

Job Description

Position Title	Art Teacher		
Working with	Art Department / Key Stage 3 & 4		
Salary	£21,018.53 p/a		
Hours	3 days per week + 20%		
Contract type	Permanent		
Description	Part-time Art Teacher to deliver Art and Design lessons at KS3 and Art and Design GCSE over three years to KS4 students.		
Key requirements	QTS / Art or Design Degree / Teaching experience		
Disclosure level	Enhanced		
Start date	04/11/2024	Apply by date	27/06/2024

Sands School

Sands is an Independent day school for 11-17 year olds providing innovative child-centred education since 1987. First and foremost Sands School is a democratic community in which staff and students run the school as equal participants through the weekly school meeting. Our ethos fosters trust, mutual respect and self-directed learning. Students are encouraged to take responsibility for their environment and their learning. Staff are expected to deliver their teaching and to relate to students and colleagues with this in mind.

Sands is a non-selective school and attracts students from a very wide variety of learning backgrounds. Students join the school having attended mainstream schools, Steiner schools, other alternative schools or having been home educated. A significant proportion of our families have relocated to Devon in order for their children to join the school, from other parts of the UK and from abroad.

We have a higher than average percentage of students with some additional needs, for example dyslexia or an autistic spectrum condition but we are not a Special School. Sands has six year groups covering KS3 and KS4. The younger groups Y1 to Y3 correspond with years 7 to 9 in mainstream schools. We deliver KS4 over three years rather than two, with students having the option to sit some GCSEs in O2, the penultimate year, and some in O1, the final year.

Class sizes in the Y-groups (KS3) are normally limited to twelve and in the O-groups (KS4) to sixteen.

For an introduction to the school and its philosophy please explore the website <http://www.sands-school.co.uk>

Equal Opportunities

Sands School is an equal opportunity employer, we value diversity and will not discriminate on the basis of protected characteristics. We encourage applications from all backgrounds.

Art at Sands

Art at Sands goes far beyond a curriculum subject. Art has the potential for transformation in an individual's life. To make art is to ask what it is to be human. Art is in everything we see and touch. Art inspires.

Situated in its own building the art department operates as a space more akin to a foundation or degree course, but on a smaller scale, than a secondary classroom. It is well resourced with a kiln, print press and metal work area and multiple teaching and studio spaces. Final year GCSE students are given their own studio space to use at any time, as well as opportunities such as life drawing classes after school.

Art also inhabits the rest of the school as an ever changing exhibition of student's work. As such it is both the backdrop and lifeblood of the school.





Role Description

The new Art Teacher will work alongside the existing Art Teacher who specialises in painting, sculpture and metalwork and the Photography Teacher. There are also opportunities to work with the ICT Teacher to bring technology into the Art space. Each teacher at Sands brings their own passions, interests and style of teaching to the school and this is perhaps most pronounced in the Art department. By experiencing contrasting teaching styles, creative interpretations and approaches students learn that there is no right or wrong way to express themselves.

The role involves teaching all year groups. Younger years have Art timetabled twice a week and alternate on a termly basis between the two teachers. Sands offers the AQA GCSE Art and Design course, which is taught over three years collaboratively by both teachers, as well as a Photography GCSE which is led by the Photography Teacher. Experience of teaching this syllabus would be an advantage but is not essential. The school would like to explore introducing the Arts Award as an additional opportunity for students and experience of delivering this would be an advantage.

With group sizes usually around 12 or less personalised teaching is truly possible, and teachers often spend periods working one-to-one with students or have multiple activities taking place in the space at once. It is the role of the Art teachers to broaden the creative horizons of students and introduce them to new materials, techniques and encourage them to develop their creative thinking. However, students will often come into the space with a clear idea of what they want to do and how and teachers should also respect and respond sensitively to that.

As well as timetables lessons the Art spaces like all spaces in the school are open to all students at all times and you will often find students outside of the class currently being taught working and using the space in their own way. The art teachers support and encourage this, helping to balance the needs of all those using the space at any one time.

Working as a team, though not necessarily on the same days, collaboration and communication are key to the role. Currently this collaboration is managed via weekly online meetings but a new arrangement can be made to suit the new team's schedule. The art teachers must manage the space and resources as well as plan schemes of work that complement each other to give a fully rounded experience. Candidates should also be experienced at risk assessing activities and ensuring the health and safety of students in the studio.

The successful candidate will have a passion for art and experience of art and making outside of their teaching experience. A specialism with highly developed level of skill such as painting or printmaking would be an advantage.

Learning to draw well will aid any artist and designer: drawing from observation is an activity that strengthens and hones our ability to see. The practice of looking and documenting that process carefully, not only offers a mindful experience, it feeds into the students' ability to make visual decisions in their process of making a successful piece of work. A successful candidate should see this importance and be able to draw themselves so that they can be able to help students with their visual decision making.

Looking at the Art of other artists, craftspeople and designers is inspiring, enriching and helpful. The successful candidate needs to have a passion for the ever-unfolding story of Art, not necessarily exhaustive but real and growing all the time, so that the understanding of context and the reasons why things are created is shared with enthusiasm with the art students of all the year groups.

Sands is not driven by testing and assessment: teachers are trusted and expected to understand the learning needs of every one of their students without the 'aid' of performance charts. However, all teachers are expected to provide regular written feedback to their students and to parents as well as to properly administrate the coursework needed for external exams.

The two Art Teachers also share responsibility for a tutor group. Tutors at Sands are student's key contact providing them with academic, emotional and social support. They meet with tutees fortnightly as a group and at least once a term on a one-to-one basis. Tutors are also the first point of contact for parents with any concerns.

As well as being a responsible adult in the school you will be a part of this community and will be expected to engage with and support all our students, not just those taking your subject. To participate in the democratic processes you will attend the weekly School Meeting and Staff Meeting or follow their minutes if you are unable to attend.

All staff at Sands need to fully support the ethos of the school, which means being able to work with and relate to our students in a way that is different from the norm in mainstream schools. This means finding strategies to achieve objectives through discussion and shared decision-making and establishing the personal authority that comes only from being a trusted and respected adult. Within these core values each adult brings their own personality to their role and there is no set way of doing things.

Main duties

- Teach Art and Design to all key stage 3 year groups
- Collaborate with the other Art Teacher to teach GCSE Art and Design through weekly meetings in person or online depending on schedule
- Administer exams and coursework required for external Art and Design exams and take part in the marking and moderation of both the Art and Design and Photography GCSEs
- Plan engaging lessons and schemes of work, building students core skills and broadening their experience of materials and techniques
- Respond to students needs and interests always with a view to keeping their creative curiosity alive
- Manage the art space and resources
- Support students outside of timetabled lessons to further their creativity
- Maintain high quality displays of students work around the school
- Support the needs of all students including those with SEND and those who are especially passionate in the subject

Safeguarding Responsibilities

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

All staff are responsible for promoting and safeguarding the welfare of students within the school, raising any concerns and following the school's [Safeguarding Policy and Procedures](#). New staff must familiarise themselves with Safeguarding Policy and Procedures and should have had or be willing to undertake Group 2 safeguarding training. They should know the

name of the designated senior person with responsibility for child protection. They should understand their responsibilities in being alert to signs of abuse and referring any concerns.

Data Protection Responsibilities

All employees handling personal data must do so responsibly, securely and in line with the school's policies, guidance and training.

Person Specification

	Essential	Desirable
Educated to at least degree level in an Art or Design area	x	
Hold a PGCE in Secondary Education		x
Experience of working as an artist, designer or maker in some field outside of teaching	x	
Passion for Art and Design and a broad knowledge and interest in the history of Art	x	
Have a wide experience of using different media themselves and of introducing and supporting the use of these media by students	x	
Be an experienced teacher of Art who is an encouraging and sympathetic facilitator, helping students to acquire the skills and confidence to express themselves through art and to achieve qualifications	x	
Experience of delivering and administering the Art and Design GCSE course		x
Experience of delivering the Arts Award		x
Be able to develop a rapport with students and be prepared to negotiate styles of learning, and adjust expectations to suit each child	x	
Experience of working with young people with a wide range of needs including SEND		x
Experience of managing an art department and/or studio, maintaining the space and resources effectively and efficiently with care for the environment	x	
Experience of curating and hanging exhibitions including framing		x
Have high levels of literacy and numeracy and be computer literate	x	
Have excellent communications skills and be able to work collaboratively with as part of a small team as well as communicate effectively with young people and parents	x	

Hold an enhanced DBS disclosure with list checks and satisfy all safer recruitment checks before commencing in post	x	
Be positively motivated to work with children and young people. They will be able to form and maintain appropriate relationships and personal boundaries with children. They will have the emotional resilience to work with challenging behaviour	x	
Will have demonstrated their potential to support, contribute to and thrive in the unique learning environment of Sands	x	
Will make themselves knowledgeable of the school's ethos; be prepared to accept the ethos; to take part in the system; to encourage young people to use their authority with responsibility; implement the decisions of the School Meeting as required	x	

This post includes contact with children and is considered a regulated activity. As such the successful applicant will be required to apply for an enhanced disclosure (with barred list checks) from the Disclosure and Barring Service (DBS). Further details can be found at <https://www.gov.uk/disclosure-barring-service-check>

The post is exempt from the Rehabilitation of Offenders Act (ROA) 1974 and Exceptions Order 1975, applicants will be required to declare spent and unspent convictions and cautions that are not 'protected'.

An online check of publicly available information will be completed to assess shortlisted candidates' suitability to work with children.

Terms of Appointment

The role is part-time. Working hours are 9.00 – 4.30, 3 days per week (specific days are flexible), term-time only (34 weeks). The rate of pay is £35,030.88 per annum for a full-time post, £21,018.53 pro-rata for the number of hours.

Holiday is taken during the school holidays. Staff are expected to work an additional 20% on top of their scheduled hours to account for planning, marking and staff training.

There is no pay progression based on either performance or time served. Pay increases to compensate for cost of living inflation are at the discretion of the school governors and depend upon the general school budget and the scope to meet additional costs through fee increases.

The role is subject to a six-month probationary review, which would involve direct feedback from students as well as peer observation. It is essential that the feedback from students is acknowledged, respected and appropriately responded to.

How to Apply

Applicants should return the application form to work@sands-school.co.uk by the closing date of 27/06/2024. CVs will not be accepted in lieu of an application form. Short listed candidates will be invited for interview and references will be sought prior to the interview stage. Applicants are encouraged to request a visit to the school ahead of submitting an application to get to know the school and the role better.

Sands is a genuinely democratic school which means that all decisions, including the appointment of new staff, are made collectively by staff and students together. Students will be involved in short-listing and interviewing candidates. Applicants should bear this in mind when preparing their application.