



RECRUITMENT PACK

ST JOHN FISHER CATHOLIC HIGH SCHOOL

Head of Art - Maternity Cover


Good
Provider


OUTSTANDING

Learning together as a community in Christ

Welcome to St John Fisher Catholic High School!

We are a thriving Catholic school community serving young people in the heart of Wigan.

We believe in delivering a challenging, broad and balanced curriculum underpinned by a strong faith experience and an excellent pastoral care system.

We believe every child deserves to feel safe and valued and, because of this, our young people flourish academically, socially and spiritually in our school.

Our mission statement, **Learning Together as a Community in Christ** encapsulates everything we do.

We promote a love of learning through our quality first teaching. We are a fully inclusive community which recognises the worth of every individual and we encourage all our community to be Christ-like - being respectful, polite, kind and aspirational.

Could you be part of our team?

Thank you for taking an interest in our school.

Alison Rigby

Headteacher



Why work at St John Fisher?

We have high expectations of our students and of our staff - people matter in our school. We expect our staff to be models of excellence and demonstrate a strong moral core and a professional work ethic. Staff are valued and supported in their pursuit of professional development. In return, we expect total commitment to our strong Catholic ethos and a relentless pursuit of aspiration for our young people - we want them to do their best and be their best.

We are a Good school, as judged by Ofsted in November 2021. Further, we are an Outstanding Catholic School, as confirmed by our Section 48 Inspection within the new framework in June 2023.

It is an exciting time for our school community as our school has been identified as one of fifty schools to be in the first stage of the Department for Education's new School Rebuilding Programme. Our new state-of-the-art, net-zero school with a separate sports facility is now under construction and will be ready for January 2025. Currently, our school is effectively operating amongst the construction with adapted breaktimes and lunchtimes, using existing school blocks and the addition of a temporary block. This current situation presents us with immense challenge, however, due to our cohesive and supportive staff team and loyal pupils our school is managing incredibly well and is looking forward to moving into an innovative and modern environment.

Be part of something exciting...



What we do for the wellbeing of our staff

- Commitment to Health Assured Employee Assistance Programme.
- Strong commitment to ongoing staff training and development including engagement in NPQ programmes and Masters accreditation.
- Strong and healthy relationships between SLT and staff.
- An appraisal process which recognises staff (teaching & non-teaching) contribution to school priorities and follows a developmental approach rather than performative.
- Recruitment of additional staff to strengthen the pastoral team.
- Reasonable expectations with regards to staff duty commitments.
- Strong commitment to reducing staff workload and decision-making processes consider staff wellbeing.
- High levels of staff consultation.
- Advance notice for staff with monitoring and evaluation tasks and a well-planned and transparent annual calendar.
- Regular information sessions for staff to help staff make informed career choices and feel supported in the school environment e.g. menopause, pensions etc.
- SLT are a visible presence around school both during lessons and in unstructured times of the day.
- Wellbeing weeks in school calendar to support staff in managing workload.
- Active social calendar for staff.
- SLT arrange detentions each Friday to reinforce standards.
- Support for staff spiritual development through school chaplaincy, regular Masses and liturgy.
- Birthday cards for every member of staff.

Our Art Department

Our Curriculum Vision

Our Art & Design Department endeavour to provide an ambitious and enjoyable curriculum for **all** learners, driven by creative ideas and clear connections to the work of professional artists and designers. Students are able to recognise and apply varied artistic techniques, using a range of media, to produce personalised, individual outcomes that are as unique as themselves.

Curriculum and Specifications

The Art Department delivers the AQA syllabus at GCSE, teaching the Fine Art specification.

Copious amounts of time have been spent on curriculum planning at Key Stage 3 to ensure it meets the demands of the GCSE course, successfully equipping pupils with the practical skills and knowledge needed to achieve. Our Art & Design curriculum has been completely overhauled and refreshed since September 2019, across Key Stages 3 and 4, and Art has proven the most popular subject following Year 9 Option Choices for two consecutive years, with 91 students now studying Art in current Year 10. The Art Department prides itself on high expectations with GCSE examination results consistently good, year on year: 83% 9 – 4 grades in 2021, 80% 9 – 4 grades in 2022 and 89% 9 – 4 grades in 2023.

Extra-Curricular and Enrichment Opportunities

The department regularly offers students opportunities to work with art teaching staff after school and these sessions aid successful completion of coursework and examination work at KS4, whilst encouraging our younger artists within lower school. Enrichment opportunities and visits from external speakers/artists are a regular occurrence; with past-pupils and artists in residence invited in to work with our young people, plus visits to post-16 providers, gallery exhibitions, workshops and a GCSE Art & Design residential visit to Wales organised every alternate year.

Environment and Resources

Our open-plan Art Department benefits from three fully equipped art classrooms and an adjoining computer suite with access to Adobe Photoshop and a full-colour printer. We also have access to an invaluable Art Technician, on selected days.

Professional Development Opportunities

Art teaching staff are fully encouraged and supported in the completion of both internal and external CPD opportunities i.e. practical workshops to enhance personal practical skills and examination/moderation opportunities.



Head of Art

Job Description: Head of Art

Scale:	TLR 2B (maternity cover)
Responsible for:	Members of the department, attached support staff, supply teachers
Responsible to:	Headteacher, SLT link
Mission Statement:	<i>Learning Together as a Community in Christ</i>

The post holder should:

- Lead the learning of pupils and staff in the subject area (Art & Design) to ensure high standards of progress and achievement
- Develop the curriculum, teaching and schemes of learning in an innovative and engaging way
- Ensure the appropriate progress of all pupils by effective target setting, monitoring and evaluation
- Facilitate the development of staff regarding teaching and learning to ensure quality first teaching
- Be accountable for the work of the Art Department
- Contribute to the vision and development of the whole school
- Meet the needs of all pupils, including behaviour management and its impact on learning
- Have a personal interest in and passion for all aspects of Art & Design, keeping up-to-date with current initiatives which then influence and impact upon teaching and learning across the department

Subject responsibilities include:

1 Professional skills, judgements and qualities

Leadership

- To develop and promote the vision of the department in line with the mission of the school
- To plan strategically the progress of the department in line with the School Improvement Plan
- To raise attainment, progress and achievement within the curriculum areas of Art & Design
- To ensure that there is continuous development of schemes of learning, curriculum planning and sequencing within Art & Design
- To develop, monitor and evaluate subject staff to maximise the achievement and wellbeing of pupils
- To maintain the departmental contribution to self-evaluation/quality assessment to facilitate whole school review process
- To lead the development of the use of ICT both within the curriculum and for tracking pupil progress

Management

- To coordinate cross-curricular initiatives and responsibilities such as HAP, Literacy, Numeracy, SMSC, Equal Opportunities, SEND
- To develop and maintain a departmental handbook (actual or virtual) and ensure its impact across the department
- To ensure consistent implementation of school policies
- To develop sustainable and innovative links with parents and partners (primary, post-16, Wigan Partnership Schools, Governors, Archdiocese networks)
- To undertake effective planning of Departmental Improvement Plans, Capitation Bids and resource management ensuring best value principles are applied

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- To ensure effective deployment of staff and upkeep of departmental resources in successfully contributing to learning and enhancing the quality of teaching
- To liaise with relevant external agencies including examination boards, colleges, other schools, business and industry links to enhance provision, to broaden the curriculum and provide cultural capital
- To ensure that departmental classrooms promote an effective climate for learning
- To undertake appropriate risk assessments to ensure health and safety within the subject and department

2 **Pupil development and progress**

Leadership

- To set and meet appropriate objectives and targets which ensure the progress of pupils, staff and the department
- To inspire staff to foster a climate of the classroom which promotes learning
- To develop effective assessments, intervention and revision programmes
- To lead on and undertake aspects of educational enhancement and enrichment (booster classes, GCSE preparation sessions, residential visits etc.)

Management

- To analyse data and use data to target set, intervene with and monitor pupil progress
- To develop and maintain clear and effective assessment, reporting and recording
- To facilitate the appropriate behaviour of pupils in lessons and assist colleagues in applying the behaviour policy of the school
- To direct the work of pupils and cover staff in the absence of colleagues
- To coordinate the preparation of pupils for public examinations including effective revision and retrieval
- To expand work related links and opportunities within the subject to develop understanding of the world of work, contribute to the schools Gatsby Benchmarks and provide cultural capital

3 **Other professionals**

Leadership

- To lead colleagues in their development through coaching, modelling and professional dialogue to raise standards of teaching and learning in order to ensure quality first teaching
- To promote outstanding academic, professional and personal development of department members
- To effectively induct newly experienced and newly qualified teachers into the department
- To assist supply teachers and trainees to become accustomed to the standards and work of the department
- To participate in the Appraisal cycle acting as a Reviewer for department members
- To meet with other subject leaders to ensure development and improvement in relation to others and to share effective good practice and ensure quality first teaching
- To facilitate the successful coordination and recording of departmental meetings that promote the development of learning, teaching and curriculum rather than merely giving information

Management

- To direct the work and development of support staff to make best use of this resource and ensure they effectively impact upon the learning and progress of pupils
- To monitor the work of the department regarding marking, assessment, recording, reporting and communication with pupils and parents to diminish underachievement and recognise good work and effort
- To undertake observation as part of teacher appraisal to ensure strong teaching and maintain high standards of professional teaching practice

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- To undertake performance management reviews in order to further develop and support staff and their teaching craft and skills

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

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

The 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 subject to an Enhanced DBS disclosure.



Head of Art

Person Specification – Head of Art

The Governing Body is seeking to appoint a person who possesses the following qualities and skills:

ASPECT	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher status • Degree level qualification in Art/Art & Design-related discipline • Evidence of up-to-date, relevant CPD 	
TEACHING EXPERIENCE	<ul style="list-style-type: none"> • Excellent classroom practitioner • Outstanding levels of pupil achievement and pupil progress • Significant teaching experience in the 11-16 range • Outstanding classroom management • Familiar with current teaching trends and the latest initiatives 	
LEADERSHIP AND MANAGEMENT	<ul style="list-style-type: none"> • Current or recent leadership • Experience of leading a team • Ability to speak confidently and effectively to a variety of audiences • Ability to develop effective teams and empower others • Evidence of driving ambition and raising standards for pupils • Ability to analyse and interpret appropriate data and use it to inform effective intervention 	<ul style="list-style-type: none"> • Evidence of effectively implementing intervention strategies, which raise standards and engage disaffected pupils
PROFESSIONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Ability to communicate effectively, both orally and in written form • Ability to motivate and empower others • High level inter-personal skills • Experience of delegating tasks and supporting staff in carrying out tasks • Ability to manage time effectively • Thorough knowledge of recent educational reforms, initiatives and innovations (including virtual) • Attention to detail 	<ul style="list-style-type: none"> • Excellent IT skills and appropriate knowledge of Art-related software to develop/enhance student/staff outcomes

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<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> • Actively supportive of the Catholic ethos of the school • Commitment to hard work • Creative and innovative thinker • Enthusiastic and innovative • Integrity, loyalty, honesty • High quality people skills • Demonstrating calmness under pressure • Resilient, reflective and resourceful • Excellent sense of perspective • Can engage a wide variety of audiences • Demonstrating a growth mind-set • High quality artistic practitioner 	<ul style="list-style-type: none"> • Evidence of high-quality artistic capabilities via physical and/or digital portfolio
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Application Process

Visits

If you would like to come and visit our school to help you in your application please contact us on recruitment@sif.wigan.sch.uk

Applying for the role:

Please use the following links to access the appropriate forms and guidance;

Teacher Application Form - [Click here](#)

Application Forms and GDPR Guidance - [Click here](#)

Recruitment Monitoring Form - [Click here](#)

Rehabilitation of Offenders - [Click here](#)

Timescale

The deadline for all applications: **Friday 3 May 2024 at 12 noon.**

Interviews: **Date to be confirmed**

Further Help

If you have any questions or issues with your application please email recruitment@sif.wigan.sch.uk





ST JOHN FISHER

CATHOLIC HIGH SCHOOL

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