



Head of Art

Starting September 2026

Closing date: 25 February 2026 9am

Interviews: 27 February 2026



**John Hampden
Grammar School**

Our School

Welcome to John Hampden Grammar School – a thriving, innovative boys Grammar School where everyone can **#BeMore**. We are a friendly and caring community of over 1200 boys and 125 staff who all support each other to be the best we can be.

John Hampden really is a special place to work and this was recognised in our Outstanding Ofsted report in September 2022. The report noted that our boys are ***“ambitious, confident, happy and kind”*** and ***“they behave exceptionally well and display exemplary character”***. In addition ***“teachers challenge and nurture all pupils”*** and ***“Leaders have designed a rich and ambitious curriculum for all year groups and for all pupils, including for those with special educational needs and/or disabilities (SEND).”***

We are not an 'exam factory' and recognise that a student's mental wellbeing and happiness contributes to their overall success. The JHGS staff, parents/guardians and Governors are committed to ensuring that every student exceeds his potential whilst having the time of his life, making memories, and building skills to equip him to be successful through his future years.

Staff are supported in their roles through Department Heads, and SLT links, with wellbeing at the heart of staff satisfaction and the positive morale which we pride ourselves on. A comprehensive CPD programme allows for staff members to grow personally and professionally and broaden their skills in their specialist areas allowing them to #BeMore in ways individual to them and their personal and department goals.

I look forward to receiving your application to join JHGS.

Miss Tracey Hartley,
Headteacher



#BeMore



September 2022



In partnership with
**NATIONAL
CHILDREN'S
BUREAU**

Wellbeing Award
for Schools

2023-2026

Meet the Department

The Art Department consists of two specialist art teachers and a dedicated art technician. We have two well-equipped art classrooms, access to a kiln, printing press, and photography equipment. These facilities enable students to work confidently with a wide range of materials, techniques, and processes.

Key Stage 3

All students study Art. Year 7 students receive three lessons per fortnight and Year 8 students receive two lessons per fortnight. We follow an exciting and engaging curriculum that allows students to build strong foundations in drawing, painting, printmaking, sculpture, and mixed media. Students explore the work of a wide range of artists and cultures, develop visual literacy, and are encouraged to take creative risks while building confidence and independence in their work.

Key Stage 4

Students have the option to select Art as a GCSE subject. We follow the AQA Fine Art GCSE specification. Students receive four lessons per fortnight in Years 9 and 10 and in Year 11 students have five lessons per fortnight.

Year 9 is a skills-building foundation year in which students experience a broad range of techniques, media, and artists. Projects are structured in a GCSE-style format to help students understand the expectations and requirements of the course and to prepare them for the demands of GCSE study.

In Years 10 and 11, students work on their coursework component, which forms the majority of the GCSE. This consists of observational work, artist research, experimentation with a wide range of materials and techniques, and the development of personal ideas, leading to a final outcome.

Key Stage 5

We also offer AQA Fine Art at A Level, with eight lessons across the two-week timetable. The course encourages students to develop an increasingly personal, independent, and ambitious approach to their work while refining both technical and conceptual skills in preparation for further study or creative careers.

Extra-Curricular Activities and Educational Visits

The Art Department at JHGS has an open-door policy, where GCSE and A Level students are welcome to work in the department every lunchtime. Students can make use of specialist facilities and receive additional support, fostering strong working relationships and a positive, creative environment.

Each year, we also run KS3 art clubs to extend learning beyond the classroom and to nurture students' enthusiasm and passion for art. We aim to provide students with enriching cultural experiences and regularly organise educational visits to galleries, including annual trips to London, to inspire students and deepen their understanding of art and visual culture.

The Job Description

Salary: Teachers' Main Scale/Upper Pay Scale + TLR 2.2 currently £5,871 per year. A relocation and/or recruitment allowance may be available for the right applicant.

Reports to/ accountable to: Senior Leadership Team; currently reports to Headteacher

Principal Responsibilities and Duties:

You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation and to meet all the requirements of the Teachers' Standards Document.

Leadership and Management:

- Have a vision for what your subject team is striving to achieve, a strategy to make that happen for the benefit of our students, and embody that vision and strategy day in, day out.
- Lead, manage and be part of a team that is thriving, happy and coherent, developing and coaching staff where needed, and helping in the recruitment of new teachers.
- Lead the appraisal programme to support colleagues in their professional development and undertake HR responsibilities in your role as a line manager.
- Contribute to whole school meetings and lead your department at whole school events.
- Be in charge of your department's curriculum, assessment practices, data analysis, and the strategic and practical decisions that flow from these, with an emphasis on supporting all students to achieve.
- Review department development plan termly and complete annual exam analysis.
- Be a visible presence around the school setting high standards and modelling warm relationships with colleagues and students.



Teaching and Learning:

- Ensure the Department plans, prepares and delivers consistently high quality lessons to academically able students across all Key Stages.
- Foster a love of learning and enjoyment in the subject area.
- Track pupil progress, monitoring achievement and take appropriate action on pupil outcomes, reporting on progress and any concerns to both your line manager and parents.
- Report on progress and any concerns to SLT line manager and parents and implement interventions as appropriate to enable students to achieve their potential.
- Lead the curriculum development work of the team.
- Liaise with the Learning Support Department to ensure that all students have full access to the curriculum.



The Job Description

Pastoral Care

- To provide high quality pastoral care as a tutor to a group of students in one year group. To actively promote the wellbeing and self worth and confidence of all the students in your classes and across the school

General Responsibilities

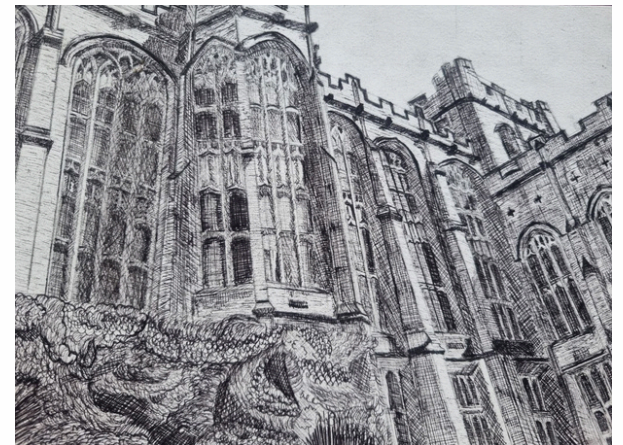
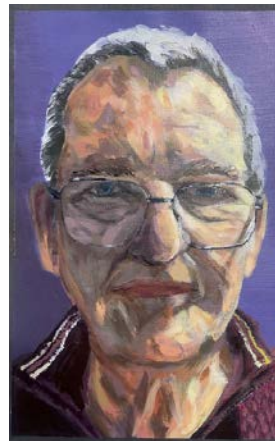
All staff employed by John Hampden Grammar School are expected to work within the following policies and procedures:

- Safeguarding
- Code of Conduct
- Equal Opportunities
- Health and Safety
- Security and Data Protection

Working with children and young people

In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with young people
- Ability to form and maintain relationships and personal boundaries with young people
- Emotional resilience in working with the challenges that teenage boys can present
- Attitudes to the use of authority and maintaining discipline



PERSON SPECIFICATION

Essential

Desirable

Qualifications

- Educated to degree level or equivalent
- Qualified Teacher Status

- Management or Leadership qualification.
- Professional development in preparation for the role

Experience

- Experience of working in a secondary school and an excellent understanding of the issues and pressures on boys within this age group
- Ability to motivate, develop, support & challenge staff
- Evidence of a successful teaching career; and excellent classroom practitioner
- Demonstrable experience of improving student outcomes
- Experience of dealing with challenging situations

- Experience of leading a team successfully
- Involvement with safeguarding practice.
- Successful establishment of links with the local community and external partners.
- Understanding of the effectiveness of digital technology to improve pupil performance.

Knowledge/ Skills

- Excellent communication and organisational skills
- Ability to work hard under pressure while maintaining a positive, professional attitude
- Ability to organise and prioritise workload and work on own initiative
- Good interpersonal skills and the ability to work collaboratively
- Commitment to personal career development
- A passion for education and a desire to make a difference
- Strong attention to detail and rigour
- Strong ICT skills and capable of managing the technical requirements of the role
- Knowledge of current educational issues and challenges
- A vision for the ways in which technology can best support pedagogy and learning
- Effective strategies for supporting staff to improve teaching and learning
- Understanding of curriculum planning, options & timetabling

- Willingness to be involved in extra-curricular activities.
- Ability to effect change.
- Evidence of helping students fulfil their academic potential.
- Innovative approaches to learning.

Personal Qualities

- A firm belief in the potential of every student.
- Commitment to hard work and perseverance.
- A sense of humour and perspective.
- Reliable team player who will make a full contribution to the school.
- A commitment to high standards in personal work.
- Understands and is willing to uphold the values of John Hampden Grammar School.

#BeMore at JHGS!

When you join the JHGS team, you become part of a community with a long and proud history of educating able boys. Academic excellence pervades all that we do but JHGS offers far more: we encourage boys to enjoy as wide an experience as possible. A JHGS education is inspirational and we are proud of the young men who leave us to make their mark locally, nationally and internationally.

In addition to our hard working and rewarding students, by joining JHGS you can also look forward to:

Staff Development and Opportunities

- Excellent induction programme including a buddy system
- Professional support for ECTs provided by experienced teams of staff in school and out
- Well designed, sequenced and resourced curricula developed collaboratively by creative and innovative department staff
- Excellent in-house and external CPD opportunities
- Positive Behaviour Policy and an outstanding Pastoral Team
- Highly experienced SEND department to help and support you and the boys
- The opportunity to go on or lead Educational Visits in Britain and abroad.
- Many staff have gained internal and external promotions

Financial and Practical

- Membership of the Teacher Pension Scheme with a generous employer contribution
- Long service awards
- Free parking on site
- Good local transport connections; just off Junction 4 of the M40. The train takes 30 minutes to central London and 33 minutes to Oxford Parkway
- Cycle to Work scheme
- Staff accommodation may be available on site at below market rent

Wellbeing and Social

- Wellbeing Award for Schools accredited
- Welcoming, friendly and supportive colleagues
- Feedback and marking policies maximising student progress whilst managing staff workload
- Additional non contact hours for all teachers
- Supportive and appreciative parents
- School canteen open from 7.30am serving a range of hot and cold food, salads, sandwiches, cakes/ desserts
- 20% discount on membership to Wycombe Sports and Leisure Centre opposite the school
- Access to an Employee Assistance Programme and wellbeing app
- “Celebration” moments awarded termly
- Regular Staff Social Events; book club, parties and meals, 5-a-side football, tea, coffee and cakes in the staffroom



...and don't forget our students!
They're the ones who will make you laugh every day and give you memories of JHGS that you'll treasure!

How to apply

Safeguarding

JHGS is committed to safeguarding and promoting the welfare of children and young people. All staff are required, before taking up post, to undertake an enhanced criminal record check through the Disclosure and Barring Service (DBS). Candidates for teaching and support staff posts will be assessed at interview for their suitability to work with children. Appointment is conditional upon at least two satisfactory references which include specific comments on working with children and young people. All staff at the school have a responsibility to promote and safeguard the welfare of students at the school.

All Applicants must fully complete a JHGS Application Form to be considered for a role at our school, in line with our safeguarding protocols. CV's may be submitted in addition to the application form in order to supply any additional background information. All information within your application will be treated in confidence.

If you have any queries with regards to the role or recruitment process, please contact the HR Team on recruitment@jhgs.bucks.sch.uk



[Click here to apply now](#)

Closing Date: 25 February 2026 9am

Interviews: 27 February 2026

The school reserves the right to change these dates, and to close the vacancy at any time, so early application is advised.

Equal Opportunities

JHGS is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation.

Click on the text under the image to find out more!



Curriculum



Pastoral



Extra Curricular