



Faculty/Department	Art
Job Title:	Subject Leader of Art
Grade:	M1 - M6, UPS 1 -3 plus TLR 2B
Post Purpose:	<ul style="list-style-type: none"> • To develop and lead on the vision, and development of Art. • To lead on raising standards of student progress and attainment within Art. • To be responsible for the line management of several colleagues in Art. • To support development and enhancement in the teaching practice of others. • To assist in ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying Art, in accordance with the vision of the 5 Dimensions Trust and the curricular policies determined by the Governing Body and Head of School. • To effectively manage and deploy teaching/support staff, financial and physical resources across the faculty area to support the designated curriculum portfolio. • To develop the scope of Art to become a centre of excellence.
Accountable to:	Deputy Principal for Teaching and Learning/ Assistant Principals / Senior Leadership
Responsible for:	Teaching staff and other relevant support staff within the Art faculty.
Duties, Responsibilities and Key Tasks:	<p>Operational/ Strategic Planning</p> <ul style="list-style-type: none"> • To significantly exceed national benchmarks for attainment and progress across all key stages and demographic of student. • To create and implement a strategic development plan that drives rapid improvement where milestones are aspirational and measurable, and reviewed annually. • To work closely with the Deputy Principals, Assistant Principals and the Head of School on the vision, marketing and on-going development of Art. • To lead the development of appropriate curricula, syllabuses, resources, schemes of work, home learning, marking policies, assessment and teaching and learning strategies across Art. • Lead on the day-to-day management, control and operation of course provision of mathematics, including effective deployment of staff and physical resources. • To actively monitor and follow up student progress, working closely with the Senior Leadership Team. • To assist in the implementing of School Policies and Procedures, e.g. Equal Opportunities, Health and Safety, COSHH, Accommodation Strategy, etc. • Formulate aims, objectives and strategic plans for both Art and other related programmes which have coherence and relevance to the needs of students and to the vision, aims, objectives and strategic plans of the Academy. • To lead and manage the planning functions and to ensure that the planning activities reflect the needs of students within the subject areas and the aims and objectives of the Academy. • To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the departments are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager.

- To work with the SEND team, High Prior Attaining Coordinator, Disadvantaged Lead, Data Services, Lead Practitioners and Progress Leaders to ensure specific targets and match work well to students' needs.

Curriculum Provision and Development

- To liaise with the Assistant Principal to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the Academy Improvement Plan/School Evaluation.
- To be accountable for the development and delivery of relevant subjects.
- To support curriculum development across Art.
- To keep up to date with national developments in Art, particularly at Key stage 4 and 5, other related subjects as well as teaching practice and methodology
- To deliver a curriculum that develops skills and knowledge that is progressive from Key Stage 3 to Key Stage 5.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the exams officer to maintain accreditation with the relevant examination and validating bodies.
- To ensure that the development of Art reflects local, national and international market developments, and labour market information.
- To support the provision of careers within Art.

Staffing

- To work with the Head of School and Deputy Principal, Assistant Principals to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To plan and deliver subject-specific CPD to the Art team.
- To undertake Performance Management Review(s) and to act as reviewer staff within the Art department.
- To make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the departments liaising with the Data Manager/relevant staff to secure appropriate cover within the department.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To actively seek and develop colleagues to embark upon teacher training, supporting them in their ECT year and beyond.

Quality Assurance

- To embed the whole-school quality assurance systems.
- To work with the Senior Leadership Team to establish the process of the setting of targets within the team and to work towards their achievement.
- To support the establishment of common standards of practice across the team and develop the effectiveness of teaching and learning styles in the same.
- To contribute to the school procedures for lesson observation, learning walks and work scrutiny.
- To monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required.
- To ensure that the department's quality procedures meet the requirements of self-evaluation and the strategic vision.

Management Information

- Working with Curriculum Leaders and others.
- To lead curriculum meetings and briefings; and 5D Trust CPD sessions.
- To ensure the maintenance of accurate and up-to-date information concerning the faculty on the data, HR and compliance systems.
- To make use of analysis and evaluate performance data provided.
- To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports within the quality assurance cycle for the departments.
- To produce reports on examination performance, including the use of value-added data.
- In conjunction with the Data Manager to coordinate, moderate and evaluate the department's collection of data.

Communications

- Ensuring that all members of the department deliver the aims and objectives of the academy and 5 Dimensions Trust.
- To ensure effective communication/consultation as appropriate with the parents of students.
- To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies.
- To represent the department views and interests.

Marketing and Liaison

- To contribute to the school liaison and marketing activities, e.g. the collection of material for press releases.
- To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- To actively promote the development of effective subject links with external agencies.

Management of Resources

- To assist in the management the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.

Pastoral System

- To assist in the monitoring and support the overall progress and development of students across the department.
- To monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To assist in ensuring that the behaviour management system is implemented in the department so that effective learning can take place.
- To assist in ensuring that the praise and rewards system is in place.

Teaching

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.



	<p>Additional Duties</p> <ul style="list-style-type: none"> • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.
<p>General</p>	<ul style="list-style-type: none"> • To be aware of the Trust's duty of care in relation to staff, students and visitors and to always comply with the health and safety policy. • Some working flexibility will be required to meet the demands of this post. • To establish and maintain positive, constructive, and professional working relationships with staff, visitors, students, parents, and other professionals of the Trust. • To be aware of and comply with the codes of conduct, regulations and policies of the Trust and its commitment to Equality, Diversity and Inclusion. Act in a courteous way at all times in communications with both colleagues and all stakeholders. • To contribute to whole School and Trust events as and when required. • To develop self within the post, undertaking training/appraisal as appropriate to ensure that relevant knowledge and skills are updated to support the development of the school. • To carry out any other reasonable duties or requests of your Line Manager and/or Head of School/CEO that are in keeping with this post or as may be determined from time to time.

This job description reflects the principal accountabilities of the post holder and identifies the level of responsibility as which they will be required to work. In the interests of effective working, the major tasks may be reviewed on an annual basis to reflect changing business needs and circumstances. Such reviews, and any consequential changes, will be carried out in conjunction with the post holder. It does not form part of your contract of employment.

The 5 Dimensions Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. All posts are defined as Regulated Activity and therefore this post is subject to an Enhanced DBS.

Job Description



PERSON SPECIFICATION

ATTRIBUTE	Essential (E) or Desirable (D)	Assessment
Qualifications		
Degree educated – related discipline	E	A
QTS	E	A
Knowledge and experience		
Experience of working with students aged 11-16 within an education setting	E	A/I
Experience of Teaching A Level	D	A/I
Experience of line managing a team	E	A/I
Ability to assimilate school and team policies and contribute towards their development	E	A/I
Commitment to raising attainment for all learners	E	A/I
Skills		
Show a broad understanding and working knowledge of the National Curriculum at Key Stage 3 / 4/ 5	E	I
Demonstrate a secure knowledge and understanding of their subject area	E	I/A
Ability to build professional relationships with students based on respect.	E	A/I
Excellent classroom practitioner	E	A
Excellent IT skills, including microsoft office, Teams, etc	E	A/I
Ability to be flexible to support the needs of the Trust	D	I
Ability to work independently and to use initiative	E	A/I
Ability to build professional relationships with students based on respect.	E	A/I
Highly organised with good organisational skills.	E	I
Personal attributes		
To be willing to contribute to the development of learning and teaching across the school.	E	I
Ability to work effectively even when under pressure	E	A/R/I
Ability to meet deadlines	E	A/R/I
High standard of communication skills	E	A
Commitment to secondary education	E	A
Demonstrate and adhere to 5 Dimensions core values	E	A/I
Adhere to GDPR guidelines and the Trust's internal procedures	E	I
Adhere to the Trust's Safeguarding and Prevent policy	E	I
Adhere to Health and Safety Policy	E	I
Commitment to own professional development	E	I/A

A = Application

I = Interview

T = Task/Activity

R = References

I confirm that I have received a copy of the above job description for this role.

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Signature

Date