

Subject Leader of Art

DATES:	Apply by midday on Friday 7 th March 2025
TITLE:	Subject Leader of Art
SALARY:	M1 – UPS3 plus TLR (£3,000)
LOCATION:	Nishkam High School – Birmingham
REPORTING TO:	Faculty Leader of Health, Wellbeing and The Arts
TO COMMENCE:	28 th April 2025 or 26 th August 2025
CONTRACT TYPE:	Full-time - Permanent

Nishkam High School, Birmingham

Nishkam School Trust (NST) are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. We value diversity and wish to promote equality at all levels.

Job Description

Purpose:

- Secure continuous improvement leading to transformation in the teaching and learning of Art and Design students, raising standards and producing the highest levels of student achievement.
- To be responsible for leading, managing and developing the teaching and learning of Art and Design, as well as supporting other members of the faculty.
- To effectively lead, manage and deploy financial resources within Art and Design in collaboration with the Faculty Leader
- To continue to drive and deliver the excellent results we achieve.
- To develop the explicit teaching of our 'Golden Threads' as part of the curriculum

Operational/Strategic:

- Collaboratively establish and implement a vision for teaching and learning in Art and Design
- Lead the development of high quality, schemes of learning which:
 - Ensure continuity and progression for the learning of all students, actively planning for all student groups.
 - Ensure assessment, feedback, tracking, intervention and reporting improve student learning and achievements.

Day-to-Day:

- Contribute to regular faculty team meetings and CPD Sessions
- Contribute to the direction of the wider school curriculum under the guidance and leadership of the Faculty Leader
- Engage in and encourage innovation.
- Implement and operate the school's Health and Safety policy in the subject area.

Teaching, Learning & Curriculum:

- To liaise with the Faculty Leader to ensure the delivery of an appropriate, inclusive, high-quality curriculum.
- Develop an innovative curriculum programme that is in line with the school's vision and ethos.
- To liaise with Pastoral Support and SLT to ensure a coordinated approach to learning support for each student.
- With the Faculty Leader, be accountable for the delivery of Art and Design
- To constantly explore improvement, innovation and personalisation
- To keep up to date with national developments in the subject area including teaching methodologies
- Develop and manage high quality, effective KS3 to 4 transition.
- Ensure effective targeted intervention systems to support our students.

Staff:

Set expectations for staff and students in relation to:

- Working practices and relationships with students, including the management of behaviour for learning
- Working practices and relationships with staff, including team working and mutual support
- Help to identify and respond to the professional learning needs of staff.
- Provide support for new staff and trainee teachers.
- Develop effective working relationships with SLT, other leaders and staff in the school.
- Contribute to an effective support for staff in student disciplinary matters that is in line with whole school disciplinary procedures.
- Participate in recruitment and selection.
- Act as a positive role model for staff on a day-to-day basis by showing our Virtues in all that you do.

Other Duties:

- Be a Form Tutor and Mentor to an assigned group of pupils.
- Promote the general progress and well-being of individual pupils and of the tutor group as a whole.

Person Specification

Attributes

Essential:

- Be passionate about teaching Art and Design.
- Possesses a 'can do' attitude.
- Creative and proactive in finding solutions.
- Flexible and adaptive to changing needs and priorities.
- Resilient, calm and tenacious under pressure.
- Passionate about inclusive practice and equality of opportunity.
- Relentless in finding ways to remove any barriers to success.
- Excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students and parents.
- Commitment to the protection/safeguarding of all students.
- Self-reflective practitioner who always seeks to improve.
- Willingness to contribute to the extra-curricular life of the school.

Desirable:

- Have ambition and a desire to play a significant role in Middle Leadership within this school.

Competence – Knowledge, Skills, Abilities and Experience

Essential:

- Be an excellent Teacher with evidence of impact on student outcomes.
- A proven track record of total commitment to helping every student achieve their very best and make good progress.
- Have very high expectations of the learning of all students at all times.
- Have a good understanding of how data supports and enhances student progress and achievement.
- Be a positive team player with a strong commitment to professional development.
- Embrace new technologies and ideas that enhance the learning of students.
- Highly self-motivated.
- Able to prioritise workload and work well under pressure with competing deadlines.
- Good ICT skills.

Desirable:

- Be able to deliver GCSE photography.

Qualifications

Essential:

- Degree
- Qualified Teacher Status (QTS)

Desirable:

- Further study or qualification, such as a Masters level degree or NPQ