

Job Description

Job Title:	Head of Art
Department:	Art Department
Accountable to:	Faculty Chair (Arts & Culture) and then Deputy Head (Academic)
Number of direct reports:	Art Teachers; Art Technicians
Budgetary responsibility:	Art Department
Location:	Stowe
Purpose of the role:	To support the Head of Department in the delivery of the highest standards of pupil learning and teaching, and of achievement. They will also be required to play an active role pastorally and in the extra-curricular activities run by the department and/or elsewhere in the school.

The Stowe Group

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire and educates children from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational Change Makers vision and Change 100 programme.

Vision & Ethos

We are Change Makers

Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark enters its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and staff as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and member of staff as an individual. Our vision is inspired by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support staff, governors and alumni. Yes, we teach pupils how to excel in exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support staff. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.

The Stowe Art Department in the Watson Art School

We wish to appoint an inspirational and dynamic Head of Art for September 2025 who is both an exceptional teacher and visionary manager and who is keen to lead one of the most dynamic art schools in the country. This is an exciting opportunity to join a well-resourced and forward-looking Art Department. A passionate, lively and resourceful approach will be essential, with an awareness and ability to challenge pupils with high expectations and aspirations. The Head of Art is expected to promote the many opportunities that exist for Art to encourage and challenge the students, be able to demonstrate administrative and management experience and have the ability to teach a broad range of skills, techniques and subject knowledge within an inter-disciplinary approach. An emphasis is placed on the development of thorough, sustained recording and research skills that provide a basis for successful in-depth development.

The Head of Art should be as comfortable teaching the Third Form (Year 9) as much as the best art students at A Level to prepare them for continuing a broad range of study in the visual arts when they leave Stowe. The successful applicant will lead the development of teaching styles and resources with the Department, requiring and expecting the best from all pupils and staff, offering guidance and support to colleagues, inviting visiting speakers and encouraging outreach to prep schools. We currently teach GCSE level Fine Art (OCR), A Level Fine Art (OCR) and achieve results consistently above the national average. We have a long-established link with the Curwen Print Study Centre and each year two Stoics are awarded scholarships to take part in one to one specialist print workshops.

The Watson Art School, renovated in 2011 by Rick Mather Associates, provides a well-resourced and forward-looking department with an extraordinary quality of studio accommodation and facilities. Stowe has a very strong tradition in teaching Art and it is a very popular choice among pupils at all levels. There are currently 38 A Level candidates, 41 GCSE candidates and a growing number go on to pursue Art and Design based courses at university. The Department has an impressive record of talks and exhibitions in the Sainsbury Gallery. Talks by artists such as Cornelia Parker RA; exhibitions involving Hughie O'Donoghue RA in association with the Purdy Hicks Gallery; 'Hepworth to Hockney to Hirst' in association with Caroline Wiseman; 'Chasing the Sublime Light' by David Tress and sculptures and drawings by Lyn Chadwick. David Mach RA gave a most recent notable talk and exhibition.

In addition to the Head of Art there are two full-time Art Teachers and two full-time Art Technicians. Sixth Form Art students have their own large carrels, while the junior years are taught in open plan spaces. There is an excellent Art Library, facilities for print-making, photography, ceramics and access to ICT. The History of Art Department occupies two classrooms on the ground floor of the Watson Art School.

Key Tasks:

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- To develop inspirational short, medium and long-term strategic plans for the Art Department and the use of The Watson Art School.
- To promote Art in the academic curriculum through excellent teaching and delivery of excellent results in public exams and also to encourage an interest in Art in those not taking

it as an exam subject.

- To enthuse staff and pupils alike about Art.
- To organise regular exhibitions of pupil art: The Speech Day Art Exhibition which is an important showcase of creativity at Stowe; and to liaise with Stowe Presents to bring external art shows to Stowe which can be enjoyed by pupils, staff, parents and the wider community.
- To encourage consultation and discussion amongst the teaching staff and not only maintain present standards but also build upon the excellent progress of the Art Department.
- To encourage and expect high standards in all aspects of School life.
- To contribute to the effective and efficient management of the School.
- To promote a Department and School culture which is happy, purposeful and productive.
- To support and motivate students, teachers and other School employees.
- To communicate effectively with parents and guardians.

Key Tasks:

1 Main duties

- 1.1 To teach a timetable as agreed with the Deputy Head (Academic).
- 1.2 To ensure the delivery of the academic curriculum in all classes (Y9-13), manage exam specifications and to line manage the Art Staff (FT and PT) and Technicians.
- 1.3 To manage the Department Budget as agreed annually with the Finance Director and the Deputy Head (Academic).
- 1.4 To create and update annually the Art Department Handbook and ensure the same for Schemes of Work.
- 1.5 To be responsible for the class teaching, use of the Isams system and the allocation of teaching and teaching rooms.
- 1.6 To monitor of the high standards expected of Art Scholars, to visit or invite prep school pupils and staff to aid recruitment and to promote the School and Department.
- 1.7 To advise pupil artists on careers and degrees at Universities and Art Colleges.
- 1.8 To be responsible for the training, adherence to and management of appropriate Health & Safety, risk assessments and Child Protection and safeguarding training issues related to the Department.
- 1.9 To report exam results annually in September to the Headmaster, Senior Deputy Head, Deputy Head (Academic) and Faculty Chair (Arts & Culture).
- 1.10 To line-manage all Art staff with regular and constructive Review and Professional

Development meetings.

- 1.11 To promote staff CPD, for example, by delegating responsibilities within the Department to ensure career and professional development.
- 1.12 To ensure compliance of all staff with the current Teaching Staff Handbook.
- 1.13 To liaise with the Deputy Head (Academic) and appropriate Heads of Year regarding course outlines for GCSE & A level curriculum booklets.
- 1.14 To mentor and support department staff who are on PGCE courses and also any Department ECT or SKITT

2 Teaching

- 2.1 To enable pupils to acquire knowledge and make progress according to their ability, increase their understanding and to develop their skills in the subject taught.
- 2.2 To foster in pupils the application of intellectual, physical or creative effort, interest in their work, and the ability to think and learn for themselves.
- 2.3 To create well-planned lessons and deliver through effective and appropriate teaching methods, activities and management of class time.
- 2.4 To show a good understanding of the aptitudes, needs and prior attainments of the pupils and ensure these are taken into account in lesson-planning.
- 2.5 To utilise effective strategies for managing behaviour and encouraging pupils to act responsibly.
- 2.6 To teach, according to their educational needs, the pupils assigned to him/her, including the setting and marking of work to be carried out by the pupils in class, prep and elsewhere.
- 2.7 To assess, record and report on pupils' development, progress and attainment and for all such records to be written in mark books (either paper copy or electronic) to be scrutinised and verified by the Head of Department, Faculty Chair or a member of ELT.
- 2.8 To work with, and under the instruction and guidance of, the Faculty Chair in the preparation and development of courses of study, teaching materials, teaching programmes.
- 2.9 To carry out the terms of the departmental job description with guidance of the Faculty Chair and Deputy Head (Academic).
- 2.10 To contribute to the development of the curriculum, and to be aware of the latest thinking in both subject and the national curricula.
- 2.11 To staff clinics and other academic support measures according to the timetables and needs of the pupils.

3 Social and moral welfare of pupils

- 3.1 To take responsibility for the educational, social, pastoral and moral welfare of pupils in the context of Stowe's boarding community.

3.2 If a Junior School Tutor, to assist the Housemaster/mistress of the boarding house to which he/she is assigned as required by the Headmaster. For Junior School Tutors, this will normally involve a regular, weekly evening duty supervising pupils, occasional supervision of early prep and some weekend events as needed. If a Senior School Tutor, to see your tutees weekly and monitor all academic and pastoral issues.

4 Tutorial work

4.1 To provide guidance and advice to tutees assigned to him/her, on their academic programmes, timetables, methods of study, study skills, further education and future careers, including information about sources of more expert advice on specific questions, making relevant records and reports.

4.2 To attend any Personal, Social and Health Education tutorial sessions as specified for his/her tutor group by the Senior Tutor.

4.3 To communicate and consult with the parents of pupils to communicate and co-operate with persons or organisations inside and outside the School in order to promote the social and moral welfare of pupils.

5 Assessments and reports

5.1 To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils.

6 Review and Professional Development

6.1 To keep abreast of developments in his/her subject(s) and its teaching methods in order to maintain a high level of professional competence; checking exam board websites regularly for specification updates and exam information and to attend Exam Board Inset. Staff should also participate in arrangements within the agreed framework for review and professional development, including INSET.

7 Discipline, Health and Safety

7.1 To maintain good order and discipline among pupils, safeguarding their health and safety on the School premises, when they are engaged in School and other activities elsewhere, within the framework of the Health and Safety Policy documents.

8 Cover

8.1 To supervise and, where possible, teach pupils whose teacher is not available.

9 Meetings

9.1 To participate in all meetings that relate to the school curriculum, pastoral or safeguarding, H&S, School organisation and administration and to attend Chapel, assemblies and other school events as required by the Headmaster.

10 Public Examinations

10.1 Staff should participate in arrangements for preparing pupils for public examinations and

assess pupils for the purposes of such examinations. Teachers should also record and report such assessments and supervise and invigilate pupils during such examinations.

11 School Duties

11.1 To undertake the supervision of pupils at meal times, in detention, on school journeys and on school premises as required by the duty rota.

Person Specification: The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> An Honours degree (or equivalent) in Art or a similar discipline Experience in teaching Art 	<ul style="list-style-type: none"> Post Graduate Certificate in Education Moderation experience
Specialist Skills and Experience	<ul style="list-style-type: none"> An ability to motivate, enthuse and influence. And ability to assist students with practical work and contextual research Ability to comfortably demonstrate the use of specialist Art materials A commitment to safeguard and promote the welfare of children 	<ul style="list-style-type: none"> Experience of classroom teaching Knowledge of current developments in Art pedagogy and teaching Experience of moderating GCSE and/or A Level coursework
Personal Qualities	<ul style="list-style-type: none"> A willingness to participate fully in the pastoral care, School duties and extra-curricular activities. Ability to motivate and inspire students Ability to create a sense of enjoyment for the creative arts High level of creative thinking Excellent interpersonal skills Excellent organisational skills Excellent time management skills 	<ul style="list-style-type: none"> Willingness to contribute to the wider life of the school

This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder

Date Agreed: March 2025