

Job Title: School Art Teacher

Contract Term: Permanent

Hours: 37 Hours over 5 days (Mon-Fri)

Location: ACT School, Ocean Park House, East Tyndall Street, Cardiff, CF24 5ET

Starting Salary: Grade 4S/5S £31,819 rising to £37,305 per annum (£30,174– for unqualified Teacher)

Reporting to: Head Teacher

About the Role

As an Art Teacher within our registered independent school for young people aged 11–16, you will deliver a creative, engaging and inclusive Art curriculum that inspires learners to explore, experiment and express themselves through a range of artistic media. Working collaboratively with the Senior Leadership Team, teaching staff and YLM's, you will contribute to a high-quality learning environment that promotes creativity, confidence and personal development.

You will plan and deliver lessons that meet the needs of learners with a wide range of abilities, including those with additional learning needs, behavioural needs and complex barriers to learning. You will play a key role in developing a positive culture where learners feel safe, valued and motivated to develop their artistic skills.

The post sits within the Schools team and reports to the Head Teacher.

The role requires working with respect, openness and integrity, building strong, professional relationships with learners and employers, and maintaining full compliance with awarding organisation, Welsh Government, Estyn and ACT requirements.

The post holder will be expected to demonstrate innovation and creativity in delivery, think clearly and plan and consistently model ACT's Behaviour Framework in all aspects of their work.



Key Responsibilities

- Planning, preparing and delivering high-quality Art lessons that engage, challenge and inspire learners across KS3 and KS4.
- Developing a broad and balanced Art curriculum that includes drawing, painting, sculpture, digital art and mixed media.
- Differentiating learning to meet the needs of individuals and groups, including learners with ALN and behavioural needs.
- Creating a safe, inclusive and stimulating studio environment that encourages creativity and experimentation.
- Assessing learner progress through a range of formative and summative methods.
- Providing constructive feedback that supports learners' artistic development and confidence.
- Using Arbor to track progress, record assessments and monitor learner engagement.
- Supporting learners in building portfolios of work for accreditation, internal assessment or exhibitions.
- Collaborating with teaching staff and YLMs to ensure consistent support for learners across the curriculum.
- Contributing to whole-school initiatives, cross-curricular projects and enrichment activities.
- Managing classroom behaviour in line with ACT Learner Standards and the School's Behaviour Policy.
- Using appropriate de-escalation strategies to support learners during challenging moments.
- Maintaining accurate records of learner progress, behaviour and interventions.
- Ensuring safe use of materials, tools and equipment in line with health and safety requirements.
- Organising and maintaining art resources, materials and displays.
- Supporting school events, exhibitions and celebrations of learner artwork.
- Carrying out any administrative duties required to support the smooth running of the Art curriculum.
- Lead/take part in learner enrichment sessions and off-site trips.
- Use de-escalation techniques, breakaway methods, or physical intervention strategies, where needed, to manage challenging behaviour (full training will be provided)
- To promote safety, wellbeing, and inclusion, ensuring all work is carried out in a way that safeguards learners, staff, and the wider network, supports a respectful and positive environment, and aligns with company policies and relevant legislation.
- To adhere to and promote ACT and ALS' environmental and sustainability practices.



- Responsible for adhering to all GDPR (General Data Protection Regulations) legislation in respect of all learners, clients and colleagues.
- Any other duties as requested by your manager, which may be necessary from time to time.
- To undertake duties in full accordance with company policies and procedures.

Personal Qualities

- Demonstrates respect, integrity, and professionalism, maintaining confidentiality and positive relationships with colleagues and customers.
- Communicates clearly and effectively, producing high-quality written and verbal work.
- Is self-motivated, organised, and proactive, managing workload, meeting deadlines, and taking initiative.
- Pursues continuous development and improvement, keeping up to date with company services, attending training, and reflecting on personal skills to support both individual and organisational growth.
- Embraces collaboration, innovation, and empowerment, working effectively as part of a team while encouraging and motivating others.

Person Specification

Candidates should be prepared to demonstrate how they meet the criteria in this person specification, as these will be assessed at throughout the recruitment process.

	Essential	Assessment Method
Experience	<ul style="list-style-type: none"> • Experience of learners with specific educational needs, i.e ADHD, Dyslexia • Delivery and knowledge of designated curriculum area with specific focus on engaging low level ability learners • Experience of working with challenging, disengaged learners and challenging inappropriate behaviour. • Experience of delivering Art sessions up to GCSE level along with enrichment and personal growth opportunities to young people with a focus on experiential learning. 	Application



Qualifications & Knowledge	<ul style="list-style-type: none"> • PGCE or equivalent • Have a good and up to date knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them. • Good level of IT, literacy and numeracy 	Application/ Certificate verification
Behaviour Framework	<ul style="list-style-type: none"> • Demonstrate ACT's Behaviour Framework: <ul style="list-style-type: none"> - Respect - Openness & Honesty - Innovation & Creativity - Motivation & Empowerment - Clarity 	Interview
Skills & Attributes	<ul style="list-style-type: none"> • Creative & passionate for training/learning • Ability to develop others • Curriculum development • Proven track record of meeting targets • Excellent written and verbal communication skills • Well organised • Team Player with ability to work on own initiative • Willingness to undertake personal & professional development in relation to your role and business needs 	Interview
Personal Qualities	<ul style="list-style-type: none"> • A positive & optimistic attitude • Someone who displays initiative • Self-organised & motivated • Someone who understands the need to build a good rapport with learner and employer • Willingness and ability to be flexible and go above and beyond as and when needed 	Interview
Other		Interview

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