



BRIDGEWATER
HIGH SCHOOL
LEARNING WITH PRIDE AND JOY

Lower School

Years 7-8
Hall Drive, Appleton
Warrington, Cheshire
WA4 5JL

Tel: 01925 263814

Upper School

Years 9-11
Broomfields Road, Appleton
Warrington, Cheshire
WA4 3AE

Tel: 01925 263919

THE ART DEPARTMENT
Information
for
Applicants

RECRUITMENT FOR
TEACHER OF ART
FULL TIME PERMANENT
REQUIRED 1ST September 2026

CLOSING DATE: Thursday 2nd April 2026 at 12 Noon

Bridgewater High School
Broomfields Road
Appleton
Warrington
Cheshire WA4 3AE
Tel: 01925 263919

N.O.R. 1680

BRIDGEWATER HIGH SCHOOL

TEACHER OF ART (M1-UPS3)
(Full-time permanent)

Required From 1st September 2026

We require a talented, committed, and enthusiastic teacher of Art to teach at KS3 & KS4.

We are looking for a teacher that makes the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. We seek a teacher that will act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as a teacher up-to-date and are self-critical; forge positive professional relationships; and work with parents/carers in the best interests of their students.

ECTs are welcome to apply.

www.bridgewaterhigh.com

Closing date: Thursday 2nd April 2026 at 12 Noon

Applications should be sent to Jacqui McInnes j.mcinnis@bridgewaterhigh.com

THE ART DEPARTMENT

The Art Department is part of the Expressive Performing Arts Faculty and comprises of a dedicated, , creative, and talented team of professionals. We have 3 art classes per year group at KS4 and 2 textiles classes per year group in Textiles. Art is a popular choice within the Expressive Arts faculty.

We have a dedicated art room for GCSE with a kiln and a dedicated Textiles room with sewing machines at our Upper school site. At our lower school site, we have 3 spacious art rooms with a kiln for ceramics projects.

Year 7 and 8 pupils have one lesson per week timetabled, Year 9 pupils have 2 lessons per week and Year 10 and 11 pupils have 5 lessons over the 2 weeks.

KS3 Art

Year 7

In line with the structure of the National Curriculum, students at Key Stage 3 concentrate on investigating and developing their knowledge and understanding of the work of Artists, Designers and Craftspeople.

Students develop a range of skills in a broad range of media, focusing on the use of the formal elements. Pupils produce outcomes developing their design skills and work in 2 and 3 dimensions.

Pupils are taught how to present visual information and begin to analyse the work of Artists. Their knowledge and understanding of Art is developed through a series of extended projects. They will study units of work covering natural form, Still life and a clay project entitled 'Creative creatures'.

To start the year the EPA department at Bridgewater pupils undertake a 6 week cross curricular project which culminates in an evening performance. This project builds skills, confidence and a sense of teamwork and community.

Year 8

In year 8 pupils revisit the skills, materials and techniques that were introduced in year 7. They develop their skills through investigating, making, and incorporating their research and analysis of the work of Artists, Designers and Craftspeople.

The projects in year 8 include portraiture, a clay project entitled 'Fantastical Architecture' and a Peace poster project investigating the use of symbols in art.

Year 9

Pupils continue to develop their skills and techniques, so they can make informed choices for their GCSEs. Work will continue to focus on developing creativity, through their artwork, which include a Zine project, textile focused outcome, a Hockney inspired landscape and an Urban Art graffiti project.

Pupils continue to develop their ability to analyse the work of Artists and Designers, using the work of others to inspire their own development and ideas.

BRIDGEWATER HIGH SCHOOL

KS4 Art- AQA Art, Craft and Design. - 3 projects over the 2 years of study

In Years 10 and 11 students follow a thematic approach to their studies. The exploration of drawing, painting and Ceramic work in its many forms is investigated thoroughly and a wide range of media is used.

Each unit of study includes the opportunity to study an aspect of critical and contextual studies which enhances the pupils' ability to develop ideas and explore different types of art forms from western and non-western sources.

To provide a thorough education at GCSE level the course develops a breadth of experience and understanding. Throughout the course pupils maintain a sketch book. This shows evidence of drawing, developing ideas, material investigations, reviewing and evaluating work and personal responses to critical studies.

Presentation of artwork, both in sketchbooks, design sheets and in final outcomes is stressed in all areas of the course.

Independent learning is actively encouraged within the department, with students taking increasing levels of responsibility for their own artwork.

During the examination period at the end of Year 11 students should be able to make a personal response to a selected theme from the exam paper and develop a piece of work in a manner best suited to their own particular strengths.

BRIDGEWATER HIGH SCHOOL

PERSON SPECIFICATION

TEACHER OF ART

	Essential	Desirable
Knowledge and Experience		
Degree in relevant subject	x	
Qualified Teacher Status (QTS) or evidence of working towards it, ECT	x	
Experience of teaching at secondary level	x	
Knowledge of the National Curriculum, Secondary Strategies, and other related educational initiatives	x	
Evidence of commitment to further professional development	x	
A clear philosophy on how and why the subject should be taught to pupils of all abilities	x	
Awareness of the strategies available for improving the learning and achievement of students of all abilities, including high ability students	x	
Awareness of national initiatives and strategies related to this curriculum areas and the secondary curriculum in general	x	
Understanding of implications of Safeguarding Health and Safety legislation	x	
Second degree or post-graduate qualification		x
Experience of teaching at KS3 & 4		x
Knowledge and experience of role of form tutor		x
Skills and Abilities		
Experience of developing and implementing Schemes of Work	x	
Able to use a range of teaching and learning strategies	x	
Ability to set high standards and to motivate pupils and maintain high standards of discipline	x	
Effective classroom management	x	
Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning	x	
Good organisational skills and resource management skills	x	
Ability to develop the use of learning platform/VLE		x
Personal Qualities		
Highly motivated and able to motivate colleagues	x	
Imaginative, creative, and innovative	x	
Enjoys working effectively in a team	x	
A positive attitude towards own continuing learning	x	
Support extra-curricular activities, for example trips, clubs	X	

BRIDGEWATER HIGH SCHOOL

JOB DESCRIPTION

TEACHER OF ART (FULL TIME PERMANENT)

Job Title	Teacher
Directly responsible to	<ul style="list-style-type: none"> ▪ Head of Department/Faculty
Primary Post and Scope of the Job	<ul style="list-style-type: none"> ▪ Deliver an appropriately broad, balanced, relevant and differentiated Art curriculum which provides all students with the opportunity to achieve their individual potential. ▪ Monitor and support the progress of students and take appropriate action to ensure the highest possible standards of learning and achievement. ▪ Implement the School/Faculty Rewards and Consequences policy in a fair and professional manner. ▪ Contribute to the overall work of the Art Faculty and School in a positive and supportive manner. ▪ To be a lead professional in the provision of effective behaviour management.
Key Tasks and Accountabilities	<p>PLANNING</p> <ul style="list-style-type: none"> ▪ To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Art curriculum area. ▪ To contribute to the Art department's development plan and its implementation. ▪ To plan and prepare courses and lessons. ▪ To contribute to the whole school's planning activities. ▪ To attend Faculty Meetings according to the pre-arranged timetable. <p>CPD</p> <ul style="list-style-type: none"> ▪ To take responsibility for personal and professional development by actively seeking out training opportunities, as well as participating in school-based INSET. ▪ To engage in the Performance Management process in a positive and professional manner. <p>COMMUNICATION</p> <ul style="list-style-type: none"> ▪ To participate in the program of parent and community liaison activities which include Open Evenings, Parents' Evenings. ▪ To communicate effectively with parents and other external agencies as appropriate. ▪ To follow agreed policies for communication in the school. <p>MANAGEMENT OF INFORMATION</p> <ul style="list-style-type: none"> ▪ To maintain appropriate records and provide relevant, accurate and up-to-date information as required. ▪ To track student progress and use information to inform teaching and learning. <p>PASTORAL SYSTEM</p> <ul style="list-style-type: none"> ▪ To be a Form Tutor to an assigned group of students and attend relevant Year Team briefings/meetings. ▪ To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole. ▪ To liaise with A Head of Year to ensure the implementation of the school's Pastoral System and Behaviour Management Policy. ▪ To take responsibility for the daily Form Tutor time and follow the designated program of activities. ▪ To evaluate and monitor the progress of students and keep up to date student records as may be required. ▪ To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.

BRIDGEWATER HIGH SCHOOL

- To communicate, as appropriate, with the parents/carers of students.
- TEACHING**
- To teach students according to their educational needs, including the setting and marking of work completed by the student both in school and at home.
 - To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required.
 - To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
 - To ensure that IT, Literacy and Numeracy policies/strategies are reflected in the teaching/learning experience of students.
 - To ensure a high-quality learning experience for students which meets internal and external quality standards.
 - To prepare and update subject materials.
 - To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
 - To maintain discipline in accordance with the school's procedures and to encourage good practice regarding punctuality, behaviour, standards of work and homework.
 - To mark, grade and give written/verbal and diagnostic feedback as required.

General

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be specifically identified.

Date Job Description prepared/revised: July 2019

Prepared/revised by: Tim Long

BRIDGEWATER HIGH SCHOOL

THE SCHOOL AND ITS LOCATION

Bridgewater High School is a founder member of The Challenge Academy Trust (TCAT). Established in 2017, TCAT emerged from the shared vision of like-minded leaders from local primary and secondary schools in Warrington along with Priestley College. This vision was simple: a commitment to deep collaboration aimed at improving and enhancing outcomes for children and young people within our community, a responsibility we continue to uphold today.

Bridgewater serves a socially mixed, generally prosperous, area of South Warrington. The school is in the community of Appleton close to the M56, which provides excellent links with the motorway system.

We are a mixed aged 11-16 school, situated on two attractive sites approximately half a mile apart. Following an amalgamation of two schools in 1987, both sets of buildings have been adapted and extended.

The Lower School is a brick building of the late 1960's set in attractive grounds. In recent years, there have been substantial building and refurbishment programmes, which have added new classroom facilities, a new Art wing, new Technology facilities, (including ICT) and improved accommodation for Music, Dance and Drama in support of our status as a Specialist School for the Visual/ Performing Arts.

The Upper school facilities were extended in 2022 to include additional classrooms, science laboratories and food technology classrooms. We have the joint use of Broomfields Leisure Centre, which provides the school with first-class sports facilities - swimming pool, dance studio, a large sports hall, fitness training room and a large all-weather floodlit games area.

Although we are a twin-site school pupils remain almost wholly on either lower or upper school sites throughout each day; they are not required to travel between sites, with the exception of some movement to maximize the use of sports facilities.

The twin-site organisation presents itself as both an opportunity and a challenge. It provides the opportunity for us to create two smaller school communities within a large school with the obvious benefit this brings. The organisation of each site, according to National Curriculum Key Stages, also helps us to develop the appropriate ethos of each site. Our policy requiring staff to travel between sites, however, demands high levels of personal organisation and a commitment to ensure that our curricular and pastoral systems operate fully and effectively.

The school was inspected by Ofsted in October 2022 and was judged 'good'. The report is available on our website or via the internet.

In recent years Bridgewater High School has been heavily oversubscribed not least because of the level of success in public examinations.

SCHOOL AIMS

Bridgewater High School is committed to equality of opportunity for all and values diversity. Our commitment is that:

Every member of Bridgewater High School will develop and succeed through personal and academic growth.

BRIDGEWATER HIGH SCHOOL

Students will receive the highest quality, inclusive teaching of a broad curriculum, which provides rich knowledge and deep understanding.

Every student will develop personally through quality care, guidance and support, which instils resilience, empathy, respect and compassion.

Staff will receive professional growth and development opportunities, which afford them purpose, autonomy, and mastery of their responsibilities. They will be supported to manage their own wellbeing and that of the students they lead.

Bridgewater High School Students will be capable of placing themselves at the very front of any opportunity they wish, having been skilled up with the agency to navigate an exciting future for themselves.

Every student will leave understanding the benefits that inclusion and diversity brings to their daily lives, with memories that will be with them for the rest of their lives.

We live by our values that have been in the bricks and mortar of our school for decades, whilst others aim to ensure that our community has the values to flourish in a modern age.

Kindness – Pride – Integrity – Collaboration – Precision – Inclusivity

SCHOOL ORGANISATION: Leadership and Management

All staff contribute to the leadership and management of the school.

The school divides each year group into two halves which are equal in size and ability. These are called Stockton and Appleton, respectively. Students stay in these throughout their time here. Each year is supported by a Head of Year (HOY), an Assistant Head of Year (AHOY) and a Pastoral Assistant as well as a team of ten tutors. In addition, there is a faculty structure (English, Mathematics, Science, MFL, Technology, PE, Expressive and Performing Arts, Humanities, RE, ICT and SEN).

Support staff are led by a Business Manager who reports directly to the Principal and is a member of the School's Leadership Group.

The structure of the Leadership Group is as follows:

Leadership Group Structure

- Principal
- Headteacher
- Deputy Head (Upper School)
- Deputy Head (Lower School)
- 9 x Assistant Headteachers
- Business Manager

The school's leadership and management are actively supported by a Governing Body.

BRIDGEWATER HIGH SCHOOL

SCHOOL ORGANISATION: The Curriculum

The curriculum organisation of the school is based on a faculty structure. The school timetable operates on the basis of five (60-minute) periods per day and is scheduled over a two-week period.

Key Stage Three

Our aim throughout Key Stage 3 is to develop a wide variety of knowledge, skills and understanding as a sound foundation for the future. Pupils study all National Curriculum subjects: English, ICT, one or two Modern Foreign Languages, Mathematics, Science, Religious Studies, Design Technology, PE, History, Geography, Art, Dance, Drama, Music.

Pupil groupings vary according to subject areas, with pupils mainly set according to ability, from the beginning of Year 8 onwards. English and Maths begin setting in Year 7.

Arts subjects are taught in mixed ability groups.

Key Stage Four

Pupils continue to study Science, English, Mathematics, Religious Studies, PE, They choose from a variety of further subjects designed to reflect their own interests and abilities. These include Art, Textiles, French, German, Technology (Product Design, Graphics, and Food), Drama, Music, Geography, History, Business Studies, Physical Education, Dance, Computer Science and Performing Arts.

These courses lead to GCSE or BTEC qualifications.

SCHOOL ORGANISATION: Special Educational Needs and Disabilities

Our **Accessibility to the Curriculum Policy** supports our commitment to review our provision and equality of treatment of all pupils with any Special Educational Needs and Disabilities.

The **Special Educational Needs** of pupils are given careful consideration.

The school operates a Learning Support Centre to help those pupils experiencing difficulties adjusting to school life and is, also, the base for a local authority funded twenty-five place Designated Provision for students on the 'ASD' spectrum.

Provision is also made for the full integration of pupils with physical disabilities, in line with the Disability Discrimination Act.

THE STUDENTS

Currently, there are 1680 students on roll.

Students can contribute to the school in many ways not least through the Student Leadership Group.

BRIDGEWATER HIGH SCHOOL

THE STAFF

There are 92 teachers and 76 members of the support staff.

Teaching staff teach on both sites to ensure an overall balance of staff resources and to promote their career development. There is a regular minibus shuttle between the sites at the beginning and end of each lesson, break and lunchtime periods.

FINANCE

The school's finances are well managed.

TEACHER TRAINING

The Challenge Academy Trust runs a school direct training programme. Our School Direct Trainees are supported, challenged, and inspired to achieve their potential so that they in turn inspire the next generation to achieve the very best for themselves and their communities.

INTERNATIONAL LINKS

The school runs an extensive programme of visits abroad and includes student exchange visits to Germany and Marthas Vinyard.

EXTRA CURRICULAR ACTIVITIES

We operate a wide range of extra curricular activities throughout the year. Opportunities in the Arts, Sport, the Duke of Edinburgh Award Scheme, and subject enrichment are all available: further information can be found on the school's website.

LINKS WITH PARENTS

Traditional patterns of parents' evenings, interim reports, options evenings, information evenings, a school newsletter ('The Bridge') a fortnightly parental newsletter and an extensive website all support the strong links that exist with parents.

SAFEGUARDING CHILDREN

This School is fully committed to Safeguarding Children and requires ALL staff to support the effective implementation of our child protection policies.