



# Wheatley Park School

Everyone Learning - Everyone Caring

11-18 Academy and member of the River Learning Trust

1146 on roll including 218 Sixth Form

## HEAD OF ART

**Main Scale or UPS if post threshold**

**+TLR2(2) (£5869.00)**

**From September 2026**

**0.8 to Full Time**

**Permanent**

Due to the promotion of our current Head of Department, we are looking for a new leader to further develop art at Wheatley Park School. Art is a popular subject at our school, with strong take-up at GCSE, in A Level Art and Photography and students regularly progressing onto Art Foundation courses. You will enjoy the support of an established department team, who have a passionate commitment to the subject and to ensuring that all of our students succeed. We have a truly comprehensive intake, and we work hard to narrow the attainment gap between disadvantaged pupils and their peers. At the same time, we also challenge our high-attaining pupils, ensuring that they have the knowledge, skills and the love of the subject necessary to thrive in higher education.

Our art classrooms are an ideal environment for creative learning where we have well lit multi-purpose rooms, a photography base, a print studio and a sixth form studio. The art department works closely within the wider context of the arts within the school: the three subjects collaborate on concerts, shows and other community events such as ParkFest, our Wheatley Park School festival.

The ideal candidate will be a confident and successful teacher who has strong subject knowledge, experience in designing an effective curriculum, and the ability to galvanise and motivate a team. You will be a strategic thinker, and you will enjoy considering how to plan and deliver sequences of learning that will give our pupils, whatever their background, the foundations for a lifelong enjoyment of art. You will be someone who can build a team ethos of mutual challenge and support, and a culture of ambition and the celebration of success.

You will also enjoy the additional opportunities that the role offers, such as the staging of the annual Art Show, and the development of a rich extra-curricular offer that has included printmaking, photography and life drawing, for staff as well as students. We regularly support students to enter local and national competitions, and our students' work has been shown in institutions such as the Ashmolean Museum, Tate Modern and the Royal Academy in recent years.

As a valued member of our middle leadership team, you will be able to make your mark positively and we will help you to develop as a leader, preparing you for a more senior post in time. As the school is part of the River Learning Trust, you will have access to up-to-date training on subject pedagogy and leadership, from local and national leaders in education. In order to achieve this, you will have the time to fulfil the demands of the post, and you will have access to administrative and technician support. The post is full time, although we would consider a flexible working arrangement of 0.8 FTE for the right candidate.

We will offer you the chance to be part of a strong and developing school community working in a supporting environment. We are renowned for placing a high value on staff wellbeing and professional development at all levels.

Situated just east of Oxford in a unique parkland site, Wheatley Park School is a flourishing 11- 18 academy with a vibrant comprehensive intake.

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. Schools in RLT are united by a common belief in the benefits of working together, and by our commitment to shared principles.

**OUR VISION** is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.  
**OUR 'WHY?'** is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.  
**OUR 'HOW?'** is through the highest support and challenge for our schools and each other, underpinned by our principles.

Our employees benefit from a wide variety of support including extensive continuing professional learning and development opportunities, wellbeing and staff networks and access to Defined Benefit Pension Schemes (TPS and LGPS) for all staff. For more information on what it is like to work for the Trust, and the benefits you could access, please see our "[Working in RLT](#)" guide.

This role includes regulated activity relevant to children.

If you would like to know more, or arrange a visit, please contact Mrs Skye Wigley (HR Manager) on 01865 872441 or by email to [swigley@wheatleypark.org](mailto:swigley@wheatleypark.org). Full details can be found on our website [here](#). Applications for this post can only be accepted via the MyNewTerm website [here](#). To find out more about the River Learning Trust, please visit [www.riverlearningtrust.org](http://www.riverlearningtrust.org).

**Closing date and time: 9am Monday 2nd March 2026**

The school reserves the right to consider and interview candidates ahead of the closing date if appropriate. An offer may be made to an exceptional candidate in this instance.

**Interview date: Week commencing Monday 9th March 2026**

The River Learning Trust and Wheatley Park School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#). Please see our website for up to date policies including our Child Protection and Behaviour Policies.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. For further guidance for applicants click on this link [List of offences that are not filtered](#)

Our staff are expected to maintain high standards of ethics and behaviour, within and outside school, by 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.

**Wheatley Park School, Holton, Oxford, OX33 1QH**  
**Tel: 01865 872441**  
[\*\*www.wheatleypark.org\*\*](http://www.wheatleypark.org)



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## Job Description

Post Title	Head of Art
<b>Purpose</b>	<ul style="list-style-type: none"><li>• To establish and maintain high standards of achievement across the art department.</li><li>• To oversee the creation, evaluation and improvement of a challenging curriculum in art.</li><li>• To develop and enhance the teaching of others in the art teaching team.</li><li>• To manage and deploy teaching and support staff as well as other resources in the team.</li></ul>
<b>Reporting to</b>	Assistant Headteacher
<b>Responsible for</b>	teaching staff, administrator in art.
<b>Salary Level</b>	MPS or UPS plus TLR2(2)
	<b>Main Duties and Fields of Accountability</b>
<b>Strategic Planning</b>	To establish and communicate a vision for the future development of the department with a coherent set of aims and objectives.  To undertake self-evaluation activities according to school policy and practice based on evidence and data.  To lead the development of appropriate courses and learning opportunities in all Key Stages.
<b>High Standards of Teaching and Learning</b>	To set and meet high standards as a teacher, acting as a role model for others in the team.  To establish an ethos of high expectations and rigour throughout the department.  To lead in the development of pedagogy/methodology, including planning and leading training.  To monitor the quality of teaching across the department through a range of approaches including regular classroom observation.  To monitor marking, assessment and feedback, ensuring that high professional standards are met.  To lead in the analysis of performance data for the department.  To ensure that the learning needs of all pupils are met and to liaise with the Learning Support team.

<b>Knowledge/Skills</b>	<p>To maintain up to date knowledge of the Art curriculum, of good practice and of research and inspection findings.</p> <p>To have knowledge of relevant school policies.</p> <p>To have an understanding of the relevant statutory requirements.</p> <p>To understand the strategic implications of ICT in the work of the team.</p>
<b>Staffing</b>	<p>To lead, direct and manage all staff in the Art team.</p> <p>To support, guide and motivate all staff in the department to work to a common vision and purpose.</p> <p>To ensure that all department members participate in a rigorous process of Performance Management linked to the school and department priorities.</p> <p>To participate in recruitment and selection of new staff and their induction.</p> <p>To ensure that meetings are held regularly, recorded and achieve appropriate outcomes.</p>
<b>Student Outcomes</b>	<p>To set rigorous targets for students and groups of students in all Key Stages.</p> <p>To be accountable for standards and achievement in all Key Stages, reporting to the Leadership Group and Governors.</p>
<b>Resources</b>	<p>To deploy all resources effectively and efficiently, including being accountable for spending of delegated capitation.</p> <p>To establish and maintain an environment conducive to high expectations and learning.</p> <p>To ensure that Health and Safety standards are met and that all necessary risk assessments are carried out and documented.</p>
<b>Safeguarding</b>	<p><b>Wheatley Park School is committed to safeguarding and promoting the welfare of children and young persons; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring service (DBS) and obtain any other statutorily required clearance. A 'prohibition from teaching' check will be completed for all applicants. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.</b></p>
<b>Additional Duties</b>	<p>To play a full part in the life of the school, to support its ethos and development.</p> <p>To comply with any reasonable request from a manager to undertake work of a similar level not specified in this job description.</p>
<b>Support</b>	<p>The post holder is expected to continue in his/her own professional development.</p> <p>Support in this role will be available through the leadership group line manager and the Headteacher as well as through the school's Professional Assistance scheme.</p>



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### Head of Art Selection Criteria

	ESSENTIAL	DESIRABLE
<b>Qualifications/ Training/</b>	Honours Graduate with PGCE or equivalent in Art A strong record of CPD relevant to the post over the last three years.	Knowledge of a range of issues in education and experience of school improvement.
<b>Knowledge:</b>	An authoritative understanding of Art in terms of pedagogy, curriculum and assessment.	Knowledge of current AQA spec for GCSE, A Level.
<b>Experience:</b>	<p>At least three years teaching experience in Art at secondary school level across a wide range of attainment.</p> <p>Experience of leading initiatives within Art. A track record of influencing the teaching of others.</p> <p>A clear understanding and successful experience of strategies to raise attainment, particularly (but not solely) at KS4.</p> <p>A clear vision, based on experience, for the development of a rigorous, challenging and engaging approach to the teaching of Art.</p>	<p>Experience of leading a team to raise expectations and standards.</p> <p>Confidence as a fine artist able to model painting and drawing techniques.</p> <p>Familiarity with strategies to support vulnerable learners so that they achieve well.</p> <p>Experience of using remote learning approaches to engage learners with a wide range of prior attainment</p>
<b>Skills:</b>	<p>A confident and effective teacher, able to model outstanding practice and the highest standards in the classroom.</p> <p>Leadership skills to engage and motivate others, to set a direction for improvement and ensure confident delivery while holding team members to account with high levels of support and challenge.</p> <p>Interpersonal skills with young people and adults, with a balance of sensitivity and purpose.</p> <p>Professional communication skills, oral and written, to reach a range of audiences.</p>	<p>Skills in leading extra-curricular clubs/directing school events.</p> <p>Coaching for outstanding practice.</p> <p>Creative/innovative approaches to lesson planning and community projects.</p>

	<p>A high degree of competence in utilising a range of data to raise pupil performance</p> <p>Strong personal organisation and administration to meet deadlines and work within school systems.</p> <p>Able to lead and build an engaging climate and positive relationships with young people 11-18.</p>	<p>Confident in embracing the opportunities of new technologies eg Twitter, Google Apps.</p>
<b>Aptitudes:</b>	<p>Committed to the success of every student and to the development of inclusive practice.</p> <p>Reflective practitioner, keen to develop own practice as a teacher and as a leader and able to influence others.</p> <p>Resilient, optimistic and hardworking.</p> <p>Sense of humour and perspective.</p>	<p>Flexible, able to adapt to change.</p> <p>Enthusiastic about making a strategic contribution to school improvement.</p> <p>Interested in further promotion.</p>
<b>Other:</b>	<p>Committed to own professional learning and likely to seek further promotion.</p> <p>An understanding of child protection and safeguarding issues. A commitment to the welfare of every student.</p> <p>A commitment to extra-curricular provision.</p>	<p>Keen to be involved in developing the extra-curricular work of the school and community.</p>

February 2026