



**Aylesbury High School | #AHSWalksTall**

Developing uniquely talented young adults, who are independent, strong and confident

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## MATERNITY TEACHER OF ART & DESIGN

### The School

Aylesbury High School (AHS) is a forward-thinking girls' grammar school that values both academic and pastoral excellence and co-curricular opportunities with the vision of developing uniquely talented young adults, who are independent, strong and confident

We create a welcoming environment which draws the very best from all in our community. Achieved by providing an ambitious education that stimulates creative and critical thinking, values diversity and facilitates dynamic personal development.

The AHS values are Boundless Aspiration, Resilient Bravery, Curious Engagement and Selfless Generosity and we want all our community to experience, develop and demonstrate these characteristics both within the curriculum and through our extensive co-curricular offering.

### The Vacancy

We have a vacancy for a well-qualified and ambitious Art graduate, to join a thriving and popular Art Department. The willingness and background to teach GCSE and A Level Art is essential.

You will play a key role in providing an excellent art education by teaching with expertise and enthusiasm and supporting the learning of individual students. Teaching is across the 11-18 range, through a variety of media and disciplines including painting, drawing, printing, photography, digital art, textiles art and alternative media, and you will engage students in an imaginative way through teaching Art, Craft and Design from historical and contemporary sources.

The post would suit an Early Careers Teacher or one with more experience. Above all, we are looking for an excellent classroom practitioner to inspire our students by teaching with expertise and enthusiasm. The successful applicant will almost certainly act as a form tutor.

### The Department

This thriving and successful department consists of 2 full- and 1 part-time teacher alongside a part-time Art Technician. The department is housed within three purpose-built Art rooms, with specialist facilities for Ceramics. The school operates a successful 1:1 scheme so students from Years 7 - 11 are equipped with their own Chromebooks whilst A Level students are able to use their own devices to facilitate learning. Students also have access to some I pads with Procreate on them and digital drawing pens. Students are given opportunities to work in a variety of disciplines developing and building on skills from Year 7 through to Year 9. The Key Stage 3 curriculum is continually revised and the changes have been very successful in providing a sound background for GCSE and A Level.

The KS3 curriculum is organised so that Year 7 students are taught in tutor groups with their own teacher and Years 8 and 9 students are divided into groups of approximately 23. Students 'rotate' from one Art teacher to the next across the year to enable the teaching of a wide breadth of art disciplines as well as consolidating prior learning and building on skills. They are encouraged to develop their ideas using a range of media and processes.

Art and Design is a popular subject at GCSE and A Level. The department currently prepares students for

the Edexcel Fine Art course for GCSE and Eduqas for A Level Fine Art, with some students being selected to enter Art, Craft and Design depending on their specialism. Many A Level students continue to pursue a career in the arts with a good proportion taking Foundation Art courses, Architecture or Fashion degrees.

The Art rooms are a hive of activity most lunchtimes with students from across the year groups developing their projects or attending clubs run by our Art Ambassadors and team. A House Art team competition takes place annually where students from all years work together to design and create an art piece to a set brief. Regular annual visits to London and Oxford galleries are organised for Years 10 to 13 and residential trips for Year 13 Art students with destinations which have included Amsterdam, Paris and Barcelona. We take part in art competitions such as Show Racism The Red Card, Royal Academy Summer Show, as well as in-house art competitions and have established a number of links with the community. We have a number of visiting artists who deliver workshops for examination classes and it has been instrumental in student learning. ( Adebanye Alade, Kelvin Okafor, Sarah Graham, Peter Davis, Peter Keegan)

The successful applicant will join a team committed to raising standards in the department still further whilst caring for individual needs. They will need to be hard working, well organised and have a good working knowledge of current thinking in the subject. Working within a disciplined framework, they will need to teach the subject in a lively and innovative manner and teach across a mixture of disciplines with a willingness to develop their own skills being an advantage.

## Aims of the Department

- To deliver the department's learning intent encouraging open minded, creative, critical reflective thinkers who have the courage and confidence to be independent as they reflect the world in a visual form.
- To provide a vibrant and dynamic curriculum that will give students the freedom to explore their creativity, inspire design ideas, whilst equipping them with the skills to continue the subject with confidence at A Level and beyond.
- To provide co-curricular opportunities to develop imagination and leadership skills and encourage students to take on roles of responsibility.
- To promote careers that are linked to SOW and are in line with the Gatsby Benchmarks.
- To ensure outstanding practice across the department demonstrating excellent subject and curriculum knowledge.
- To maintain a strong team who share good practice and aim to continuously improve their own performance.
- To establish a good work ethos amongst students with an emphasis on independent learning and achievement with adaptive teaching to respond to the strengths and needs of all students.
- To develop a broad range of skills in students across the Art, Craft & Design disciplines as well as including analysis, evaluation, research, presentation and IT skills.
- To contribute to students' moral and social development.
- To ensure equal opportunities for all students.

## JOB DESCRIPTION: SUBJECT TEACHER

**JOB TITLE:** Maternity Subject Teacher

**LINE MANAGED BY:** Subject Team Leader

**DATE:** September 2026

### JOB PURPOSE

Provide high quality teaching to enable students to achieve their individual potential in the subject(s) taught.

### DIMENSIONS

Teaching: up to 90% contact time with 10% PPA time (or pro-rata if part time). ECTs will have a 10% reduction in their teaching load in their first year and a 5% reduction in their teaching load in their second year, as well as weekly contact time with a mentor.

### PERFORMANCE STANDARDS

The work of the Subject Teacher will be judged against the National Standards for Teachers at the appropriate level. Each teacher will have an annual appraisal in accordance with the school's appraisal policy.

### PERSON SPECIFICATION -EXPERIENCE-PROFESSIONAL QUALITIES-PERSONAL QUALITIES

#### Person specification

- Good honours degree in a relevant subject
- Qualified Teacher Status or Early Career Teacher

#### Experience

- Strong classroom teacher
- Potential to progress further
- Familiar with monitoring and evaluation of teaching and learning
- Strong commitment to co-curricular and cross-curricular activities

#### Professional

- Set high expectations which inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Demonstrate excellent and up-to-date subject and curriculum knowledge
- Familiar with current subject developments
- Plan and teach well-structured lessons
- Keen to be involved in curriculum development
- Adapt teaching to respond to the strengths and needs of all students (including SEND, EAL, Pupil Premium and Gifted and Talented)
- Make accurate and productive use of assessment
- Provide verbal and written assessments, data, reports and references relating to individual students and groups of students
- Communicate effectively with parents, in consultation with the HOD, with regard to students' achievements and well-being
- Manage behaviour effectively to ensure a good and safe working and learning environment
- Attend subject team meetings, whole staff meetings, INSET, parent consultation evenings, open events and information evenings and other school functions as shown in the staff handbook directed time calculations
- Keen to develop own career
- Evidence of systematic professional development

- Strong ICT user, both personally and for subject use in particular Google-Suite
- An understanding of and commitment to the safeguarding requirements associated with such a role
- Willingness to follow school policies
- Sympathetic to the Aylesbury High School values

Confidence, Respect, Engagement, Aspiration, Teamwork, Enjoyment

#### Personal

- Good relationships with students and adults
- Able to motivate students and staff
- Works well under pressure
- Good personal organisation and time management
- Good communicator
- Wide outside interests
- Meet the expectations of the DfE Teachers' Standards (Part 2)

## FLEXIBLE WORKING

AHS is a supporter of Flexible Working; over a third of our staff have a flexible work arrangement. We recognise that a better work-life balance can improve employee motivation, performance and productivity, and reduce stress and therefore want to support our employees in achieving a better balance between work and their other priorities, such as caring responsibilities, leisure activities, further learning and other interests.

Please include detail in your letter of application or talk to us at interview about the flexibility you need. We cannot promise to give you exactly what you want, but we will do our best to accommodate your needs. For this role we are open to discussing the possibility of reduced hours, {remote working}, flexible start and finish times, or compressed hours.

AHS is committed to agreeing any flexible working arrangements, provided that the needs and objectives of both the organisation and the employee can be met.

## SAFEGUARDING STATEMENT

*CVs alone cannot be accepted for safeguarding reasons*

*If you are shortlisted for this post, you will also be required to complete a self-disclosure form as part of the recruitment process; this will not be used for shortlisting purposes.*

*The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Our Safeguarding Statement is attached. The appointment will be subject to references, which are satisfactory for the advertised post, an enhanced DBS check with a Child Barred List check, identity checks, prohibition orders and qualification checks as appropriate.*

*AHS is an equal opportunities employer. We encourage early applications for all vacancies and reserve the right to close our vacancies at any time should the right candidates be found.*