



Warlingham School  
& Sixth Form College

## Art Teacher

(Photography advantageous)

## Maternity Cover

From Sept 2025

Warlingham School & Sixth Form College  
is part of Tandridge Learning Trust.

Tandridge  
Learning Trust

Excellent Teaching  
Inspiring Leadership  
Innovative Training

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*Tandridge Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to safer recruitment checks, including an enhanced DBS check.*

*As an equal opportunities' employer, Tandridge Learning Trust is also committed to achieving a diverse and inclusive workplace and strongly encourages suitably qualified applicants from a wide range of backgrounds irrespective of personal characteristics.*



# WELCOME

Dear Candidate



Thank you for enquiring about this post.

This information pack has been designed to give you, a potential applicant, essential information about our vacancy, school and trust, so you can decide if this should be the next step in your career.

“Wide Horizons, High Aspirations” is our school motto and this underpins our whole school philosophy. We are a school community which does not stand still. Whilst our expectations of academic performance are high, of equal importance are that students enjoy the experience of coming to Warlingham School & Sixth Form College and have opportunities which enable them to develop into young men and women who will contribute positively to society.

Our students tell us they consider this a place where they are challenged by the work, where they are supported by the staff and fellow students and where achievement is part of the everyday vocabulary. We have high expectations in terms of learning, behaviour and attendance which leads to excellent academic progress. We provide an environment that excites, motivates and challenges our students to place no ceiling on achievement and to develop an interest in the world around them. Our ambition is for students to leave Warlingham as successful, confident young people ready to face all of life’s challenges and make a positive contribution to society. We measure our success by meeting the needs of all our students in this truly comprehensive school and believe everyone has a role to play in achieving this aim.

Should you decide this is not the school for you then we thank you for the interest you have shown; however, if this ethos aligns with yours, then I hope you will apply to join our team, support our drive to become outstanding and I look forward to receiving your application. We hope that this pack provides sufficient information to encourage you to take your application to the next stage.

Do telephone or email, if you wish to discuss any aspect of the post.

We look forward to hearing from you.

*Paul Foster*

**Paul Foster**  
Headteacher



# JOB ADVERTISEMENT

We are seeking an enthusiastic and creative Art teacher to join our successful department on a temporary basis to cover maternity leave. Whether you're newly qualified or an experienced teacher, this is a fantastic opportunity to become part of a supportive and dedicated team within a well-resourced department, school, and Trust.

You will be responsible for delivering an engaging and inclusive Art curriculum across Key Stages 3, 4, and 5, helping students of all abilities to develop their artistic skills and express their creativity. Our students are well-behaved, motivated, and benefit from an exciting and varied curriculum that is central to their learning experience.

We are committed to raising standards and supporting all students to reach their full potential. The ability to teach photography would be an advantage, though not essential.

If you are looking for a great start to your career or a new challenge in a great school, then we strongly encourage you to apply for this role which will be offered on a temporary contract, covering maternity leave.

This is a great opportunity to join a forward-thinking department and contribute to its ongoing success during a key period. Professional development and support will be provided throughout the role.

Please do not hesitate to contact us if you have any queries. We look forward to receiving your application and welcoming you to our school.

You will be joining a growing and forward thinking Trust at an exciting time in its development and will enjoy our many staff benefits which include: -

- Well established and supportive training and development opportunities
- Family friendly policies and wellbeing initiatives
- Employee Assistance Programme
- Lifestyle and retail discounts
- Staff sports and social events

*Please note that applications will be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed. Visits welcome.*

*This post is exempt from the Rehabilitation of Offenders Act 1974, subject to the filtering rules which 'protect' certain spent convictions and cautions from disclosure*



# THE DEPARTMENT

The Art department at Warlingham School is a lively, creative and successful department which is staffed by a team of highly qualified teachers. There are four specialist Art rooms which are well equipped and resourced with projectors in each room and printing presses, equipment for batik and ceramics available.

Art and Design is taught to all students in KS3 over a 2-week timetable in mixed ability groups. The curriculum offers a broad range of experiences and processes including painting and drawing, block and lino printing, appliqué, batik, graphic design, and 3-dimensional work including ceramics.

The uptake for GCSE Art and Design is very popular and the results over the years have been very good. We see a high level of achievement in all areas of Art and Design. At A Level we offer three courses; Art and Design, Art/Textiles and Digital Photography. Many students choose to study two or more of these courses and the vast majority continue their studies in Art Colleges across the country. At the end of each year we hold a large and impressive exhibition of the best work from all the GCSE and A level courses. We believe in celebrating the students' achievements and have invested in framing and displaying their work around the school and creating an online gallery on the school website which shows work from all Key Stages.

The Art department runs a number of after school clubs to support the students in their coursework. There are also clubs and workshops run by other artists and groups including a one-day life drawing workshop run by the Royal Academy of Art for the A Level student. We encourage students to visit Art galleries as much as possible and we organise a number of visits throughout the year.

The quality and well-being of the staff are crucial to the success of our students. Our teachers and support staff are dedicated to helping all students to discover and develop their abilities and talents positively and constructively and enabling individuals to achieve more than they ever thought possible.

Working within the school's policy framework and with a belief that every student is valued, each governor and each member of the teaching and support staff seeks to treat all people within the school community with courtesy and respect, thus demonstrating care for each individual and providing role models for the students.

We are committed to encouraging all members of staff to be involved in the school's decision-making and in activities which will enhance their own effectiveness in current roles and in their professional career development.



# JOB DESCRIPTION

## Our Values and Aims

Warlingham School & Sixth Form College provides a caring, supportive environment, where children and staff are happy, where everyone works with integrity and respect, and is challenged to reach their highest possible achievement.

Learning takes place in a purposeful and well-disciplined environment in which students are encouraged to be actively involved through investigation, problem solving, discussion, practical work and research.

Ofsted inspectors have praised the quality of teaching throughout the school and the exemplary behaviour of our students. Staff have high expectations of students and provide a range of challenging experiences for all abilities, leading to good examination performances and an enjoyment of learning.

We take our motto of “Wide Horizons, High Aspirations” very seriously and build in opportunities for our students to develop as individuals through the taught curriculum and an extensive range of additional activities.

HIGH ASPIRATIONS: ‘Be the best you can be’

WIDE HORIZONS: ‘Be inspired to experience more than you thought possible’

## With this in mind we intend to:-

- help every student, and every member of staff, to achieve more than they ever thought possible, regardless of their starting points,
- be a community of excellence where we hold high expectations for success in ourselves and in others,
- foster an environment where individuals take responsibility for themselves and show respect for others as part of a healthy and safe community,
- value and embrace the fact that we are all different and show tolerance for the beliefs, faiths and opinions of others,
- prepare students for successful and fulfilling adult lives by giving them opportunities to experience work, volunteering and to participate in their community,
- help our students to develop into articulate, confident, courteous and considerate citizens
- promote a love of learning by high quality and engaging teaching which delivers great learning outcomes, and
- celebrate the varied achievements of all students and all members of staff.



# JOB DESCRIPTION

## Staff

The quality of teaching is clearly central to the success of any school. Teachers are the greatest resource a school has. We employ dedicated individuals with positive attitudes and high standards. All our staff go the 'extra mile' for students and take time to nurture young people's talents and aspirations.

Learning takes place in a purposeful and well-disciplined environment, in which students are encouraged to be actively involved in their learning through investigation, problem-solving, discussion, practical work and research. Ofsted inspectors have praised the quality of teaching throughout the school, and the exemplary behaviour of our students. Information about our latest Ofsted report is available on our website:



# PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS & EXPERIENCE	<ul style="list-style-type: none"> <li>• Relevant Degree</li> <li>• Secondary trained</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to further professional development</li> <li>• Experience of teaching at a variety of key stages</li> <li>• Experience of intervention to identify underachievement and raise attainment</li> <li>• Comprehensive school experience</li> <li>• An awareness of the forthcoming changes to the curriculum</li> <li>• across all key stages</li> <li>• QTS</li> </ul>
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> <li>• Excellent subject knowledge</li> <li>• Use of assessment to promote students learning</li> <li>• Awareness of current developments in the teaching at all levels, including KS3, GCSE, and KS5</li> <li>• Appreciation of current developments post 16</li> </ul>	<ul style="list-style-type: none"> <li>• Principles of comprehensive education</li> </ul>
SKILLS & APTITUDES	<ul style="list-style-type: none"> <li>• Effective Classroom practitioner</li> <li>• Excellent communicator with effective interpersonal skills and organisation skills</li> <li>• Ability to enthuse students of all abilities</li> <li>• The capacity to function creatively and generously in a mutually supportive team</li> <li>• Quality provision for all students, including</li> </ul>	<ul style="list-style-type: none"> <li>• Confident user of IT</li> <li>• Able to implement curriculum change</li> </ul>
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> <li>• Effective team player</li> <li>• Vision, warmth, energy and enthusiasm</li> <li>• Pursuit of high standards - both academic and behavioural</li> <li>• Integrity</li> <li>• Willing to contribute to all aspects of school life</li> <li>• Able to maximise contributions from parents, governors and the school community</li> <li>• Ability to contribute with flair and commitment to the effective performance of the department</li> </ul>	
SAFEGUARDING	<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the school Child Protection and Safeguarding policy and the Staff Behaviour Policy</li> </ul>	

# CONTACT DETAILS & HOW TO APPLY

Name:	HR Department
Job Title:	Recruitment & HR Officer
Phone Number:	01883 776677
Email Address:	hr@tandridgelearningtrust.co.uk

*Please note that in accordance with our Safer Recruitment practices, CV's will not be accepted.*

*References will be sought for shortlisted candidates prior to interview, unless a specific request is made to the contrary.*



# CONTACT DETAILS & HOW TO APPLY

Please complete the Trust's application form and return it electronically together with any supporting documentation requested to [HR@TandridgeLearningTrust.co.uk](mailto:HR@TandridgeLearningTrust.co.uk).

## CLOSING TIME & DATE: Time on Date

Please note that applications will be considered upon receipt. Early applications are encouraged as we reserve the right to close the recruitment process once a suitable candidate is appointed.

## Designated Contact for this Vacancy

Name:	Name of Contact
Job Title:	Job Title of Contact
Phone Number:	01883 624067
Email Address:	A.Person@WarlinghamTLT.co.uk

*Please note that in accordance with our Safer Recruitment practices, CV's will not be accepted.*

*References will be sought for shortlisted candidates prior to interview, unless a specific request is made to the contrary.*





# Warlingham School & Sixth Form College



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Tandridge  
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Excellent Teaching  
Inspiring Leadership  
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