Teacher of Photography and Art (part-time maternity cover) - Job Pack

ArtsEd is a brilliant place to work, full of talented people doing what they love most in the world. For over 100 years, ArtsEd has been at the forefront of performing arts training in the UK, nurturing talent, and inspiring confidence. One of the UK's leading centres of conservatoire education, the training we provide is world-class, inclusive, contemporary, and focused on the constantly evolving needs of the industry in the 21st century.

ArtsEd employs around 170 people in a variety of teaching and support roles, as well as many more on a freelance basis. We expect a great deal from our staff, and in return, we provide a fulfilling, supportive, welcoming, and engaging environment, where people feel comfortable to be creative, open, and able to give their best.

ArtsEd Day School & Sixth Form

Our Day School & Sixth Form is a national centre of excellence for the study of the performing arts. Founded over 100 years ago, ArtsEd's ethos remains much the same today as it was then: to provide a broad and balanced education, stretching students to achieve their academic, artistic, and personal potential.

An independent day school like no other; ArtsEd is an international leader in performing arts education and a local and national leader in its wider academic provision. Our students enjoy a high-quality vocational programme delivered by committed and creative professionals, whose expertise instils in our students a passion for performance that feeds into all aspects of their educational and personal development. Our students spend time every day doing what they love, encouraging their development into happy, collaborative, and well-rounded individuals, fully committed to holistic education and, at 16+ or 18+, armed with a set of skills and experiences that prepare them for whatever pathway they choose to follow.

In 2024, recognising our outstanding curriculum and performing arts achievements, ArtsEd was awarded a 'significant strength' by ISI, and the School won the ISA National Award for Excellence.

ArtsEd Higher Education

ArtsEd is one of the UK's leading providers of degree-level conservatoire education. Our Foundation, BA and MA courses in Musical Theatre and Acting, create graduates who are innovative and resilient performers. We prepare our students for both the physical and mental rigours of the performing arts industry through a combination of outstanding vocational training and focused pastoral care. The success of our approach has led to our alumni playing a key role in the success of the UK's creative economy for many years and they include choreographers, directors, and producers, as well as performers.

'The future of this country's theatre
tradition depends on centres of excellence such as ArtsEd.'

Lord Lloyd Webber, ArtsEd President

What do we offer?

The energy and passion at ArtsEd are tangible. We are a small, close-knit team, committed to supporting all of our students to achieve their best. We offer competitive salaries and our size means that we are able to provide tailored opportunities for staff to develop their skills and experience through internal and external programmes.

The health & wellbeing of our staff is a key focus and we have teamed up with Simply Health to offer a family-wide health plan that includes the following:

- a full Employee Assistance Programme, including face-to-face counselling and unlimited telephone support;
- contributions towards a range of therapies, including sports massage, physiotherapy and chiropractic appointments;
- contributions towards dental and optical costs;
- 24/7 GP appointments via telephone/webcam;
- Lifestyle Discounts.

In addition, staff are eligible for the following:

- Cycle to Work Scheme;
- a 5% matched pension (after the relevant qualifying period).

Teacher of Photography and Art	
Department:	Day School and Sixth Form
Reports to:	Head of Visual Arts
Working Pattern:	0.6 FTE - Maternity Leave commencing November 2025
Start date:	November 2025
Salary:	Commensurate with experience

ArtsEd is committed to safeguarding and promoting the welfare of children and young people and expects all staff (permanent and visiting) and volunteers to share this commitment; all staff are required to undergo background checks in line with Keeping Children Safe in Education 2024 regulations and to hold an enhanced DBS.

Summary of the role:

We are seeking an inspiring and adaptable teacher of Photography and Art to join our creative team at a vibrant and nurturing independent performing arts school. The appointed person would be expected to teach throughout the School from Year 7 – Year 13, but with a predominance of A level teaching.

This is a unique opportunity for a passionate educator with a strong photographic practice to guide and stretch students fostering a deep understanding of technical skill, personal expression and a love of the visual arts world. The role would suit either an early career teacher or a teacher seeking further experience, and the ideal candidate will be confident delivering digital photography while also contributing meaningfully to the wider Art curriculum.

The Visual Arts Department is staffed by four specialist teachers working across a suite of three dedicated Art studios. At GCSE and A level, students follow the Edexcel Fine Art and Photography specifications, and public examination results are consistently excellent. A significant number of students have progressed to leading visual arts institutions, including University of the Arts London, City and Guilds and Kingston University. Throughout the school, curated displays of outstanding student work celebrate the high standard and creative ambition of our students.

Art is taken seriously by all students, who rise to the high expectations set by staff, regardless of their starting point. Teachers provide exceptional support and foster a nurturing yet ambitious environment. While academic success is celebrated, our approach prioritises originality, curiosity, and individual expression. Students are encouraged to explore and refine technical skills while developing thoughtful, personal responses to the world around them. This emphasis on intelligent, independent creativity cultivates skills that enrich not only their work in the arts but also their broader educational journey. Visits to galleries and museums in London and beyond are strongly encouraged, and Sixth Form trips have included New York, Barcelona, and Paris.

All staff at ArtsEd are expected to sustain and improve the quality of performing arts training and academic education that is offered to the students in the school. Our ethos is one of shared responsibility to which all teachers make a significant contribution. You will be expected to generate, along with the other members of successful department, the vision and ethos for the course and work together to develop the most innovative core units for students.

In 2024, recognising our outstanding curriculum and performing arts achievements, ArtsEd was awarded a 'significant strength' by ISI, and the School won the ISA National Award for Excellence.

Please email hr@artsed.co.uk for any further questions about the role.

Responsibilities:

Department specific duties and responsibilities:

- Exhibit a genuine passion for the Visual Arts, embracing both traditional techniques and contemporary practices.
- To contribute to the teaching of the KS3 - KS5 curriculum in Photography and Art including GCSE and A Level, with experience in delivering both to A-Level highly desirable
- Deliver high-quality teaching in both Photography and Art across Key Stages, fostering technical proficiency, creative thinking, and critical engagement.
- Plan and assess practical and conceptual projects with a focus on skill development, personal response, and alignment with exam board specifications (Edexcel Fine Art and Photography).
- Support students in developing visual literacy and subject-specific analytical skills, particularly in written components such as artist analysis and project evaluations.

- Ensure the safe and effective use of specialist resources, including digital and studio equipment. Upholding all health and safety procedures and protocols; including the preparation and implementation of risk assessments.
- Support the Head of Department in the monitoring and maintain all departmental equipment and materials related to Photography and Art, ensuring they are kept in good working order and are safely stored.
- Support the Head of Department in the care and routine maintenance of specialist facilities, including photography studio, studio lighting and other equipment.
- Support students in appropriate and respectful use of resources and consumables, promoting shared responsibility and care for the creative environment; reporting any shortages or damage in a timely manner.
- Liaise with the Head of Department regarding budgeting needs, stock orders, and replacement of resources, contributing to forward planning for department expenditure.
- Maintain accurate inventories of department resources and equipment, updating records in line with school procedures.
- Support the Head of Department in identifying and prioritising future investment in equipment or software to enhance student learning and access to contemporary practices.
- Contribute to the planning and supervision of educational visits and trips, supporting students in broadening their cultural and creative horizons.
- To set and mark classwork, homework and any internal exams/assessments according to the School's marking policy.
- To support the design, development and writing of schemes of work relating to the requirements of KS3 and the GCSE and A Level Examination Boards, working collaboratively where appropriate.
- To strive for excellence in the quality of teaching and learning within the department and ensure that curricular records are kept and reports written.
- To demonstrate knowledge of relevant examination and assessment specifications, meeting all deadlines for marking coursework
- To create, maintain and monitor appropriate records of students' learning and achievements, curricular coverage, and assessments.
- To write reports, attend parents' meetings and respond to parents' enquiries.
- To advocate for and implement the school's agreed policies and procedures.
- To supervise the use and care of the rooms assigned to your classes, including adherence to relevant Health and Safety regulations in studios/classrooms and other facilities.
- To attend and contribute to meetings for the department and others within school, and to adhere to plans, policies and decisions made during such meetings.
- To take part in the performance management and appraisals programme.
- To maintain liaison with classes and individual students' form tutors.
- To take on the pastoral responsibilities of a Form Tutor.
- To work within the budget allocated for certain tasks by the Head of Department.
- To maintain an accurate written record of all books/equipment sold to students in the school, and to provide a list of these disbursements when required by the Head of Department.
- To oversee the provision and maintenance of effective resources for learning: textbooks, student materials, equipment and classrooms.

School wide duties and responsibilities:

- Maintain effective discipline through implementation of the school's agreed policies and procedures.
- Carry out general school supervisory duties as and when required to do so.
- Attend and support Open Evenings, Parents Evenings, School performances and other relevant events.
- Attend and contribute to staff meetings, department and faculty meetings, and other meetings as required.

Duties and responsibilities of all Staff:

- All staff must promote and safeguard the welfare of children and young persons for who you are responsible and with whom you come into contact.
- All staff must carry out their responsibilities with regard to all ArtsEd policies and procedures, ensuring inclusivity, equality of opportunity, and compliance with Health and Safety in the workplace.
- All staff must respect the confidentiality of data stored electronically and by other means in line with the Data Protection Act.
- All staff must adhere to the staff Code of Conduct.
- All staff are required to regularly undertake Safeguarding, Keeping Children Safe in Education, Prevent, and GDPR training and to maintain their own professionalism and job-related knowledge through ongoing CPD.
- All members of staff are required to be professional, co-operative, and flexible in line with the needs of the post and the School.
- All Job Descriptions are reviewed annually and will change to reflect the needs of the School and the post.
- ArtsEd is committed to the safety, wellbeing and safeguarding of all students and students and expects all staff to share this commitment. Staff in all posts are required to hold a clear, enhanced DBS.
- You may also be required to undertake and additional duties as your line manager, SLT, or the Head requires from time to time.

- All staff are expected to provide a safe and professional environment that is respectful and supportive of other staff members and members of the ArtsEd community.
- All staff are expected to provide safe and professional environment that is respectful and supportive to all students and enables them to explore their identities under the Equality Act 2010 and in line with ArtsEd EDI protocols.
- Demonstrate a total commitment to safeguarding children.

Person Specification	Essential /Desirable	Assessment Method
Qualifications		
• A relevant degree in Art, Photography, or a related subject • Qualified Teacher Status (QTS) • Postgraduate training in Art Education or a related field • Evidence of continued professional development in Art/Photography	Essential Desirable Essential	Application / Interview / Interview Task
Knowledge		
The knowledge required by the Applicant to perform effectively in the role: • Have a thorough and secure knowledge and understanding of the subject • A sound knowledge of relevant examination syllabuses for GCSE, A Level with a willingness to learn new specifications if deemed appropriate • A range of teaching strategies and approaches relevant to the teaching of the subject • Familiarity with current best practice • A good knowledge of assessment procedures relating to the specialist area	Essential	Application Interview Professional references
Experience		
The categories of work or organisations, types of achievements and activities that would be in the role: • This post would suit an early careers teacher or an experienced teacher • Relevant teaching experience, preferably in a co-educational environment, of teaching Art and Photography to A level. • Experience of teaching Art and Photography across Key Stages 3 to 5 • Experience managing equipment, materials and practical learning environments • Experience supporting students applying to further or higher education in creative subjects • Involvement in exhibitions, enrichment activities, or educational trips	Essential	Application Interview Professional references
Skills and abilities		
The skills and abilities required by the Applicant to perform effectively in the role: • Ability to inspire and develop young students, both vocationally and academically. • Ability to plan and deliver engaging, imaginative lessons in Photography and Art • Evidence of first-class teaching skills • Ability to design and implement an exciting and effective curriculum • An efficient and effective administrator • Confident use of digital tools, software and editing platforms relevant to Photography and Art • Organised and proactive in managing student progress, resources and deadlines And also: • To enable students to acquire knowledge and make progress according to their ability so that they increase their understanding and develop their skills in the subject taught. • To foster in students the application of intellectual, physical or creative effort, interest in their work, and the ability to think and learn for themselves. • To create well-planned lessons and deliver through effective and appropriate teaching methods, activities and management of class time. • To show a good understanding of the aptitudes, needs and prior attainments of the students and ensure these are taken into account in lesson-planning. • To utilise effective strategies for managing behaviour and encouraging students to act responsibly.	Essential	Application Interview Professional references

• To teach, according to their educational needs, the students assigned to them, including the setting and marking of work to be carried out by the students in class, homework and elsewhere. • To assess, record and report on students' development, progress and attainment. • To work with, and under the instruction and guidance of the Head of Visual Arts in the preparation and development of courses of study, teaching materials, teaching programmes. • To contribute to the development of the curriculum, and to be aware of the latest thinking in both subject and the national curriculum. • To staff clinics and other support measures according to the timetable and needs of students. • To provide guidance and advice to tutees assigned to them, on their academic programmes, timetables, methods of study, study skills, further education and future careers, including information about sources of more expert advice on specific questions. • To attend and lead any Personal, Social and Health Education sessions as specified for their tutor group and other groups as required by the PSHE Co-ordinator. • To communicate and consult with the parents of students to communicate and co-operate with persons or organisations inside and outside the School in order to promote the social and moral welfare of students and their progress within the School. • To participate in meetings arranged for any of the purposes above.		
Personal competencies and qualities		
The personal qualities that the Applicant requires to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people: • Passion for the Visual Arts and for education in a creative, performing arts-focused environment • Enthusiastic about nurturing students' artistic voice and individual creative identity • Committed to inclusive education and supporting learners of all backgrounds and abilities • Willing to contribute to wider school life, including exhibitions, clubs and trips • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience • Positive attitude to the use of authority in maintaining discipline. • A strong commitment to educating young people • The ability to work constructively across a wide age and ability range. • The all-round ability, competence, stamina, and professionalism necessary to perform all professional duties effectively • Ability to work as part of a small team and communicate effectively • Total commitment to safeguarding children	Essential	Application Interview Professional references
Background to ArtsEd		
ArtsEd originated from two schools - one founded in 1919 by Grace Cone and the other in 1922 by Olive Ripman. These two pioneers in education believed passionately in the value of combining a general academic education with specialised training in dance, drama, music and art. They were committed to preparing young people for professional careers in or related to the theatre. In 1939, Grace and Olive joined forces to create the Cone Ripman School, subsequently named the Arts Educational Schools. Dame Alicia Markova and Sir Anton Dolin drew almost exclusively on ArtsEd students to help them create their revolutionary company London Festival Ballet, which eventually became the English National Ballet. Ballerina Dame Beryl Grey became Director of the Schools in the 1960s. ArtsEd continued to innovate, introducing both professional acting and musical theatre courses and in 1986 moved to its present home in Chiswick. In 2007, Lord Andrew Lloyd Webber became President, heralding an auspicious new era for ArtsEd. The Day School and Sixth Form remains the leading school of its kind in the UK with all students possessing outstanding creativity and dedication. Academic results and vocational success are significant and our Value Added return is in the top 1% nationally. The School of Musical Theatre and School of Acting offer full-time BA and MA courses. Our Musical Theatre course is recognised as the best in the UK, while the Acting course is praised for its innovative 50:50 split between stage and screen acting. Our outstanding record of graduate success sees nearly every one of our Musical Theatre graduates and over three-quarters of our Acting graduates make their professional debuts within six months of graduating. In additional to vocational training and significant success in the creative arts, each year a number of ArtsEd students move on to Russell Group universities where they study a range of more traditional academic subjects.		