



STAHS

PREP **SENIOR** SIXTH

Head of Art

(Maternity Cover)

St Albans High School for Girls
Candidate Information Pack

THINK
BEYOND

WELCOME TO STAHS!



We are very proud of our warm and vibrant community of ambitious young people, caring and talented staff and supportive alumni and parents.



Thank you for your interest in joining St Albans High School for Girls (we call it STAHS), one of the UK's leading independent schools, educating over 1,100 girls aged 4 to 18 and consistently ranked among the country's best schools.

At the heart of STAHS is our Teach to 25 philosophy, which prepares students not only for academic success but for life beyond education. Through outstanding teaching, our Skills for Life programme, SuperCurriculum and extensive co-curricular opportunities, pupils develop the confidence, resilience, creativity and communication skills needed to thrive in a rapidly changing world.

Academic excellence is a hallmark of STAHS, but it is only part of the story. We encourage girls to think deeply, embrace challenges and approach new experiences with confidence, while fostering a culture of kindness, respect and individuality. Beyond the classroom, pupils enjoy a wealth of opportunities in sport, the arts, leadership and service, enabling them to discover new passions and make a positive impact on the world around them.

The School operates across two sites: STAHS Prep in the village of Wheathampstead and STAHS Senior in the heart of the historic city of St Albans.

It is my privilege to lead a team of outstanding colleagues who share a commitment to helping every pupil flourish. We work together in a warm, supportive and ambitious community that is uniquely STAHS.

Please visit our website to discover more about what makes STAHS such a special place to learn and work.

Mrs Ann Massey MA Oxon, MEd
Head of STAHS Senior

THE SCHOOL

STAHS opened in 1889 in a converted hospital on Holywell Hill, St Albans, one of many similar schools which were being established towards the end of the 19th century. We transferred to our current site on Townsend Avenue in the heart of the city in 1908, with the Prep School subsequently moving to the village of Wheathampstead in 2003. STAHS has close links with the diocese of St Albans through the Bishop and the Dean, the latter being an ex-officio governor of the School. We are affiliated to the Church of England, and we warmly welcome pupils and staff of all faiths or none.

At STAHS we are always thinking beyond; that's why everything we do is geared towards preparing our pupils for their next steps. We call this our Teach to 25 philosophy. Our vision is for each child to become a happy, resilient young person who embraces opportunities. It's how pupils at STAHS are prepared to live lives of consequence.

From Forest School and FutureSTAHS in Prep, to our SuperCurriculum that stretches pupils beyond the limits of exam specifications, Teach to 25 runs through every aspect of a STAHS education. We equip pupils with the skills, independence and knowledge needed to navigate their path in the critical early years of adult life. Our staff are the beating heart of the School, and deliver our Teach to 25 strategy through the intellectually challenging and engaging lessons and co-curricular they lead.

We are always developing our facilities to ensure that we provide an inspiring learning environment for our entire community. Since 2020, we have opened our stunning state-of-the-art Sixth Form Centre, modern Dining Hall, new classrooms at Prep and Senior, new Prep IT suite and Art and Design studio, a beautifully refurbished Prep Library, a Wellbeing Centre and an all-weather Astro turf pitch at the Senior School..

We have ambitious plans for further development of our facilities over the next decade to provide an even more inspiring and welcoming learning environment.

As a member of staff, you will be encouraged to develop your skills and experience through our extensive professional development programme, which includes opportunities to engage in school exchanges, action research, academic partnership with local and regional schools and institutions and a variety of outreach programmes. You will be a member of a friendly and welcoming school community, and benefit from employment at a school that prioritises staff welfare.



OUR LOCATION



OUR STUDENTS



of all GCSEs awarded were at grades 9-7 in 2026



of all A levels awarded were at grades A*-B in 2026



student clubs and societies



languages spoken in the STAHS community



students accepted Oxbridge places in 2026



of Year 7 students take part in at least one club or society



THE ST ALBANS EDUCATION GROUP

St Albans High School for Girls is part of The St Albans Education Group (STAEG).

STAEG is a growing, charitable group which provides strategic leadership and operational resilience for our schools, while ensuring each retains its own distinct identity and ethos.

Our group brings together schools of different sizes, characters and geographies. STAEG was formed in 2024 following the merger of St Albans High School for Girls (STAHS) Prep and Senior Schools with Stormont School, and this year we have welcomed St George's School Windsor Castle and St George's Ascot to the group.

Each prospective school is carefully assessed to ensure it will demonstrably benefit from being part of STAEG, and will in turn enhance our educational excellence, values and thought leadership. A diverse group amplifies our voice nationally and strengthens our collective resilience.

Across STAEG, staff benefit from rich professional networks, shared expertise and continuous collaboration. This ensures that pupils experience an academically ambitious, values-led education in inspiring environments.

For families, STAEG offers stability, continuity and a consistent educational journey from early years to Sixth Form. As a charity, every surplus penny is reinvested in our schools and the outcomes of our pupils.



St Albans Education Group (STAEG) is a charitable group of leading independent schools.

OUR MISSION

STAEG supports and strengthens our schools to ensure pupils flourish and make a positive impact on society.

OUR VISION

To shape independent education for the future through bold leadership and sector-leading expertise.

OUR VALUES

Excellence: We uphold the highest standards in all we do.

Integrity: We act with honesty, kindness and respect.

Diversity: We celebrate difference and build inclusive communities.

Innovation: We think boldly and creatively to meet challenges.

Leadership: Our leaders demonstrate courage, compassion and purpose.

Joy: We believe education should be exciting, fulfilling and life-enriching.



It is my privilege to lead an outstanding group of colleagues across the St Albans Education Group, all of whom are devoted to preparing young people in our care to live lives of consequence and make a meaningful impact upon the world.



STAEG seeks to bring together schools that will provide a leading voice in the sector. We believe that excellent education is the bedrock of pupils' future success and happiness and want our schools to provide progressive, outstanding education for our learners. We have the highest of expectations for our pupils and our staff alike.

In a rapidly changing and challenging environment for schools the St Albans Education Group looks to the future with confidence.

Amber Waite
Principal and CEO, STAEG

ST ALBANS EDUCATION GROUP

OUR STAFF BENEFITS



COMMITMENT TO DEVELOPMENT*

a strong commitment to professional development, including whole-school training, and support with personal development projects



FREE LUNCH*

free daily hot lunch and beverages during term time



TUITION FEE REMISSION*

for children of STAHS employees



LEISURE FACILITIES*

free use of the STAHS fitness suite, swimming pool, pitches and courts



PENSION

generous pension scheme



FREE COACH TRAVEL AND CAR PARKING*



CYCLE TO WORK

subsidised cycle to work scheme



ANNUAL FLU IMMUNISATION

reimbursement scheme provided for annual flu vaccines



PRIVATE HEALTH INSURANCE*

subsidised private medical insurance

*conditions apply

THE DEPARTMENT

The Art Department is a creative, thriving environment, with three dedicated full-time teachers and two part time technicians. As a team, we enjoy exploring new ideas, producing and sharing resources and ensuring that our curriculum enables our pupils to have as rich and varied experience of art as possible. We aim to create an environment that inspires lifelong learning and increases pupils' knowledge, motivation and aspirations.

The facilities in the Art Department are excellent, with 2 purpose-built Art classrooms, a large dedicated Sixth Form Studio, as well as display and exhibition spaces. These are all housed on the first floor of the Jubilee Centre. In addition, there is an integrated department office and storeroom which stimulates collaboration and collegiality. The studios house printing, ceramics equipment and a separate kiln room. Our photography equipment enables the pupils to record their work for digital portfolios, develop their art, collect visual resources as well as the promotion of the department on various platforms.

The department's uptake of pupils studying at GCSE is strong, with two to three groups in each of Year 10 and 11. At A Level pupils thrive in smaller groups, enjoying the benefits of their dedicated studio space. At both GCSE and A Level we follow Pearson, Edexcel Art and Design, Fine Art. Our yearly Artist in Residence week for KS4 and KS5 is an exciting part of the experience in our subject, enabling pupils to create links outside of the curriculum. We regularly support pupils in making applications to study Art, Architecture and History of Art at Art College and University. Working with other departments, such as Science, Maths, Design Technology and Drama, we ensure pupils have opportunities to gain appropriate experience in readiness for further study. The Art Department regularly showcases pupils work within the department and throughout the school, culminating in yearly GCSE and A Level exhibitions.

The department runs a gallery trip for our Year 10 pupils that equips them with the skills that they will need for research at both GCSE and A Level. Every two years we aim to run a residential trip with our KS5 pupils, and have visited cities such as Amsterdam, Barcelona and Paris.

We run a series of co-curricular clubs and Open Studio sessions, including Year 7 Art Club, Ceramics Club, Print-making Club, Bookbinding club and a Life Drawing Class. The aim is to provide opportunities for pupils to learn beyond the classroom, giving them a chance to experiment and be creative.



Head of Art (maternity cover)



THE ROLE

The Head of Art (maternity cover) will report to their Senior School Leadership Team line manager.

The postholder will be an outstanding classroom teacher who will play a key role in the academic life of the School. The successful applicant will be passionate about Art and lead by example in delivering teaching and learning within the department. An innovator, the postholder will demonstrate outstanding leadership with a clear vision for developing a world class curriculum and co-curriculum that meets the STAHS vision of Challenge for All and Teach to 25. Experience supporting applicants to related higher education courses is important.

The Head of Art (maternity cover) will be required to take a form tutor role and contribute to the co-curricular life of the department and school.

This is a maternity cover position, offered on a full-time basis. The start date for this position is early to mid January 2027.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.



Head of Art (maternity cover)

RESPONSIBILITIES

All Heads of Department are appointed by the Head and are expected to:

Leadership

- Advise the Head and Deputy Head Academic on the future development of education in Art at STAHS.
- Liaise closely with the Deputy Head Academic and the Director of Studies on curriculum requirements for the successful teaching and learning of the department.
- Take responsibility for the implementation of school policies within the department.
- Draw up annual budget proposals to meet the needs and development priorities of the department and monitor the budget spend.
- Develop and refine long and short-term development plans.
- Hold regular department meetings.
- Manage the use of departmental classroom accommodation to create an effective, stimulating and safe environment for teaching and learning.
- Ensure the effective and efficient administration of the department, including ensuring adherence to Health and Safety measures and resource management.
- Represent the subject in various school forums as requested, including Heads of Department meetings.
- Participate in any marketing initiatives as required.

Teaching and Learning and Curriculum

- Co-ordinate and ensure the delivery of stimulating, challenging and relevant lessons which promote scholarship and independence.
- Ensure the teaching and learning in the department meets the needs of all pupils.
- Develop and deliver stimulating, challenging and relevant schemes of work.
- Support and promote the School policies of assessment and marking.
- Use analysis of pupil data to support the monitoring and evaluation of pupil progress, supporting pupils as required.
- Monitor and evaluate the standards of achievement and the quality of teaching in Art through methods such as lesson observation and reviewing pupil work.
- Foster collaboration with other departments to improve teaching and learning.
- Collaborate with the Head of Higher Education to ensure pupils have access to a comprehensive programme of support with university applications, including for Oxbridge, any entrance assessments, interview preparation, portfolio preparation and the leading of 'University Stretch' sessions.



RESPONSIBILITIES

Staff

- Develop appropriate strategies for the professional development and performance development of all members of the department.
- Provide colleagues with support in the adoption of new strategies in order to secure best teaching practice and the best educational experience for the pupils.
- Mentor new staff, including the induction of new teachers and support of Early Career Teachers.
- Line management of colleagues in the department.
- Encourage delegation of responsibilities as appropriate.
- Adhere to school policies and promote the school's vision, values and aims.

Students

- Share in pastoral responsibility for all pupils in school and especially for those in their tutor or teaching groups, liaising where appropriate with pastoral staff.
- As a form tutor, adhere to the expectations within the Form Tutor Handbook. In particular, be the first line of support for your tutees in school.
- Contribute to the delivery of the PSHE ('Skills for Life') programme.
- Contribute to the school's co-curriculum and super-curriculum.
- Share in supervisory and general duties; uphold good standards of behaviour and punctuality among pupils.
- Attend assemblies and as often as is reasonable other school functions, playing an active part in wider aspects of school life including extra-curricular activities.
- Attend Parents' Evenings.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

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



PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS AND EXPERIENCE

- Experience as an excellent classroom teacher.
- Relevant degree level qualification.
- Post graduate professional qualification, e.g. PGCE.
- Strong level of scholarship in an Art specialism.

SKILLS AND EXPERIENCE

- Strong interpersonal skills and the ability to command the respect of a team
- Strong communication skills, both written and oral
- Confident in the use of technology
- The ability to work flexibly and to problem solve
- The ability to work under pressure, delegate and manage time effectively

PERSONAL QUALITIES

- Strong emotional intelligence with the ability to build rapport with students, parents and staff
- The ability to manage challenging conversations effectively
- An understanding of the importance of acting with integrity and maintaining confidentiality
- An ability to enthuse others and convey your passion for your subject

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people
- The ability to form and maintain appropriate relationships and personal boundaries with children
- A commitment to promoting inclusion in all aspects of school life
- A positive role model in supporting the School's ethos and values



APPLICATION PROCESS

STAHS is a vibrant school supported by a diverse and enthusiastic community of governors, staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientations, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities. We recognise the importance of recruiting high calibre staff in order to provide the highest quality of education for our students.

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

STAHS recruits staff that understand and share our commitment to safeguarding and the provision of a happy, nurturing and supportive environment for all members of our community. We act to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equalities Act 2010.

To apply for this position, please complete the application via My New Term on the Vacancies page of our website:

www.stahs.org.uk/vacancies

Please note CVs alone will not be accepted.

Deadline for applications: Wednesday 30 September 2026

First round interview date: Tuesday 6 October 2026

All questions regarding the STAHS application and recruitment process must be directed to the School's Human Resources Department on recruitment@stahs.org.uk.

Applications will be reviewed upon receipt and interviews arranged accordingly; early applications are therefore encouraged. We reserve the right to withdraw the advertisement once a suitable candidate is found.





St Albans High School for Girls Prep

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St Albans High School for Girls Senior

Townsend Avenue
St Albans
Hertfordshire
AL1 3SJ

Tel: 01727 853 800

<https://www.stahs.org.uk/vacancies/>