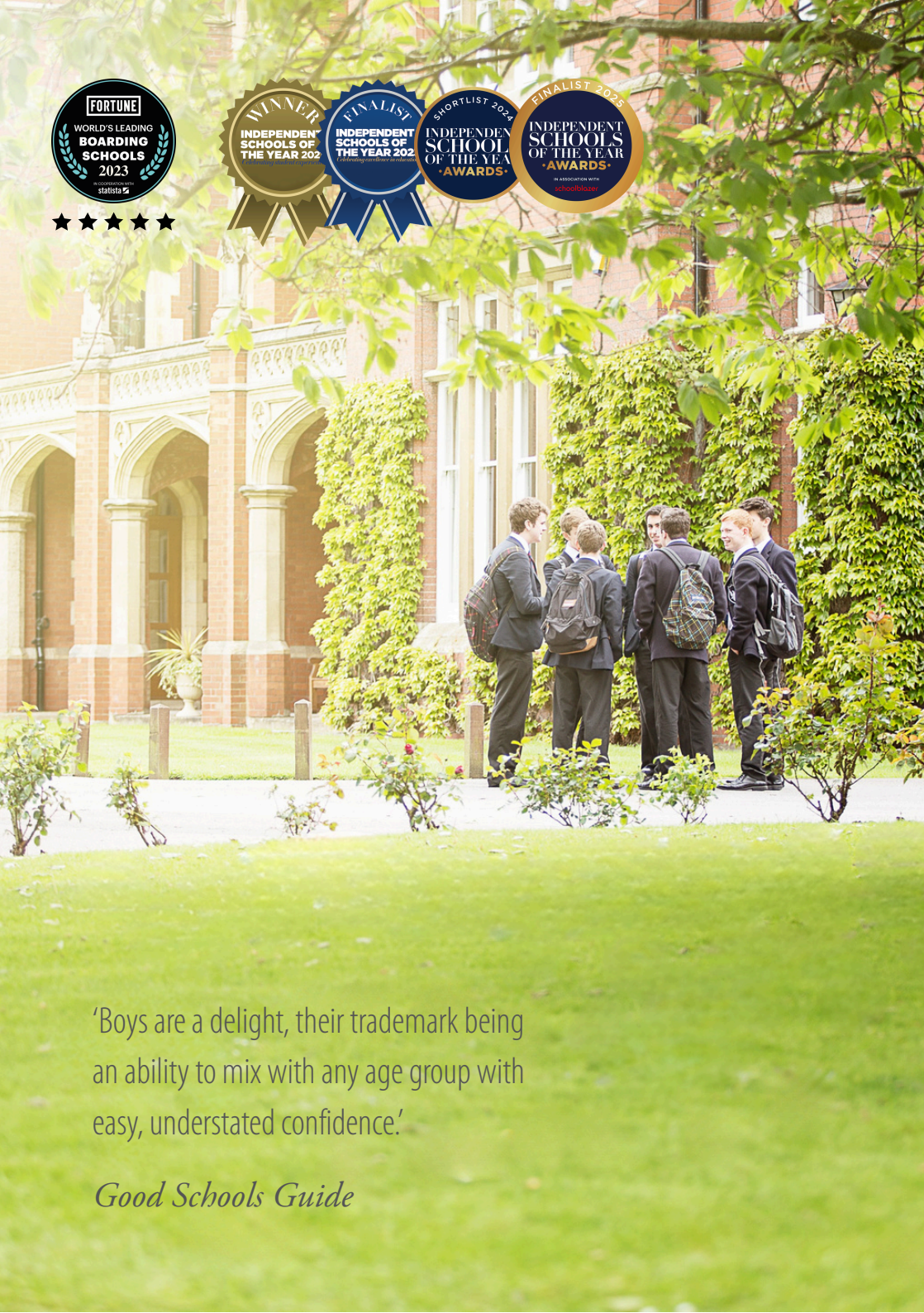


*Joining Bedford*

Teacher of Art  
(Painter/Artist)



'Boys are a delight, their trademark being an ability to mix with any age group with easy, understated confidence.'

*Good Schools Guide*

*From the  
Head Master*



I am delighted that you are considering Bedford School, and I hope this booklet provides you with some of the answers to the many questions you will certainly have. I do not doubt that it will also provoke a few more, many of which you may find the answers to on our website but, if not, please do get in touch, and we will do our best to answer these for you.

I am always very proud to lift the lid on our school, and so it seems fitting for our boys, our staff and our wider community to share their thoughts of Bedford School with you in the pages that follow. While we are proud of our buildings, facilities and extensive estate, it is people that make a community, and ours is one very much shaped by boarding. To have over 200 boys and 40 or so staff living full-time on site gives a heartbeat to the school in a way that nothing else can. To quote one of our boys featured in this booklet, "You don't learn it. You live it."

I am also pleased to say that our school is full. We have approximately 700 pupils in the Upper School aged 13 to 18, with roughly 280 in the Sixth Form. Around a third of the boys are boarders who live in our six boarding houses, each of which is 'twinned' with a day house. Our Prep School, with 400 boys, caters for the 7 to 13 age group and has its own junior boarding house.

Academic excellence is central to life at Bedford School, and we encourage boys to aspire to the highest possible standards and exceed their expectations. Our success is demonstrated by a long history of impressive exam results at GCSE, A-Level, and in the International Baccalaureate Diploma.

The vast majority of our leavers go on to higher education, and each year an impressive 75% of our Upper Sixth boys accept places at Times Higher Education Top 30 universities, including Oxbridge and clinical courses in medicine and dentistry. In recent years, we have also seen boys diversifying their applications, with more expressing an interest in degree-level apprenticeships and attending universities in the USA and Europe and beyond.

We place great emphasis on the value of sport, music and the arts for the camaraderie, teamwork and self-motivation they instil and encourage boys to explore their individual talents as far as they can take them. Our extensive co-curricular activities programme is wide-ranging and offers boys the opportunity to learn new skills and discover new interests outside the classroom.

I invite you to explore our school through the news stories we regularly publish on our website and on social media; these provide an insight into our boys, their stories and successes and a strong sense of the enviable community that is Bedford School. Above all, I hope that it shows boys and staff are happy and successful and, importantly, in that order.

James Hodgson  
Head Master

# *The Role*

Bedford School's outstanding Art department seeks a full-time teacher to join the team as a painting specialist from September 2026 or January 2027.

Art is a highly popular subject at Bedford School both as an examined subject across GCSE and A-Level courses and as a central pillar of the thriving creative co-curricular life of the school. Our Art department has three specialist studios in painting, printmaking, and sculpture, which all year groups in the Upper School experience on rotation. The department consists of three full-time specialist teachers, a part-time technician (all of whom are practising artists), and a part-time Art History teacher.

The successful candidate will take charge of a dedicated Painting Studio, which enjoys an enviable position in the school grounds. They will be a team player: the ability to communicate well with colleagues and students is essential, to enable the happy and creative working environment in the Art department to continue. The successful candidate will be able to make a substantial contribution to Art at our school both as an academic

Full-time teachers at Bedford are also expected to play a full part in the extensive co-curricular programme and be a Tutor attached to a boarding or day house.

The Deputy Head (Academic), Luke Rogers, or Director of Art, Florence Burbridge, would be happy to talk to prospective applicants and can be contacted through the main school reception on 01234 362200 or by email [lrogers@bedfordschool.org.uk](mailto:lrogers@bedfordschool.org.uk) and [fburbridge@bedfordschool.org.uk](mailto:fburbridge@bedfordschool.org.uk)

## *An introduction to Art at Bedford School*

The Art School is situated in Howard's, a listed redbrick Georgian building of the mid-1750s. It was originally a Moravian School, and James Gilray, the 18th Century caricaturist, was educated there. Over the years, the building has been altered and developed, but it retains much of its character, while providing an exciting set of specialist studios for painting, printmaking and sculpture, with an Art library and a lecture theatre/computer suite. The printmaking studios has been refurbished.

The Painting Studio is an established, sizeable and well-equipped space which currently consists of:

- A large general classroom with sinks
- Art library & lecture theatre
- V1 Form studio
- Computer suite
- 2x Store cupboards

The Art Department aims to provide a stimulating environment where students can develop their artistic creativity whether they are studying Art for examinations, enjoyment or as an introduction to the subject. We strive for excellence and aim to expose pupils to as much art as possible; through exhibitions in our Foyer Gallery, visiting London and local galleries and promoting educational and cultural visits abroad.

A Study Tour is typically arranged every two years (recent destinations have included Rome, New York, Amsterdam, Berlin, Paris and Florence). A weekly after-school Art History class is an encouraged optional extra for those boys interested in attending which is offered by a part-time visiting Art Historian.

We keep abreast of contemporary issues in Art and the Art Appreciation Society. An endowment fund from Old Bedfordian Gilbert Lloyd enables us to invite a wealth of outside speakers to add breadth to our lectures and discussions and to illustrate different ways of working. Recent speakers for the Gilbert Lloyd lectures have included Andrew Graham Dixon, Martin Gayford, Eric Parry RA, Will Gompertz (OB) and Paul Catherall.

All boys who enter the school at 13+ have 2 periods of Art per week. A selection of subjects for GCSE is made during this year and boys who choose Art move to 4 periods per week from Year 10 onward. GCSE groups rotate to each of the specialist studios for teaching. Sixth Form pupils have up to 8 periods per week. Approximately 40 boys study GCSE Art annually. Results continue to be impressive, and 9-7 grades are the norm. The course specification we follow is Fine Art and is administered by OCR.

Approximately 20 pupils study Art in the Sixth Form. The boys have up to 8 timetabled periods per week but will often spend more time than this in the department, working in their dedicated studio spaces. The department follows the OCR A-Level Fine Art specification working in the areas of painting, sculpture, printmaking and critical studies. The course itself builds on the skills, knowledge and understanding acquired at GCSE. Drawing, including life drawing, is an important activity and underpins much of what is done in the department. Pupils regularly gain places at Central St Martins and other Foundation and Degree courses. Architecture has recently been a particularly popular course; Sixth Formers have left Bedford for places at AA, Bartlett, Manchester and Sheffield.

# *Job Description*

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

## **Your Professional Duties**

You are expected to act in accordance with the aims, policies and administrative procedures of the school.

## **Specific Duties and Responsibilities**

The following duties shall be deemed to be included in the professional duties which you will be required to perform (this list is not exhaustive):

### **1. Teaching:**

- Uphold high standards of preparation, teaching and discipline.
- Always promote equality, diversity and inclusion.
- Support the work of the department to ensure the highest possible levels of achievement for all pupils.
- Plan lessons in accordance with department's schemes of work.
- Contribute to the development and evaluation of the department's syllabi and schemes of work.
- Liaise with colleagues on the planning of work for collaborative delivery.
- Monitor, track and seek to understand prior attainment, keep records, and be aware of boys' individual circumstances.
- Set and mark homework, examinations and other forms of assessment.
- Use ICT within the curriculum.
- Contribute to departmental activity beyond the curriculum.
- Establish high and appropriate expectations for learning, motivation and presentation of work.

### **2. Assessment, Recording and Reporting:**

- Maintain plans of lessons undertaken and records of boys' work.
- Provide constructive oral and written feedback, with clear targets for future learning.
- Report on pupil progress in line with school policy.
- Keep parents informed of boys' progress at parents' evenings, and as appropriate.

### **3. Pastoral Care:**

- Be fully conversant with and apply the school's child protection policy and all related issues.
- Promote good attendance and monitor this in accordance with school policy.
- Promote the general progress and well-being of the diverse boys in your care.
- Perform the duties of a Tutor in line with school expectations.

### **4. Professional Standards:**

- Support the aims and ethos of the school.
- Treat all members of the school community with respect and consideration.
- Treat all boys fairly, consistently and without prejudice.
- Set a good example to boys in terms of appropriate dress, punctuality and attendance.
- Participate in the school's cocurricular programme, including at lunchtime and after school.
- Take responsibility for personal professional development.
- Attend all departmental and staff meetings, parents' evenings, new parents' day and ensure that all deadlines are met as published in the online school calendar.
- Take responsibility for matters relating to health and safety.
- Undertake duties that may be reasonably assigned by the Head Master (directly or indirectly)
- Support studio time for boys beyond timetabled lessons. Attend evening lectures and exhibition openings.

Responsibilities may be direct, joint or through devolved structures, but always in accordance with whole school policies. These details may be amended at any time by agreement but, in any case, will be reviewed through the appraisal process. You may also be required to undertake such other comparable duties as the Trust requires from time to time.

# Person Specification

## Essential Criteria

## Desirable Criteria

## Assessment Method

### Qualifications

- |   |  |              |
|---|--|--------------|
| <ul style="list-style-type: none"><li>• Good honours degree in Art or an appropriate related subject from a recognised university either in the UK or overseas.</li></ul> | <ul style="list-style-type: none"><li>• PGCE/QTS</li><li>• Ability to teach a second subject</li></ul> | Certificates |
|---|--|--------------|

### Experience

- |  |  |                              |
|--|--|------------------------------|
| <ul style="list-style-type: none"><li>• Capacity to teach GCSE, A-Level and KS3 Art to a high level that prepares pupils for entrance to competitive university courses.</li></ul> | <ul style="list-style-type: none"><li>• Proven teaching experience across the 13-18 age range.</li><li>• Experience of teaching a range of different painting, 2D and digital image manipulation successfully to pupils in the 13-18 range</li></ul> | Application form, references |
|--|--|------------------------------|

### Skills

- |  |   |  |
|--|---|--|
| <ul style="list-style-type: none"><li>• Outstanding teaching practice.</li><li>• An ability to inspire and motivate students.</li><li>• Excellent communication skills, orally and in writing, with boys, parents and staff.</li><li>• Strong time management skills.</li><li>• Show initiative within the framework of a strong and supportive team.</li><li>• Willingness to utilise and develop departmental teaching resources.</li><li>• Excellent interpersonal skills.</li><li>• Proficiency in ICT and the ability to use technology appropriately to support learning</li></ul> | <ul style="list-style-type: none"><li>• To be able to contribute material to the website and the VLE.</li><li>• Proficiency in the use of the facilities available in our Art department including Adobe Photoshop and/ or other digital programmes and processes.</li><li>• A clean driving licence.</li><li>• A D1 minibus licence or a willingness to obtain one.</li><li>• Ability to coach one of the school's major sports (Rowing / Rugby / Cricket / Hockey) and/or contribute to the school's cocurricular activities.</li></ul> | Application form, references and interview |
|--|---|--|

## *Knowledge*

- To have a well-informed understanding of the requirements of GCSE and A-Level Art specifications, and their suitability for meeting learners' needs.
- To have up-to-date appreciation of the requirements of relevant exam specifications.
- Understanding of safeguarding and pastoral issues.
- A knowledge and understanding of using a range of different painting mediums, 2D materials and digital processes.

- Experience of best practice in data analysis and tracking of student progress. A good knowledge of relevant ICT applications and techniques for the teaching of Art.
- A capacity to support pupils preparing to study Art at competitive courses beyond Bedford.

Observed lesson, interview and references

## *Personal Attributes*

- An intellectual interest in Art and a passion for the subject and all it offers.
- An approachable and professional manner.
- A pragmatic and 'can do' approach.
- A commitment to professional development.
- Resilience, commitment and confidence.
- An ability to prioritise and remain calm under pressure.
- Flexible, well-organised, energetic and self-directed.
- An ability to work independently and within a team, using a wide range of resources.
- Appreciation of the ethos of our school.

- Ability to advise pupils, parents and staff insightfully.
- Interest in continuing professional development of self and colleagues.
- A perceptive understanding of teenagers and their 'needs' and 'expectations'.

Interview, observed lesson and references

# *Staff Benefits*

Bedford School has high expectations of its staff and therefore looks to reward them with generous salary scale increments and beneficial conditions of service. All teachers can be enrolled in a very generous pension scheme and have longer holidays than the maintained sector. Class sizes are small (maximum of 14 at Sixth Form and 24 at GCSE).

We believe we have a responsibility to keenly and pro-actively support all of our staff in their development and to make this an outstanding place to work. Each member of staff has a voice on professional matters via the Common Room Chair and a variety of staff run initiatives, and the Head Master has daily open-door sessions for staff (and pupils). A wide range of opportunities for professional development exist and staff are encouraged to further their skills and consider career options at all levels. There is a generous budget to support continued development and learning for our teachers. The Teaching and Learning Group host meetings and dinners throughout the year and staff run training sessions for one another in order to share best practice. The school recently hosted a TeachMeet evening for those who work across the schools of the Harpur Trust. There are also bursaries available for staff who wish to travel in order to develop their subject specific knowledge or understanding of different educational contexts. We fully fund and support teachers in qualifying through PGCEs and the assessment only route to qualified teacher status. In a recent quality assurance visit, we were considered to be a school offering best practice induction to newly qualified teachers (NQTs). There is ample opportunity to take on additional responsibilities here at Bedford School.

The school is set in beautiful grounds within a 50-acre site on the edge of a busy town centre that is well connected to London, Milton Keynes and Cambridge in particular. Staff are welcome to make use of the extensive leisure and sporting facilities on the site (which includes gym, swimming pool, tennis courts, squash courts etc.) for themselves and their immediate family.

The school has an incredibly friendly Common Room that provides support and puts on a variety of social events. Weekly football, yoga and mindfulness sessions are complemented by additions such as staff life drawing, a tennis evening, calligraphy club, and regular staff cricket fixtures with local clubs and schools.

Staff can also join a private healthcare scheme, which includes an annual allowance towards healthcare costs (e.g. dental and optical expenses), funding for other therapies and access to gym and shopping discounts. An employee assistance programme is also available to everyone within the school, which includes access to a free well-being app. Our staff receive free lunches, which are provided by our national award-winning catering team, refreshments during the day and can expect free on-site parking.

Bedford is a dynamic and rewarding place to work with a strong sense of community.



**COMPETITIVE SALARIES & PENSION SCHEMES**



**EMPLOYEE ASSISTANCE PROGRAMME**



**PRIVATE HEALTHCARE SCHEME**



**PROFESSIONAL DEVELOPMENT**



**FREE LUNCHES DURING TERMTIME**



**FREE ONSITE PARKING**



**GENEROUS HOLIDAYS**



**FEE REMISSION FOR TEACHING STAFF**

## *Why Bedford? From our boys.*

*“We have the new rowing performance centre with all the ergs, the best sculls, a good river, perfect trainers (coaches) who really want you to evolve and get better.”*

### **Julian Lainck**

Upper Sixth Form, Boarder, Rower  
Brian Cawley Rowing Scholarship recipient



*“With wicket keeping, my coach from Northants (CCC) teaches me a lot. We also have players from Northants, who bowl to me really well—that pushes me to the limit. They both play county as well, and because of their age they can bowl faster and they can swing the ball more, which challenges me.”*

### **Aveer Nagpal**

Year 6, Day Boy, Middlesex County Cricketer

## *Useful Links*

- [Bedford School Website](#)
- [The Harpur Trust](#)
- [Awards, Inspections and Reviews](#)
- [News Stories](#)
- [Bedford School Film](#)
- [Facebook](#)
- [Instagram](#)

‘... while the trophy cabinets are bursting at the seams for all sports from rugby and cricket to rowing and golf, the overall ethos is far from elitist’

*Good Schools Guide*



*bedfordschool.org.uk*