

# Applicant Information Pack



**ST. MARK'S CE SCHOOL**  
ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE

# Executive Headteacher Message

Welcome to St Mark's Church of England School. I am privileged to be the Executive Headteacher of the first all-through school in Southampton. St Mark's is truly a wonderful school filled with polite, well-mannered students and excellent staff.

I have been the Headteacher at St Mark's since 2014, and have led the development of the school to 'Good' in all categories, whilst building a brand new school and growing as an all - through!

This has only been achieved because of the fantastic whole school team I have built around me. I truly believe that a happy team makes a happy school and that everyone who works at St Mark's is valued.

Our school is a great place to work. We focus on centralised policies and routines and try to remove as many barriers as we can so that people can get on with their jobs. Professional development through training and coaching is central to our offer for all staff, as no matter what stage you are in, on your professional journey, we just want you to grow as an individual.

*"Staff love working at this school. They are a strong team, and feel well supported by leaders regarding their well-being and workload." - Ofsted Nov 2022.*

What makes us a team is our focus on high expectations for all students and each other. We push each other to be the best we can be whilst being supportive and mindful of workload. Senior leaders have an open door policy, we listen to our staff and always strive to make adaptations to make things better for individuals, teams or the whole school.

St Mark's will continue to grow over the next 4 years. Opportunities for growth and career development for staff will be available. So if you strive for excellence in your career, like working in a team and value others wellbeing as much as your own, then please do get in touch.

Mrs Stephanie Bryant



Executive Headteacher



**ST. MARK'S CE SCHOOL**  
ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE



# Our Values & Vision

St Mark's C of E School is to be a place where students acquire the knowledge and skills to become confident, resilient, lifelong learners who can contribute to the world they live in.

Through our core Christian values of love, service and belonging students will be supported by the whole community, to achieve excellence.

## **Mission:**

### **One School**

St Mark's CE All Through School will be one whole school community. We will create a sense of belonging for all who enter our school. Our school will be a safe place for those who learn and work here. Relationships between staff and students and high expectations of behaviour and conduct will be the key to the success of our school. Our ethos of nurture, high standards and expectations will be modelled through the school by excellent staff. Taught in age appropriate year groups, students will be given the opportunity to benefit from shared facilities and interaction with each other. Primary aged students will have the opportunity to have access to facilities which are not normally available in primary schools. Younger students will have older students as mentors and role models to enhance their school experience. Secondary phase students will have opportunities to develop skills in leadership and mentoring of younger students.

### **Serving All**

St Mark's C of E School will be an inclusive school, which will serve the community of Southampton. As a Church of England School, our values are underpinned by the teachings and example of Jesus. Jesus teaches us to 'love your neighbour as you love yourself'. We will put our students at the centre of our School by supporting them all irrespective of background, nationality, religion, gender or educational need to achieve high standards of education and behaviour. We will serve the students' families, working in partnership, supporting and encouraging them to work with us for the benefit of the students.

As a Church of England School we will expect our students to understand the purpose of serving others, through both our daily actions and through more sustained work helping those locally, nationally and internationally. Leaders of the school will create a culture where every member of the School community can thrive and flourish.

### **Through Excellence**

At St Mark's C of E School we will expect excellence from everyone. This means that leaders will seek to find the most appropriate innovative practice from national and international sources. Leaders will expect the best from the staff and students across the school, and support them to achieve. All staff, in partnership with parents and the wider community, will be expected to give their best at all times to ensure excellent future outcomes for students. Our students will make excellent progress from the moment they arrive at our school. Everyone in the School community will respect and honour one another in the way they look, speak and act. We will teach students at St Mark's our high expectations and work with students and families who need additional support with this.



**ST. MARK'S CE SCHOOL**

ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE

# Head of Creative: Secondary Phase

## Secondary Phase Head of Creative

(scope of initial responsibility: Drama, DT, Art and Music)

Permanent, full-time

To start September 2026

£47,472 - £51,048 & TLR £4305.60

St Mark's CE School is one whole school community, where we create a sense of belonging for all who enter our school. Our ethos of nurture and high standards and expectations will be modelled through the school by excellent staff.

We are seeking a Head of Creative: Secondary Phase to confidently take a leading role in the teaching and development of Drama, DT, Art and Music within the school. You will be expected to plan and deliver lessons, lead colleagues in the development of a strategic vision for the Departments and ensure the smooth transition of students' learning in Drama, DT, Art and Music between Key Stages

To be successful, you will be highly organised, demonstrating how you can balance high expectations in the classroom alongside the role of a Head of Curriculum.

For more information and to apply, please visit

<https://www.stmarksschool.co.uk/vacancies.html> and fill in our 'teaching staff' application form.

Completed applications should be then emailed to: [recruitment@st-marks-southampton.org.uk](mailto:recruitment@st-marks-southampton.org.uk)

**Closing Date: Monday 5<sup>th</sup> January 2026, 4pm**

We reserve the right to call candidates for interview and appoint to the role before the closing date. Unfortunately we do not have the ability to support sponsorship.

*St Mark's Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*This role requires an enhanced DBS.*

# Job Description

## Main Purpose:

To lead the Subject areas in the teaching and development of Music, Drama, DT and Art within the school and enable students to have the highest quality opportunities in these areas.

You will be expected to plan and deliver lessons to GCSE. As Head of Curriculum area you will make a major contribution to the school, development and management.

## Responsibilities

To take a leading role in the teaching and development of Drama, DT, Art and Music within the school, and to set professional standards for staff within the department.

To lead colleagues in the development of a strategic vision for the Departments, to plan, prepare and ensure that the department's priorities are clearly defined and effectively met.

To promote exciting and innovative teaching and learning which will enhance and enrich your chosen subject experiences to all of our students.

To ensure a wide range of extra curricular activities within the creative department to generate game changing experiences for our students.

## Teaching & Learning

- Teach to Years 7-11
- To create and oversee the direction of Drama, DT, Art and Music in the secondary phase.
- To ensure the smooth transition of students' learning in Drama, DT, Art and Music between Key Stages
- To work with the link subject leaders in Primary to ensure curriculum progression and to promote high standards.
- To promote the use of literacy skills across the curriculum
- To have a full understanding of the requirements of National Curriculum and a view of the practical policies necessary for its successful delivery
- Maintain and promote an effective partnership with Secondary pupil's parents to support and improve pupil's achievement and personal development.
- Treat all people fairly, equitably and with dignity and respect to create and maintain a positive culture in line with the School's Christian Distinctiveness. Manage conflict effectively, seeking positive outcomes.



## **Additional Responsibilities**

To carry out the duties of a school teacher as set out in the current School Teachers Pay and Conditions Document as requested by the Executive Headteacher.

Ensuring extra-curricular activities are run within these specialisms.

Any other duties, which reasonably fall within the requirements of the post, which may be allocated by the Executive Headteacher.



# Person Specification

Description	Essential	Desirable
<b>Professional Qualifications</b>		
Qualified Teacher Status	x	
Successful teaching experience	x	
Successful experience of subject leadership		x
Qualification (eg NPQML) in leadership		x
<b>Skills and Knowledge</b>		
Expert knowledge of legislation and guidance on curriculum requirements	x	
Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve	x	
Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff	x	
Excellent communication and organisational skills	x	
Knowledge of effective teaching and learning strategies	x	
A good understanding of how children learn	x	
Ability to adapt teaching to meet pupils' needs	x	
Ability to build effective working relationships with pupils and staff	x	
Knowledge of guidance and requirements around safeguarding children	x	
Knowledge of effective behaviour management strategies	x	
Effective communication and interpersonal skills	x	
Ability to communicate a vision and inspire others	x	

# Person Specification

Personal Qualities	Essential	Desirable
A strong moral purpose and personal commitment to the aim and values of St Mark's C of E School	X	
Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school	X	
Commitment to continuous improvement through coaching and professional development	X	
Ability to work under pressure and prioritise effectively	X	
Commitment to maintaining confidentiality at all times	X	
Commitment to equality and safeguarding	X	



# How to apply

Closing Date: Monday 5<sup>th</sup> January 2026, 4pm  
Interview Date: TBC

To apply please visit our website:

<https://www.stmarksschool.co.uk/community/vacancies-at-st-marks-2/>

And complete the 'teaching staff' application form, when completed please email to: [recruitment@st-marks-southampton.org.uk](mailto:recruitment@st-marks-southampton.org.uk)

If you would like more information about the role or you would like to visit the school before applying, please email [recruitment@st-marks-southampton.org.uk](mailto:recruitment@st-marks-southampton.org.uk)

*St Mark's Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role requires an enhanced DBS.*



**ST. MARK'S CE SCHOOL**  
ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE