



**Teacher of Art - Maternity Cover
Candidate Information Pack**





The School

Monkton is not just a school; it's a community where every role plays a vital part in shaping the experience of those who live, learn, and work here. As a thriving boarding and day school in a stunning valley just outside Bath, we take pride in fostering a welcoming environment where people feel valued, supported, and part of something bigger.

We are always looking for ways to create a culture where both pupils and staff can reach their full potential. Whether you are starting out in your career, looking for the next challenge, or bringing years of experience to a new role, Monkton provides a supportive and inspiring place where you can thrive and grow. While our Christian ethos underpins our values of kindness, respect, and care, we welcome people from all backgrounds who share our commitment to excellence and community.



Monkton is seen by parents as a caring community which fosters a balanced education, as well as encouraging the pursuit of individual excellence. It is a friendly school where pupils develop their personal values in the context of a community where heritage, creativity and adventure are positive features. The expression of the School's ethos can be found in many fine examples of Monktonians achieving positions of leadership in the church and in other areas of life both nationally and internationally.

A single board of Governors oversees the entire School (Pre-Prep, Prep and Senior) and Monkton is a registered charity and is incorporated as a company limited by guarantee. The Principal acts as both the Head of the Senior School and as the CEO of the group of schools.

It is expected that candidates for teaching posts will support the Christian aims and educational philosophy of the School. Staff are warmly invited to attend Chapel, which is at the centre of the School's life, and to become involved in the more informal elements of Christian life in the School.

Confidence, integrity, humility and service are the values that we aim to live out and inspire in our students, and we are eager to educate character, as well as intellect. It is expected that all full-time members of the Common Room will be committed to the concepts and challenges of the boarding ethos of the school, wishing to contribute widely outside the classroom within pastoral, sporting and other co-curricular spheres. Many part-time staff also choose to add wider co-curricular and pastoral involvement to their teaching role.





Monkton starts with a proactive pastoral environment to develop academically strong enthusiastic students, and our innovative pastoral tracking ensures that we not only know our students well but can help them to know themselves well too.

Academic endeavours are taught within the context of developing positive attitudes to learning rather than achieving certain grades in exams. We are increasingly and explicitly describing learning as a process which is common to both curricular and co-curricular pursuits, so that the rugby coach, orchestral conductor and subject teacher all share the same learning aims.

Our staff CPD runs along similar principles with a focus on imagination, craftsmanship and evidence-based practice. Within this context we are committed to both providing all staff (teaching and non-teaching) with a peer coach with whom they can reflect on their practice, and training all staff in executive coaching techniques.

The school provides a modern and broad education for a diverse intake of boys and girls on a site which has developed significantly over recent years. The Senior School enjoys a very attractive rural location in the Monkton Combe valley some two and a half miles south of the historic city of Bath. Nearby are Monkton Prep and Pre-Prep each with separate Heads but part of the same foundation.

The Principal is a member of the Headmasters' and Headmistresses' Conference (HMC) and the School participates in the 20-strong 'Rugby Group' of independent boarding schools. The school is full and is made up of about 400 pupils (boys and girls aged 13-18), of whom about 60% are boarders. The School has been co-educational in the Sixth Form since 1970 and fully co-educational from 1992, with a current ratio of boys to girls of about 60:40.



Scholarships are offered at years 9 and 12, and the School offers fee remission to a limited number of clergy and missionary families. The school also offers a fee remission package for children of staff in eligible positions. Admission into the school in year 9 is partly assessed by our unique assessment day, where year 6 students participate in group activities intended to evaluate aptitudes which Prof Bill Lucas at the University of Winchester has called the '7 Cs': creativity, collaboration, confidence, craftsmanship, communication, commitment and curiosity.

In the Senior School, the Principal is supported by a Senior Management Team consisting of the two Deputy Heads (Pastoral and Learning), Assistant Heads Academic, Co-curricular and Welfare, Senior Houseparent, Director of Digital Learning, Director of External Communications and the Bursar, who oversees all the support staff.

There are six Boarding Houses, three for boys and three for girls. Each House also contains day pupils. All full time members of the teaching staff act as a Tutor to a small group of pupils whom he or she sees one-to-one on a regular basis. Tutors are responsible for overseeing every aspect of the learning and



personal development of his or her tutees. All full-time members of staff are attached to Houses for duties and pastoral oversight.

Recent academic results have been very good. Over the last three years, 80% of A Level grades were on average awarded A*, A or B grades, 50% were A* or A, and 21% were A*. The proportion of GCSE grades 9-7 over the last three years is 64%. Over the last 3 years, 10 of the Oxbridge applicants have successfully taken up their places. This amounts to about 5% of the Year 13 cohort.

The main sports are rugby, hockey, cricket and rowing for boys, and hockey, netball, tennis and rowing for girls. There is a choice of other sports for older pupils. There is a wide range of activities and societies. The School also has a strong Christian Union, Combined Cadet Force, and Conservation and Community Service groups.

The School buildings are in many cases converted houses, formerly privately owned, in the village. There are also many purpose-built teaching areas and extensive playing fields; the School has two boathouses on the River Avon. Some staff live in the valley in school accommodation. There has been a major programme of rebuilding and improvement in recent years: a £4.5 million extension and rebuilding of Maths and Science Departments was completed during 2008, a completely remodelled £3.5m Music Department opened in February 2012, and a significant enlargement and refurbishment of the Art and DT Departments in 2015. Current projects are focusing on the refurbishment of boarding accommodation, and a ten-year strategic estate review was recently commissioned.

The school was recently rated 'excellent' in both categories (pupil personal development and pupil achievement) of the ISI inspection framework.



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The Art and Design Department

Art is taught in our newly refurbished, purpose built centre, shared with the Design Department(see the photograph in the header). Students are encouraged to think critically, developing their innovative and creative proficiency through designing and making high quality products. The department offers GCSE's in Fine Art, Photography and 3D Design, with A levels in these three as well as Textiles and Graphic Communication.

The Art department has an outstanding record of results at both GCSE and A level. Academic results are important, but the success of pupils going on to art colleges for foundation courses and degrees are the real measure of the pupils ability to flourish in the creative pathways that they choose. For many years the department has always got their pupils onto the courses of their choice, with top colleges and universities across the country being accessed. The department has four main studio teaching areas, with equipment and space to run fine art, photography and textiles at A level, fine art and photography at GCSE. This covers printmaking, drawing, painting, mixed media, film, a large darkroom, textiles room, printing room, library, office and two Mac suites with Adobe creative suite. The year 9 pupils all have art on their timetable throughout the year, enabling a strong foundation for further study if they wish. Current numbers at GCSE are 76 and 54 at A level.

The Role

Monkton is seeking to appoint a Teacher of Art with effect from 1st September 2025 for a 1 year fixed-term Maternity cover. The successful applicant will share our vision for fostering a love of lifelong learning, both for students and teachers. They will be passionate about delivering an excellent holistic education and have a commitment to individuals, seeing this as the basis for students to flourish. They will see education as lighting fires rather than filling pails, and appreciate the contribution that co-curricular activities make to the learning process. A willingness to work collaboratively, and get fully and energetically involved in the co-curricular and pastoral life of the School is essential.



Job Description

Post: Teacher of Art

Relationships: Responsible to the Head of Art and Design. Notwithstanding to whom they report for the remainder of their role in the school.

Key Responsibilities

Teaching, assessment and reporting

- Plan and teach lessons in keeping with the departmental scheme of work and external examination specifications, giving due consideration to the needs of individual pupils.
- Set prep in accordance with the prep timetable, and check that it is being completed efficiently by all pupils.
- Monitor pupils' progress by regular marking and testing, keeping a record of marks and assessments. Methods of assessment must be in accordance with departmental policy, and with the requirements of external examination agencies where appropriate.
- Provide parents, house staff and senior management with full information on the progress of pupils, as required. Write reports and assessments in keeping with the school's assessment system, and attend parents' meetings.
- Promote sound standards of punctuality, discipline and work within teaching groups, taking appropriate action against offenders and referring difficult cases to Deputy Head (Learning) as appropriate.

Departmental meetings & professional development

- Attend departmental meetings, making an appropriate contribution.
- Attempt to maintain a close awareness of developments nationally within the subject discipline, by participating in departmental initiatives and by personal initiative.
- Participate as required in the school's appraisal system.
- Engage in personal professional development by attending relevant courses and meetings as agreed with the Head of Department



General Responsibilities

- Maintain good order and discipline among pupils and safeguard their health and safety both on the school campus and on organised events outside school.
- Supervise, as required, groups of pupils engaged in private study, and the classes of absent staff.
- Attend, and participate in as required, general school functions, meetings, Chapel & Church Services, cultural and social events, including those held out of school hours during term time.
- Carry out, in an efficient manner, a share of routine duties in accordance with published rotas.
- During games sessions, participate in the efficient organisation and coaching of games or an approved alternative activity, unless exempted by the Principal.
- Share in the efficient running of extra-curricular activities, as agreed with the Principal.
- Assist in the promotion of the school's reputation, and in marketing activities as required.
- Carry out any additional task reasonably required by the Principal.

Note: The post holder may be reasonably required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the character of the duties or the level of the responsibility entailed.



Teacher of Art Person Specification

		Essential	Desirable
Qualifications	Educated to degree level or equivalent	✓	
	Honours degree or an appropriate related discipline from a recognised University	✓	
	UK Driving Licence		✓
Experience	Ability to teach one of the academic subjects offered at Monkton	✓	
	Successful experience of delivering a differentiated curriculum to pupils with a wide range of needs	✓	
	Successful experience of managing an effective classroom environment to support pupil learning and positive behaviour	✓	
	Ability to teach second subject to assist with timetable flexibility		✓
	Previous experience of teaching		✓
	Substantial experience of pastoral work in a similar setting		✓
Knowledge And Understanding	Equal Opportunities, Health and Safety, and Child Protection	✓	
	Awareness of safeguarding and pastoral issues, including those relevant to boarding, and coeducation	✓	
	Appreciation of the ethos of a Christian boarding school	✓	
	Evidence of the ability to promote a positive ethos and pride in the School together with high standards of education, care and behaviour	✓	
	Good understanding of the ISI inspection framework and National Minimum Standards for Boarding		✓
	Evidence of the ability to work cooperatively with multi-disciplinary professionals, governors and other agencies		✓



Skills	Proven ability to use ICT in the organisation and management of their role	✓	
	Ability to contribute significantly to the school's co-curricular program	✓	
	Excellent oral and written communication skills	✓	
	Ability to teach across the age and ability range for the School		✓
Personal Attributes	Ability to exemplify the highest professional standards at all times, to prioritise and be well organised	✓	
	Commitment to personal development, innovation and change	✓	
	Ability to cooperate proactively, and to inspire, motivate and support pupils, staff, parents/carers and colleagues	✓	
	Ability to provide creative and practical solutions to meet pupils' and the School's needs	✓	
	Ability to listen actively and communicate ideas and information in a clear, concise and open manner to a variety of audiences	✓	
	Ability to learn from experience and take advice from both peers and the individual line manager	✓	
	Evidence of the ability to consult and seek advice and professional support as necessary		✓
	The ability to remain calm and reflective when working in a challenging environment		✓
	Calmness under pressure		✓
	Resilience, commitment and Confidence		✓
	Ability to be flexible and adaptable		✓



Safeguarding

Monkton Combe School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

- [Child Protection \(Safeguarding\) and Staff Code of Conduct and Behaviour Policy, including EYFS](#)
- [Equal Opportunities Policy, including EYFS](#)

Diversity Statement

We seek passionate individuals who live out our four core values (confidence, integrity, humility and service) and inspire our bright, curious and enthusiastic students. Monkton thinks differently. We appreciate and value difference, and our ambition is to attract, develop and retain a diverse mix of talented people that will contribute to our ethos and values.