



# KING EDWARD VI CAMP HILL SCHOOL FOR GIRLS

*Educational excellence for our City*



## Subject Leader Art and Design

**Full Time**

***Permanent***

**From September 2025**

**Salary: MPS/UPS + TLR 2b**

**Information pack**

*Dear Candidate,*

*Thank you for requesting information about our Subject Leader of Art and Design, from September 2025.*

*We are a forward thinking, selective state grammar school with academy status, and belong to the King Edward VI Foundation of schools and Multi Academy Trust. We are incredibly proud to have been named as the **Sunday Times State Secondary School for 2025**, alongside the **State Secondary School for Academic Excellence in the West Midlands, 2025**. These accolades are borne out of the dedication of each and every member of our school community: staff, students, governors, parent and carers. This is an inspirational place to work and learn, and we hope you are inspired to consider applying for a position in our school.*

*Aside from our desire for our students to excel academically at KEVI Camp Hill School for Girls, we place great importance on their happiness and the development of them as individuals. By providing a full range of quality experiences both in and outside of the classroom, our students develop confidence, resilience and learn to make healthy choices - all of which helps to prepare them for life beyond school. Every single member of staff and the student body play their part in adding to the history of the school. I am very privileged to lead an outstanding team of colleagues. Their hard work, extensive subject knowledge and commitment to ensuring the academic results are outstanding, enabling our students to make excellent progress as they move through the school.*

*Our challenging, well-structured curriculum is designed with able students in mind, and encourages them to develop their intellectual curiosity and use higher level thinking skills. We are extremely proud of the breadth of our Curriculum at all Key Stages, and believe it offers students genuine choice. Whilst Maths, Biology and Chemistry are very popular subjects at A Level, we have thriving Arts, Languages and Humanities subjects which are also popular choices for our students. Our extra and supra-curricular offerings are wide and varied, and cater to all manner of tastes. Our school House System is weaved through all aspects of school life, and is just one example of the way in which we both support students pastorally and also develop student leadership.*

*A major strength of our school is the level of pastoral care. Students are extremely well supported by their Teachers, Form Tutors and Heads of Year. At Camp Hill Girls, we deeply value wellbeing and recognise that good mental health, along with a safe and supportive environment, are essential for building resilience and helping our young people thrive. We are committed to deepening our understanding of trauma and attachment theory and are proud to be a Trauma Informed Attachment Aware (TIAAS) school. Our students demonstrate excellent behaviour and attendance and are highly motivated, eager, and engaged in all aspects of school life.*

*Camp Hill Girls is culturally rich and diverse, welcoming students from an extraordinary range of backgrounds. As a school community we recognise, celebrate, respect and delight in our differences, and use them as opportunities to learn and become more tolerant about the world around us. This is a caring school which Ofsted recognised, making reference to the fact that "understanding of equality, diversity and inclusion permeates all aspects of school life". We truly believe in the experience we have on offer at Camp Hill.*

*We believe KEVI Camp Hill School for Girls is an inspirational place to be, and invite you to come and see for yourselves. We very much look forward to welcoming you to our school.*

*Karen Stevens  
Headteacher*

## Required for September 2025

The successful candidate will be required to teach Art and Design at all Key Stages, up to and including KS5.

### THE ART AND DESIGN DEPARTMENT

This is a strong and successful department. Staff teach throughout the school, including the sixth form.

### CURRENT STAFFING

Miss K Irving - Subject Lead - Art and Design (*the post is available due to the departure of our current Subject Leader*)

Mrs E Bowden - Art and STEAM

Mrs K Rank - Art and STEAM

Miss L Tidd - Graphics

Mrs J Gaynor Westwood - Art Technician

Miss E Stait - Food teacher and Art Technician

### ACCOMMODATION AND RESOURCES

There are two specialist Art and Design rooms in brand new accommodation due for completion early in the Summer term 2025. There is also a sixth form independent study space and an art office/library.

Art resources are excellent, having been built up over a number of years, and the department receives a good level of annual funding. Rooms have LCD projectors and computer access to the Internet, via the school's network, and are equipped with a colour printer/copier. The department has its own bank of laptops for student use.

### CURRICULUM

Art is taught to all students in Years 7, 8 and 9 and Fine Art is offered as an examination subject at GCSE and A Level. Graphic Communication is taught to Key Stage 3 students once a fortnight, and is offered as an option at GCSE. The department consistently achieves excellent examination results.

STEAM (Science, Technology, Engineering, Art & Maths, plus Food & Nutrition) is delivered to students at Key Stage 3 once a fortnight.

### ENRICHMENT ACTIVITIES

The department offers additional daily lunchtime sessions to all students, and weekly after school sessions to examination candidates. Visits to Birmingham and London art galleries are arranged on an annual basis to support learning in the classroom. The department holds an annual exhibition of A Level work, which is open to staff, governors and candidates' family and friends.

### STUDENTS

We are most fortunate in the skills, talents and qualities which our students possess. They are all able, and we have a significant number of outstandingly gifted and creative students. Their responsive nature and willingness to learn and succeed, provide an exceptional teaching and learning environment. They offer an enthusiastic secondary teacher a fulfilling opportunity to truly enjoy the teaching of their subject at an intellectual level.

### REQUIREMENTS AND RESPONSIBILITIES IN THE POST

We wish to appoint someone who can contribute to sustain the excellent creative Art and Design outcomes achieved at present and to continue to develop and innovate within the subject area.

**MAKING AN APPLICATION:**

Applicants should complete the application form that includes the names, addresses, telephone numbers and e-mail addresses of two referees. A concise but comprehensive letter of application, of no more than two pages, is also required. Applications should reach the Headteacher no later than **9am Monday 28<sup>th</sup> April 2025**. Please contact Kate Irving, Subject Lead if you have any specific questions on: [k.irving@kechg.org.uk](mailto:k.irving@kechg.org.uk)

**INTERVIEW ARRANGEMENTS**

On the day of the interview, applicants will have the opportunity to tour the school and speak with some of our students and members of the Art & Design department. Interviews will be held on **Friday 2<sup>nd</sup> May 2025**.

It is our regular practice to ask short-listed candidates to teach a short lesson of 20-25 minutes, undertake a task related to the post, and a panel interview with the Headteacher and Senior Leaders.

**TRAVEL EXPENSES AND REIMBURSEMENTS:**

Normal second-class travel is payable to all applicants who attend for interview, plus reasonable overnight expenses where necessary. Candidates from abroad receive travel expenses paid from the port of entry or airport.

**We look forward to receiving your application.**

Karen Stevens  
Headteacher

## **JOB DESCRIPTION**

### **Teaching and Learning Responsibility Payment TLR 2b**

A sustained additional responsibility for the purpose of ensuring high quality teaching and learning and for which the post-holder is accountable

Main areas of responsibility and accountability:

- To focus on teaching and learning within the department
- To exercise a teacher's professional skill and judgement
- To lead, manage and develop Art & Design requirements
- To have an impact on the educational progress of students other than own assigned classes or groups of students
- To lead, develop and enhance the teaching practice of other staff

### **To ensure high quality teaching and learning:**

- a) To establish and make explicit departmental aims and objectives within the context of the school's overall curriculum policies; and to review, evaluate and develop the subject/ curriculum area to meet these objectives
- b) To be responsible for the choice of syllabus, examination board etc. and for the production of schemes of work, monitoring their implementation and revising as necessary
- c) To take responsibility for the organisation of teaching for the subject including contributing to the allocation of groups, organisation of students into appropriate groups for teaching purposes and most effective deployment of staff
- d) To act as a role model for staff within the department
- e) To promote high expectations and a high standard of teaching within the department and define and promote appropriate pedagogy and methodology
- f) To promote teaching and learning styles and thinking skills which stimulate student interest and involvement in learning
- g) To deliver training to meet the needs of the department which includes the sharing of good practice including opportunities for peer observation and discussion
- h) To produce a policy for assessment and ensure that appropriate assessment practices are implemented which provide a proper record of each student's achievement and which give students a clear framework and understanding of how to improve their work
- i) To supervise subject reports to ensure that student progress is reported on appropriately to parents/carers
- j) To analyse data to monitor standards and outcomes in the department and to track the ongoing progress of students towards appropriate targets. To put in place strategies to improve performance for underachieving students
- k) To meet the needs of all students including appropriate differentiation of the curriculum.
- l) To establish appropriately high levels of expectation by setting down clear guidelines for establishing good standards of behaviour and managing behaviour and its impact on learning
- m) To provide educational enhancement including intervention and revision classes and trips/visits.

### **To exercise professional skill and judgement**

- a) To maintain up-to-date knowledge of the subject, pedagogy, classroom management, research and inspection findings
- b) To be able to make use of comparative data
- c) To have up-to-date knowledge of statutory requirements
- d) To have up-to-date knowledge of appropriate uses of technology and the ability to implement these
- e) To have commitment to own professional development.

### **To lead, manage and develop the Art & Design department**

- a) To take responsibility for the strategic direction and development of the subject

- b) To evaluate materials from the DfE and other educational bodies relating to the subject, produce written advice on these, implement their requirements and monitor outcomes
- c) To represent department's views, concerns and interests
- d) To support the school's culture, ethos and policies and to contribute to the development of school policy
- e) To liaise with external agencies as required
- f) To liaise with governors and parents/carers as required
- g) To take responsibility for departmental accommodation ensuring the environment is conducive to learning
- h) To produce risk assessments and ensure safe practices within the area in line with the health and safety policy
- i) To establish, maintain and allocate resources to meet the objectives of the curriculum and to meet the requirements of best value.

**To have an impact on the educational progress of students other than own assigned classes**

- a) To promote students' interest, enthusiasm and enjoyment of the subject
- b) To manage the department/curriculum area to achieve appropriate student outcomes at all Key Stages.

**To lead, develop and enhance the teaching practice of other staff:**

**i) Line Management**

- a) To line manage department members
- b) To promote the professional development of all staff within the department including trainees and ECTs
- c) To deal with matters of capability
- d) In performance management to:
  - i. Focus on the totality of performance
  - ii. Set objectives and ensure professional development which reflects school, departmental and individual needs and aspirations.

**Core purpose:**

To provide a high quality educational experience for all students.

**General duties and responsibilities:**

To carry out the duties of a schoolteacher as set out in the "School Teacher Pay and Conditions" document.

***This job description may be amended at any time, following consultation between the Headteacher and member of staff and will be reviewed annually.***

***King Edward VI Camp Hill Girls' School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undergo an enhanced Disclosure and Barring Service check.***

### Subject Leader: Person specification

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>• Appropriate subject degree</li> <li>• Qualified teacher status/PGCE.</li> </ul>	<ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Evidence of successful CPD.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful experience of teaching in the secondary phase</li> <li>• Successful Sixth Form teaching experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Pastoral experience.</li> </ul>
Classroom teaching skill	<ul style="list-style-type: none"> <li>• Record of successful and effective teaching experience</li> <li>• Meeting national standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Innovative and creative approaches to teaching and evidence of strong performance</li> <li>• Proven high level of examination success.</li> </ul>
Knowledge and understanding	<ul style="list-style-type: none"> <li>• A clear philosophy about the value and teaching of the subject</li> <li>• Knowledge of appropriate teaching methods for delivering the subject</li> <li>• Subject knowledge sufficient to challenge able students and achieve high outcomes at KS4 and Sixth Form</li> <li>• Ability to take responsibility for own professional development</li> <li>• Understanding of the use of data to improve performance</li> <li>• Understanding of how to develop teaching skills of other staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of strategies for improving learning and achievement for high ability students.</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>• Up-to date with subject curricular requirements</li> <li>• Familiarity with the nature and purpose of assessment/reporting particularly re: enabling students to improve.</li> </ul>	
Skills and abilities	<ul style="list-style-type: none"> <li>• Vision and ability to plan strategically</li> <li>• Ability to inspire and enthuse students and colleagues</li> <li>• Capacity to innovate</li> <li>• Ability to lead a team to work cooperatively and achieve high standards</li> <li>• Ability to monitor and evaluate performance accurately and devise strategies for improvement</li> <li>• Strong interpersonal skills</li> <li>• Good personal organisation</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Reliability and integrity.</li> </ul>	<ul style="list-style-type: none"> <li>• Range of interests and willingness to participate in extra-curricular activities.</li> </ul>