



**North East
Learning Trust**

**Head of Art & Photography
Hermitage Academy**
Applicant information pack

Head of Art & Photography

Required for January 2023

UPS/MPS + TLR 2.7 (£6, 697)

Hermitage Academy is a part of the North East Learning Trust and are seeking to appoint a Head of Art and Photography to join our dedicated team.

This appointment will be based in Hermitage Academy where we have an exciting opportunity for you to join a school that has undergone real change and is on a strong, upward trajectory.

Hermitage Academy is a mixed 11-16 comprehensive school with a rapidly growing sixth form, with over 1000 students from Chester-le-Street and the surrounding areas.

Our vision is simple and is shared by all schools across the North East Learning Trust family. It is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued
- A supportive and effective governing body

The successful candidate will:

- Hold a degree level qualification (or equivalent) in an art discipline.
- Have experience of teaching up to GCSE and A level art and/or photography.
- Have excellent IT skills.
- Be proactive and self-motivated.
- Have the ability to lead and manage a forward-thinking department.
- Have a flexible approach to work.

Deadline:

Closing date 17th June 2022 at 12.00pm. Interviews taking place week commencing 20th June 2022.

How to apply:

Application packs can be downloaded from our website.

Letters of application should be no more than two sides of A4 and should be returned with application forms to samantha.lish@hermitageacademy.co.uk or by post to Samantha Lish, Support Services Manager, Hermitage Academy, Waldrige Lane, Chester-le-Street, DH2 3AD. Please do not submit a CV unless it is to complement your application form.

Job description

Post title: Head of Art & Photography

Responsible to: Executive Headteacher / Head of School

Responsible for: leading and managing the art and photography department

Salary Band: UPS/MPS + TLR 2.7 (£6, 697)

Job Purpose:

To lead the Art and Photography department in the pursuit of excellence.

The successful candidate will be required to carry out the duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document.

To teach art and photography to students across the age and ability range.

To be a committed and enthusiastic member of staff, developing positive working relationships with students, teaching staff, other professionals and parents/carers.

Duties and Responsibilities:

- To undertake an appropriate programme of teaching in accordance with the duties of a classroom teacher.
- To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school and the curricular policies determined by the Governing Body, Executive Headteacher and Head of School.
- To act as a Curriculum Lead and be responsible for leading and developing this area.
- To develop and enhance the teaching practice of others.
- To monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.

Person specification

	Essential	Desirable
Education/training	<ul style="list-style-type: none"> • Qualified Teacher Status • First degree or equivalent in a relevant subject (art discipline) • 5 GCSE's 9-5 (A*-C) or equivalent, including English and mathematics 	
Experience	<ul style="list-style-type: none"> • Recent and successful teaching experience in the relevant subject area from KS3 up to A-Level • Proven ability to plan and deliver successful and inspiring lessons in the relevant subject area • Proven track record of delivering excellent outcomes for students at all abilities • A commitment to extra-curricular activities • Ability and experience of delivering lessons in the relevant subject area 	<ul style="list-style-type: none"> • Proven track record of exam success at KS4 and KS5 • Experience of organising and participating in extracurricular activities • Experience of making a significant contribution to improving student outcomes at departmental level • Experience of leading or managing developments in the curriculum area
Aptitude and skills	<ul style="list-style-type: none"> • Good communication skills • Ability to work under pressure • Ability to motivate and inspire students and staff • Excellent classroom teacher • Ability to lead a team in the pursuit of excellence • Ability to embrace new and emerging technologies 	
Personal qualities	<ul style="list-style-type: none"> • Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player • Organise, plan and prioritise effectively 	

References:

References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Pre-occupational health:

Pre-occupational health check is an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.