



Head of Art & Photography Recruitment Pack

Our Vision

Sydney Russell is a special place and staff and students alike are extremely proud of what we have created together over the years and continue to build as a team. Our motto 'Together Everyone Achieves More' (TEAM) is about how we work together and support each other to unlock the potential of every child, challenge expectations and level the playing field to activate social mobility.

Our aims can be summed up in three words: Currency, Character and Culture. We want our young people to leave us with the qualifications that they need to succeed in later life. We want them to flourish as lifelong learners and through a range of enrichment opportunities be inspired and grow in confidence to achieve their aspirations.

These three words sum up the shared values that underpin every decision made and every policy implemented. At the heart of our success lies the skills and talents of our staff and their enthusiasm for their craft. At Sydney Russell we look to recruit and retain the very best staff who live our ethos each day. We recognise how much our staff give above and beyond – leading and supporting school performances, residential trips, charity days, sports fixtures, enrichment and revision sessions, all of which our students benefit greatly from.

Currency

Unlocking the potential of every child, challenging expectations and levelling the playing field is at the heart of what we do and who we are at the Sydney Russell School. To deliver a rich, ambitious, exciting and carefully crafted curriculum which leads to high academic performance and provides all our pupils with the currency they need to succeed in later life.



Culture

To build the cultural capital of our young people by providing diverse experiences often difficult for them to access at home or in the local community. We utilise a wide range of cultural opportunities to inspire our students to be the best they can be and remove barriers so they gain confidence to achieve their aspirations.



Character

To develop the character of our young people by creating opportunities to ensure our pupils flourish as lifelong learners. We create an atmosphere that hums with excitement, vibrancy and purpose, which fosters a love of learning and intellectual curiosity and promotes dignity, integrity, self-discipline and self-esteem.



Principal's Welcome

Welcome to the Sydney Russell School and thank you for expressing an interest in applying for the position of Head of Art & Photography.

Sydney Russell School, part of Partnership Learning Multi-Academy Trust, is a popular and over-subscribed school for students aged 4 – 18 years, with three form entry in the primary phase, twelve form entry in the secondary phase and over two hundred students in Sixth Form.

The school was judged 'Good' by Ofsted in 2021 and is one of the top four schools in the Local Authority on all key exam measures. The school has benefited from a £26 million rebuilding programme (2013) and has state of the art facilities.

Our expectations are high for both students and our staff - we expect exemplary behaviour from all students to ensure staff are able to concentrate on teaching at the highest level. You will find attached further details of the job description.

Our SRS values:

We value all;

We respect all;

We see the potential in all;

We have a strong sense of an entitlement to experience excellence & success for all;

We are all determined to do our best to be the best that we can be.

Our vision as a school is to unlock the potential of every child and level the playing field. Achieving this vision requires the full commitment of every member of our staff team and wider school community. If you share in this vision and want to be part of our mission to achieve the very best for our young people, I look forward to receiving your application and welcoming you to our school.



Clare Cross
Principal

The SRS Art & Photography Department

HEAD OF ART & PHOTOGRAPHY

Inner London pay scale plus TLR2c

Start date: 1st September 2024 (an earlier start could be negotiable based on successful candidate's circumstances)

Our Art and Photography department is highly successful in supporting our students across KS2, KS3 and KS4. We seek to appoint a Head Art & Photography who will ensure continued success for our students, will work as part of a team to ensure the highest standards of academic progress of all the students as well as continually driving and improving student achievement.

The successful applicant must be able to demonstrate knowledge and experience of setting tasks for class, group and individual work, which challenge students and ensures high levels of student interest as well as ensuring the best possible outcomes.

In return we have excellent professional development opportunities, a strong induction process and outstanding mentoring support. We are a school that works tirelessly to raise standards and invests in the development of both staff and students. The appointee will be committed to our high expectations and core values.

Staff benefit from innovative behaviour management structures which ensure that teachers can concentrate on teaching. All lessons take place in ability-banded groups to enable work to be efficiently targeted at the right level of challenge.

We are committed the safety and welfare of all children and expect all staff and volunteers to share this commitment. A fully enhanced clear DBS is essential for this post.

To apply please complete the online application form and email to recruitment@sydneyrussellschool.com. Early applications are encouraged.

JOB DESCRIPTION

HEAD OF ART & PHOTOGRAPHY

POSITION: HEAD OF ART & PHOTOGRAPHY

SALARY: INNER LONDON plus TLR 2c

CONTRACT: Permanent

START DATE: From 1st September 2024 (an earlier start could be negotiable based on successful candidate's circumstances)

Purpose of the role:

The Art & Photography department offers curriculum pathways across KS3, KS4 and KS5. The school would like to introduce vocational pathways in the future.

We seek to appoint a Head of Department who will offer vision and direction for curriculum and department. The successful candidate will be responsible for the academic progress of all the students who study Art and Photography, continually driving and improving student achievement.

The appointed candidate will provide day-to-day leadership and line management for each member of staff in the department, encouraging and supporting their professional development and promoting a positive working atmosphere which encourages cooperation and promotes the highest standards of education, contributing towards the best outcomes for student achievement and staff development.

Main activities and responsibilities:

Leadership

- To take a leading role in developing the vision and direction for the department, leading its delivery and monitoring and evaluating its impact
- Working with the designated line manager for the department, identify departmental priorities for the Departmental Improvement Plan within the context of the Whole School Improvement Plan; to lead, manage and evaluate its implementation.
- To lead a programme for continuously raising achievement; to lead the dissemination and analysis of examination outcomes to maximise student attainment and to ensure formative assessments are effectively used in raising student achievement.
- To embed high expectations of subject knowledge, pedagogy and practice throughout the department to maximise student achievement;
- To ensure that any issues of unsatisfactory teaching quality within the department is promptly and effectively addressed in line with the school's policies

- To lead and line-manage, on a day-to-day basis, the work of the department including assessing, recording, monitoring and reporting student progress and achievement, in order to improve student outcomes, ensuring assessment and reporting systems and structures are reliable and consistent.
- To play a key part in the strategic planning and improvement for the school, working with middle leaders and senior leaders to drive continual improvement

Curriculum/Teaching and Learning

- To be an exceptional practitioner whose subject knowledge engages and enthuses learners, enabling them to achieve their potential as well as providing a model for colleagues in the department and across the school
- To develop and share good practice within the department and across the school in regard to teaching and learning.
- To be a reflective practitioner who keeps abreast of developments in education, in particular course content and requirements for Art, as well as maintaining up-to-date understanding of Ofsted framework and using this to inform departmental practices
- To be committed to the highest standards of personal organization as a role model to colleagues and students.
- To have sound classroom management skills, building positive ways of working with students to maximize their progress and attainment.
- To be committed to their own professional development and securing the highest standards of practice in the classroom as well as across the department

Agreed Whole School Procedures

As a class teacher and member of staff, you will be expected to:

- Ensure all children are treated equally, regardless of gender, social or cultural backgrounds.
- Safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school e.g. through being a form tutor, contributing to the enrichment curriculum
- Take part in the school's appraisal procedures
- Work with others on curriculum and pupil development to secure coordinated outcomes
- Participate in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements.
- Attend all directed-time activities including the agreed Parents' Evening sessions.
- Keep parents informed of their child's progress during the year, through positive links with parents and reporting to them.
- Ensure that student welfare duties are carried out, including break-time duty and forward any student concerns to the relevant person.
- Look to improve performance through evaluating your own teaching critically and use this to improve your effectiveness and engage with continued professional development including feedback to/from other members of staff.
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality

You should be familiar with the Code of Practice on the identification and assessment of Special Educational Needs and you are expected to implement and keep records on Individual Education Plans (IEPs). You should also seek the advice of the schools Special Educational Needs Co-ordinator (SENCO) if you have concerns on a student's progress.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the Principal or line manager.

This job description is not a comprehensive definition of the post. It will be reviewed on a regular basis and may be subject to modification or amendment at any time.

Person Specification – Head of Department: Art & Photography

General	Essential	Desirable
Record of good attendance and punctuality	/	
Professional demeanour	/	
Qualified Teacher Status	/	
Further professional or academic qualifications relevant to the role		/
Experience		
Successful classroom practitioner	/	
Sound subject knowledge and understanding of National Curriculum for KS3 and exam specifications for KS4 & KS5	/	
Experience of successful delivery of vocational pathways relevant to the subject area(s)		/
Proven success in present post including student outcomes in the subjects taught	/	
Successful and effective management of colleagues	/	
Initiating and implementing curriculum development	/	
Disposition/Attitudes		
Ability to cope with pressures and to maintain senses of proportion and humour	/	
A positive and dynamic approach to the curriculum	/	
Ability to rise to challenges with enjoyment	/	
Creativity and imagination coupled with a propensity for hard work	/	
Ability to use initiative	/	
High expectations of students and staff which are role modelled through own practice	/	
Drive and enthusiasm to achieve the best outcomes for students, the school and self	/	
Skills		

Ability to communicate effectively, orally and in writing	/	
Interpersonal skills of a high order including tact and diplomacy, negotiation, motivation and delegation	/	
Ability to lead a team	/	
Ability to persuade, advise and organise	/	
Administrative efficiency	/	
Ability to evaluate performance and negotiate targets	/	
Ability to reflect and critically evaluate in order to drive further improvement	/	