



Head of Art

September 2018

Vacancy Information

Wycombe Abbey
High Wycombe
Buckinghamshire
HP11 1PE

Tel: 01494 520381



WELCOME TO WYCOMBE ABBEY

Wycombe Abbey is a world-class school. Founded in 1896 by pioneering Headmistress Dame Frances Dove, the School has been at the forefront of women's education for over 120 years. We are committed to providing girls with the knowledge, skills and confidence to excel in the ever expanding global workplace.

Set in magnificent grounds spanning more than 170 acres, our school has superb modern facilities, including a Sports Centre with a 25-metre indoor heated swimming pool, a dance studio, a fitness studio, a Courtyard Café and a Performing Arts Centre with a theatre and recital hall. Its teaching facilities are excellent.

Of the 610 pupils, ranging from 11 to 18, 560 are full boarders and 175 are in the Sixth Form. The majority of our girls come from within a one-hour radius of London; other boarders travel from further afield. More than 35 nationalities are represented within the School's full boarding community.

This year's GCSE and A level results were, as usual, outstanding with 97.4% of all GCSE entries being graded A*-A. At A level, 85.6% were A*-A. A third of last year's leavers went to Oxbridge and about a dozen to US universities including Claremont McKenna, New York University, Stanford, UCLA and Yale.

Wycombe Abbey is committed to maintaining full boarding for the needs of modern families. Girls who enter the School at 11+ have their own Junior Boarding House. From the age of 12 to 17, pupils live in 9 mixed-age Senior Houses, and in the Upper Sixth girls move into Clarence House, a purpose-built study-bedroom complex which is akin to a university hall of residence.

Very many co-curricular and enrichment opportunities are on offer for girls across the age range. Last year, the sports teams reached a significant number of national finals and the sports department offers more than 30 sports on a regular basis. Our Music department teaches more than 600 individual lessons a week and nearly every pupil plays an instrument, if not two. The Drama provision is equally impressive with numerous productions happening annually and opportunities for all to take part.

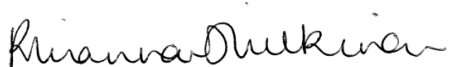
The School is ideally located to be able to enjoy a wide variety of activities with other independent schools including Eton, Harrow, Radley and Winchester. The boys join the girls for dinners and dances. We also enjoy close relationships with the two boys' grammar schools in High Wycombe, with our pupils and theirs co-operating in choirs, an annual Management Conference and other social and academic events throughout the year.

No institution can afford to stand still if it wishes to remain at the top of its field and Wycombe Abbey is no exception. We keep all aspects of our work – academic, pastoral and co-curricular – under review and it is our intention to strengthen further our position as one of the world's leading boarding schools. In terms of site development, we have just opened two new state-of-the-art boarding houses. We are committed to refurbishing much of our boarding accommodation and we have plans to re-develop significant teaching and learning areas in the Abbey building.

We have introduced a new strategic plan to guide us through the next five years 2017-2022. Our first sister school opened in Changzhou in 2016 and we are working hard to foster excellence there, not only in academic terms, but also in the soft skills of creativity, emotional intelligence and leadership. Our second international school is currently being built in Hangzhou. There are a number of opportunities for staff to be involved in 'DNA transfer' discussions in our International 'Think Tank' group. We hope to open other Wycombe Abbey International Schools in Asia in the near future.

Exciting times are ahead!

Best wishes,



Rhianon J Wilkinson

Headmistress

TEACHING AT WYCOMBE

The pupils at Wycombe are highly motivated with a strong work ethic. They are inquisitive, creative and eager to learn. Both pupils and teachers benefit from the small classes (typically no larger than 20 in Key Stages 3-4 and no larger than 12 in the Sixth Form), as well as well-resourced classrooms, libraries, laboratories and other facilities.

There is a wide range of ages and experience amongst the 115 teaching staff. Each year a number of newly qualified, and in some cases unqualified recent graduates, join the Staff Room. Wycombe offers statutory induction for Newly Qualified Teachers and also offers the Graduate Teacher Programme to those without a PGCE. There is proactive support for all new members of staff, who are guided through their first year at Wycombe by a variety of people, with the line manager and an individually-appointed mentor taking the lead.

The School prides itself on the many opportunities for continuing professional development. We organise regular whole staff in-service training and have a generous budget for training outside of school. In addition, academic departments commit to sharing good practice. There are opportunities to take part in peer observation, peer coaching, learning reviews and working parties.

An Art teacher at Wycombe Abbey typically teaches 36 35-minute periods per week. In addition, he/she is attached to a boarding house and is responsible for a tutor group of around 10 pupils from the house. Teachers give freely of their time outside timetabled lessons with many committing to co-curricular activities and helping individual pupils with their academic progress. Teachers are also expected to commit a small number of hours per term to other (supervisory) duties, such as accompanying house outings.

As a boarding school, Wycombe has lessons on Saturday mornings. The Head of Art will be responsible for ensuring that the department is open and staffed in the evenings and at weekends. There is time off during the week in lieu of Saturday teaching. Teachers are expected to be in school by 8.15am on weekdays and 8.45am on a Saturday. The teaching day finishes at 5.15pm on Monday, Tuesday, Thursday and Friday, 4.15pm on Wednesday and 11.50am on Saturday. Co-curricular and enrichment activities typically extend beyond these hours.



THE ART DEPARTMENT

The department currently consists of three members of teaching staff (full and part-time), who teach Painting and Drawing, Ceramics, and Photography. There are, in addition, two technical assistants.

There are two classrooms in the Art Department - a painting studio and a ceramics studio, as well as a separate photographic dark room and Sixth Form art studio. There are two kilns in the ceramics studio.

All girls in Years 7-9 have an hour and a quarter Art lesson each week. The aim is to develop their skills and expertise in a variety of areas. Art is taught in mixed ability groups of approximately 16 to 18 pupils. All girls have access to the studios on weekday evenings and Saturday afternoons.

A sizeable number of girls opt to study GCSE Art. Both the Lower Fifth (Year 10) and Upper Fifth (Year 11) have four 35 minute lessons per week. Pupils follow the AQA specification, examined through coursework (60%) and an externally set assignment which includes a supervised period of 10 hours in which girls show development of their work.

Art is a popular subject in the Sixth Form. Each group has eight 35 minute periods per week. Pupils follow the AQA specification (unendorsed option). During the first year of the two year A level course, pupils work to develop a portfolio of work, demonstrating a range of skills and techniques. During the second year they carry out an extended personal project (60% of A level mark) and an externally set assignment (40%) of marks. A number of UVI pupils have gone on to study Fine Art, Architecture and Fashion.

It is the aim of the Art Department to provide a creative and stimulating atmosphere where pupils can develop their individual ability and expression. Facilities are available for use during free time in the evening and at weekends and members of the Art Department are available at these times to advise and assist pupils.

Pupils' artwork is displayed around the School and is one of the highlights of the Gazette (the school magazine).

The Art Department runs a wide range of extra-curricular workshops and activities, ranging from glass making, jewellery workshops, print making and animation. There are regular trips to galleries in London and Oxford.

We also have a flourishing History of Art Department and we hope that the new Head of Art will be able to work in conjunction with it.



PERSON SPECIFICATION

Wycombe Abbey provides a modern and innovative education within a traditional boarding setting, and we therefore seek to employ teachers who will bring outstanding talent, intellect, enthusiasm and innovation to our classrooms.

The successful applicant is likely to possess:

- A good degree in Fine Art or a related subject
- Excellent subject knowledge and the ability to teach to A level
- A teaching qualification (e.g. PGCE) is desirable although we are happy to consider good graduates who are committed to teaching and boarding life
- A vision for the development of Art at Wycombe Abbey
- The ability to lead, manage and co-ordinate the work of the Art Department. The Head of Art is responsible for the professional development, regular monitoring and review of the work of the department, and for promoting excellence in teaching and learning.
- The motivation to enhance teaching and learning by sharing good practice and active participation in continuing professional development
- An appreciation of the importance to the pupils of Art as a creative and recreational activity and as a pursuit to be enjoyed for life
- The enthusiasm and vision to develop the varied enrichment programme run by the Art Department in the evenings and at weekends. Accommodation is available for the Head of Art.
- The vision to develop the Art curriculum and departmental resources
- The highest level of communication skills for dealing with pupils, parents and staff
- A willingness to be involved in the wider life of the school through commitment to the co-curricular programme and/or boarding
- An appreciation of the aims and ethos of Wycombe Abbey.





BENEFITS OF LIVING IN HIGH WYCOMBE

Wycombe Abbey is set in 170 acres of parkland. It is a beautiful countryside setting, within a 5-minute walk of the town of High Wycombe where there are many cultural amenities such as the Swan Theatre, with touring West End productions, a multiplex cinema, a range of restaurants and shops including a John Lewis and a House of Fraser. A Waitrose has opened nearby, and there is easy access to the Chiltern Hills and attractive towns such as Marlow, Beaconsfield and Henley-on-Thames nearby. There are many National Trust properties within five miles such as Hughenden Manor, Disraeli's home for many years, West Wycombe Park and Cliveden.

There are outstanding Grammar Schools for boys and girls in High Wycombe itself and also in surrounding towns. London is within easy reach, with the fast train from High Wycombe to London Marylebone taking just 24 minutes. Oxford and Bicester Village are within 30 miles, with a new direct train link. Wembley Stadium and Heathrow are just 20 miles away and there are good transport links to the other London airports.

TERMS OF APPOINTMENT

A formal contract of employment will be drawn up on appointment. The following notes provide guidance, without prejudice, on the main provisions of the agreement.

CONTRACT

This is a full-time, permanent contract. Accommodation is available for the Head of Art in return for weekend and evening duties.

APPOINTMENT DATE

September 2018.

SALARY

Wycombe Abbey has its own pay scale which compared favourably with other independent schools.

PENSION SCHEME

The school offers membership of the Teachers' Pension Scheme.

DEATH IN SERVICE COVER

Members of the Teachers' Pension Scheme have life cover at x 3 annual salary.

TRAINING & DEVELOPMENT

There is an extensive induction programme for new colleagues and ongoing professional development and training of all staff.

PROVISION OF MEALS

Meals and refreshments are provided free of charge during the working day.

SPORTS CENTRE

The facilities in the Davies Sports Centre (swimming pool, squash courts, fitness suite, etc.) are available for staff use.

FEE REMISSION

Fee remission is available for daughters attending the School, subject to the usual entry requirements and space being available.

PARKING

Free parking is provided.

EQUAL OPPORTUNITIES

It is the policy of Wycombe Abbey to ensure equality of opportunity for all members of staff, both teaching and non-teaching.

SAFEGUARDING

All staff share responsibility for promoting and safeguarding the welfare of the pupils and must adhere to, and comply with, the school's Child Protection Policy at all times.

PRE-EMPLOYMENT CHECKS

The appointment is subject to an Enhanced Disclosure and Barring check.

APPLICATIONS

The closing date for applications is 12 noon on 2nd March and interviews will take place on 15th March.

Please submit a completed application form, which you will find under 'Vacancies' on our website www.wycombeabbey.com, as soon as possible, together with a covering letter addressed to the Headmistress, Mrs Rhiannon Wilkinson, outlining the experience and personal qualities which you believe qualify you for this position. The application form and letter should be emailed to Mrs J Wetenhall, HR Manager: wetenhallj@wycombeabbey.com



www.wycombeabbey.com