



Lancing College

Appointment for Resident Graduate
Teacher and Artist

September 2024



The College

Lancing College, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to work.

The College is friendly, ethical, vibrant, and outward-looking. We act with integrity and treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups.

The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions.

The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The College was awarded a Significant Strength (the highest accolade under the new Independent Schools' inspection framework) for Pastoral Care in the October 2023 ISI inspection. The full report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has 277 day pupils on roll at Lancing Prep at Hove and 214 day pupils on roll at Lancing Prep at Worthing. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Mr Dominic Oliver, has been in post since September 2014.

The Appointment

We are seeking to appoint a full time Resident Graduate Teacher and Artist with a degree in any Art and Design specialism to live and work in this busy boarding school. They will develop and share their subject expertise as well as a contribution to pastoral and co-curricular life.

The Resident Graduate Teacher and Artist will have the opportunity to hold one or more exhibitions of their work during their tenure. We will also commission a work for permanent display.

This is, in the first instance, a one-year appointment involving close working with a range of staff and pupils within the senior school (and possibly within the Lancing Preparatory Schools also). Upon successful completion of a year in post, a review of progress will be made and, if mutually agreed, a contract extension into a second year may allow access to funded PGCE teacher training and acquisition of Qualified Teacher Status.

Art at Lancing College

This is an exciting time to be joining Lancing College and the Art Department in particular. Numbers are growing, and uptake for the subject as a GCSE and A Level option is extremely healthy. The talented and committed staff ensure that the subject flourishes at all levels and the facilities are open outside of scheduled lesson times, allowing pupils to undertake ambitious projects. We are keen to instil a sense of discipline as well as developing creativity, experimentation and intellectual curiosity in our students, whilst avoiding a prescriptive “house style”.

In 2008 the Art Department moved into the stunning new Reeve Art School. The challenge for the architects was to create an inspiring building with interest and atmosphere and to provide first-class facilities to develop the role of Art in the school. The building, designed by award-winning LCE architects, is integrated into the flint buildings at its core, but projects out over the sea and the South Downs with exceptional views. It is the first Lancing building to be designed to look outwards from the site.

In September 2022, Lancing College introduced the “Lancing Diploma” with the aim of encouraging students to make connections between subjects, establishing a clear pedagogy of meaningful collaboration. Since the Art Department has become more visible within the campus, enhancing the already stunning college environment in order to place Art at the heart of the community.

There are large flexible studio spaces, two of which have a height of four metres and can be opened at the centre to provide one unified space across the whole upper floor. There are two other large multi-purpose studios, one which houses both the Relief and Etching presses, and another smaller ceramic studio and kiln. We also have a range of sewing machines and materials for Textiles, and we have recently introduced photographic screen printing as an area for further development. Photography is taught in two large studios and extensive dark room housing over 14 enlargers and a suite of Apple Macintosh computers. We work closely

with Design Technology in the adjacent building, which houses a full range of associated resources, tools, and machinery. In addition, there is a research library with books, periodicals and computers. The building, along with the rest of the campus, has high speed internet connection WiFi throughout.

Art in the Curriculum

- All Third Form pupils (Year 9) study Art grouped into 8 sets of approximately 16. They follow a bespoke curriculum covering a range of media and techniques in order to prepare them for the option of taking GCSE in Art and Design/Photography. Critical and Contextual Studies is integrated into the projects.
- At GCSE, Art is an option in two blocks, taught in mixed-ability sets, currently following either the AQA GCSE Fine Art or Photography specifications.
- In the Sixth Form, Fine Art is available in two option blocks, following the EDEXCEL specification. Photography A Level is available in one option block following the same specification. This enables students to select both Art and Photography if appropriate.

The Art School is available as a space for students to work outside formal teaching time. Sixth Form artists have their own areas within the studios.

The extensive scale of the department allows pupil work to be set up in the studio for the duration of a project.

Art and Further Education

Art in the Sixth Form is not exclusively for those intending to pursue a related career, though many students decided to do so and support with applications and portfolio preparation is an important aspect of the role of all staff within the department.

Those intending to continue with an Art and Design-related education are prepared for portfolio submissions to Art school, some to Foundation courses and, where appropriate, direct degree entry. Preparation for Architecture degrees is also a particular specialism of the department.

Job Description

The Graduate Teacher is responsible to the Assistant Head (Co-Curricular), the Assistant Head (Academic), relevant Head of Department and the Housemaster/ Housemistress of the House to which they are attached.

Key Tasks and Responsibilities

- Teach or act as a teaching assistant in academic lessons (up to 15 35-minute periods per week) across all three terms as well as observe, and possibly assist in, the teaching of GCSE and A-Level in their particular subject area.
- Pastoral involvement in a boarding House to which the Graduate Teacher is attached, being on duty for one evening a week and one weekend per half term.
- Acting as a tutor to a group of no more than 6 pupils in III to V Form in the House to which attached.
- Participation in the Co-curricular activities in the Art School and possibly other aspects of the school's busy programme.
- To assist with the staffing of Art facilities at weekends and in the evenings.
- To assist with the staffing of trips and visits.
- To assist with the management of school events, e.g. meeting and greeting parents; assisting in House events; assisting in the supervision of pupils and welcoming of logistics at whole-school events (e.g. Carol Services, Founder's Day).
- To assist with Common Room Duties in the wider supervision of pupils in the evenings.
- To attend staff inset day at the end and beginning of the term as reasonably required.
- Your exact timetable will be established by the Assistant Head (Co-Curricular) in consultation with the Assistant Head (Academic) and Head of Department.
- Upon successful completion of a year in post, a review of progress will be made and, if mutually agreed, a contract extension into a second year may allow access to funded PGCE teacher training and acquisition of Qualified Teacher Status.

Graduate Teachers at Lancing College undertake a wide range of roles and these roles will, where possible, be linked to interests and areas of expertise. In addition, Graduate Teachers may help at the Prep School as coaches and/or classroom assistants; may help with administrative and physical tasks in academic departments and help with staff resources.

Person Specification

The expectation is that the Resident Graduate Teacher and Artist will have a dedicated space in which to produce their own work in the Art School. There will also be access to shared facilities and equipment, and other basic resources / materials will also be provided.

Development of creative ideas, skills and expertise and sharing these with the pupils and colleagues is central to this role. In addition, the post holder will work closely with the Head of Art and the Technician to ensure that Art is a visible, high-profile component of the College.

Key Skills and Qualities required

- Be a good Honours graduate with an interest in considering teaching as a possible career and a passion for their academic subject
- Able to use their initiative and take responsibility

- IT literate and able to use a range of key packages
- Enjoy working with young people
- Be an excellent communicator, both verbally and on paper
- Be both a self-starter and a team worker; able to manage their time and to work well with a range of other people across the organisation
- Be flexible and adaptable with a sense of humour.
- Be committed to ensuring the welfare of the children in the school and to upholding the highest of professional standards

Application Procedure:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.org.uk. Please send any emails to recruitment@lancing.org.uk

The applicant must also submit a digital portfolio of their work and be prepared to bring a portfolio to interview for discussion.

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of two referees, one of whom should be the candidate's current or most recent employer should be included with the application.

The closing date for applications is **10th May 2024** applications may be reviewed on receipt. Interviews are scheduled to take place week commencing **13th May 2024**.

Terms and Conditions

- **Salary** - £16,868 per annum which is paid in twelve equal parts on the 26 of each month.
- **Hours** – In addition to term time hours the Graduate Teacher will be required to attend staff inset days after the end and before the beginning of term as reasonably required. Some evening and weekend work will be required.
- **Meals** are provided free of charge during term time.
- **Termination of Employment** – the College may terminate the employment by giving in writing not less than four weeks' notice and the member of staff may terminate the employment by giving in writing not less than one term's notice.
- **Holiday** - You will be entitled to the statutory minimum holiday entitlement, and this must be taken during school holidays.
- **Accommodation** – Unless you are informed otherwise, you will be provided with accommodation for the duration of your employment, and this will be free of charge from rent and all other utility bills.

- It is expected that the Graduate Teacher will remain at the College for the duration of the year.
- School commitments must be put before personal interests.
- Registration with the School Doctor is arranged on arrival.
- The College operates a medical health insurance scheme. Staff are eligible to join after three months' service. The College will pay for membership, but this is regarded as a benefit in kind and is therefore taxable.

Further Information

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2023. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally).