



# The **Burgate**

School & Sixth Form

## **Recruitment Pack**

## **Teacher of Art & Design/STEAM**

Registered in England and Wales Registered Company Number: 07596997

# **Key Information**

## **Role: Teacher of Art & Design/STEAM**

**Required for: September 2026**

Are you a dynamic, imaginative teacher, who believes creativity and innovation belong at the heart of every classroom?

We are looking for a Teacher of Art & Design/STEAM who can ignite imaginations and help our students see the world through new and exciting possibilities.

**Deadline for applications: 09:00 Monday 23 February 2026**

You are strongly encouraged to contact us in advance to learn more about Art & Design and STEAM at The Burgate and the specifics of this post. If you would like to have an informal chat, or a visit, please contact our Associate Headteacher, Ben Clemson.

**Salary: Main Pay Scale**

**Contract: Permanent/Part-Time (0.2 contract)**

Executive Headteacher: David Pover

Associate Headteacher: Ben Clemson

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Dear Prospective Applicant

I am delighted that you are interested in applying for the post of Teacher of Art & Design/STEAM at The Burgate School and Sixth Form. We believe our school is an exceptional place to work, where students and staff share collective values in a happy and inclusive environment. This is encapsulated in our school vision of *'We want every student to enjoy their learning and feel valued for who they are'*.

Each member of our staff team matters, and creativity and innovation are embraced and developed. Our students are a pleasure to work with and we encourage you to come and see this for yourself. 'Learning for Life', our school and college motto, underpins our culture and applies to every member of our school and sixth form community, whatever stage they are at.

Our desire to be one of the top comprehensive schools nationally continues with great enthusiasm and this appointment is a key factor in ensuring that we achieve that objective. Please take your time to explore our school's website, recent Ofsted report and this recruitment pack, which will give you a greater understanding of what we believe is an ambitious, creative and successful school.

I very much look forward to receiving your application to work with us at The Burgate.

Yours sincerely

David Pover  
Executive Headteacher



## **The Role**

We are seeking an inspiring and innovative Teacher of Art & Design/STEAM (Science, Technology, Engineering, Art and Mathematics) to join our creative and forward-thinking team. This exciting role will work across our Art & Design and Computing departments to deliver imaginative, cross-curricular learning that encourages curiosity, creativity, and problem-solving.

This is an excellent opportunity for an experienced teacher looking for an exciting, fresh opportunity or a newly qualified teacher looking to widen their experience in their first teaching role. You will be joining a friendly, supportive and forward thinking school community, which was once again judged 'Good with Outstanding features' by Ofsted in November 2024. This role offers the chance to make a meaningful impact on our students' progress and to develop your teaching career where creativity, innovation and the ability to work effectively in a team is valued.

### **As our new Teacher of Art & Design/STEAM you will:**

- Teach high-quality and inclusive Art & Design/STEAM lessons across KS3-KS4
- Plan and deliver creative, interdisciplinary projects that integrate design, technology, science, and artistic practice
- Engage students with a range of innovative teaching strategies, digital tools, and practical activities
- Create a safe, inspiring, and well-organised learning environment
- Monitor student progress and provide high-quality feedback to support individual growth
- Participate in extracurricular clubs, exhibitions, competitions, or events that promote the arts and STEAM learning

### **We're looking for someone who:**

- Is well-qualified with strong subject knowledge in Art & Design and an interest in STEAM
- Has the ability to inspire students through dynamic, creative, and practical teaching
- Brings enthusiasm for developing interdisciplinary approaches to learning
- Can confidently integrate digital technologies, design software, and practical materials into lessons
- Is committed to promoting high standards and ensuring every student thrives
- Is a reflective practitioner, keen to innovate and collaborate with colleagues

### **In return, we offer:**

- A flexible approach to curriculum design
- A supportive school community with friendly, enthusiastic and caring colleagues
- CPD and career opportunities for staff at every stage of their career
- A collaborative working environment within a strong support network
- Curious and ambitious students who are inspired to collaborate, explore and question
- Laptop for every member of teaching staff
- A school with fantastic grounds on the edge of the New Forest
- Electric vehicle charging points
- A cycle to work scheme

If you are excited by the opportunity to join a highly regarded and successful department and make a real impact on young people's lives, we would love to hear from you.

## **Art & Design/STEAM at The Burgate School and Sixth Form**

As a creative subject, Art and Design is delivered to all students in Years 7 and 8. Students have a one hour lesson of Design and another of Art per week. This allows students to gain a practical and theoretical understanding of the core principles of the subject. Design subjects (Textiles, 3D Design and Food) are taught on a termly carousel, allowing students to experience a block of each discipline.

Outcomes in Art & Design are consistently very strong across both GCSE and A Level with subjects regularly achieving results that place them within the top 20% of schools nationally.

STEAM lessons are taught alongside our computing provision but with a focus on innovation and creativity within the digital space. Launched in September 2024, this is an exciting area of curriculum growth for the school.

In Year 9, students embark on their three-year programme of study towards their GCSEs, with many students choosing to study one or more creative courses. The examination courses are delivered to students through five teaching hours a fortnight.

### **Our Facilities**

The department is well-resourced with a dedicated suite of Design rooms in the Main School including a Food Technology room, two Art rooms, a Textiles studio and two practical workshops. There are separate sixth form facilities including a 3D Design studio, Fine Art, Textiles and Photography rooms, including a darkroom. The department has three part-time technicians who support the work of the teaching staff. The school's main systems are SIMS, MintClass and Office 365, all of which are integrated.

### **Early Career Teacher Support**

We have a proud tradition of providing superb support and career progression for teachers at the beginning of their career. We are part of HISP ECT programme who use the Educational Development Trust programme to provide both face to face and online training to support teachers through the Early Career Framework (ECF).

In school, you will be given a mentor with whom you will have timetabled weekly meetings, as well as additional time for planning and working through the ECF. Furthermore, you will be allocated a tutor who will oversee your progress and support you through the process. Additionally, you will be part of our induction programme that runs for all new staff members to orientate them through the first half term.

# How to Apply

The following guidelines are designed to help you submit an application in line with our requirements. Please ensure that you comply with the instructions below otherwise the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Sarah Hewett, HR Manager/Headteacher's PA at [shewett@burgate.hants.sch.uk](mailto:shewett@burgate.hants.sch.uk).

## **Application Form**

Your application is an important part of the selection process so it's really important that you try to capture all of the relevant information we ask for on the form. All applications must be submitted through My New Term — the link to our careers page is here:

[The Burgate School and Sixth Form Careers Page Link.](#)

For safer recruitment reasons, only applications submitted via My New Term will be considered. CVs will not be accepted.

## **Don't wait until the deadline nears to submit your application**

You are advised to submit your applications as soon as possible as, on occasion, we reserve the right to close a vacancy earlier than the advertised date, if we have received sufficient applications that meet the criteria, or a suitable candidate is found. We advise you to submit your application as early as possible to prevent disappointment.

## **Shortlisting**

Shortlisted candidates will be contacted by telephone or email. We will endeavour to contact non-shortlisted applicants, however, if you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

## **Interviews**

Interviews will be held at The Burgate School and Sixth Form. In addition to a tour of the school and informal discussions with key members of staff, each interviewee will be required to teach a lesson. The selection process will culminate in a formal interview. Full details of the interview process will be sent to candidates with the invitation to interview.

Candidates invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will also be required to bring photo ID with them on the interview day, for example a valid passport or driving licence to provide proof of identity and, where available, a birth certificate should also be presented. If relevant to the role, evidence of all academic and professional qualifications disclosed on the application form should also be presented. Full details will be sent to candidates alongside their formal invite to interview.

### **References for shortlisted candidate/Pre-employment Checks**

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Burgate School and Sixth Form has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer) and all other necessary pre-employment vetting checks have been satisfactorily completed.

This will include confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure, verification of your identity and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS) and a check will be undertaken to ensure they are not subject to a prohibition order.

### **Safeguarding and Child Protection Statement**

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school and sixth form we are committed to safeguarding and promoting the welfare of all our students. The actions that we take to prevent harm, to promote wellbeing, to create safe environments, to educate on rights, respect, and responsibilities, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school and sixth form.

A copy of our child protection policy and our policy on the employment of ex-offenders are available to view on The Burgate School and Sixth Form's website at: <https://www.theburgate.com/policies>

### **Pre-employment Checks including an Enhanced DBS and Children's Barred List Checks**

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, all our recruitment and selection practices reflect this commitment. Should you be successful, any offer of a post will be conditional subject to an enhanced Disclosure and Barring Check as well as other relevant pre-employment checks including the receipt of two satisfactory references and medical clearance. As this is a post in regulated activity, the DBS check will include a children's barred list check. It is an offence to seek employment in regulated activity if you are on a barred list. All positions within The Burgate School and Sixth Form are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

### **Online Searches**

We will also consider carrying out an online search on the successful candidate to help identify any past or current incidents or issues that might affect an individual's suitability to work with children and undertake the role in question. Any online search will be carried out only on publicly available information and will be limited to issues relating to an individual's suitability to work with children and/or in a school environment. Any issues that arise from a search will be followed up with the candidate where it can be discussed more fully, including background information, or mitigating circumstances.

## **Equal Opportunities Statement**

The Burgate School and Sixth Form is an equal opportunities employer and values the diversity of our workforce and welcomes applications regardless of age, gender, ethnicity, or religion.

## **General Information for Applicants**

At The Burgate we want every student to enjoy their learning and feel valued for who they are. The school provides high quality comprehensive education for children aged between 11 and 18 and we enjoy an excellent reputation within the local community for our high standards. Consequently, many students attend the school through parental choice. We provide a broad curriculum and a creative approach to learning that inspires curiosity, builds collaboration, helps develop resilience and encourages flexibility of thought.

This could not be a better time to join The Burgate; our GCSE results in 2025 were pleasing with 71% of students achieving a pass grade in both English and Maths. This is significantly above the national average, and a real source of pride for the school. Our A level outcomes were also outstanding this summer with a greater proportion of students achieving top grades in line with the national picture. Overall, 76.6% of grades awarded were A\*-C, which is the highest set of results since the end of the pandemic.

We offer a wide range of subjects at GCSE and A Level, delivered by a highly qualified team of professional teachers and support staff who are committed to offering the highest quality of education to the students. All staff members participate in a well-established and bespoke performance management scheme. Induction and in-service training are provided for all teaching and support staff and there is a special programme for ECTs, as well as access to a wide range of CPD through National College and beyond. Internal promotion is a typical route for progression to higher levels of leadership for Burgate staff.

The school has a committed and supportive board of trustees, enjoys healthy links with the local community, our cluster primary schools and partnership schools. We build and consequently benefit from excellent supportive relationships with parents, and we encourage close contact with the school whenever they have concerns regarding their child's education. The Burgate School continued to be rated 'good with outstanding features' by Ofsted in November 2024.

The Burgate School and Sixth Form is situated on the outskirts of Fordingbridge, in Hampshire. Salisbury, Bournemouth, Southampton and the Channel ports of Poole and Portsmouth are all within easy driving distance, and the major cities of Bath, Bristol and London all easily accessible by road and rail. With the New Forest National Park, Isle of Purbeck, Jurassic Coast and Salisbury Plain further enriching and enhancing the natural beauty of the local environment, the successful candidate will have a chance to live and teach in one of the most highly desirable areas of England, where the standard of living is of the best available nationally.



# Job Description

## Subject Teacher and Tutor

**Impact Statement:** To ensure effective teaching and learning takes place to improve educational outcomes for all students so that each achieves their full potential. To ensure all students are safe and supported with their wellbeing, through using the pastoral systems.

Level of responsibility: N/A

Line Manager: Head of Department/Head of Year

### CORE RESPONSIBILITIES:

- Maintain high professional standards and level of conduct
- Adhere to statutory policies and procedures and undertake training as required
- Contribute to the delivery of the school's vision
- Uphold the values of The Burgate School and Sixth Form
- Help to foster innovation and the development of new capabilities
- Engage with school improvement plans and initiatives
- Support the pastoral care and behaviour standards of students to ensure they feel safe, secure, and valued

### KEY RESPONSIBILITIES:

- Follow the safeguarding guidance of the school
- Maintain high standards of teaching and learning as set out in The Burgate Lesson Blueprint
- Ensure lessons, including PSHE, are well planned to facilitate learning
- Maintain high standards of behaviour for learning following The Burgate Behaviour Blueprint
- Monitor and track the progress of all students, identifying underachievers and implementing measures to support them, in particular, disadvantaged students, Looked After Children, and students with High Needs
- Role model positive behaviours and build positive relationships with students, parents and colleagues
- Uphold The Burgate Expectations with flexible consistency
- Ensure clear communication with colleagues, students, and parents through the accurate use of school systems
- Inform parents about their child's learning and development through termly progress reviews and parents evenings

This job description is not exhaustive and the post holder will be expected to undertake any other duties as reasonably requested by the Executive and Associate Headteachers.

## Role: Person Specification for Teacher of Art & Design/STEAM

<b>Safeguarding</b>	Essential	Desirable
Commitment to the safeguarding and wellbeing of all students and the ability to follow all school policy and procedures	X	
<b>Qualifications &amp; Experience</b>	Essential	Desirable
Qualified teacher status	X	
A good degree or equivalent	X	
A commitment to and evidence of professional development	X	
Experience of improving the outcomes of groups of students		X
Experience of teaching all year groups (Years 7 -13)		X
Experience of extra-curricular trips and visits		X
<b>Skills and Competencies</b>	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
Demonstrates the ability to uphold high standards of behaviour, using consistent, positive and proactive strategies to create a safe, respectful and focused learning	X	
A record of being able to work collaboratively as part of an effective team	X	
Ability to plan strategically	X	
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate a high standard of organisational skills	X	
Ability to analyse and present data and information coherently	X	
Ability to track progress to develop student potential	X	
<b>Personal Skills and Attributes</b>	Essential	Desirable
Excellent interpersonal skills, a high level of emotional intelligence and emotional resili-	X	
Excellent organisational and analytical skills	X	
Ability to prioritise and work under pressure	X	
Ability to motivate and inspire students	X	
Personal enthusiasm, persistence and resilience	X	
High expectations of others and self	X	
Strong record of punctuality and attendance	X	
Ability to work with humour and positivity	X	
Show keen interest and ability to keep abreast of new initiatives	X	
Model and present a positive image of the school	X	
Demonstrate a deep commitment to school's ethos and its motto 'Learning for Life.'	X	
Strong willingness to contribute to the wider life of the school including extra-curricular trips and visits	X	
Commitment to equal opportunity	X	