



HIGHGATE SCHOOL

TEACHER OF ART

for September 2010

(Maternity cover)

An able and well-qualified teacher of Art is required for this successful and thriving department. The person appointed will teach from Year 7 up to GCSE and A level. Recent experience of guiding pupils to GCSE and A level will be essential.

A new Art, Design and Technology Centre in Bishopswood Road, the Mills Centre, has been created within the grandest of the former boarding houses, School House. It has an exceptional location, at the heart of the School although a little distance from the Senior School hilltop site. The Art Department occupies the two top floors of the building and comprises a number of studios and classrooms as well as an IT centre for graphics, computer aided design, photographic darkroom and a History of Art Library. Art in the School has grown in popularity, importance and success over the years; the department has a tradition of excellence in drawing and painting but has diversified its teaching to promote students' talents in a wide range of media.

We are seeking applicants who have experience in the teaching of Art to students of high ability, and who will enrich the artistic life of the School. Candidates will need the flexibility to adapt quickly to a new setting and pick up on students' needs at a critical stage in their artistic development. A number proceed each year to art colleges and others read architecture or other design related degrees. We also expect familiarity with IT and its use as a tool for learning, teaching and administration. The willingness to contribute fully to the pastoral and extra-curricular life of the School will be an additional recommendation.

All pupils up to and including Year 9 at Highgate study Art. Many then choose it as one of their optional GCSEs and a good number develop their interest further at A level. In 2009

at GCSE (Edexcel) 81% were awarded A*/A, with 100% of entries graded A*/C. At AS (Edexcel and A2 (Edexcel) Art is popular, with at least two sets in each year. Standards of achievement are high: in 2009, 77% of candidates achieved A grades at A2.

Highgate 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 checks with past employers and the Criminal Records Bureau.

Teachers at Highgate enjoy a welcoming, comfortable and exceptionally well-resourced environment and are provided with significant assistance from a range of support staff. Salaries are competitive. The School pays the employer's contribution to the Teachers' Pension Scheme. Terms are shorter than in the maintained sector. Staff have free access to the School's sports facilities, including a swimming pool and a fitness suite.

David Fotheringham, the Director of Studies, (david.fotheringham@highgateschool.org.uk) or Gordon Tweedale, the Director of Art, (gordon.tweedale@highgateschool.org.uk) are very happy to answer any questions. At interview, short-listed candidates will have an opportunity to meet Mr Tweedale's successor, the Director of Art-designate, Mrs Marina Nimmo, currently teaching at Millfield School, Somerset.

APPLICATION PROCEDURE

Please post the following documents to Mr A S Pettitt, Head Master, Highgate School, North Road, London, N6 4AY (Tel: 020 8347 3576, Fax: 020 8347 5286, Email: hoffice@highgateschool.org.uk). To avoid late delivery of your application, please ensure that you have paid the correct postage eg. a large letter stamp for an A4 envelope.

- 1. Application form – handwritten and signed**
- 2. Letter of application - no longer than one side of A4**
- 3. Full curriculum vitae - including the names, addresses, telephone numbers and email contacts of two referees**

Closing date: noon on 24 March 2010 although applications will be reviewed as they are received

I Essential professional criteria

Criteria	How will these be tested or verified?
A good honours degree in fine art or a closely-related discipline and secure subject knowledge	Original degree certificate(s) Questions about subject specialisation (and course content for more recent graduates) Opportunities at interview to discuss techniques for teaching set topics Portfolio viewed at interview
Experience of teaching GCSE, AS and/or A2 Art successfully as an employed teacher and an understanding of effective assessment	A 50-minute lesson to be taught to one of the current post-holder's classes Opportunity to comment on and grade pupils' written work
Excellent communication skills	Two panel interviews; lesson (as above)
The ability to adapt quickly to a new environment, establish good relations with pupils and gain their confidence	Opportunities at interview to recount experiences where these skills have been demonstrated Questions which referees will be asked as part of the confidential reference request
Awareness and understanding of safeguarding and welfare of children	Questions at interview to test attitudes towards and knowledge of children's safeguarding and welfare Questions which referees will be asked as part of the confidential reference request
ICT skills related to teaching and learning of Art	Questions at interview to test experience
A willingness to be involved in the wider life of the department (eg Art clubs and societies, visits)	Opportunities at interview to recount experience of running or participating in such activities or to give ideas for these

2 Desirable professional criteria

Criteria	How will these be tested?
A teaching qualification (eg PGCE, GTP)	Original certificate
Experience of teaching successfully in an academically selective school	Questions which a referee from an academically selective school will be asked as part of the confidential reference request Verification of a candidate's employment history
The ability to teach A level History of Art	Original degree certificate or questions based on candidate's cv and experience
Experience of linking the work of an art department with that of design	Opportunities at interview to describe experience
Experience as a practising artist	Portfolio to be presented at interview

Person specification for teaching posts at Highgate School.

Highgate School seeks to appoint teachers who will have the following proven qualities, or the potential to develop them. At interview, candidates will have the opportunity to demonstrate or give an account of these attributes.

- The energy, dynamism and stamina to contribute fully to the life of a busy co-educational independent day school.
- Willingness to contribute to the extensive range of activities provided for pupils and to support them in their co-curricular pursuits.
- Capacity for industry and initiative in both independent work and as part of teams of colleagues in academic work, pastoral care, sports and co-curricular activities.
- Profound and continuing interest in the academic subject / s to be taught.
- The depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses.
- Empathy with pupils across the age and ability spectrum at Highgate and the ability to implement a range of teaching strategies to cater for each individual pupil.
- Awareness and understanding of matters relating to the personal, social, health and emotional development of Highgate's pupils.
- General knowledge of Child Protection issues and good practice, particularly relating to professional obligations on safeguarding the welfare of each child and avoiding guarantees of confidentiality in any disclosure.
- Capacity to deal sensitively with problems raised by pupils, in line with Highgate's pastoral policies and sanctions system, working in partnership with Highgate's designated staff i/c pastoral care.
- Ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries by not deliberately courting popularity or friendship.
- Willingness and ability to liaise effectively and professionally between pupils, staff and parents when required, making accurate records of these exchanges.
- Patience and thoughtfulness to see any issues that may arise with pupils, parents or colleagues from a variety of perspectives.

- The ability to de-fuse difficult situations using different strategies such as careful listening, sensitive use of humour, praise and recognition where due, utilising the School's reward system.
- Retention of a sense of perspective and, on occasion, the invaluable ability to laugh at oneself.