



The Hinckley
SCHOOL

Subject Leader of Art

RECRUITMENT PACK



THE HINCKLEY SCHOOL

Thank you for your interest in a career with The Hinckley School. We hope that this recruitment pack provides you with all the information you need to start your journey with us.



It is an exciting time to join The Hinckley School, an 11-18 provider proudly serving Hinckley and its surrounding areas. In September 2023, The Hinckley School was rated 'Good' in all areas by Ofsted. This Ofsted report demonstrates our ambition for our students, coupled with a strong sense of community and belonging. With planning approval now received for a new multi-million-pound STEAM build, bespoke year 7 and 8 areas and a refurbished sixth form, our school is committed to 'Building Brighter Futures'.



As our students' progress to GCSE and then onto A Level study, they experience high expectations and inspirational teaching, an extensive range of enriching activities beyond the classroom and a learning environment which fosters self-discipline and aspiration. A bespoke character education programme centred around PRIDE, alongside high-quality pastoral care and excellent academic provision, not only ensures that students graduate from The Hinckley School having secured the destinations of their dreams, but also with the characteristics, strong moral purpose and self-belief to succeed on the modern global stage.



The Hinckley School is committed to building brighter futures for everyone. This commitment is underpinned by 3 clear values:

1. Students first

Teachers and leaders totally focused upon the educational benefit of our students.

2. It's about learning

Students, teachers and leaders focused upon developing and improving their learning.

3. No barriers

No excuses, only support to ensure student, teachers and leaders maximise their achievement.

Due to the growth of our school we are looking to expand our team of dedicated professionals who excel in their field, who can support us to provide a high-quality educational experience for all. If you share our passion for building brighter futures then we would love to hear from you.

- Samantha Rooke, Headteacher

THE FUTURES TRUST



Thank you for your interest in a career with The Futures Trust.

The Futures Trust is a growing Trust with four primary schools and five secondary schools located in Coventry, Warwickshire and Leicestershire. We have 8,000 pupils in our schools and over 1,000 colleagues work for the Trust supporting our school community.



The Futures Trust is committed to building brighter futures for everybody within our trust and the communities we serve.

We are a thriving, vibrant and morally grounded organisation with a deep regard and commitment to our staff and the part they play in our success. We know that every person, no matter what role they perform, is essential to developing outstanding learners and in turn building outstanding schools. That is why we invest in the very best staff and ensure that they are supported carefully to reach their full potential and achieve their aspirations.

We are looking to appoint a passionate and highly knowledgeable professional as Leader of Art. This is a popular and successful subject within The Hinckley School, both at GCSE and at Post 16. Students at GCSE, can choose to study either Fine Art or Photography, and are able to continue their progression into The Hinckley School Post 16, whereby both Art and Photography are both extremely popular A level subjects. Students enjoy studying both Level 3 and A Level courses within our own dedicated Post 16 area, which boasts its own Cafe6, private study area, computer rooms and dedicated Post 16 classrooms.

The Futures Trust is committed to the principle of excellence through collaboration and partnership. Our schools collaborate through a common desire to learn from each other, share experiences and be mutually supportive in order that exceptional educational experiences are provided for all our students. From this shared commitment and belief in mutual support we gain our sense of belonging.

EST:

It is an exciting time to join The Futures Trust. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn and grow. If you join The Futures Trust team, you will be part of a professional learning community totally focussed upon learning and dedicated to ensuring students achieve their potential and build their own bright future. We look forward to hearing from you.

JOIN OUR TEAM

JOB TITLE:	SUBJECT LEADER OF ART August 2025 start date
OPPORTUNITY:	We are seeking to appoint an enthusiastic and dedicated Leader of Art, who will inspire and develop students' knowledge, skills and creativity, across all key stages. The role presents the opportunity to support and contribute to the education and development of students by providing appropriate opportunities, care and supervision, ensuring that students are able to safely access all aspects of School life, and are able to achieve their full potential during their time at The Hinckley School.
REPORTING TO:	Deputy Headteacher
LOCATION:	Based at The Hinckley School.
SALARY:	TMS/UPS + TLR
START DATE:	August 2025
BENEFITS:	<ul style="list-style-type: none"> • Competitive rates of pay • Extensive professional development opportunities across the Trust • Career pathways across the Trust • Teacher/Local Authority Pension Schemes • Online retail discount • Employee Assistance Programme • Family Friendly policies to support family & carer commitments • Flexible Working Arrangements <p>www.thefuturestrust.org.uk/why-work-for-the-futures-trust</p>

The Futures Trust and The Hinckley School are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

JOB DESCRIPTION

Duties and responsibilities

Job Purpose

To provide the professional leadership management and co-ordination needed to ensure the department is able to provide all students with high levels of personal achievement through the delivery of highly effective teaching and learning.

Strategic Direction:

- To develop and implement policies and practices which reflect the school's commitment to high achievement, and which are consistent with national and school strategies and policies
- To establish short, medium, and long term plans for the development and resourcing of the subject
- To monitor the progress made in achieving subject plans and targets, and evaluate the effectiveness of teaching and learning
- To produce an annual improvement plan for the subject
- To ensure appropriate awarding exam board choices for our students.

Lead:

- To recruit and select teaching and support staff, develop subject teams and individuals to improve and enhance performance
- To plan, delegate and evaluate work carried out by teams and individuals, with intervention work as appropriate
- To create, maintain and enhance effective relationships
- To implement the Performance Management process

Accountabilities:

Teaching and Learning:

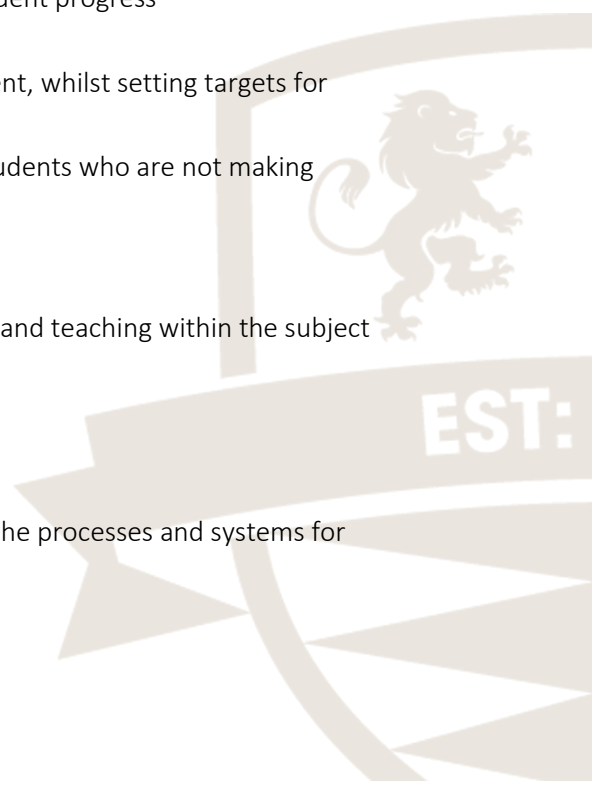
- Provide guidance on a choice of appropriate teaching and learning strategies
- Develop and implement systems by recording individual student progress
- Ensure schemes of work are developed appropriately
- Evaluate the quality of teaching and standards of achievement, whilst setting targets for improvement
- Plan and implement intervention strategies for individual students who are not making sufficient progress

Resource Management:

- Secure and allocate resources to support effective learning and teaching within the subject area(s)
- Monitor and control use of resources

Knowledge and Skills:

- School improvement and effectiveness strategies including the processes and systems for quality assurance within subject area(s)



- Principles and practices in relation to managing learning and teaching, people, policy and planning, resources and finance
- Principles and practices of effective leadership and management of change
- The application of information and communications technology (ICT) to learning teaching and management of the subject area(s)
- Principles of curriculum planning
- Financial planning, stock inventory and resource planning
- The principles influencing current approaches to human resource management and coaching

Line management

- To lead and manage the Art department.

Professional Development

- Maintain personal professional development to ensure that the knowledge and skills required to fulfil the role of Subject Leader of Art are up to date.
- Be a professional role model, and understand and promote the aims of the School and the values of the Trust.



PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria	Measured By
Education and Qualifications	<ul style="list-style-type: none"> • Must have Qualified Teacher Status (QTS) • First degree or Certificate of Education • Substantial evidence of working in 11 – 19 schools 	<ul style="list-style-type: none"> • Evidence of recent relevant professional development 	Application form
Skills and Abilities	<ul style="list-style-type: none"> • Able to follow the school's safeguarding procedures and recognise when to report any concerns • To think strategically and to build and communicate a coherent vision • Able to inspire, challenge, motivate and empower others to carry the vision forward 	<ul style="list-style-type: none"> • 	Application form/Interview
Experience	<ul style="list-style-type: none"> • Leadership within subject area • Evidence of raising achievement in subject • Work on monitoring and self-evaluation • Evidence of involvement in whole school policies, practices or innovation • Track record of providing inspiration and strong leadership and CPD to teaching staff 		Application form/Interview
Knowledge and understanding	<ul style="list-style-type: none"> • Accesses, analyses and interprets relevant data • Initiates and supports research and debate on effective learning • Develops strategies for performance improvement 	<ul style="list-style-type: none"> • 	Application form/Interview
Other requirements	<ul style="list-style-type: none"> • A professional role model who is committed to their own professional development and to developing others • Committed to and able to promote the aims of the school and the values of 	<ul style="list-style-type: none"> • 	Interview

	<p>the Trust: Students First, It's about Learning, No Barriers.</p> <ul style="list-style-type: none">• Able to work calmly under pressure and withstand stress• Able to work flexibly, and to attend meetings and INSET days as required• Recognises and takes account of the diversity of the school community• Builds partnerships and community consensus on values, belief and shared responsibilities• Listens to, reflects and acts on community feedback• Builds and maintains effective relationships with parents, carers, partners and the community that enhance pupil education		
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HOW TO APPLY

CLOSING DATE:	Monday 3 rd March 2025 9am
INTERVIEWS:	w/c Monday 3 rd March 2025

If you wish to find out more about this role at The Hinckley School and a career within The Futures Trust please contact the Recruitment Team on – Tel: 02477 102134.

To apply for this post, please download an application form from [HERE](#) and return to recruitmentadmin@thefuturestrust.org.uk

On application please read the following policies found [HERE](#)

- The Hinckley School Child Protection & Safeguarding Policy
- The Futures Trust Safer Recruitment Policy
- The Futures Trust Suitability Policy
- GDPR Privacy Notice for Applicants

The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.

