



PARKSIDE
COMMUNITY SCHOOL
Small School • Strong Values • Great Experiences

Recruitment pack for applicants

Subject Leader of art and photography



The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

The school will undertake stringent and rigorous checks of identity and qualifications to ensure that we maintain the very highest standards of child protection for our students.

Contents

Section 1: Post advertisement	3
Section 2: Letter from the Headteacher – Andy Kelly.....	5
Section 3: About Parkside Community School.....	6
Section 4: Job Description.....	9
Section 5: Person Specification.....	12
Section 6: Further school information.....	13

May we take this opportunity to thank you in anticipation of your application. If, however, you have not heard from us by the proposed date for the interview you should assume that on this occasion your application has not been successful. In that event we wish you every success in any future applications you make.



Section 1: Post advertisement

Post: Subject Leader of art and photography

Location: Parkside Community School

Salary: MPS/UPS plus TLR 2A

Job type: Permanent

Reporting to: Head of art, business and technologies

Start date: September 2026

Closing date: 9am Friday 1st May 2026

We are seeking to appoint a Subject Leader of art and photography to join our team at Parkside Community School. They will be a passionate and highly effective teacher, who is able to support, motivate and encourage students to achieve their best. We encourage applications from colleagues who are confident in any of the areas of specialism within art and photography.

The position is a great match for someone who believes that schools have the power to transform lives and must:

- be truly inclusive and focus on the wellbeing and progress of every child to unlock potential
- remove all barriers to social mobility so no doors are closed
- enable students to make the most of their talents, and live life in all its fullness
- enable young people to be aspirational and give them the tools to surpass their personal and academic targets

What we offer:

- a small and friendly school
- fantastic students
- an ambitious and supportive staff body
- huge support and progression opportunities
- excellent support from the Embark Federation central team
- excellent ongoing CPD and career development within our school, and across the Embark family of schools
- an impressive range of Embark employee benefits
<https://www.youtube.com/watch?v=9yUk8ZISAR0>

Interested in applying?

We actively welcome visits and would be delighted to show you around our very special school. In order to arrange this or to have an informal discussion please contact Leanne Asher, Deputy Headteacher (lasher@parkside.derbyshire.sch.uk)

To apply for this exciting role please complete an application via MyNewTerm.

The closing date for all applications is 9am Friday 1st May 2026.

Interviews will be conducted on Wednesday 6th May 2026.



Section 2: Letter from the Headteacher

Dear Potential Applicant

As Headteacher of Parkside Community School I would like to extend a warm welcome and thank you for your interest in the post.

This is a fantastic time to join Parkside Community School. As an 11-16 secondary within the Embark Federation, we are part of a forward thinking Trust whose core vision is to create 'stand out' schools in the heart of their communities. Our trust has four core beliefs; Family, Integrity, Teamwork and Success. These sit alongside the school's values of Resilience, Respect, Responsibility and Community and are integral to everything we do.

In 2025, the Fairer Schools Index ranked us as the 5th best school in the East Midlands, and 80th out of over 3000 schools across the UK. It has been a privilege to lead our school since November 2023; I discovered very quickly that Parkside is truly a special place.

At Parkside Community School we believe education is transformational. That is why what we do is so important and why we are always seeking to improve our practice. The successful applicant will work alongside myself and an ambitious staff team that is driven to serve our community.

Our collective mission and everyday focus can be seen below:

- We are here to serve our children and their families – this is our community
- We are unwavering in our pursuit of every child achieving their full potential; this is our common purpose as this is their one chance at their education
- We embrace the opportunities and challenges of educating young people and celebrate success
- We are relentless in our drive to ensure that no child's educational success is limited by their socio-economic background; **we are all here to break this link**

Our young people matter to us and everything we do is aimed to enable students to be safe, happy and achieve the very best outcomes in their subjects. Education is only transformational if every student has a consistent diet of great lessons every single day. This is achieved at Parkside through a collective effort coupled with a commitment to professional development for all of our great staff.

We are seeking to appoint a dedicated and enthusiastic individual who is passionate about education as a means of helping students become the best version of themselves. We believe that all our students can achieve excellence, no matter what their background, and that they all deserve the very best teachers to help them secure a first-class educational offer.

If the opportunity to join a small, friendly school, with supportive governance, and brilliant students appeals to you, then get in touch. I'd love to discuss this opportunity with you.

Yours faithfully

Mr Andy Kelly
Headteacher

Section 3: About Parkside Community School

About us

Parkside Community School is a small sized 11-16 secondary located in Chesterfield. In April 2023 it joined Embark Federation.

Parkside is a truly special school and has a fantastic student body. It benefits from a talented and committed, long serving staff and governance with minimal turnover. All at Parkside are passionate about positively serving to change life chances for our children; this is our common purpose.

Exceptional teaching and learning is our priority. Our highly qualified and motivated staff work hard to ensure our students achieve at the highest level, whatever their starting point. The intent of the Parkside Curriculum is to facilitate the best academic and personal development outcomes for our students. Our pastoral teams are driven to provide all necessary support to ensure our students can learn, participate, and feel they belong to the Parkside family.

In 2022 the school was again rated as a Good School by Ofsted. In November 2023 the school appointed a new experienced Headteacher.

Our Mission - Our everyday focus



The Vision - Building on our successes

Parkside is a safe, successful and happy school where going the extra mile is the norm. Through strong and positive relationships, Parkside:

- Is at the heart of our community; we are proud to serve our young people and their families
- Delivers excellence in learning and supports all our young people to make exceptional progress academically regardless of the challenges they may face
- Provides unrivalled levels of care to develop our young people's social, emotional and physical wellbeing
- Offers unique opportunities to develop individual character and increase cultural capital so our young people are able to make a positive contribution to Society
- Harnesses the potential of all our young people and staff so they can collaborate, compete and thrive locally, nationally and globally
- Is relentless in its desire to improve further, only the best is good enough for our young people, their families and our staff

Our Ethos – The spirit and culture of our school

- Our school ethos centres around students and their families caring about the choices **that will shape their futures**
- Our ethos is at the very centre of our school culture.



Our School Values – Who we are

- Our values underpin everything we do and every decision we make. They are the Parkside Way.

PARKSIDE VALUES

WHO WE ARE



RESILIENCE

The ability to recover quickly from difficult conditions and succeed.



RESPECT

Showing consideration and positive regard for others.



RESPONSIBILITY

The act of being accountable for actions and being in charge of learning.



COMMUNITY

Working together for great educational experiences.

Section 4: Job Description Subject Leader of art and photography

Parkside Community School is committed to creating a diverse workforce.

We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job details

Salary: MPS/UPS Plus TLR 2A

Contract type: Permanent

Reporting to: Head of art, business and technologies

Main purpose

To provide strategic and operational leadership for art and photography, ensuring high-quality teaching and learning, strong student outcomes, and a creative, inclusive curriculum that engages all students and reflects the school's values.

Key Responsibilities

Leadership and Management

- Provide clear and effective leadership for the art and photography department
- Develop and communicate a shared vision for the subject that inspires students and staff
- Lead curriculum planning, sequencing and review to ensure coherence, progression and ambition across Key Stage 3 and 4
- Monitor standards of teaching, learning and assessment within the department and take action where improvement is required
- Line manage staff within the department, including support with planning, assessment, professional development and leadership of their appraisal
- Contribute to whole-school improvement priorities as a middle leader

Curriculum and Outcomes

- Design and implement a broad, balanced and inclusive art and photography curriculum aligned to national expectations and examination specifications
- Ensure curriculum content supports creativity, and progression to further study or employment.
- Lead the delivery of appropriate KS4 qualifications (e.g. GCSE and vocational pathways)
- Analyse attainment and progress data to identify trends, gaps and priorities, particularly for disadvantaged and SEND students
- Implement strategies to improve outcomes and close attainment gaps

Teaching and Learning

- Model consistently high-quality classroom practice
- Maintain high expectations of student behaviour, engagement and presentation
- Ensure assessment is accurate, consistent and used effectively to inform teaching and learning
- Promote the effective use of resources, materials and digital technologies to enhance learning
- Support non-specialist staff, trainees or ECTs teaching within the department where appropriate

Quality Assurance

- Lead departmental self-evaluation and contribute to school improvement priorities
- Conduct quality assurance activities in line with school policy including lesson visits, work scrutiny, student voice and data analysis
- Prepare the department for internal and external reviews
- Ensure exam and coursework requirements are met accurately and on time

Inclusion, Safeguarding and Wellbeing

- Ensure inclusive practice so that all students can access and succeed in art and photography
- Support the needs of SEND, disadvantaged and vulnerable students through adaptive teaching and intervention
- Uphold safeguarding responsibilities and promote a safe, supportive learning environment
- Promote student wellbeing, creativity and confidence through the arts

Professional Responsibilities

- Teach a timetable appropriate to the role
- Engage in professional development and remain up to date with subject and curriculum developments
- Work collaboratively with colleagues across the school and wider trust
- Communicate effectively with parents/carers about curriculum, progress and enrichment opportunities
- Make a positive contribution to the wider life and ethos of the school
- Deploy support staff effectively
- Communicate effectively with parents/carers with regards to students' achievements and well-being
- Take part in school Parents' Evenings, Open Days/evenings, celebrations and rewards events in line with the directed time policy
- Carry out duties as shown on the staff duty rota
- Comply with the school's health and safety policy and undertake risk assessments as appropriate
- Carry out other duties appropriate to the role as directed by the Headteacher

Personal and professional conduct

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Conditions of Employment

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 school is committed to safeguarding and promoting the welfare of students and young people and expects all staff and volunteers to share this commitment.

Employees must work in accordance with Parkside Community School policies and procedures regarding safeguarding and confidentiality.

Employment is subject to satisfactory medical and police clearance together with an enhanced DBS (formerly CRB).

This job description is not necessarily a comprehensive definition of the post. It will be reviewed once a year and may be subject to modification at any time after consultation with the post holder. In the event a candidate does not fully meet the person specification/criteria/experience, then a temporary contract may be offered.

Section 5: Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Qualified to at least degree level in an appropriate discipline related to relevant subject • Recent professional development relevant to the post
Experience	<ul style="list-style-type: none"> • Proven track record of success as a classroom teacher • Evidence of a commitment to play a full and active role in the life of the school • Ability to analyse and interpret data and to act upon this to impact on teaching and learning in the classroom
Skills and knowledge	<ul style="list-style-type: none"> • Understand the theory and practice of effective teaching and learning • Have knowledge of the curriculum requirements of key stage 3 and 4 and experience of writing lesson plans, developing resources and assessment of students' work • To understand and interpret student data and use this to inform responsive lesson planning and teaching • Effective communication and interpersonal skills • Good communication, organisation, problem solving skills and the ability to work collaboratively with others to share resources and best practice • Genuine passion and belief in the potential of every student • Ability to build effective working relationships with staff and other students
Personal qualities	<ul style="list-style-type: none"> • Integrity • A commitment to getting the best outcomes for all students and promoting the ethos and values of the school • Able to act decisively on own initiative and work positively and constructively as part of a team • Ability to work under pressure and prioritise effectively • Commitment to safeguarding and equality • A love of art and photography!

Section 6: Further school information

Address

Parkside Community School
 Boythorpe Avenue
 Chesterfield
 S40 2NS

Telephone

01246 273458

Website

<https://www.parkside.derbyshire.sch.uk/>

Social Media

Please keep up to date with Parkside news through our social media outlets – Facebook, X (formerly known as Twitter) and Instagram

