

# Head of Art & Photography

## Permanent (1.0FTE)

### Candidate Information



# Welcome from Education South West

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Dear Candidate,

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children's lives better, it is as simple as that; it enables them to lead great lives in every sense of the word. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all of our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play an important role in all of our schools.

We encourage innovation, creativity and individuality. By sharing this individuality and creativity we firmly believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is a must. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the very best they can, leading effective teams at every level, growing future leaders and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

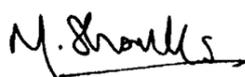
We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place great importance on:

- people who go the extra mile
- a commitment to professional development and a desire to continue learning, via research, private study and in learning from others
- a desire to ensure that everything that is done within schools is the very best it can be
- a firm commitment to the philosophy that we work in education to improve young people's lives and improve society; we serve our communities and the wider populace
- the ability to develop positive relationships with pupils, students and parents
- good interpersonal and communication skills when liaising with stakeholders
- a good sense of humour
- a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW

Your journey with ESW starts here and I look forward to meeting you in the future.

Yours faithfully,



Matthew Shanks  
CEO

# Welcome from KCC Governors

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Dear Candidate,

This is an exciting time for Kingsbridge Community College. The Governing Body look back over the last few years with a sense of real pride in what continues to be achieved by the leadership, staff and students of Kingsbridge Community College

I never cease to be amazed at the commitment, talent and hard work from the staff that I see when I visit. The students are a real credit to the community and make giving up my time a privilege.

The Principal and senior leadership team have a common sense of purpose and vision; you will enjoy the backing of a dedicated and supportive team of governors who will value your contribution to the creativity and innovation of an existing first-class team of staff.

Most importantly you will be someone whose focus is on helping every single student within our College to maximise their potential and be the very best that they can be during their time with us.

Thank you in advance for the time that I know you will commit to this process.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Steve Tucker'. The signature is fluid and cursive, written over a white background.

**Steve Tucker**  
**Chair of Governors**

# Letter from the Principal



Dear Colleague

## **Head of Art - MPS/UPS + TLR 2C Full time – September 2026**

Thank you for your interest in Kingsbridge Community College and the position we have available. I am delighted that you are considering joining our accomplished team and I hope that this information pack along with the school website gives you all of the information that you need to apply for the post. Kingsbridge Community College is an inspirational place to work and visitors to the school all comment on the commitment, behaviour and academic qualities of our young people, the fantastic resources and school buildings, and the strong supportive relationships evident between staff and students.

This is an opportunity to join the school at an exciting point in our journey. In January 2017, we merged our Multi Academy Trust to form Education South West, with 14 schools spanning primary, all-through and secondary: nearly 5,000 students and 600 staff in total. The aim of the Trust is simple: to work together so that children can lead great lives.

We are fortunate to be able to attract a high calibre of staff to KCC. Our staff are friendly and supportive and we offer a whole range of professional development opportunities no matter what stage you are at in your career. We want all of our teachers to be exceptional and so offer unrivalled professional development and support. Many of our senior and middle leaders started as teachers with us and have developed into highly talented practitioners. We offer internal and external training through our National Professional suite of qualifications including NPQML and NPQSL - your professional development is important to us. We are currently graded Good by Ofsted.

If you have a genuine desire to do the best for young people, then we would welcome your application. The school is committed to safeguarding pupils and personnel, and will conduct checks based on the information in your application. If you are selected for interview, safeguarding will feature in the interview programme.

If you wish to visit the school or have any questions about this role, please feel free to contact the school and ask to speak to my PA, Emma McQuitty. Applications must be made by completion of an application form, and candidates invited to interview must supply a signed copy of their application form before their interview takes place. We would also request that interviewees bring to the interview original copies of relevant exam certificates, and where available original copies of their DfE registration and DBS disclosure.

The closing date for applications is **9.00am Monday 30<sup>th</sup> March 2026**. **Interviews will take place on Weds 1<sup>st</sup> April and will include a short presentation, teaching an episode of a lesson and an opportunity to show your portfolio.**

Yours faithfully

*Tina Graham*

**Tina Graham  
Principal**

## THE DEPARTMENT

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This is a great opportunity to lead our Art and Photography Department with a team of dedicated specialist teachers in excellent facilities. The Art team currently has 4 teachers who work together in a very successful and happy department.

We are an enthusiastic and highly committed team who pride ourselves on the quality of the relationships we have with our students and with each other, and with the quality of teaching and learning that goes on in our classrooms. We work closely with our colleagues across Education South West sharing our curriculum, resources and expertise.

The department is well equipped: one studio is equipped as Photography, with computers, studio lighting and a darkroom. There are also four other more general Art rooms. We have 2 kilns and are well resourced for teaching ceramics. The department is supported by two part-time technicians. Department staff work in a wide range of disciplines including painting, ceramics, printmaking and photography using both chemical and digital processes and techniques. Art & Photography are popular subjects at GCSE and A Level. Students take the AQA GCSE Art, Craft and Design or Photography course and the AQA Fine Art or Photography courses at A Level. The department holds two main exhibitions each year, one held at the Harbour House gallery in Kingsbridge during the Spring term and the Summer Art Exhibition held at the College in June. The department works closely with other departments in the college to create cross curricular links during Arts Week in the Summer term and also places a strong emphasis on enrichment through a variety of artist-led workshops and contextual studies visits to St Ives, Bristol and London.

If you would like more information about the Department, please contact Natalie Ryrie:  
[natalie.ryrie@kingsbridgecollege.org.uk](mailto:natalie.ryrie@kingsbridgecollege.org.uk)

## THE POST

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We are seeking a permanent imaginative and dedicated Head of Art and Photography to join our successful team, and to develop others through our Teaching School status. The successful applicant will have a desire to continue the forward-thinking and creative ethos of the college. If you can demonstrate a passion for your subject and share an enthusiasm for continuous school improvement to benefit all students, we want to hear from you. The role will include teaching all year groups including A-level.

What you will need to succeed:

- Clear strategic development of curriculum
- Be an excellent classroom practitioner with a focus upon achievement and success.
- Be an enthusiastic classroom teacher who can inspire and excite students about their learning.
- Be able to use a variety of innovative and creative ways to engage students within their lessons.
- Be able to work as part of a team.
- Have high expectations for yourself and students.
- Be able to teach A Level.

If you have imagination, drive and the desire to be successful, can demonstrate a passion for your subject area and share this enthusiasm with students, we want to hear from you. ECTs are welcome to apply.

## A COLLEGE WITH A NATIONAL REPUTATION

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We all came into teaching in order to make a difference and to help students to develop the attributes they need to go on and lead great lives. We have the resources, support and wider networks that will enable you to do this, and offer you the wider opportunities to develop your leadership not just at the College but across the system. Our ambition is simply to be one of the best schools in the country, and we are at the forefront of shaping the school-led system.



KCC is an 11-18 comprehensive school and a member of Education South West which comprises 6 secondary schools and 8 primary schools within Devon. The schools within the ESW family share a common desire to give our children the education, opportunities and confidence that will enable them to lead great lives.

We converted to an academy in January 2011 and in September of that year we were honoured to be in the first 100 schools in the country to be designated a Teaching School and this year we were successful in bidding to become the lead school in a new Teaching School Hub: Teaching Schools South West. This is a partnership between Teaching Schools, MATs, Research School and Curriculum Hubs, which means that our staff can access the best, most up to date training and support in the South West and Nationally. We are appointed as one of only 32 licence holders to run National Professional Qualification programmes including NPQH, NPQSL and NPQML. Our charitable company, Leading Schools South West, has now trained over 600 teachers on these programmes.

Since we became one of the first designated National Research Schools in 2016, Kingsbridge Community College has been working closely with the Education Endowment Foundation (EEF), and our other partners SWIFT and LSSW to develop evidence informed approaches to teaching and learning across the Southwest of England, helping schools and teachers to make better use of evidence to inform their teaching and learning.

Our ambition and dynamism are far-reaching. It means that you have unprecedented opportunity to work with colleagues in other schools, lead professional development programmes and develop the skills and profile you need for your next promotion.

## THE COLLEGE'S FACILITIES

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The College is situated on the edge of the town with wonderful views over the surrounding countryside. Extensive building programmes have resulted in enviable facilities.



We have built over £14 million of buildings in the last 12 years in more than 6 different projects. This has resulted in all departments teaching in modern, specialist facilities. It also tells you about our drive and ability to get results: all these developments were as the result of successful bids, and all the building processes were managed by ourselves – on budget and on time.

## STAFF AND STUDENTS OF THE COLLEGE

All staff are considered leaders within the school and given the opportunity to participate in the decision-making process through regular departmental, pastoral and staff meetings – and whole school events. Staff commitment is high and new teachers are expected to demonstrate similar commitment as well as high quality teaching and a willingness to contribute to the ethos and broader life of the school.



Relationships between staff and students here are excellent. We see evidence of this in the time which staff devote to giving students individual help out of classes and the time and energy they commit to trips. Our students are generally well motivated and responsible, and we receive many plaudits when they are out and about on visits. We are a fully comprehensive college, with plenty of able students who go on successfully to universities including Oxford and Cambridge.

## CONTINUING PROFESSIONAL DEVELOPMENT

We are very clear in our belief that the staff are our best resource, and invest a lot of time and resources in continuous professional development. We place a great deal of importance in supporting trainee teachers and ECTs. All of our ECTs have an individual department-based mentor as well as mentoring from a senior member of staff in the College and a regular seminar programme. We do our very best to offer all our staff a continuous training programme as their career enters different stages from ECT through to preparation for middle and senior leadership, and then on eventually to headship. Our policy is to train our own staff who can then lead others.

We also use Instructional Coaching as the basis of regular developmental discussions for staff. We support staff by having a programme of Instructional Coaching that ensures that all staff have access to a coach who focusses on in-lesson improvements in teaching strategies.

## THE CURRICULUM

We have an admission number of 203 students in each year group which we organise into seven mixed ability tutor groups. They are taught in mixed ability groups at Key Stage 3 except in Maths.

We have a very clear vision of what makes teaching and learning at Kingsbridge distinctive. Learning here is exciting, inspiring, engaging and effective. We train all our staff in using effective teaching and learning strategies based on the work of the EEF and Research School.

Our Sixth Form offers a wide programme of A levels and vocational qualifications. We are very proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form which prides itself on being a thriving community of its own.



## EXTRA CURRICULAR

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We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme. We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year. Other clubs and activities range from chess to rocket building! We hold a Challenge Week at the end of the Summer Term where all students opt for residentials or daily activities, with options ranging from residentials in France, Holland and Spain to creating knitted woolly wonders in college.

There are many other trips and visits which enhance the curriculum including a Technology residential in London to look at all aspects of design, English and Drama residentials in London and Stratford, a Media Studies residential in Manchester and Hollywood, Geography and Biology field trips and so on. In recent years we have had expeditions to South America, Africa, China, Borneo and India. Staff would not give up this time if they did not enjoy working at Kingsbridge with our students, and we are enormously appreciative of their time and goodwill.





# KINGSBRIDGE COMMUNITY COLLEGE

## Job Description

Post Title: **Head of Art & Photography**  
 Responsible to: **Deputy Principal**  
 Scale: **MPS/UPS + TLR 2C**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

### Job Purpose

To lead the Art and Photography Team and be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

### Accountabilities:

1. To be the strategic lead for Art and Photography.
2. To assist on defined key areas of the College's work, contributing to and impacting on the College Improvement Plan.
3. Monitoring the work of staff in a way which recognises good practice, provides regular feedback and so results in an impact on students' learning.
4. To liaise with parents, staff within and outside the College and other agencies to maximise achievement of students.
5. To take action, alongside other leaders, with regard to the learning or behaviour of students when issues run across subjects and are beyond the level usually dealt with by the teaching and Inclusion staff, engaging support staff and other agencies to enable all students to fulfil their potential.
6. To continue to develop the College's wider role within the local community.
7. To lead staff in the creation, consistent implementation and improvement of policies and schemes of learning which encapsulate whole College learning policies and help students to enjoy learning, make progress and achieve high standards.
8. To ensure staff implement the College's Behaviour and Inclusion policies, providing support for them where necessary, to maximise each individual's learning opportunities.
9. To be accountable for student progress and the ongoing development of a broad, balanced and relevant curriculum for students studying in the department.
10. To create a positive ethos and ensure that all members of the team make an active contribution to the policies, aspirations and plans of the College.
11. To actively contribute to a culture of improvement by engaging in regular coaching conversations, supporting colleagues' professional growth, and modelling reflective practice to improve teaching and learning across the department.
12. To manage budget, resources, equipment and rooms in order to ensure the best possible learning environment.

### Performance Management

Your annual performance review is based on this overall job description and with particular emphasis on engagement with coaching. These are set in discussion with your line manager.

<b>Name:</b>		<b>Date:</b>	
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<b>Signed:</b>		<b>Signed:</b>	
	(Principal)		(Member of Staff)



### Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable	Evidence Base
<b>Qualifications</b>		
Degree and Qualified Teacher Status	Essential	Application Form / Certificates
Successful experience of teaching subject in placement or a previous school.	Essential	Application Form / Certificates
<b>Professional Experience and Knowledge</b>		
Successful teaching and curriculum experience	Essential	Application Form
Ability to teach subject to GCSE.	Essential	Application Form
Experience of teaching at A Level.	Essential	Application Form / Certificates
Ability to communicate effectively with students, parents and colleagues.	Essential	Application Form / Interview
Ability to use assessment for learning and data to improve student performance.	Essential	Application Form / Interview
High level ICT skills.	Essential	Application Form / Interview
Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential.	Essential	Application Form / Interview
Excellent understanding of the curriculum and current developments in teaching and learning.	Essential	Application Form / Interview
Positive attitude towards your own and others professional development.	Essential	Application Form
Able and willing to make a full contribution to the life of the department and the wider school community.	Essential	Application Form
<b>Personal Qualities</b>		
Adaptable, flexible.	Essential	Application Form / Interview
Able to take responsibility and show initiative.	Essential	Application Form / Interview
Enthusiastic and inspiring.	Essential	Application Form / Interview
Able to command respect.	Essential	Application Form / Interview
Excellent team member, able to work both independently and cooperatively with others.	Essential	Application Form / Interview



## How to apply

### Application deadline

Completed applications must be received by **9.00am Monday 30<sup>th</sup> March 2026**.

**Interviews will take place on Weds 1<sup>st</sup> April and will include a short presentation, teaching an episode of a lesson and an opportunity to show your portfolio.**

Please submit your application via the [mynewterm](#) website.

### Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

### Discussion and visits

Informal discussions with the Head of Department are welcomed, as well as visits to the College. Please arrange a suitable time with Emma McQuitty [emma.mcquitty@educationsouthwest.org.uk](mailto:emma.mcquitty@educationsouthwest.org.uk). Telephone: 01548 852641 ext. 2502

### References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.



**Blackawton Primary School \* Christow Community Primary School \* Coombeshead Academy \* Dartmouth Academy  
East Allington Primary School \* Kingsbridge Community College \* Kingswear Primary School \* Rydon Primary School  
Stoke Fleming Primary School \* Teign School**

Registered Office:  
Kingsbridge Community College, Balkwill Road, Kingsbridge, Devon TQ7 1PL  
Tel: 01548 852641 [www.educationsouthwest.org.uk](http://www.educationsouthwest.org.uk)  
Company Registration Number: 7451553