

Subject Leader of Art

Candidate Pack

Salary: M1—U3 £32,916—£51048 &
TLR 2B £6069

Contract Type: Full time

Contract Term: Permanent

Location: Clifton Road,
Runcorn, Cheshire, WA7 4SY



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Contract Type
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Hours
Full time

Closing Date
Monday 18th May 9am

Are you passionate about Art and ready to inspire your colleagues, and our young people?

We are seeking a dedicated and enthusiastic Subject Leader of Art to join our thriving team at The Heath School. This is a fantastic opportunity to demonstrate your leadership qualities, motivate students, and contribute to our vibrant school community.

About the Role

As a Subject Leader of Art, you will:

- Oversee and deliver engaging KS3 and KS4 and programmes; ensuring that all students make outstanding progress
- Developing and enhance the teaching practice of others
- Lead your colleagues to create an inclusive and stimulating learning environment
- Provide extra-curricular opportunities linked to your interests and skills
- Provide pastoral care as a form tutor
- Model our values of Kindness, Integrity and Tenacity, and inspire students to Know more; Do more; Be more
- Engage with parents/carers and outside agencies where needed
- Safeguard and promote the welfare of all students

About You

The ideal candidate will:

- Have our required essential qualifications for teaching Art
- Be able to demonstrate experience of having a positive impact across a subject team
- Have experience of Curriculum Planning
- Demonstrate strong subject knowledge, classroom management, and communication skills, and lead others in the development of these areas
- Have the ability to build positive relationships with staff and other stakeholders
- Be innovative and enthusiastic about teaching and learning
- Be committed to helping every student flourish academically and personally
- Show professionalism and high expectations at all times

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Why Join Us?

At The Heath School, staff wellbeing and development are at the heart of what we do. Many colleagues have grown their careers here, and our Principal is a proud former student.

We offer:

- A supportive, collaborative environment within school and across the Trust
- A positive teaching culture with maximum 42/50 lessons per fortnight (reduced for leadership roles)
- Extensive evidence-based training and professional development opportunities
- Non-pay-related performance management
- Access to an Employee Assistance Programme
- A flexible approach to personal leave requests
- Staff wellbeing support including flu jabs, social events, and even fortnightly cake!

About The Heath School

The Heath is a highly successful, oversubscribed school at the heart of the Runcorn community. We are proud of our strong academic outcomes, which are consistently at or above national averages; and of our wide-ranging extra-curricular programme. Our student-centred approach, underpinned by The Heath Standard, ensures all pupils are supported to achieve their aspirations.

To Apply

If you are passionate about Art and excited to lead our team, we'd love to hear from you.

Application Closing Date: 9am Monday 18 May 2026

Interviews: Thursday 21 / Friday 22 May 2026

Informal visits to the school are warmly welcomed - please contact Catherine Lockett, PA to the Principal in confidence by email lockettc@heathschool.org.uk to make arrangements.

Job Description

Purpose of the Post

The core purpose of the role of Subject Leader in any subject is to further improve the quality of teaching and learning in that subject. They develop outstanding KS3, KS4 and extra-curricular programmes; ensuring that all students make outstanding progress, and are able move on to their desired destinations. Specifically, Subject Leaders are responsible for developing and enhancing the teaching practice of others.

The duties and responsibilities that follow, are in addition to those responsibilities held by a 'Main Scale Teacher' as defined in the appropriate Heath School Job Description.

The Subject Leader will therefore undertake the following.

Teaching

- Participate in an appropriate allocation of teaching
- Support teaching staff to consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs; and deliver these through a range of appropriate strategies for teaching and classroom management
- Support teaching staff to use information about prior attainment to set well-grounded expectations for students, monitor progress, and give constructive feedback
- Ensure that in relation to prior attainment, students make progress as good as, or better than similar students nationally

Operational and Strategic Planning

- Develop appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies
- Lead in the monitoring and following up of student progress
- Assist in the implementation of school policies and procedures
- Work with the Senior Leadership Team on subject improvement planning

Curriculum Provision

- Liaise with the SLT link and Quality of Education lead, to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school's strategic objectives
- Provide a broad, consistent and quality extra-curricular programme

Job Description

Curriculum Development

- Lead curriculum development across the relative key stage
- Keep up-to-date with national developments in the subject area, and teaching practice and methodology
- Liaise with the SLT link and Quality of Education leads to maintain accreditation with the relevant examination and validating bodies
- Ensure that literacy, numeracy, communication and spiritual, moral, social, and cultural skills are embedded within the curriculum, and are integral to students' learning

Staffing, Staff Development and Personal Development

- Work with the SLT link and Quality of Education leads to ensure that staff development needs are identified, and that appropriate programmes are designed to meet such needs
- Engage actively in the performance management review process, and act as reviewer for staff within the subject
- Promote teamwork and motivate staff to ensure effective working relationships
- Participate in the school's Initial Teacher Training programmes

Quality Assurance

- Ensure the effective operation of Impact and Outcome cycles (self-evaluation)
- Assist in the process of setting of targets for teachers and students within the subject, and support work towards their achievement
- Help to establish common standards of practice within the subject and develop the effectiveness of teaching and learning styles based on whole-school CPD
- Implement whole-school quality assurance procedures

Management Information

- Assist with the analysis and evaluation of performance data for staff and students
- Produce reports within the quality assurance cycle as may be required

Communication and Collaboration

- Help to ensure that all members of the subject team are familiar with relevant improvement objectives.
- Liaise with partner schools, Further and Higher Education Institutions, representatives from industry, Examination Boards, Awarding Bodies and other relevant external bodies where required.

Job Description

Management of Resources

- Identify resource needs for the subject team, and lead the efficient and effective use of physical resources.

Pastoral System

- Monitor and support the overall progress and development of students within the subject
- Promote and participate in the Behaviour for Learning System in the subject area, in line with the whole-school policy

School ethos

- Commit to The Heath School's ethos of 'Know, more, Do more, Be more', and live out our KIT values of Kindness, Integrity, Tenacity, as lead school in The Heath Family (NW) Multi-Academy Trust
- Play a full part in the life of the school community; support its vision, and lead by example for staff and students
- Implement and promote the school's policies
- Comply with the school's Health and Safety policy and undertake risk assessments as required

Person Specification

Essential Criteria	Details
Qualifications	'A' Levels plus Degree, or equivalent qualifications, in the main teaching subject
Teaching Qualification	Successful PGCE or equivalent teaching qualification in the main teaching subject
Team Impact	Experience of having a positive impact across a subject team
Curriculum Planning	Experience of curriculum planning in the relevant subject area
Relationship Building	Ability to build positive relationships with staff and other stakeholders

How to Apply

Applicants must have relevant qualifications and experience related to this role, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We ask that you do not send CVs. Please email your completed application to recruitment@theheathfamily.org.uk

Application closing date: Monday 18th May 2026 9am

Shortlisting Date: 18th May 2026

Interview Date: 21st & 22nd May 2026



About the Trust

Our work at The Heath Family Trust is rooted in our mission, our values and in a commitment to giving our pupils the best start in life. We collectively hold ourselves and each other to the highest standards. You will thrive in an environment that values **clarity** in communication and purpose, fosters **collaboration** across all levels, and champions a culture of **accountability**.

Academic rigour is our priority. We achieve this by ensuring our work is thorough and of the highest intellectual integrity.

✔ WHY WE EXIST: A SHARED PURPOSE

To empower our children to overcome barriers, be able to compete with the best, and shape the future.

✔ HOW WE BEHAVE: THE HEATH FAMILY VALUES

With kindness: we look out for each other.

With integrity: we do the right thing.

With tenacity: we do what it takes.

✔ WHAT WE DO

We lead schools in the North West to maximise attainment and nurture confident, resilient and compassionate individuals.

We Offer:



- ✓ An opportunity to work in a values driven organisation and be part of a welcoming and dedicated team
- ✓ Support and training so that you can flourish in your role
- ✓ Recognition of the importance of a work life balance and employee wellbeing
- ✓ Car lease scheme
- ✓ Cycle to work
- ✓ Appropriate pension scheme
- ✓ Employee Assistance Programme (EAP)

