



CLIFTON  
COLLEGE

For the position of:

# Head of Visual Arts



Together  
we are Clifton

[www.cliftoncollege.com](http://www.cliftoncollege.com)

# Visual Arts at Clifton

The Art Department has enjoyed considerable success and our pupils achieve excellent public examination results. Many of our students go on to study at some of the very best Art and Design Colleges in the country. For many years our students have also won prestigious prizes in the Annual Senior Schools Art Competition at Bristol Cathedral in which many Bristol Schools participate. The profile of Art at Clifton is supported by our annual Inter-House Art Competition and Commem Exhibition in the summer term. We are also fortunate in being located close to the Royal West of England Academy and the Bristol City Museum and Art Galleries. We run annual visits to Art Galleries in London, Oxford and Cardiff.

The Design and Technology Department is a thriving, enthusiastic and innovative place to be. We are a very popular choice for many students who we encourage to be brave and learn from their mistakes. The department consists of three full time members of staff who teach across the discipline and the workshops are well-equipped and overseen by a full-time technician.

The Ceramics/Sculpture workshop is equipped with tables, a kiln, a potters' wheel, an extruding machine, a sixth form computer work area. We also have two drawing and painting studios equipped with tables, easels, an etching press, an aquatint box, computers and colour printers. We have a well-equipped darkroom with enlargers and a photography room with Apple Mac computers, studio lighting equipment, a backdrop and a large A1 size digital printer. The Design and Technology department consists of: a large, well equipped multimedia workshop; metal workshop with aluminium foundry, hearth and welding facilities; and a plastics room with laser cutter, CNC router and plastics recycling system. There are also two dedicated design rooms with desks and computers, and a dedicated textiles room.

All qualifications delivered by the department across GCSE (Art and Art, Craft and Design) and A level (Art, Photography, Sculpture) follow the AQA syllabi. In addition we encourage students to use the department and its facilities for recreational art even if they have not selected it for GCSE or A Level. The Design and Technology department offers Resistant Materials, CAD & CAM and Textiles in Year 9 across a carousel rotation. We follow the Cambridge IGCSE in Resistant Materials and AQA Art and Design with a Textiles focus at GCSE, and Cambridge International A level in Product Design and AQA A level Textiles. We offer a range of other enrichment activities alongside the curriculum including scholarship skills workshops, clinics, open workshops, silversmithing, stained glass and textiles clubs.



# The Role

Head of Visual Arts - Permanent | Full Time

Required start date: 1st September 2024

This is an exciting opportunity to take up a new role at the College leading the development of Visual Arts at Clifton. The successful applicant will also hold one of the posts of Head of Design and Technology or Head of Art, and will line manage the other. Although the disciplines of Textiles, Photography and Ceramics fall under the remit of each of the two Heads of Departments, the Head of Visual Arts will have oversight of all.

As part of the role you will have responsibility for driving forward Visual Arts at the College, ensuring excellence across both the Art and Design and Technology Departments. As an outstanding and experienced leader, you will have responsibility for the quality of the teaching and learning environment fostered across the faculty, ensuring that our pupils are receiving first-rate tutelage and support. A major part of the role involves taking a lead on developing opportunities for partnerships between Clifton and the local community, showcasing the quality of the Visual Arts produced by our pupils, while providing the opportunity for our pupils to work with other members of the local community to create work and lead masterclasses. Bristol is a vibrant City with both a broad and deep history in the Arts, and the role provides the chance to exploit the city's artistic resources. A key strand of the College's strategy is to grow and develop further opportunities to collaborate with the local community and beyond, and this role would support this strategic drive through the provision of meaningful educational partnership opportunities for our pupils.







The successful candidate will be an outstanding teacher with very strong academic credentials. They will be an influential contributor sitting on several committees, and will be considered a senior Head of Department alongside the Heads of English and Mathematics. They will develop and promote the visual arts throughout the College, while establishing clear expectations and constructive working relationships among HoDs and staff through collaboration and mutual support.

#### **The Head of Visual Arts will::**

- Lead on the strategic development of Visual Arts at the College and drive numbers of pupils involved in associated subjects.
- Lead on the 'Clifton in Community' Visual Arts programme and develop opportunities to collaborate with local state schools.
- Develop more opportunities for pupils to proactively engage with the community in Bristol and further afield.
- Play an active role in Clifton College's Community programme
- Represent Clifton at Bristol Education Partnership Visual Arts initiatives and develop opportunities with the other partnership schools.
- Provide regular opportunities for parents of the Upper School and Preparatory School pupils to attend events and engage with the Visual Arts.
- Collaborate with heads of co-curricular departments to develop the Arts offering for current and future pupils.
- Organise and host events with prep, feeder and local schools in order to attract prospective pupils and scholars.



# About You

## Essential requirements:

- Outstanding classroom practitioner
- Good sense of humour
- Excellent time management
- First-rate organisational skills
- Inspirational leadership skills
- The ability to think strategically and create a department development plan in-line with the College's Academic Development Plan and wider strategic aims
- Compassionate and empathetic listening skills
- Strong degree-level qualifications in a relevant subject
- Significant teaching experience in the department subject
- Literate approach to documentation and communication
- Ability to use IT effectively to improve efficiency and performance

## Desirable requirements:

- Other post-graduate qualifications relevant to the subject or education in general
- Experience of working as an examiner
- Understanding of employment law in the educational context
- A keen interest in pedagogy and the latest developments in teaching and learning



## Employee Responsibilities

### Values and behaviours

Uphold Clifton College's values. Act as a role model for all Clifton employees. Support the College in embedding our values and desired behaviours in order to promote a positive, respectful, compassionate, and inclusive culture and working environment.

### Equal Opportunities

Maintain an up to date knowledge of Equality and Diversity legislation and the organisation's Equality and Diversity policies and procedures, in particular with regard to the recruitment and retention of staff.

### Safeguarding

Maintain an up to date knowledge of Safeguarding legislation, and the College's safeguarding policies and procedures, in particular with regard to the recruitment and retention of staff.

### Health and Safety

Ensure that an up to date knowledge of Health and Safety legislation as applicable to the role is maintained and that the College's Health and Safety policies and procedures are fully implemented and adhered to as applicable, in particular with regard to the recruitment and retention of staff.

### Professional Development

Maintain and update your own knowledge and skills in line with legislation and the needs of the role.



# Staff Benefits

**Apart from working in an inspiring environment and making an important contribution to our College community, we also offer a range of benefits, these include:**

- Use of our fantastic nursery and holiday club facilities.
- Free lunch.
- Onsite gym membership and swimming pool access.
- Pension scheme with Life Assurance.
- Option for private medical insurance.
- Cycle to work scheme.
- Confidential counselling.
- An Employee Assistance Programme – providing free support on financial, health and legal matters.
- Excellent opportunities for career development and progression with the opportunity to gain externally recognised qualifications.





# About Us

Clifton College is a leading independent day and boarding school educating over 1,300 pupils aged 3 to 18 years. Founded in 1862, the College provides an exceptional all-round education that successfully combines a rich heritage with modern state-of-the-art facilities.

We are fortunate to be located in one of the most beautiful suburbs in the vibrant city of Bristol with Clifton Village just a short walk away from the College campus.

The College employs over 280 teaching staff, more than 270 operational staff and about 160 staff who work in our sport and leisure facilities. The College recently founded the Clifton Education Group which now includes the English Language Centre, a nationally leading provider of English language education, and Tockington Manor School, a superb local preparatory school for ages 2 to 13.







# Academic Life

## Aim High, Stay Grounded.

Clifton's aim is to ensure academic excellence for all. Intellectual risk-taking is encouraged in an environment where students are free to question, free to discover, free to try and free to succeed. Academic expectations are high and pupils are inspired to maximise their academic potential. We require internal and external entrants to the Sixth Form to have at least three 7 (or A) and three 6 (or B) grades at GCSE or equivalent for entry, unless agreement is reached on courses matching specific strengths in a student.

In the Upper School, we foster a learning culture that encourages independence, allowing students to take ownership and responsibility for their learning while being challenged and stimulated in equal measure. They develop an approach to learning which will see them through their time at Clifton College and beyond, whilst also being encouraged to remain naturally inquisitive and eager to learn.

The College's academic results are impressive. In 2023, 51% of A Level grades were A\* - A. At GCSE grades 23% of grades were 9s, with 62% of grades 9-7. More than 50% of UK university places won were at Russell Group universities, with Edinburgh, Durham, UCL and LSE amongst the most popular. Each year we send some of our most academically able students to Oxbridge, while others choose to study overseas, such as at the universities of Yale, Toronto and Hong Kong.

Sixth Formers receive tailored careers advice and staff work in close contact with parents and pupils to ensure they receive the best support and encouragement.

# Pastoral Care

**It is like one big family; everyone takes care of each other.**

At Clifton College, students are encouraged to follow their own individual interests, whilst also taking away the common cores of knowledge and cultural experiences. The College fosters individualism, passion and talent, but this is always balanced with a powerful community ethos and a culture of high expectations.

The House system is one of the College's great strengths, engendering a sense of belonging in all students, and the mechanism for delivering outstanding individual care.

In the Upper School, each student is allocated to a single-sex House, which becomes their home from home throughout their time at the College.

Each House is run by the Housemaster or Mistress (HoM) who is ultimately responsible for the welfare of students in the House. Alongside the HoM there is an Assistant Housemaster or mistress who has a particular role of supporting the Year 9s. The Houses are supervised during the day by a matron who is able to provide emotional and practical support for the young people in the house.

All teachers at Clifton are tutors and provide HoMs with a holistic view of children in their care. Students socialise across the age groups and work together on a wide range of sporting, cultural and academic House events.

Older students take pride in encouraging and mentoring the younger children. The Chapel and the Synagogue support the spiritual life of the College and they lie at the heart of Clifton. The Chaplain and Rabbi play a unique and significant role in supporting students and staff of all faiths and of none.





# Co-Curriculum

There is such a diverse variety of activities you can choose from.

Drama and Music play a valuable role in the cultural richness of life at the College. Clifton was one of the first boarding Colleges in the country to have its own purpose-built theatre, The Redgrave Theatre, which is named after former Clifton College pupil, Sir Michael Redgrave. It seats 320 guests and hosts more than 40 productions a year, including the much anticipated spectacle that is the Clifton College Annual Musical.

The College also has a dance studio to further students' creative and technical skills.

There is a wealth of acting talent at the school and recent graduates have gone on to prestigious drama schools. Well-known Old Cliftonian actors include Sir Michael Redgrave, Sir Simon Russell Beale, David and Clive Swift and Trevor Howard.

Music is the soundtrack to life at Clifton with over 25 concerts taking place per term. Recent highlights include a current student winning first place in the Junior Royal Academy of Music Violin Prize, a year 13 pupil being offered a full scholarship to study singing at Royal College of Music, and a recent leaver receiving a double starred first in Music at Cambridge. Celebrated Old Cliftonians include organists Sir David Willcocks and Andrew Nethsingha (recently appointed Director of Music at Westminster Abbey), and a recent organ pupil is now senior organ scholar at Magdalen College, Oxford. Others have gone on to write and release their own tracks and work in Music Tech. A former Watson's House pupil recently started a social enterprise, Pianos for the High Street, which successfully brings music to local public areas for everyone to enjoy.





Clifton College has a long and proud sporting tradition, which began with the first Head Master, John Percival, who believed all should be involved in physical activity.

These days, Clifton still operates a policy of ‘Sport and Fitness for All’, and the range of sport offered is outstanding, both in its breadth and excellence of instruction.

The Close, which sits proudly at the centre of the school campus, is arguably one of the most attractive sports fields. In 2022 it played host to an England Rugby training camp and it is draped in sporting history.

The eighty-acre site known as Beggar’s Bush is Bristol’s biggest outdoor sports complex. In addition to the many grass sports fields, there is a water-based Olympic standard hockey pitch, two further astroturf pitches, a full sized artificial football pitch, a Real Tennis court, and a golf driving range. The Chelleram Sports complex that is located at the Beggar’s Bush site is a state of the art facility constructed to the highest sustainability standards offering a multitude of sports. A climbing wall, badminton, netball and tennis courts, as well as indoor cricket and hockey are all well catered for.

Throughout the year, Clifton students play 17 competitive sports. Clifton College is widely regarded as one of the top UK Rugby, Hockey, and Cricket schools. Recent achievements include the 1st XV boys’ rugby finishing 2nd in the country, Girls hockey teams at 1st XI and Under 14 levels progressing through to the National Finals and 2nd place in a national girls’ cricket competition in 2022.

There are strong partnerships in place with professional sporting institutions such as Bristol Bears, Gloucestershire Cricket, Clifton Robinson’s, Bristol & Clifton Golf Club, Badminton England and Bristol Sport. In addition, the College benefits from world class individuals with National Representative Honours in its coaching team.

There are many current pupils who are representing their country in a variety of sports, and recent Old Cliftonians include Olympic gold medal winner Lily Owsley, who continues to represent both England and Great Britain in hockey, and both Immanuel Feyi-Waboso and Ioan Llyod recently being selected for the England and Wales National Rugby Squads respectively.

Clifton boasts a plethora of opportunities in the Co-curriculum that are supported by teaching staff. In addition to the Drama, Music, and Sport that takes place at the College; there is a broad range available to the pupils which includes: Community work, CCF, Outdoor Education, Duke of Edinburgh, Activities, Societies, Enrichment Programme, and a Year 9 Outdoor Programme called Terriers that culminates in an end of year trip to the Alps.

Every member of staff makes a significant contribution towards the Co-curriculum as part of their role. Where possible, the experience and interests of staff are aligned to the Co-curricular programme. However, there is always an opportunity for staff to train up in a particular sport or other area of the Co-curriculum.



# Why Bristol?

Bristol is perfectly placed as a gateway to the South West with easy access to stunning surrounding countryside.

It has an international reputation as a centre of culture and a city to visit, offering one of the country's widest selections of music, multimedia and performance venues, art galleries, museums and historic buildings.

The city has been named as the UK's first cycling city and one of Europe's most bike-friendly destinations.

Bristol is the nearest major city to London and has unrivalled rail and motorway links along with an international airport linking to cities in the UK and across the world.







# How To Apply

Please complete the application form found at: <https://www.cliftoncollege.com/about/working-at-clifton/>

Or contact [myfuture@cliftoncollege.com](mailto:myfuture@cliftoncollege.com) for an application pack.

**We look forward to hearing from you soon!**

We are committed to creating and promoting a diverse and inclusive workforce that reflects the community we are part of. Applications are welcome from all suitably qualified candidates regardless of ethnicity, gender, age or disability. We particularly encourage applications from under-represented groups.

Clifton College is committed to safeguarding and promoting the welfare of children and young people, all staff and volunteers are required to share this commitment.

Due to the nature of the role, you will need to complete an enhanced criminal record disclosure (DBS check) and undergo our pre-employment screening.

As a regulated sector we are required to ask for references prior to interview, by applying for this role you are consenting for us to contact your referees.

This role is exempt from the Rehabilitation of Offenders Act 1974 therefore you will be asked to disclose all previous convictions not exempt under amendments to the Exceptions Order 1975, 2013 and 2020.

**The closing date for this role is 8am Monday 5th February, with interviews to be held on Thursday 8th February.**

**We reserve the right to interview and possibly appoint before the closing date.**