

TEACHER OF ART

CANDIDATE PACK



THE PERSE
SCHOOL
CAMBRIDGE

The Perse School



The Perse School is one of the country's leading independent day schools and a charitable company, educating 1,700 girls and boys aged 3-18. We are a very special school which is both traditional and innovative, ambitious and caring, understanding and structured, industrious and fun.

Located in Cambridge, we comprise of three schools, the Upper, Prep and Pelican. We also have two franchise Schools overseas in Singapore and Suzhou. Given the outstanding education offered, we are consistently over-subscribed and in strong financial health with an annual turnover of some £30 million. The School regularly achieves some of the best public examination results and university application outcomes in the UK.

In addition to the day to day curricular and co-curricular activities of the schools, The Perse provides public benefit to local and international communities. Over 70 pupils attend the School on means tested bursaries meaning they pay no or subsidised fees. This enables the Perse to be accessible to children irrespective of financial wealth. The Perse also works with 30 state schools in the UK and Christel House School overseas on projects to raise educational attainment.



The Role



The Perse School is looking to appoint a high achieving graduate to join an extremely successful, collaborative and enthusiastic department. Pupils at The Perse School are ambitious, intelligent and industrious and this is an exciting opportunity to motivate and inspire talented pupils and staff alike in a fast-paced working environment.

The Perse believes that excellent schools need great teaching and support staff, who whilst operating within agreed school policies and to high standards of performance are given encouragement to innovate in pursuit of professional excellence. The result is a vibrant community of staff who spark off one another, share ideas, and come together to help pupils thrive academically, pastorally and in extra-curricular areas. All Perse teachers are expected to contribute to the pastoral and extra-curricular programme alongside their subject teaching.

The Perse is proud of its academic achievements, but also recognises the importance of pastoral care and a vibrant programme of extra-curricular activities in developing happy, well rounded and successful young people. Our values shape what we do and how we do it. They are: valuing one another and our environment, intellectual curiosity and scholarship, endeavour, breadth and balance.



The Art Department



The Art department is a dynamic and creative hub of the school which is currently led by Ben Keeble (Head of Art), supported by three Art Teachers. The department is very well resourced in a purpose-built Art centre which includes a 6th form art studio, a ceramics room, a print room, general teaching rooms and a computer suite, all within the art block. Exhibition space is available in the skylight Gallery and Pelican Gallery in the Sir Peter Hall Performing Arts Centre. There is a dedicated full-time Art technician who supports the department in all aspects of their work.

The department has run visits to the Curwen Print Study Centre, various galleries and residential trips both in the UK and abroad. Every year, a variety of visiting artists and creative thinkers deliver workshops and lunchtime talks. We also offer extra-curricular activities including Jewellery Club, Ceramics club and Art Society.

The department enters pupils into various national competitions, including ARTiculation, The Saatchi Schools Award, Royal Academy Young Artists exhibition, The Cambridge Drawing Society Exhibition and The National Association of Decorative and Fine Arts Society Award, which has led to work being exhibited at the Mall Galleries.

All students at The Perse School study Art in years 7 and 8. Students can then opt to take Art in year 9 and again at both GCSE level and A level. The school currently follows the Edexcel specification for both GCSE and for A-level. Expectations are high, and examination results are strong. In 2021, our students gained 100% 7, 8 and 9 grades in GCSE Art (of which 89% were level 8 and 9) and 100% A*/A grades in A Level Art.

Each year students go on to read Architecture and Fine Art related disciplines at foundation and degree level at university. The successful applicant will have a genuine enthusiasm for the creative arts and will have the ability to inspire all pupils and staff and nurture continued growth in the department. Further information about the department's curricular and extra-curricular activities (and public examination results) can be found on the School's website and the art department twitter feed [@PerseArtDept](#).



Key responsibilities



Art and Design is at the heart of all learning; “Art makes children powerful” (Bob & Roberta Smith, 2012). Visual literacy is increasingly important in the modern world, and helping children navigate the complexities of image making and content creation is at the heart of what we do as educators in the creative industries.

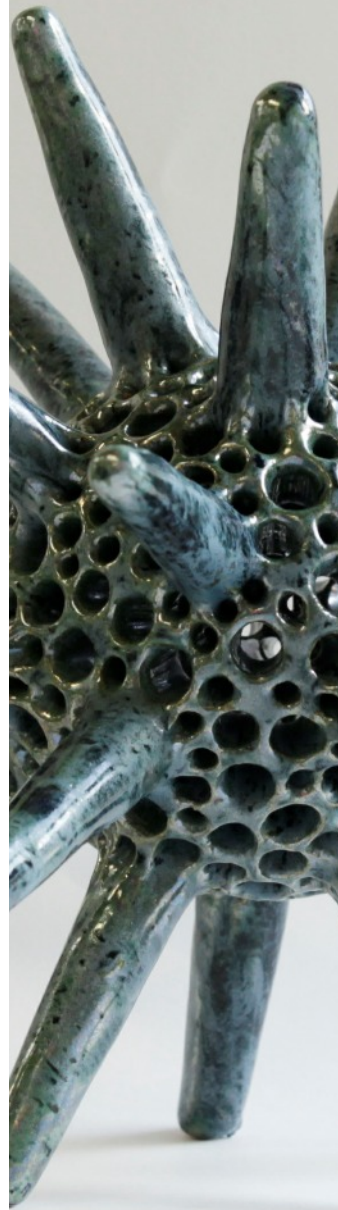
Accountability

The Teacher of Art is ultimately accountable to the Head through the Senior Deputy Head but day to day accountability will be to the Head of Department.

The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

Curriculum

- Teaching throughout in a manner appropriate to students' ages and abilities;
- Assessing and recording students' progress in accordance with departmental and school policies;
- Preparing students for university applications in related subjects;
- Promoting and teaching Key Stage 3, GCSE and A Level Art;
- Using digital systems to deliver high quality teaching including setting work remotely and managing synchronous lessons
- Attending and contributing to departmental meetings;
- Developing and sharing teaching and learning resources;
- Monitoring the work and progress of pupils, including those with specific learning needs;
- Maintaining professional skills through INSET and our Professional Development programme;
- Producing displays and working with the technician on exhibitions to create an attractive learning environment.





Extra-curricular and pastoral

All teachers at The Perse School are required to be a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and embedded in our core values. Part time teachers are required to make a proportionate contribution to:

- the extra-curricular life of the school through Games, the Enrichment Programme or other appropriate creative commitment such as lunchtime clubs and societies;
- form tutoring;
- the PSHEE or Emotional Wellbeing programme.

Safeguarding

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Person specifications



Qualifications and experience

- High Class Honours Degree in Art or a related subject;
- PGCE desirable but by no means essential;
- Excellent digital skills and experience in teaching Photography and / or Digital Image making would be an advantage;
- Excellent knowledge and understanding of Art History and contemporary art practitioners;
- Experience working in creative teams and with young people to help them achieve their very best;
- Experience using Microsoft teams is desirable but not essential.

Personal competencies and qualities

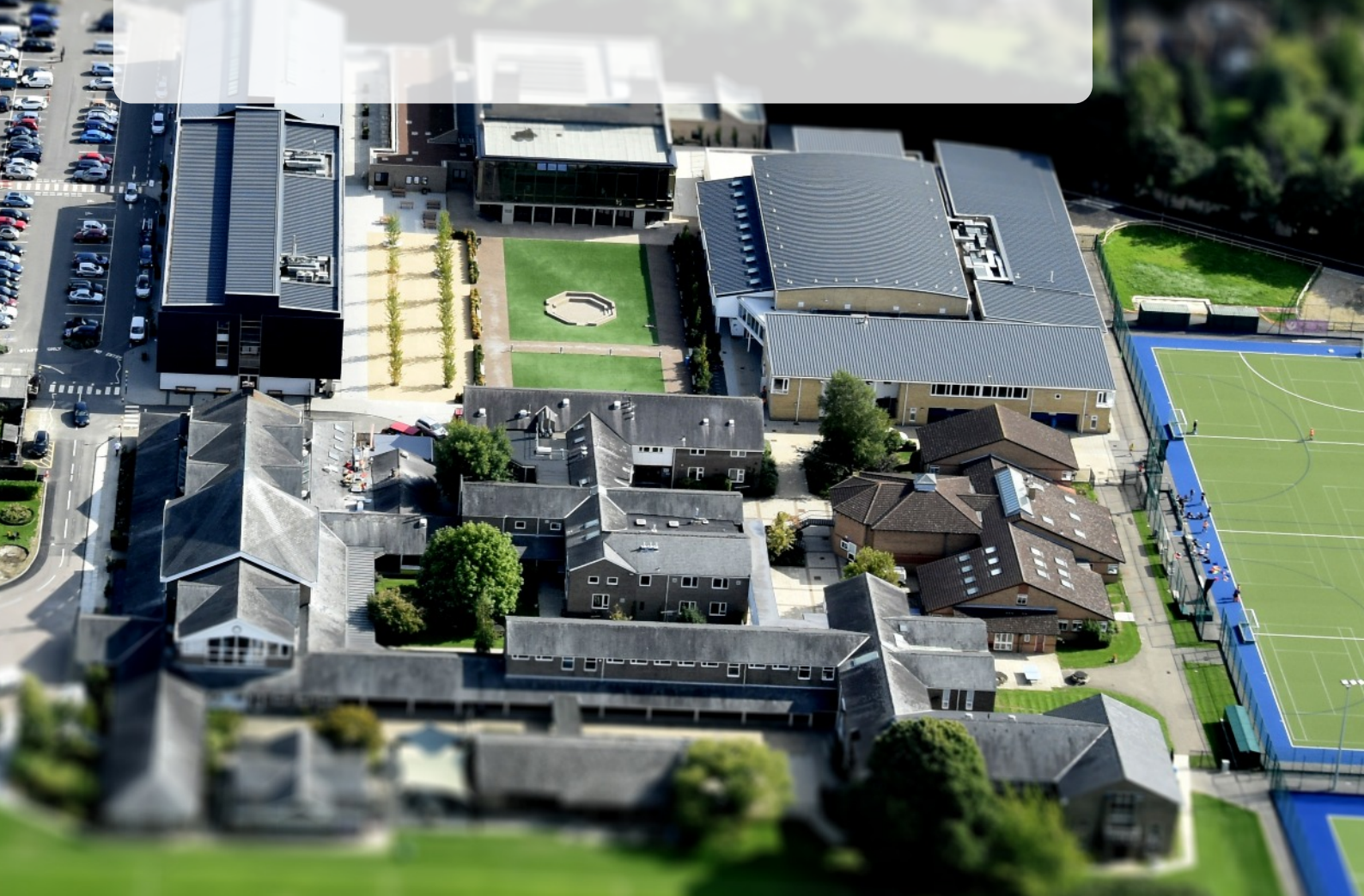
- An outstanding, reflective educator with a genuine passion for Art and Design;
- Flexibility and to teach aspects of Design and Technology would be an advantage, but not essential;
- Demonstrates high standards of behaviour and is able to model the School values (intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment);
- Proven communication and interpersonal skills;
- High level of literacy, attention to detail and ability to use initiative;
- High order administrative skills, including use of digital systems to effectively manage commitments and deadlines;
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams;
- Emotional resilience to cope with and learn from challenging situations.





Terms and Conditions

- Excellent and above average salary, reflecting your level of experience.
- Automatic enrolment into the Teachers' Pension Scheme and the choice to join other pension schemes. Generous death in service benefits.
- Excellent professional development opportunities and access to funding on a range of qualifications such as PGCE, Masters level and Leadership qualifications.
- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.
- School fee remission for children who pass the tests for entry to the junior or senior school;
- Free lunch in the dining room during term-time;
- Access to sports facilities including a gym (during defined periods)
- Assistance with relocation costs.
- Parking on site and Cycle to Work scheme also available.



Application Process



Please click on [How to Apply](#) which links to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR Co-ordinator at recruitment@perse.co.uk.

Applicants without formal teaching qualifications or experience will be considered for this position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for: a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school. The Perse supports unqualified teachers in achieving Qualified Teacher Status and the Post Graduate Certificate of Education qualification whilst working at the School.

Early Career Teachers

The School is fully accredited to participate in the Independent Schools Teacher Induction Panel Early Career Teacher Programme (ISTip: <https://istip.co.uk/about/>). ECTs are provided with a comprehensive induction and mentoring programme which supports them in achieving qualified teacher status.

Interviews

The closing date for applications is **Monday 27th September at 9.00am**, but applications will be considered as they are received; The Perse School reserves the right to make an appointment before the closing date.

Interviews will be scheduled for **Tuesday 5th October**. Candidates will be asked to teach a lesson as part of the selection process.

Safer Recruitment

The Perse School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). Interviews will be conducted online or in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website. The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.



Helpful links



The School Overview

<https://www.perse.co.uk/upper/>

Values

<https://www.perse.co.uk/vacancies/our-values/>

Teacher Research

<https://perseresearch.org/>

Working at The Perse School
– Staff benefits – Staff profiles

<https://www.perse.co.uk/vacancies/why-work-at-the-perse/>

Living and working in
Cambridge

<https://www.perse.co.uk/vacancies/life-in-cambridge/>

Maps of The Perse Upper
School and 360 tour

<https://www.perse.co.uk/upper-360-virtual-tour/>

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