

# Teacher of Visual Arts

Application deadline:  
**2 December 2022**



# WELCOME

## from the Principal

Welcome to St Clare's, a truly remarkable college where students enjoy a world-class education in a magnificent Oxford setting. In today's fast-changing, globalised world, we believe young people need the highest quality international education to achieve everything they are capable of.

What makes St Clare's distinctively different? Our teaching methods are engaging and student-centred, which give students a higher chance of achieving their potential. But we look far beyond academic results. Our educational programme is holistic and broad ranging, not only developing talents, but also building students relationship and leadership skills, through a range of extra-curricular activities. We aim to strike the right balance between academic work and leisure time, and it all happens in a special learning environment.

St Clare's graduates are responsible, creative, well-informed, inspiring people with a deep sense of respect for themselves and others. Our students leave the college as confident young people, able to successfully make their way in a competitive and complex world and make a positive difference. Above all, while an education at St Clare's is a challenging and enriching experience, it is also a highly enjoyable one.

Our students have an international outlook and can think broadly due to the diversity of our student body which is made up of more than 40 different nationalities. They experience many different perspectives and embrace a range of thinking on topics to expand their minds. This is central to our ethos and as a result, we attract staff to the college with a similar forward-thinking mindset.

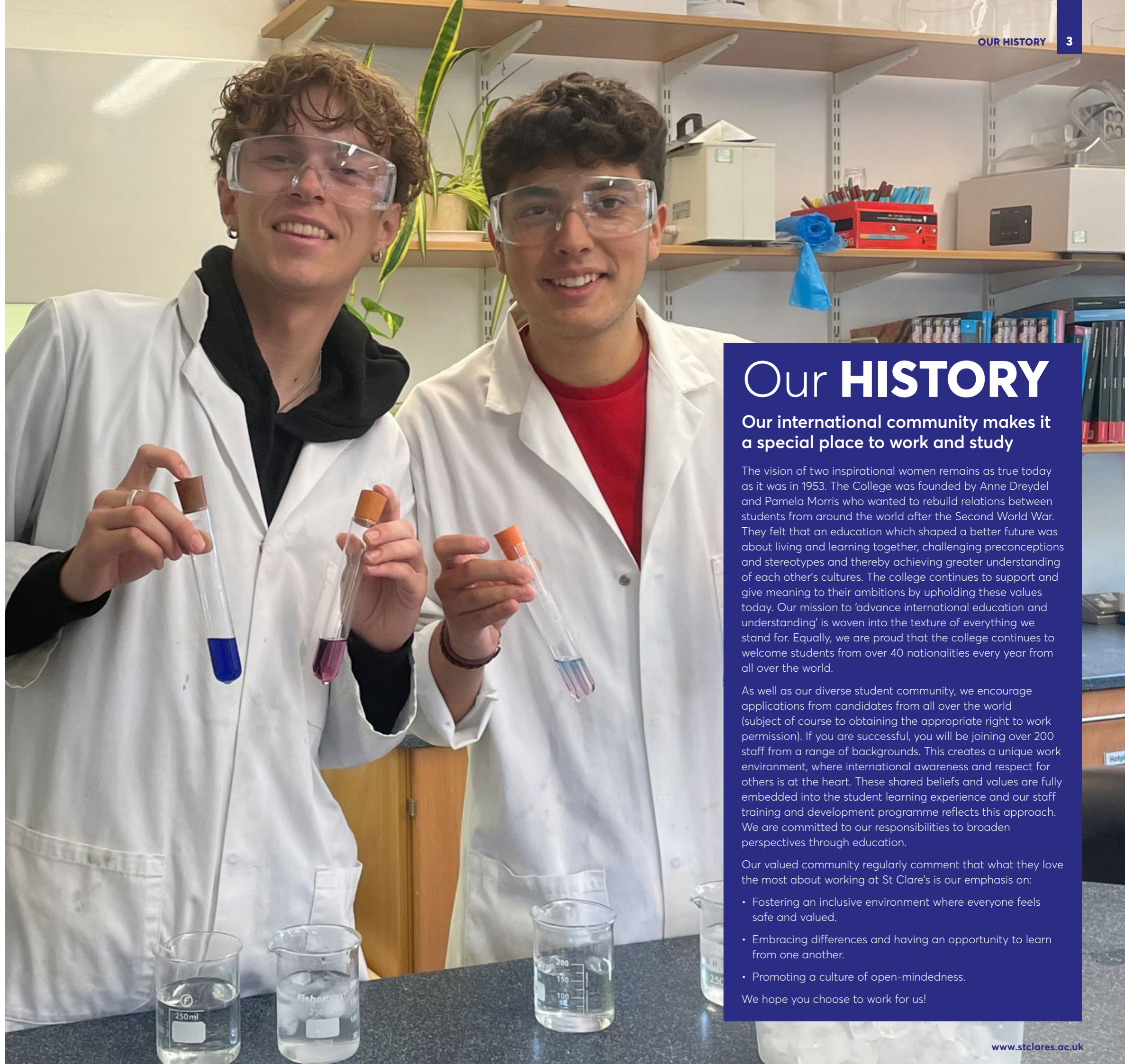
Another core feature of the college is the quality of our pastoral care. As a boarding college, the happiness and development of our students is a priority, empowering them to help shape the community. Our dedicated teams from housekeeping and catering through to teaching are committed to the development of every student. As a result, relationships between students and staff are respectful and caring and all our students feel a strong sense of belonging where they can thrive and become the best versions of themselves.

Both students and staff also benefit from being able to immerse themselves in the historic, cultural and academic resources on our doorstep including public lectures, museums, art galleries, as well as stunning architecture and beautiful parks. Oxford has it all and is an excellent location to develop your professional skills and experience.



Come and see what makes St Clare's such an exciting and rewarding place to work! We look forward to receiving your application and welcoming you to the team.

**Duncan Reith**



## Our HISTORY

### Our international community makes it a special place to work and study

The vision of two inspirational women remains as true today as it was in 1953. The College was founded by Anne Dreydel and Pamela Morris who wanted to rebuild relations between students from around the world after the Second World War. They felt that an education which shaped a better future was about living and learning together, challenging preconceptions and stereotypes and thereby achieving greater understanding of each other's cultures. The college continues to support and give meaning to their ambitions by upholding these values today. Our mission to 'advance international education and understanding' is woven into the texture of everything we stand for. Equally, we are proud that the college continues to welcome students from over 40 nationalities every year from all over the world.

As well as our diverse student community, we encourage applications from candidates from all over the world (subject of course to obtaining the appropriate right to work permission). If you are successful, you will be joining over 200 staff from a range of backgrounds. This creates a unique work environment, where international awareness and respect for others is at the heart. These shared beliefs and values are fully embedded into the student learning experience and our staff training and development programme reflects this approach. We are committed to our responsibilities to broaden perspectives through education.

Our valued community regularly comment that what they love the most about working at St Clare's is our emphasis on:

- Fostering an inclusive environment where everyone feels safe and valued.
- Embracing differences and having an opportunity to learn from one another.
- Promoting a culture of open-mindedness.

We hope you choose to work for us!

# What makes us **UNIQUE**

## Range of courses offered to students

As an IB World School and an international college within the co-educational setting, we offer a wide range of high-quality courses. These include the IB Diploma, Pre-IB course, University Foundation, English language and Gap Year courses as well as short summer courses for juniors, teenagers and adults.

Our education expertise spans 70 years. In this time, we have built specialist expertise through our teacher training programmes. These vary from internationally recognised qualifications through to more bespoke EFL programmes.

With such a wealth of experience, we are the perfect choice if you are looking to further your career in an international education setting.

## Teaching and learning

We have a forward-thinking approach to education which provides positive preparation for life. We nurture individual development so future aspirations can be realised. By expanding their language ability and subject knowledge we challenge students to build the skills they need for success at university or whatever avenue they decide to follow.

Our students are well-mannered, focused and demonstrate a strong commitment to their studies. With a high staff-to-student ratio, our teaching approach gives students the individual support they require to reach their learning goals.

The diversity of our student body brings unique perspectives to the learning experience. Our international community:

- Cultivates environmental awareness and responsibility
- Shows personal responsibility for learning and conduct
- Demonstrates an enduring commitment to global citizenship through cultural awareness
- Challenges ideas and develops independence of mind
- Engages in creative and physical activities to encourage imagination and promote wellbeing
- Expresses honesty, integrity, compassion, open-mindedness and intercultural understanding.

## Education without boundaries

We are an educational charity and as such we see the importance of giving back to communities less fortunate than ourselves, so we offer a range of scholarships and bursaries to make learning accessible.

We also offer a range of outreach programmes which help people locally and create important links with the community including Knitting for Needs, Share and Care and Homework Club.

## Extra-curricular

Our study programmes include enriching experiences both inside and outside the classroom. We place equal emphasis on our extra-curricular programme and our academic provision as we feel that both are instrumental in developing our students into confident, resilient, healthy and independent young adults.

Our extra-curricular programme has an educational, cultural, environmental, creative, sporting and social focus which promotes personal growth in a stimulating and informative way. It also includes academic study visits and excursions to local places of interest and further afield.

The dedication, flexibility and talents of our specialist staff mean we are fortunate to be able to offer an extensive range of clubs, activities and team sports which enhance the learning experience.



## Day and Boarding life

As you walk around the college, you will hear languages from all over the world being spoken. Making international friendships, students actively improve their linguistic and intercultural competence, whilst strengthening character and social skills.

The atmosphere is informal and friendly, with an emphasis on achieving your best. We have a non-uniform policy and students are on first-name terms with teachers. Our provision fosters independence of mind and personal responsibility which positively prepares students for their future.

Our environment nurtures students into self-assured, open-minded individuals with meaningful friendships. This strong sense of community encourages a culture of mutual respect and trust. We are extremely proud of the diversity of our student body and the impact it has on the life of the college.

## Education quality

We are committed to academic excellence and the personal development of our students in an international context. The outstanding quality of the education and pastoral provision is inspected regularly by the **British Council** and **Independent Schools Inspectorate** to ensure high standards are maintained.

Our IB average is 38, well above the world average of 31 points, which gives students access to prestigious universities around the world including Amsterdam University College, Columbia University, Durham University, Imperial College London, Kings College London, Sciences-Po, University of Oxford, University of Cambridge, University of San Diego, University of Southern California, University of Toronto and the University of Warwick.

Sustainability and climate change are going to be defining issues of the next generation, so preparing students to play a positive role is going to be vital. We are taking steps to fully embed these themes into the learning experience by facilitating participation in recognised schemes such as Eco Schools and related activities both on-site and within the local community.

# WHY work here?

As you wander around the college you will notice the energetic chatter of happy and content students and the thriving buzz of college life. We are an independent college but not a gated community, which fosters independence and confidence in our students. Our 25 beautiful north Oxford buildings are grouped around Banbury Road just south of Summertown and we have a fantastic work environment for staff. Our premises combine both traditional Victorian and Edwardian buildings with modern purpose-build teaching spaces. As well as high-quality facilities we also have beautiful green open spaces which provide wonderful relaxing breakout spaces for both students and staff!

As a staff member, you will benefit from being able to immerse yourself in an international setting. We are proud of the diversity of the college community and the impact it has on the culture and life of the college; it comprises students, staff and alumni from all over the world.

This is an exciting time to join our team. You will be joining us at a time where our shared mission of 'international education and understanding' has never been more important! Our staff are integral in instilling these values and supporting students to flourish. As a colleague, you will be working alongside dedicated, passionate and committed team members. No matter what your job role, whether you are part of our maintenance team or a member of academic staff, ours really is a cooperative and supportive work environment. We are looking for like-minded individuals who are hard-working, motivated and passionate about delivering a positive student experience and developing their own career in a diverse educational setting.

As well as our excellent work environment, we offer a generous range of benefits for everyone who works here and will consider requests for flexible or part-time hours wherever possible.

Our benefits include:

- Competitive rates-of-pay
- Generous pension schemes
- Free lunch on working days when students are in residence
- Interest-free travel loans\*
- An employee assistance scheme
- Gym membership discount\*
- Access to a range of academic resources in our Library
- Long-service awards
- Contribution towards eye tests
- Annual performance reviews
- Professional development opportunities.

\*subject to scheme rules



## Oxford

Oxford draws people from all over the world to study and live in the city. With a rich mix of international academic talent, the city is bubbling with intellectual vibrancy.

As well as its academic resources, it is a thriving multicultural city with beautiful architecture, cultural sites, green spaces and riverside walks.

We recommend that you explore the beautiful university city with its rich historic traditions and vibrant modern lifestyle. The city includes world-famous museums, art galleries, university colleges and parks as well as shopping centres, restaurants and bars. Oxford is home to the Ashmolean Museum, Pitt Rivers Museum and the Bodleian Library. A few miles away there are also charming little Cotswold villages. From dreaming spires and cobbled streets to exciting cultural attractions the area offers something for everyone!

St Clare's is based in the leafy suburbs of north Oxford, which is only a 20-minute walk from the city centre and a 60-minute train journey from London.

# TEACHER OF VISUAL ARTS

We have an opportunity for an experienced Visual Arts Teacher, interested in pursuing a career in an international teaching environment. Additional responsibilities as Head of Visual Art are also available for a suitably qualified individual.

## The Role

Visual Arts as a subject is part of Group 6, which also includes Theatre and Music. This role is permanent and full-time and would involve taking overall responsibility for the teaching of IB visual arts. The latest start date will be September 2023 but any date before then will be considered. You will be responsible for delivering stimulating lessons which follow the IB methodology. Lessons will be delivered by the Teacher at the following levels:

### IB Diploma (Years 12-13)

Three courses are offered from Group 6; Visual Arts, Theatre and Music. All students must take six courses, including one course from each of groups 1 to 5, but they are not required to take a course from Group 6. However, the Group 6 courses are popular at St Clare's and a significant number of students take Visual Arts both at Higher and at Standard Level. In most years there are two classes in each of the two IB years.

The IB diploma course in Visual Arts challenges students to explore their own creative and cultural expectations and boundaries. As well as developing technical proficiency and confidence as art-makers, students are encouraged to analyse, solve problems, and think critically from multiple perspectives.

There are currently around 230 students across the two IB Diploma year-groups.

### Pre-IB course (Year 11)

The Pre-IB course is a college-devised programme which offers up to one year of preparation for the IB diploma in a range of subjects, with particular focus on improving English. Whilst some students come for the whole year, others join the programme for one or two terms. The Pre-IB humanities course has a trimester structure, with students choosing a different subject each trimester. Visual Arts classes have 2 allocated hours per week, and trimesters are either 11 or 12 weeks long. Students are assessed at the end of each trimester, and the results provide guidance as to whether the student is suitable for the IB Diploma.

Students sit formal examinations at the end of each trimester and the results provide guidance on whether the subject is a suitable choice for the IB Diploma.

There are currently around 40 students enrolled on our Pre-IB programme.

## The Department

Visual Arts is taught in our beautiful studio on Banbury Road which was opened in 2015 and provides an excellent work and gallery space. In addition to this position, there is also a part-time teacher who teaches across IB, PIB and adult courses at our International College.

## Reporting Structure

The role is managed by the Head of Group 6 and is ultimately responsible to the Vice Principal Academic.



## Key Responsibilities

### Additional responsibilities

If appointed to the Head of Visual Art role, an additional allowance will be paid.

All teachers are expected to lead an extra-curricular Creativity, Activity and Service (CAS) group.

The person will also act as a Personal Tutor to approximately 12 students. An additional allowance will be

### Place of work

139 Banbury Road, Oxford, OX2 7AL

### Teaching hours:

The academic year is 35 weeks, from late August until mid-June, with breaks at the end of each term and mid-term in October and February. Classes are timetabled to take place between 9.00 and 16.30. Staff meetings can be arranged to take place up until 18.00. There may be a need to provide studio access to students after lessons and on some weekends.

### Salary

St Clare's has its own scale. For an experienced teacher (5+ years), this is likely to be £43,622 per annum. Additional allowances as outlined above may also be payable.

### Holidays

Holidays are regarded as all times other than term time. Bank holidays which fall within a Term, Semester or other period of teaching shall be worked.

### Pension

Membership of the Teachers Pension Scheme (TPS) is offered.



# The PERSON

We are looking for an engaging and enthusiastic teacher who is passionate about their subject and delivering a high-quality teaching experience. You must also be flexible and comfortable in delivering lessons in a face-to-face, online and/or hybrid format.

The successful candidate will demonstrate the following **essential (E)** or **desirable (D)** education, skills and experience:

## Education and qualifications:

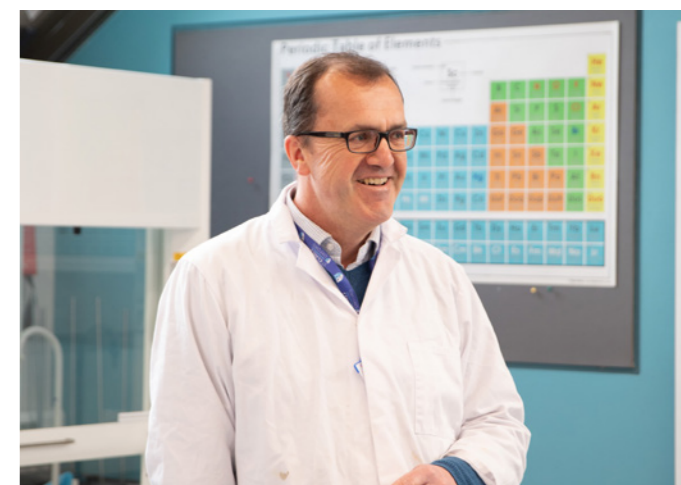
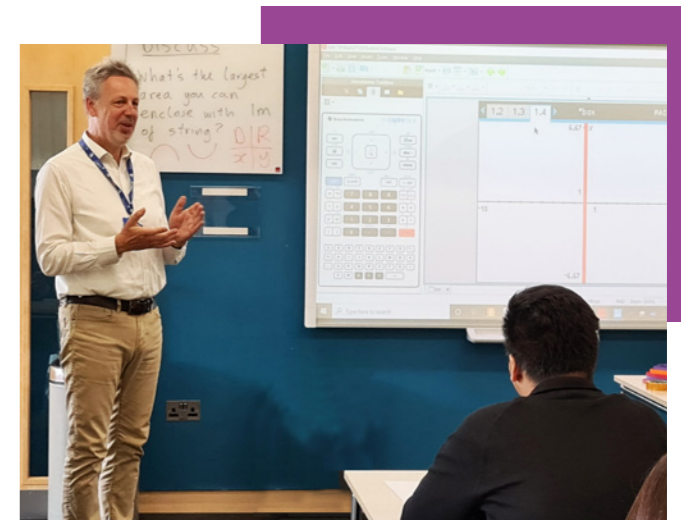
- Relevant degree (E)
- PGCE or equivalent (D)

## Knowledge, skills and experience:

- Ability to teach your subject to IB level (or A2 level, or equivalent) (E)
- Experience of working in an international environment (D)
- Experience of teaching IB visual arts (D)
- Successful record of supporting students with excellent progress and results (D)
- Experience of working with students of different language / educational backgrounds (D)

## Personal skills and attributes:

- An excellent and innovative classroom practitioner (E)
- Willingness to contribute to the life of a busy boarding school (E)
- Willingness to contribute to the development of the humanities department (E)
- Efficiency, enthusiasm, flexibility and team spirit (E)



# HOW TO APPLY

Please email your completed application form to [recruitment@stclares.ac.uk](mailto:recruitment@stclares.ac.uk).

A CV will only be accepted if it is submitted alongside a fully completed application form.

## Inclusive recruitment

We welcome applications from under-represented groups, including individuals from ethnic minority backgrounds and people with disabilities.

## Selection process

Short-listed candidates will be invited for interview. If you are applying for a teaching position, you will be asked, as part of the interview process, to teach a lesson on an agreed topic.

We reserve the right to interview and offer a role before the closing date. Therefore, we encourage you to make your application as early as possible.

## Special arrangements

If you have a disability, require assistance or special arrangements to attend an interview or to fulfil a job role, please contact us on the following email address [recruitment@stclares.ac.uk](mailto:recruitment@stclares.ac.uk).

## References and pre-employment Checks

St Clare's is committed to safeguarding the welfare of children and expects all staff and volunteers to share in this responsibility. As a result, all offers of employment and contracts are subject to satisfactory references and a number of pre-employment checks including Disclosure and Barring Service (DBS) checks, health assessments, verifying right to work in the UK as well as other checks appropriate to the post. We are bound by the guidance set in the 'Keeping Children Safe in Education' policy, and ensure all our procedures align with this.

### Find us online

