



Primary, Secondary & Sixth Form

'Washwood Heath Academy is an inclusive and nurturing place of learning... Pupils flourish and achieve strong outcomes' – Ofsted Report, May 2025

Teacher of Art



An Introduction to Washwood Heath Academy

Dear Candidate

I am delighted that you are considering applying for the position of teacher of Art teacher at Washwood Heath Academy. Washwood Heath Academy is a successful and popular All-through Academy with learners aged 4 – 18 years. It is a large academy with 1700 learners from a range of socio-economic and cultural backgrounds.



In May 2025, Washwood Heath Academy experienced its second Ofsted inspection as an All-through Academy and remained 'Good' in all categories.

Since I became Headteacher in 2019, we have had a relentless focus on curriculum and teaching and learning. To support this focus, we have a strong CPD programme in place. In September 2019, Washwood Heath Academy embarked on its journey to develop and implement a knowledge-rich curriculum across all phases of the Academy. To date, we have embedded a knowledge-rich curriculum into Key Stage 3 and Key 4 subject areas and work is still very developmental in Primary and Key Stage 5. In addition, we have embedded Direct Instruction into Key Stage 3 and we are keen to introduce it into the Primary phase as a catch-up strategy. Staff at Washwood Heath Academy use research to help improve teaching and learning, curriculum and pastoral care.

To support teaching, we have a whole Academy behaviour policy that teachers consistently use. This means that behaviour in lessons is good and low-level disruption is rare. We want our teachers to focus on their pedagogy and practice, not managing disruptive behaviour. Our behaviour policy also promotes diversity and inclusion, and we are proud to be an Academy that stands against bullying and discrimination. We are part of the Anti-Bullying Alliance and in November 2021 we were awarded the UNICEF Gold Rights Respecting Schools status, which was recently re-accredited in November 2025.



At Washwood Heath Academy, we believe in creating and sustaining a positive and uplifting culture for all of our children and we do this for each other as well. We are a caring and nurturing environment, which aims to develop all of our core HEARTS values: Happiness, Excellence, Achievement, Respect, Resilience, Tolerance and Self-Belief. We go above and beyond to ensure that everybody within our Academy community feels respected, challenged, supported and safe. We believe in being: **Ready, Respectful and Safe** and we expect all visitors to our Academy to uphold our three rules.

We aim to equip our pupils with the right tools for them to achieve and we aim to provide them with the most effective environment that ignites curiosity and wonder throughout our pupils' journey with us. We have been developing the links between our Primary and Secondary phases, with a particular focus on utilising the expertise of subject specialists in Secondary and the extensive facilities in the Academy. Primary pupils have access to music rooms, Science Labs, PE facilities, Drama studio, Art rooms and outside space – a real benefit to the all-through Academy.



We support our families in ensuring that they too, can provide the right environment for our children to learn effectively and to grow securely both emotionally and mentally. Together as one Academy, Washwood Heath Academy provides a safe and caring environment for our pupils led by highly effective staff whose main aim is to ensure a continuing ethos of resilience and respect in learning.

Washwood Heath Academy really is *'a school for everyone'* and a significant number of staff have remained at Washwood for many years because they enjoy being part of a family and working in a caring and supportive community that wants the best for all of its young people and staff.



An Introduction to the Art Department

The Art Department plays an exciting role in the life of Washwood Heath Academy, offering a creative outlet for the pupils and it is very highly regarded by parents and pupils alike. The department seeks to give pupils the opportunity to explore a variety of artists and skills to support their development. Pupils will learn skills that will support them in becoming better artists but also to be able to develop a passion and appreciation for Art that would allow them to follow a career in the Arts or further education path of their choice when they leave us.

The opportunities for Professional Development afforded to staff within the Department have been considerable and are ongoing, and teachers within the Department continue to enjoy significant opportunities to develop their capacity to be 'outstanding' practitioners. In any academic year, teachers are afforded many opportunities tailored to meet their individual needs.

Key Stage 3 Curriculum - The focus in Years 7-8 is on mastering the skills using the fundamental elements of art.

Key Stage 4 Curriculum - Pupils have the opportunity to do AQA Art and Design (Fine Art) or AQA Photography. The curriculum is structured to enable all pupils to aspire to the very best grades possible and to build on the skills learned at Key Stage 3.

There is also the opportunity to work with Primary phase colleagues to develop Art teaching and learning in Key Stage 2



Washwood Heath Curriculum

We are extremely proud of the ambitious, broad and balanced curriculum we offer to all of our learners. We are committed to providing children with the best life chances possible, irrespective of their background or starting point. We deliver a powerful knowledge-rich curriculum to our learners with the view to their development as global citizens able to make a positive contribution in the local and wider communities of the future.

You can find out more about Washwood Heath Academy at the website:
<https://washwood.academy/>

Job Description

Post Title	Art Teacher
Purpose	<ul style="list-style-type: none"> • To secure high standards of achievement in the Art/Photography Department. • To deliver high quality, creative, teaching and learning, including the promotion of student achievement as well as the maintenance of good behaviour and discipline. • Create support in the creation of a vision for Art/Photography based on creative and outstanding teaching, learning and achievement for all pupils. • To support in the development and grow a vibrant Art/photography department. Design and deliver a knowledge rich Art curriculum.
Reporting to	Assistant Headteacher (Teaching & Learning)
Liaising with	Headteacher/Senior Leadership Team, teaching and support staff, Multi Academy colleagues, external agencies and parents.
MAIN (CORE) DUTIES	
Teaching:	<ul style="list-style-type: none"> • To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere. • To use teaching strategies which will stimulate learning appropriate to pupil needs and demands of the syllabus and curriculum. • To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required. • To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils. • To ensure that ICT, Literacy and Oracy, Numeracy, cross-curricular aspects and school subject specialism(s) are reflected in the teaching/learning experience of pupils. • To undertake a designated programme of teaching • To ensure a high-quality learning experience for pupils which meets internal and external quality standards. • To prepare and update subject materials. • To maintain good order, discipline and respect for others; to promote understanding of the school's rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To safeguard health and safety and to develop relationships with and between pupils conducive to optimum learning. • To undertake assessment of pupils as requested by external examination bodies, departmental and school procedures. • To mark, grade and give written and verbal and diagnostic feedback to pupils of individual work and group work they have undertaken according to the Feedback policy.
Operational/ Strategic Planning	<ul style="list-style-type: none"> • To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of pupils. • To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Faculty and Academy • To contribute to the Faculty/Department Improvement Plan and its implementation. • To contribute to the whole school's planning activities • To contribute to the faculty process of self-review and evaluation and Improvement Plan activities • To contribute to faculty and whole school enrichment opportunities • To contribute to faculty intervention and revision opportunities
Curriculum Provision and Development:	<ul style="list-style-type: none"> • To support the Head of Department/ Head of Faculty in the development of the curriculum and ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives

Staffing Staff Development: Recruitment/ Deployment of Staff	<ul style="list-style-type: none"> • To take part in the school's staff development and professional growth programmes by participating in arrangements for further training and professional development • To continue personal development in the relevant areas including subject knowledge and teaching methods • To engage actively in the Performance Appraisal Review process • To work as a member of a designated team and to contribute positively to effective working relations within the school. <p>2. To provide high quality mentoring and coaching to the subject teams regarding learning and teaching and curriculum planning and delivery, particularly to those members new to teaching.</p>
Quality Assurance:	<ul style="list-style-type: none"> • To adhere to and to help to implement school quality procedures. • To contribute to the process of monitoring and evaluation of the faculty in line with school procedures, including evaluation against quality standards and performance criteria. To implement modifications and improvement where required • To review from time-to-time methods of teaching and programmes of work • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
Management Information:	<ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for the school's management information system. • To complete the relevant documentation to assist in the tracking of pupils. • To track the progress of your assigned pupils and use this information to inform your teaching and learning. <p>3. To adhere to the academy's procedures for recording, monitoring analysing and acting upon a range of data to track pupil overall progress and achievement on a regular basis.</p> <p>4. Evaluate data and identify when intervention is necessary (e.g. when underachievement is identified, additional challenge is required) and implement departmental strategies to close these gaps in learning.</p>
Communication:	<ul style="list-style-type: none"> • To communicate effectively with the parents of pupils as appropriate • Where appropriate, to communicate and co-operate with persons or bodies outside the school. • To follow agreed policies for communications in the school • Attend meetings according to the school's Directed Time policy. • Attend Teaching & Learning meetings as directed by the Assistant Headteacher and Head of Academy
Marketing and Liaison:	<ul style="list-style-type: none"> • To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with other schools in the Multi Academy Trust • To contribute to the development of effective subject links with external agencies/schools. <ul style="list-style-type: none"> • To lead on exhibitions and display of pupils' work from within the subject areas and supporting with academy events across the curriculum for the benefit of our wider community.
Management of Resources:	<ul style="list-style-type: none"> • To assist the Assistant Headteacher and Head of Faculty to identify resource needs and to contribute to the efficient and effective use of resources.
Pastoral System:	<ul style="list-style-type: none"> • To be a Form Tutor to an assigned group of pupils • To promote the general progress and well-being of individual pupils and of the Form Tutor Group as a whole • To liaise with a Head of House and Guidance Manager to ensure the well-being and educational development of your assigned pupils. • To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be

required.

- To contribute to the preparation of action plans, progress files, individual education plans, and other reports
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff.
- To contribute to PSHE and Citizenship and Enterprise according to school procedures
- To apply the behaviour management procedures so that effective learning can take place.
- To support with the Whole School Reading and Literacy Programme

Other Specific Duties:

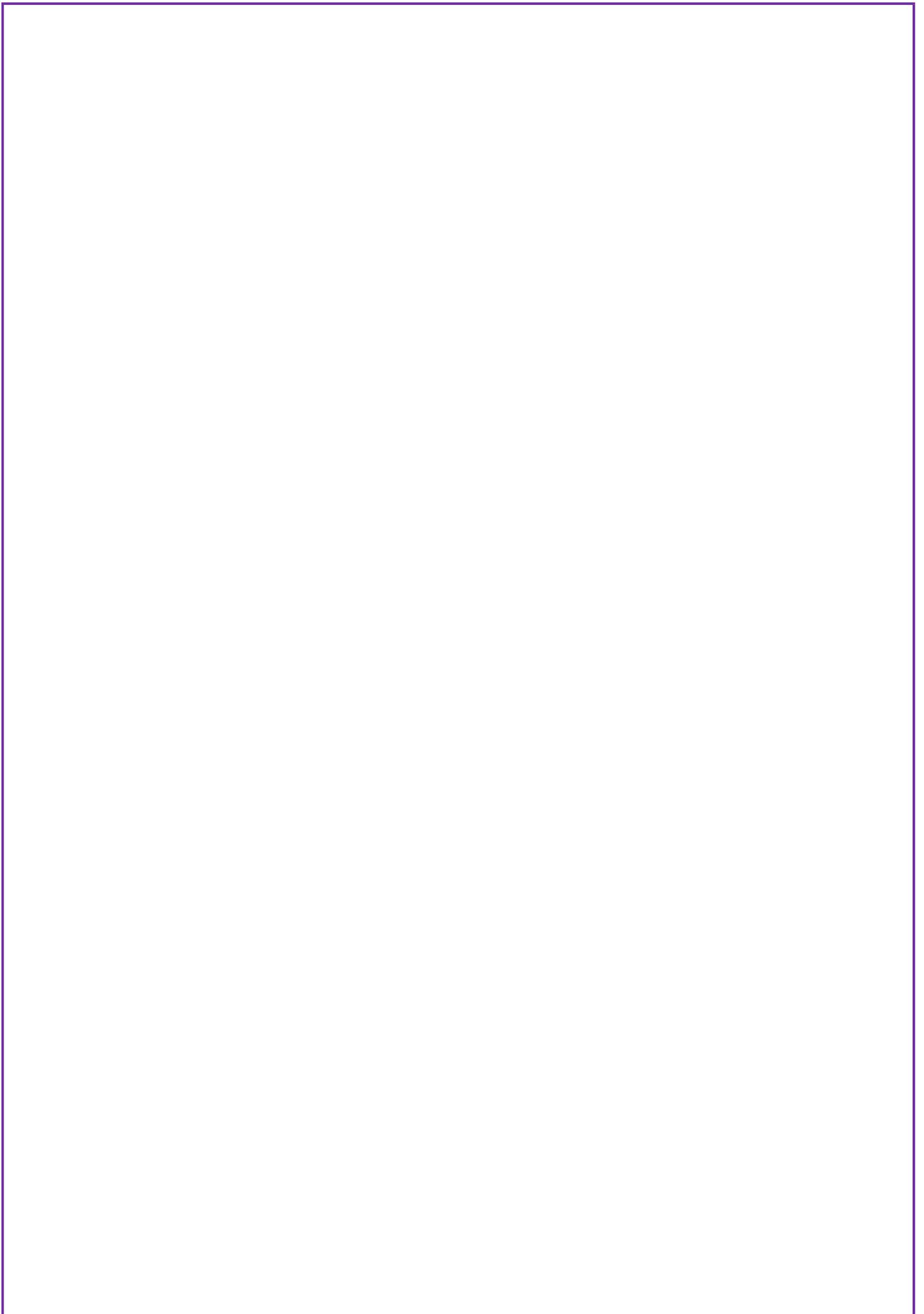
- to play a full part in the life of the school community, to support its Strategic Commitment, Purpose and Intent and to encourage staff and pupils to follow this example.
- to promote actively the school's policies
- to continue personal, professional development
- to actively engage in the school's self-review and evaluation processes
- to actively engage in the school's Appraisal of Performance processes
- to comply with the school's Health and Safety Policy and undertake risk assessments as appropriate.
- to attend meetings as determined in the meetings policy and as directed by the Executive Principal
- to undertake any other duty as specified by School Teachers' Pay and Conditions Document, not mentioned in the above
- to comply with the school's procedures concerning safeguarding and to ensure that training is accessed.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to maintain a standard of dress conducive to their position as professionals and in setting an example to pupils.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

March 2026





PERSON SPECIFICATION

Education/ Qualifications	Essential	Desirable
QTS status	✓	
Degree/post graduate study (specialising in Art).	✓	
High Academic achievement	✓	
Ability to teach photography at KS4 and KS5		✓
Evidence of continuous INSET and commitment to further professional development.		✓
Experience, Knowledge and Understanding		
Specialist subject knowledge of KS3, 4 and 5 Art curriculum and experience teaching it.	✓	
Successful teaching practise or experience teaching Art to students aged 11-16.	✓	
Specialist subject knowledge and experience teaching GCSE Art with evidence of sustained performance over time improving results.		✓
ICT Competence and interest using ICT in the classroom.	✓	
Experience of successful, varied, creative and specialist teaching.	✓	
Experience of managing a budget.		✓
Experience and a willingness to contribute to the whole school enrichment programme.	✓	
Specialist subject knowledge of BTEC		✓
Recent, relevant in-service training in current educational practice, including management.		✓
Experience of teaching Higher ability pupils		✓
Experience of teaching SEN and EAL pupils.		✓
Experience of organising and developing the Art curriculum in KS3, 4 and 5.		✓
Leadership experience within a Art department.		✓
Experience of delivering Art at primary school level.		✓
Know how to use data, together with information about students' prior attainment to set targets for improvement.		✓
Skills and Abilities		
The ability to plan, monitor, evaluate, review and lead by example across the Art subject area.	✓	
Ability to manage raising achievement and intervention strategies in Art	✓	
Ability to work with technicians.	✓	
Ability to take responsibility for continuous professional self- development	✓	
The ability to solve problems and make decisions.	✓	
The ability to inspire students and staff.	✓	
The ability to work under pressure and meet deadlines.	✓	
The ability to use ICT appropriately	✓	
The ability to analyse, understand and interpret relevant information and data	✓	
Experience of working with external providers.		✓
Communicate a clear vision for Art in the future.		✓

Experience of being responsible for Art subject specific equipment.		✓
Experience of holding other post holders to account.		✓
Attributes/ Other		
Self-confidence and initiative.	✓	
Reliability, resilience and integrity.	✓	
Energy, enthusiasm and imagination.	✓	
Intellectual ability.	✓	
Awareness, understanding and commitment to equal opportunities.	✓	
Personal impact and presence.	✓	
Willing to contribute to the wider life of the school.		✓
Interests and experiences outside of teaching.		✓

H



E



A



R



T



S





READY



RESPECTFUL



SAFE



Washwood Heath
Academy

Primary, Secondary & Sixth Form