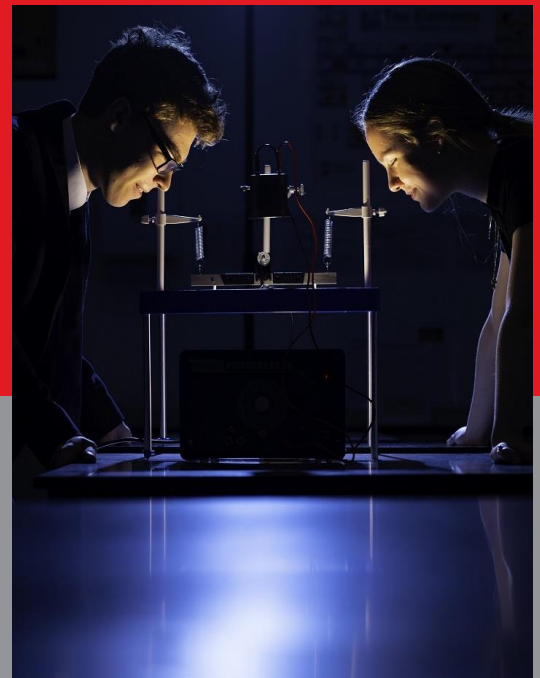




JOIN OUR TEAM

'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'

Ofsted, 2014 (Outstanding)





ART AND PHOTOGRAPHY TEACHER (0.4-0.5FTE)

POSITION:	Art and Photography Teacher
TYPE:	Teaching
HOURS:	Part time
CONTRACT:	Teaching, permanent
GRADE:	MPS / UPS (fringe)
START DATE:	January 2024

An exciting opportunity has arisen for an outstanding and inspirational colleague to provide exceptional teaching in our Art and Photography Department. We are seeking a passionate, innovative and forward-thinking graduate teacher of Art (QTS). The Art and Photography Department is made up of a team of three teachers and one technician. The successful applicant will join a friendly, welcoming and supportive team, where teachers work together regularly sharing resources and good practice. We are extremely proud of the achievements of our highly motivated students.

BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

- minimum 14% PPA for all staff (more for those with a TLR)
- all staff are given their own laptop
- longer holidays, as an academy
- commitment to development of teaching and learning
- opportunities to complete national qualifications (eg NPQs)
- priority admission for qualified children of staff
- subsidised gym membership
- cycle scheme
- free parking on site
- a commitment to protect, promote and enhance the wellbeing of staff through the Education Staff Wellbeing Charter
- long service award scheme for 10, 15 and 25 years' service
- an opportunity to work in an area of outstanding natural beauty 30 minutes from London

APPLICATIONS Completed applications should be emailed to: recruitment@redkiteschoolstrust.org

CLOSING DATE FOR APPLICATIONS: Monday 9 October 2023, midday

INTERVIEWS: Friday 13 October 2023

We reserve the right to interview and appoint on application

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service



CHESHAM GRAMMAR SCHOOL

September 2023

Dear Colleague

Firstly, I would like to thank you for your interest in Chesham Grammar School and in the post of Teacher of Art and Photography. I hope this information will help you decide whether you wish to apply for this exciting position.

CGS is a co-educational selective school of over 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS is an outstanding school. That is the conclusion Ofsted reached when they last inspected the school in March 2014, although they didn't tell us anything we didn't already know. However, it is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS better still; in short, to make it a truly exceptional place in which to study and to work. Our examination results at GCSE and A level are superb, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university, with a good number each year winning offers of places at Oxford or Cambridge.

Our curriculum is broad and balanced from Year 7 with all students studying traditional academic subjects as well as having the opportunity to explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to the Sixth Form. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is excellent and vertical tutoring, organised around our strong House system, gives the school a very distinctive 'feel' and enables every student in the school to be known well by their tutor. It also ensures that those who join us are very quickly integrated into the life of the school. We place a huge emphasis on support and guidance and this is a real strength of CGS. The House system also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions between them throughout the year in a range of sporting disciplines as well as in music, art and drama.

CGS has excellent facilities and is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to equip them with the skills to succeed in the 21st century not just with excellent results. To this end, over the last few years, we have developed our own approach to learning. The 'CGS Learner', as we call it, seeks to develop students who are able to learn effectively both independently and collaboratively and who leave us ready to face the challenges which lie ahead. We are constantly seeking ways in which to develop wider skills too and there are many opportunities for students to take a leadership role within the school or to participate in extra-curricular activities in a wide range of spheres. None of this would be possible without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.



Annmarie McNaney
Headteacher

At CGS we want our staff to continuously develop too. Much of our CPD is 'in-house'; we have a very clear focus on the sharing of good practice within the school where there is already so much expertise. We work collaboratively with several local schools and are very pleased to be members of both the Herts-Bucks Challenge Partners group and of a Teaching School Alliance, the Astra Alliance, which means we are fully involved in teacher training. This collaboration between schools has also enabled us all to expand our CPD for ECTs and for more experienced staff.

This role is a superb opportunity. We are seeking an outstanding classroom practitioner who will inspire and motivate our students and staff. Art has an important place in the life of the school and the department is very highly regarded within the school and beyond it. The quality of work our students produce both in art and photography is superb and we have our own art gallery which is used to display students' work. The department is staffed by highly qualified, passionate and experienced teachers who work incredibly hard to get the best from and for our students. Results at both GCSE and A level are excellent and we always have at least two GCSE groups and sometimes three as well as classes in both Art and Photography A level. A number of our students go on to art foundation courses or undergraduate fine art or related courses every year. In short, our department is inspirational.

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you some feel for CGS and for this post (you will find more information about the Art and Photography Department below). I imagine that you will be looking at our school website for further information, www.cheshamgrammar.org which will give you a good deal of information about and a genuine feel for the school. If you would like to pay us a visit before applying, please do get in touch.

I look forward to hearing from you.

Yours sincerely,



Annmarie McNaney
Headteacher

CGS FACTS

1947

School Founded

187

Teaching days per year

1317

Number of students

400

Number of sixth form students

48%

2023 A level A- A grades*

81%

2023 A level A- B grades*

51%

2023 GCSE 8-9 grades

74%

2023 GCSE 7-9 grades



Annual Celebration of Sport Award

22

RESIDENTIAL TRIPS

8

DIFFERENT COUNTRIES

33

Number of staff who have worked at Chesham Grammar School for over 10 years.





ART AND PHOTOGRAPHY TEACHER (0.4-0.5FTE)

RESPONSIBLE TO:	Subject Leader Art and Photography
GRADE:	MPS / UPS (fringe)
HOURS:	Part time
CONTRACT TYPE:	Teaching, permanent
START DATE:	January 2024

OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

KEY ELEMENT OF THE ROLE

- To encourage and support the learning of all students
- To promote positive values and attitudes
- To demonstrate professional values and practice

TEACHING

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- To tailor teaching and learning strategies for individual students accordingly
- To employ a variety of assessment, marking and feedback strategies to inform planning, develop learning and evaluate students' progress
- To provide constructive feedback to help students reflect upon and improve their work
- To ensure the highest possible standards of student behaviour
- To contribute to the department development plan

CPD

- To demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme

PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

GENERAL SCHOOL RESPONSIBILITIES

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
EXPERIENCE		
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
PERSONAL SKILLS AND QUALITIES		
A demonstrable passion for Art and Photography with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓



ABOUT ART AND PHOTOGRAPHY

The Art department comprises a team of three highly qualified specialist teachers and one skilled technician. The Department is housed in a suite of rooms well equipped with all the facilities required to deliver a high quality Art curriculum from Year 7 to Year 13. A full range of processes form the core provision including drawing and painting, complemented by ceramics, photography, print making and sculpture. A dark room enables traditional photographic processing and laptop computers with photoshop elements allow for digital post capture experiments. Flash heads and drop-down screens also enable studio-style photoshoots which are very popular with students. Art is a popular choice for students, with 5 classes at Key Stage 4 and 3 classes at Key Stage 5, where both Fine Art and Photography are taught separately. The art department has built a reputation for excellence within the local area with students often featuring in the Bucks Young Artist competition as finalists and winners. The summer art exhibition at school is a real highlight and showcases the best of achievements from students in Key Stages 4 and 5.

The curriculum is designed with a focus on independent learning and encouraging students to build their skills of creativity, in line with our whole school approach (the 'CGS Learner'). Results are excellent. Our students make excellent progress against their individual targets, with the vast majority of candidates in Year 11 and Year 13 gaining a top grade. Artwork from students both past and present is displayed in our dedicated Art gallery and indeed throughout the school. The high quality of work on display is testament to the teaching that students receive during their time at CGS. Many go on to study at Foundation course and alumni populate some of the best degree courses in the country including The Ruskin, Slade School and St Martins.

We offer a range of extra-curricular activities for our students. These include year group visits to Harry Potter World as well as GCSE visits to Kew Gardens, London Galleries and Amsterdam in Year 11. Senior artists will see exhibitions at major London galleries and will take part in a day trip to Brighton. A Year 13 residential trip to Venice is a definite highlight of the year for both students and staff. Art club runs regularly on Tuesdays and Thursdays and the department takes an active role in set design for school productions.

HOW TO APPLY

To apply for this position, you will need to complete an application form, which can be downloaded from our website. Completed applications should be sent to Clare Harvell, HR Manager at recruitment@redkiteschoolstrust.org

SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation/administrative task and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

