



# Appointment of Director of Creatives

Required September 2026

# Welcome from the Head



Carrington School is a forward-thinking, inclusive and innovative school with a clear vision: to provide an exceptional education that enables every young person to thrive academically, creatively and personally. We are a school that believes in possibility, in ambition and in creating opportunities that transform lives.

Over recent years, Carrington has undergone significant and exciting change. Through reflection, determination and a relentless commitment to improvement, we have developed a strong culture of learning with embedded systems and structures that support the success and wellbeing of every student. Alongside our outstanding facilities and evolving curriculum, we continue to shape a school community where aspiration is nurtured, individuality is celebrated and excellence is expected.

At Carrington, we recognise that education extends far beyond examination outcomes. Our role is not only to educate, but to inspire. We want students to discover their talents, develop confidence in their abilities and embrace opportunities in sport, the arts, leadership and enrichment. We believe that widening experiences and encouraging creativity are essential in helping young people grow into respectful, resilient and determined individuals who are prepared for the future.

Our vision is built around three core values:

**Aspire** – encouraging every student to aim high, embrace challenge and believe in their potential.

**Innovate** – fostering curiosity, creativity and confidence to think differently and explore new ideas.

**Respect** – developing thoughtful, compassionate young people who value themselves, others and the world around them.

Our motto, Ad Astra – Reach for the Stars – reflects the high expectations and ambitions we hold for every member of our community. We want Carrington students to feel proud of who they are, proud of what they achieve and proud to belong to our school.

This is an exciting opportunity to join a passionate and dedicated staff team in a school that is ambitious for its future and for the young people it serves.

The Director of Creatives will play a vital role in shaping a rich and inspiring creative curriculum, championing the arts and helping students develop confidence, expression and imagination.

We are looking for an exceptional leader who shares our belief in the power of creativity to transform lives and who is excited by the opportunity to contribute to the next stage of Carrington's journey.





## Who We Are

- › We are a 11-16 comprehensive school
- › We are a 7 form entry, 210 PAN
- › We are central to Redhill and have great access from the train station, easily accessible to the coast and London
- › We are in SESSET along with The Ashcombe School and Therfield School
- › Our last Ofsted Inspection was rated 'Good' in May 2023
- › Our students make good progress and we continue to work hard to ensure their outcomes continue to improve

*“Pupils are proud of their school. They know that the staff work very hard to support them”*  
(Ofsted 2023)

# The Role

The Director role provides strategic and operational leadership across a group of subjects, ensuring consistently high-quality teaching, inclusive practice and strong outcomes for All Groups.

Each Director is accountable for ensuring that ordinarily available provision within their area is:

- Ambitious and aspirational
- Inclusive and equitable
- Innovative, engaging and exciting
- Delivered consistently well by all staff

Directors lead by example, model outstanding practice, coach others to improve, and contribute decisively to whole-school improvement as part of the Extended Senior Leadership Team.

**Salary:** Leadership Payscale L9 - L13 Fringe

**Line Manager:** Assistant Headteacher

**Line Management of:** Subject Leaders within the relevant subject areas

Contact Karen Ehren, HR Officer for more information  
[hr@carringtonschool.org](mailto:hr@carringtonschool.org) or 01737 764356 x208



# Benefits

- > **Above average PPA** allocation
- > Strong Induction Programme
- > Great CPD and training opportunities
- > Teaching staff **finish early on Fridays**
- > Two-week October half term
- > ECTs paid from June throughout summer for a Sept start
- > Opportunities to **accompany visits locally, nationally and internationally**, such as skiing in Italy, hiking in Morocco and community project work in Uganda
- > Modern, spacious and well-equipped staff room
- > On-site parking
- > Confidential membership of Smart Clinic, our employee support service that covers legal, health, financial and lifestyle support for all staff
- > Annual pay progression within your pay grade
- > Laptops for all teaching staff and tablets for all teaching assistants
- > Start the day with free morning porridge!
- > Complimentary refreshments when attending evening events such as Parent-Teacher meetings and Open Evening
- > £1000 finders fee for staff who recruit other appropriate staff for us
- > London Fringe Allowance
- > **Annual flu vaccinations**
- > Paid lunch duties available

Our people really are what sets us apart, with a warm and positive culture that challenges and supports us to be our best every day.

Our holistic approach is evident in our innovative Excellence Programme designed to provide cultural capital, a beautiful Ecology Area that stretches alongside the Earlswood brook where we run our Forest School, and extensive enrichment opportunities.

# Role Description

## The Role

To lead the subject, whilst ensuring high quality teaching. To ensure all students have access to a broad and exciting curriculum, which is well planned and relevant. To ensure KS4 students can develop a strong understanding and knowledge of skills so that they can achieve their potential at GCSE.

This role will come with 4 periods of management time per fortnight. The teaching load will therefore be reduced in line with this.

## Key Responsibilities

### 1. Quality of Education and Teaching & Learning

- Ensure consistently high-quality teaching across all subjects within the faculty.
- Champion inclusive classroom practice so that no student is disadvantaged, particularly All Groups.
- Ensure teaching meets the needs of diverse learners through adaptive teaching and high expectations.
- Lead and model excellent practice, demonstrating what great teaching looks like in every classroom.
- Ensure all staff commit to The Carrington Way for behaviour, teaching and learning.

### 2. Curriculum Leadership and Development

- Hold responsibility for curriculum design, sequencing and implementation across the faculty.
- Ensure the curriculum is ambitious, coherent and aligned with national expectations and school values.
- Regularly review and refine the curriculum so that they remain current, innovative and engaging.
- Ensure the curriculums support aspiration, cultural capital and preparation for future pathways.
- Work collaboratively with the Heads of School and the Deputy Head to ensure coherence across subjects.

### 3. Student Progress, Tracking and Intervention

- Oversee ranking, tracking and monitoring of student progress across all faculty subjects.
- Analyse performance data to identify strengths, gaps and trends.
- Ensure timely, targeted and effective interventions are in place for underperforming students and groups.
- Ensure intervention strategies are evaluated for impact and refined accordingly.
- Maintain accountability for outcomes for All Groups.

### 4. Staffing Development

- Lead on staffing within the faculty, ensuring effective deployment and use of expertise.
- Support subject leaders in timetabling, class staffing and strategic curriculum decisions.
- Identify professional development needs within teams and plan appropriate support.
- Build strong, collaborative subject teams with high morale and shared accountability.

### 5. Coaching, Development and Professional Practice

- Coach and develop subject leaders and teachers to become excellent practitioners.
- Lead purposeful professional conversations focused on improving classroom practice.
- Keep up to date with latest research, pedagogy and curriculum developments, ensuring this informs practice.
- Model reflective leadership and a commitment to continuous improvement.



# Role Description Continued

## 6. Quality Assurance and Standards

- Lead and coordinate:
- Learning walks
- Work scrutiny
- Moderation and standardisation of assessment
- Ensure assessment is accurate, fair and consistent across subjects.
- Use quality assurance evidence to support staff development and school improvement.
- Ensure standards are high and expectations are clear and consistently applied.

## 7. Reporting and Accountability

- Report regularly to the Senior Leadership Team on:
- Teaching quality
- Student outcomes
- Intervention impact
- Staff development
- Contribute to reports and presentations for Governors and Trust leaders.
- Use evidence intelligently to demonstrate impact and inform next steps.

## 8. Whole-School Leadership and Strategic Contribution

- Hold a whole-school leadership responsibility, agreed with the Headteacher, aligned to school and Trust priorities.
- Actively contribute to:
- The School Development Plan
- Whole-school improvement strategies
- Cross-faculty collaboration
- Work closely with Heads of School, Progress Leaders and SEND leaders to ensure integrated support for students.
- Be a visible, credible senior leader within the school community.

## 9. Behaviour, Culture and Professional Conduct

- Champion consistent implementation of The Carrington Way for behaviour and learning.
- Support staff with behaviour for learning strategies within classrooms.
- Promote calm, purposeful learning environments.
- Model professionalism, integrity and respect in all interactions.

## 10. Safeguarding and Professional Responsibilities

- Uphold safeguarding and child protection responsibilities.
- Ensure student wellbeing and inclusion are central to all decisions.
- Fulfil responsibilities in line with the Teachers' Standards and STPCD.
- Undertake other duties appropriate to the seniority of the role as directed by the Headteacher.



# Person Specification

	Essential	Desirable
<b>Qualifications and Training</b>		
Qualified Teacher status	✓	
Significant and successful experience teaching in a secondary school	✓	
Proven experience of middle or senior leadership within a subject, faculty or cross-curricular area.	✓	
Experience of leading and improving teaching and learning across more than one subject or team.	✓	
Evidence of improving outcomes for All Groups, including SEND, Pupil Premium and EAL students.	✓	
Experience of curriculum leadership, including curriculum design, implementation and evaluation.	✓	
Experience of line-managing subject leaders.		✓
Experience of whole-school leadership or strategic project leadership.	✓	
Experience of working with governors or Trust leaders.		✓
<b>Skills and Abilities</b>		
Ability to set a clear strategic direction for teaching, learning and curriculum within a faculty.	✓	
Strong analytical skills, including the ability to use data to drive improvement.	✓	
Ability to coach, mentor and develop others to become consistently strong or excellent practitioners.	✓	
Excellent communication skills, both written and verbal.	✓	
Ability to hold staff to account with professionalism, clarity and respect.	✓	
Ability to build strong, collaborative teams with shared purpose.	✓	

# Person Specification continued

	Essential	Desirable
Strong organisational skills and the ability to manage competing priorities.	✓	
Ability to report clearly and confidently to Senior Leaders and Governors.	✓	
<b>Leadership Attributes and Personal Qualities</b>		
Demonstrates a clear commitment to the values of Aspire, Innovate and Respect.	✓	
Relentless belief that every student can succeed, regardless of starting point.	✓	
High expectations of self and others.	✓	
Reflective, improvement-focused and open to challenge.	✓	
Calm, resilient and solution-focused under pressure.	✓	
Credible and visible leader who models excellent professional practice.	✓	
Collaborative and outward-looking, committed to working across faculties and roles.	✓	
Strong moral purpose and integrity in leadership.	✓	
<b>Safeguarding and Professional Expectations</b>		
Committed to safeguarding and promoting the welfare of children and young people.	✓	
Commitment to equality, diversity and inclusion.	✓	
Willingness to fulfil professional responsibilities in line with the Teachers' Standards and STPCD.	✓	
Commitment to ongoing professional learning and leadership development.	✓	

Aspire Innovate Respect



**Closing date for applications is  
Monday 18 May 2026 at 10:00am**

**however, we reserve the right to appoint before the closing date**  
Interview date - TBC

For an informal discussion about the  
role please contact the HR Manager,  
Karen Ehren  
[hr@carringtonschool.org](mailto:hr@carringtonschool.org)



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[www.carringtonschool.org](http://www.carringtonschool.org)

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