievement, poor behaviour and attendance where this affects learning, in line with whole-school procedures • Constantly evaluate curriculum plans and schemes of work and update as appropriate • Undertake self-evaluation and review as appropriate in line with whole school self-evaluation and review processes, including annual review of the Subject SEF • Determine and deliver a Subject Improvement plan, manage and monitor systematic forward planning for Art in line with the School Improvement Plan **Managing People** • Ensure that staff support and uphold the school's aims and policies • Assist in the recruitment and selection of teaching and support staff • Engage in line management responsibility for the department, ensuring appropriate management meetings are held in accordance with Trust policies, e.g. attendance management, appraisal, conduct etc. • Develop departmental teams to enhance performance to reflect the school's commitment to high achievement • Create, maintain and enhance effective relationships • Plan, delegate and evaluate the work carried out by the team and individuals **Managing the Organisation** • Assign pupils to appropriate teaching sets • Organise and run Departmental meetings • Contribute when needed to the Departmental Report to Governors • Attend line management meetings and keep line manager updated with curriculum matters. **Managing Policy and Planning** • Develop and implement policies and practices for Art which reflect the school's commitment to high achievement and quality learning • Develop short, medium and long term plans for the development and resourcing of the department • Monitor the progress made in achieving subject plans and targets and evaluate the effects on teaching and learning • Implement whole school plans and policies to address the key areas identified in the Academy Improvement Plan. **Knowledge and Skills** • School improvement and effectiveness strategies, including the process of school self-evaluation

	• Processes and systems for quality assurances within Art • Principles and practices in relation to managing effective learning and teaching • Principles and practices of implementing a change programme • The application of ICT into learning and teaching • Principles of curriculum planning • Financial management and planning of Departmental budgets • Principles and practice of pupil management • Knowledge of record keeping systems and procedures To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the school and the local authority. The teacher will be a part of the school's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching. The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date. Attend and contribute to key stage, subject and team and full staff meetings. The post holder will be expected to fulfil the Teachers' professional standards. As defined in the STPCD – to undertake cover. In relation to the Academy's strategic plan, contribute towards the goals and targets. Maintain a professional interest in educational initiatives relevant to the teacher's subject(s).
Relationships	Working closely with: • All teaching and non-teaching staff • Pupils • Parents.

General Information and review:

- The job specification details the main outcomes required and should only be updated to reflect **major changes** that impact on the outcomes for the job. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post-holder.
- All work performed/duties undertaken must be carried out in accordance with relevant school policies and procedures, within legislation, and with regard to the needs of our customers and the diverse community we serve.
- Post holders will be expected to be flexible in their duties and carry out any other duties commensurate with the grade and falling within the general scope of the job, as requested by management.

Signature: **Date:**

Head of Department- Art

PERSON SPECIFICATION

	Criteria	Essential	Desirable	Application Form	Certificates	Selection Process	Reference
Qualifications	Qualified teacher status in England and Wales	✓			✓		
	Degree	✓			✓		
	A continued commitment to own professional development.	✓		✓			
Skills and Experience	Teaching experience (including training practice) within the designated age range	✓		✓			
	An inspirational teacher with an excellent understanding of practice and current teaching experience of secondary age students at KS3 & 4	✓				✓	✓
	Understanding of child-safeguarding issues and successful measures that promote and ensure the safe-guarding of children.	✓				✓	
	Knowledge of current legislation, guidance and developments relating to the subject area.	✓		✓		✓	
	Successful practice in accordance with the specified teaching standards 2013 (as identified below).	✓				✓	✓
	An ability to lead, inspire and motivate others.	✓				✓	
	An ability to manage and encourage the professional development of colleagues.	✓		✓		✓	
	Successful experience of effective management of staff performance.	✓		✓		✓	
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓				✓	✓
	Ability to work under pressure and prioritise effectively	✓		✓		✓	✓
	An energetic and enthusiastic presence that commands respect.		✓			✓	
	Integrity, respect for others and a commitment to safeguarding and equality	✓				✓	
	Self-motivated, organised and ambition for self and others		✓			✓	

Teacher Standards

Sets high expectations and inspires, motivates and challenges all pupils by:

Establishing a safe and stimulating environment for pupils, rooted in mutual respect.

Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.

Demonstrating consistently, the positive attitudes, values and behaviour which are expected of pupils.

Promotes good progress and outcomes by pupils by:

Being accountable for pupils' attainment, progress and outcomes.

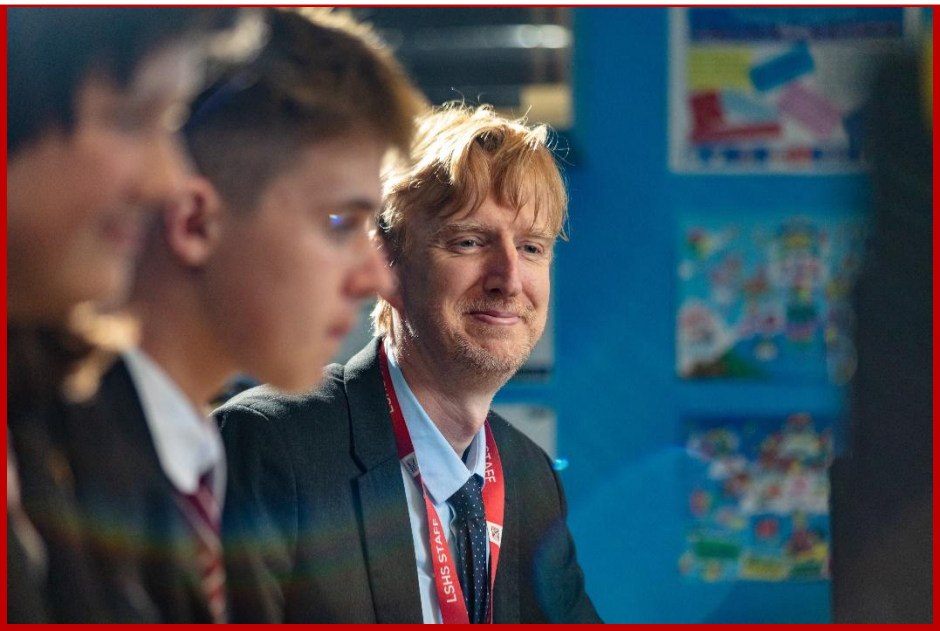
Being aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.

Guiding pupils to reflect on the progress they have made and their emerging needs.

Demonstrating knowledge and understanding of how pupils learn and how this impacts on teaching.

Encouraging pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrates good subject and curriculum knowledge by:
Having a secure knowledge of the relevant subject(s) and curriculum areas, fostering and maintaining pupils' interest in the subject, and addressing misunderstandings.
Demonstrating a critical understanding of developments in the subject and curriculum areas and promoting the value if scholarship.
Demonstrating an understanding of and taking responsibility for promoting high standards of literacy, articulacy and correct use of standard English, whatever the teacher's specialist subject.
If teaching early reading, demonstrating a clear understanding of systematic synthetic phonics.
If teaching early mathematics, demonstrating a clear understanding of appropriate teaching strategies.
Plan to teach well-structured lessons by:
Imparting knowledge and developing understanding through effective use of lesson time.
Promoting a love of learning and children's intellectual curiosity.
Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
Reflecting systematically on the effectiveness of lessons and approaches to teaching.
Contributing to the design and provision of an engaging curriculum within the relevant subject area(s)
Adapt teaching to respond to the strengths and needs of all pupils by:
Knowing when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
Having a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.
Demonstrating an awareness of the physical, social and intellectual development of children, and knowing how to adapt teaching to support pupils' education at different stages of development.
Having a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and being able to use and evaluate distinctive teaching approaches to engage and support them.
Make accurate and productive use of assessment by:
Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory assessment requirements
Making use of formative and summative assessment to secure pupils' progress.
Using relevant data to monitor progress, set targets and plan subsequent lessons.
Giving pupils regular feedback, both orally and through accurate marking, and encouraging pupils to respond to the feedback.
Manage behaviour effectively to ensure a good and safe learning environment by:
Having clear rules and routines for behaviour in classrooms, and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
Having high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
Managing classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
Maintaining good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.
Fulfil wider professional responsibilities by:
Making a positive contribution to the wider life and ethos of the school.
Developing effective professional relationship with colleagues, knowing how and when to draw on advice and specialist support deploying support staff effectively.
Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
Communicating effectively with parents with regard to pupils' achievements and well-being.



Excellent teaching and the strongest relationships are the foundation stones of our school and staff have the highest expectations of our students. There are no limits to what they can achieve when we all (students, staff and families) work in collaboration.

Head of Art (Maternity Cover)

Closing Date: 9:00am 7th December 2026