



Job Title: Head of Department – Arts & Design
Salary: MPS / UPS + TLR 2B
Location: Birmingham
Start: Full time from September 2021
Closing date: Midday 22nd April 2024

"As each has received a gift, use it to serve one another, as good stewards of God's varied grace." - 1 Peter 4:10

Job Description:

Responsible to a member of the Senior Team

Birmingham Diocesan Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment. This post is subject to safer recruitment measures, including a DBS check.

Core Purpose

The Head of Arts & Design, will develop, lead and manage the effective delivery of outstanding art and design technology curricula, which enables the highest level of student progress and attainment. They will promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment.

During our founding years, the Head of Arts & Design will support the recruitment of dedicated art, design technology and music teaching leaders and their teaching teams.

Responsibilities

- Supporting and promoting the school's Christian distinctiveness and encourage staff and students to follow this example.
- Supporting and promoting BDMAT's vision, values, aims and goals.
- Creating a culture of constant improvement and being an inspirational leader, commuted to the highest achievement for all in all areas of the arts and design department.
- Creating a positive culture of support and high expectations, to achieve arts and design department's development plan, raise standards and improve the quality of teaching.
- Supporting the Senior Team/Headteacher in recruiting and retaining arts and design staff of the highest quality, in line with Trust policy and safer recruitment procedures.
- Promoting, embedding, securing and monitor all agreed school and BDMAT policies.

Leadership of curriculum, teaching and learning in arts and design

Ensuring that a high-quality educational experience in art and design is available for all children and young people.

- Ensuring that art and design technology curricula are rich, relevant, and inspirational and contributes to outstanding educational and whole person outcomes.
- Managing and organising the arts and design department environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensuring that the allocation and use of accommodation within the arts and design classrooms provides a positive learning environment that promotes the highest achievement for all.
- Inspiring a passion for art and design in every member of the school community.
- Providing a model of outstanding practice to all arts and design staff in teaching and department leadership.
- Securing and sustaining effective teaching and learning throughout the arts and design department by assisting the Deputy Headteacher in monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all children including those in vulnerable groups.





- Ensuring the effective and consistent implementation of the Teachers' Appraisal Policy and other systems of quality assurance and professional development of arts and design staff.
- Securing appropriate arrangements for classes when arts and design staff are absent.
- Ensuring effective induction for new staff, career development for all, including those at the start of the profession.
- Ensuring creativity, innovation, and the use of appropriate new technologies to achieve excellence in arts and design.
- Keeping abreast of educational developments and best management practice in arts and design to introduce and disseminate appropriate innovation and contribute to joint practice development.
- Collaborate with other heads of department, and wider professional communities to exploit wider curriculum application opportunities.
- Manage departmental budget and resources effectively and efficiently.

Strengthening Community

- Developing an inclusive and supportive approach so that the arts and design department is a place where all young people and the wider school community feel welcome.
- Supporting the Headteacher and Deputy Headteacher in fostering a strong sense of community and a distinctively Christian ethos among both staff and students.
- Ensuring effective and appropriate pastoral support is available to children and staff in the school, including for their mental well-being.
- Promoting consistent implementation of behaviour policy and system of rewards and sanctions, characterised by orderly behaviour, caring and respectful relationships, and no shouting.
- Ensuring that all children make good progress including where there are barriers to learning, through clear, consistent, and excellent systems and provision for all, actively promoting inclusion.
- Acting as a positive role model to staff and students.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Treating everyone within the school and the wider community fairly and equitably; Engaging in issues of arts and design staff and student welfare and support and demonstrate a commitment to Equality of Opportunity for all.

Safeguarding children and Safer Recruitment

- Have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school and BDMAT, in line with national requirements.
- Ensure that all academy policies and procedures are followed by all team members

As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description as required by the Senior Team.

Yours faithfully

Joy Langley
Headteacher