



DAVISON
CE High School for Girls

Appointment of
Subject Leader of Art



TABLE OF CONTENTS

Welcome from the Headteacher	3
Art Department	5
Job Description	6
Timescale and How to Apply	9



Welcome from the Headteacher

Dear Potential Applicant,

Welcome to Davison CE High School for Girls!

I am very proud to have been the Headteacher here since September of 2013. Whilst I am unashamedly biased, due to my love of being part of Davison, I can confirm that my incredibly high regard is shared by so many students, colleagues, governors and parents/carers.

So, what makes Davison so special? The relationships between those who work and study here are very different. We all work to support each other and we take great pride in celebrating and valuing all forms of success. Outside of the current restrictions, it is very normal for guests to comment on the warm and purposeful feel of the school as they tour it. Indeed: many prospective parents tour the school in a very neutral/open-minded way and come out with a great sense of conviction that they want their daughters to be part of our school community. This is undoubtedly due to the feeling that they have quickly gained. I call this 'The Davison DNA'. It shines out and it is very quick to feel when you are here.

We offer and encourage a very broad range of extra-curricular provision which gives all students an opportunity to enjoy and achieve. 'Student behaviour is exemplary', as described by OfSTED, and our staff really do go the extra mile. Further to this...our students are driven to succeed and want to participate fully in their learning. This has led to our students making exceptional academic progress in recent times. Our last externally-validated GCSE results (2019) resulted in Davison achieving the highest 'Attainment 8' score in West Sussex (56.4) and the second-highest 'Progress 8' score (+0.6). We are delighted that our truly non-selective and inclusive cohorts do so consistently well as a result of the hard work that they, and we, put in to making sure that everything works.

Davison CE High School is seeking to appoint an experienced full-time inspirational and enthusiastic colleague who can demonstrate their ability as an excellent classroom practitioner and as a Subject Leader of Art & Design. The Creative Arts department offers fantastic facilities for general art and design activities, ceramics and creative textiles and the subject has consistently achieved excellent GCSE results that are above the national average.

Following the retirement of the existing head of department after an incredible 42 years at Davison, we are seeking to recruit an experienced professional who has the following qualities:

- Excellent teaching, reflective and interpersonal skills
- Excellent subject knowledge across a range of art areas
- Can inspire and motivate all students
- Understands how to challenge pupils of all abilities to reach their full potential
- Has the ability to work as part of a team and be flexible
- Has good organisational skills
- A good command of new technologies and digital media
- A willingness to engage in enrichment/extra-curricular activities
- An ability to be resourceful and to manage a budget

Davison CE High School for Girls 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 candidate will be subject to satisfactory references and a DBS check, in line with “Safeguarding Children & Safer Recruiting”.

If you wish to apply for this position please complete our application form which can be found on our school website, along with further information relating to this vacancy www.davison.w-sussex.sch.uk



Mr Chris Keating
Headteacher
Davison CE High School

Art Department



We have a thriving Creative Arts department at Davison with a team of subject specialists that have a passion for their subject including the support of an art technician. There are four multi-disciplinary rooms where painting, drawing, printmaking and ceramics are taught to both Key Stage 3 and 4 in mixed ability groups. We offer both AQA fine art and endorsed textile courses at Key Stage 4 and have a record of outstanding results consistently above the national average. Art and design is a popular subject in both key stages with creative arts work often being showcased within and outside the community. We have established links with a number of creative practitioners who have run workshops in school.

Students enjoy their art lessons and are proud of the work they produce. There are a number of clubs on offer to all year groups which are well attended. Visitors to the school often comment on the standard of art work on display both within school and also out in the community.

We have had a number of practising artists running workshops in school from an iconographer to an internationally known textile artist and have fostered links with our local colleges.



Job Description



Position	Teacher
Location	Subject Department
Line Manager	Deputy Headteacher
Senior Manager	Mr Chris Keating, Headteacher

Main Purpose of the job:

- Be responsible for the learning and achievement of all students in your classes ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with students, parents/carers, governors, other staff and external agencies.
- Act within the statutory frameworks which set out their professional duties and responsibilities and in line with the duties outlined in the current **School Teachers Pay and Conditions Document and Teacher Standards (2012)**.
- Take responsibility for promoting and safeguarding the welfare of children and young people within our school.



Duties and Responsibilities:

All teachers are required to carry out the duties of a schoolteacher as set out in the current **School Teachers Pay and Conditions Document**. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of their appraisal process as relevant to their role in the school.

Teaching:

- Deliver the curriculum as relevant to the age and ability group/subject that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of students you teach.
- Be aware of students' capabilities when planning and teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how students learn.
- Have a clear understanding of the needs of all students, including those with special educational needs, gifted and talented, EAL, disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialism subject).
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for students of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure students' progress.

- Give students regular feedback, both verbally and through accurate marking, and encourage students to respond to their feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired, as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the **School Teachers Pay and Conditions Document**.

Behaviour and Safety:

- Establish a safe, purposeful and stimulating environment for students, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students' needs in order to inspire, motivate and challenge.
- Maintain good relationships with students, exercise appropriate authority and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- Have high expectations of behaviour, promoting self-control and independence of all students.
- Carry out lunchtime duties as directed within the remit of the current **School Teachers Pay and Conditions Document**.
- Be responsible for promoting and safeguarding the welfare of students within the school, raising any concerns following school procedures.

Team Working and collaboration:

- Participate in any relevant meetings/professional development opportunities at the school which relate to the students, curriculum or organisation of the school, including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part, as required, in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current **School Teachers Pay and Conditions Document**.

Fulfill wider professional responsibilities:

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff as appropriate.
- Communicate effectively with parents/carers with regard to students' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

Administration:

- Registering attendance and supervising students, before, during or after school as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current **School Teachers Pay and Conditions Document**.

Professional Development:

- Regularly review the effectiveness of your teaching and assessment procedures and it's impact on students' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participation in training and development opportunities identified by the school or as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other:

- To have professional regard for the ethos, policies and practices of our school and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

The school reserves the right to appoint at any time during the recruitment process.

The post is subject to DBS clearance in line with "Safeguarding Children & Safer Recruiting"
Davison CE High School actively promotes the welfare and safety of children.



Timescale

The recruitment process is as follows:

Deadline for Applications:	9.00am Monday 29 th March 2021
Interview held:	Tuesday 20 th April 2021
	(Every effort will be made to ensure that interviews are conducted in the safest way possible. LFD testing will be in place at the start of each day.)

Apply

Applications should be made on a West Sussex County Council application form which can be found on the school's website (<https://www.davison.w-sussex.sch.uk/about-davison/vacancies/>).

Please send your application to **Mr C Keating**, Headteacher, Davison CE High School, Selborne Road, Worthing, West Sussex BN11 2JX Tel: 01903 233835
To this e-mail: hr@davisonhigh.school



DAVISON
CE High School for Girls

Selborne Road, Worthing, West Sussex, BN11 2JX

Tel: 01903 233835

Email: info@davisonhigh.school

www.davison.w-sussex.sch.uk