



St Andrew's

BERKSHIRE

HEAD OF ART (PERMANENT)

September 2026 is preferable, but January 2027 will be considered

Head's Welcome

Thank you for taking the time to read through this candidate pack for the role of Head of Art at St Andrew's. We are seeking to recruit an outstanding individual ideally from September 2026, although a January 2027 start date would also be considered. This is a great opportunity for an ambitious teacher who is passionate about art and the successful candidate must have the vision, drive and desire to 'bang the drum' for art across the School.

It is not essential for the successful candidate to be a current Head of Department but proven experience of being able to inspire children to be excited about art is essential. The Head of Art will lead, manage, and develop the Art curriculum across Reception to year 8, ensuring it is cohesive, ambitious and reflective of best practice. The teaching role will largely be across the Prep School (Years 3 – 8), and will involve inspiring pupils of all abilities, including Art scholars, whilst collaborating with the Head of Pre-Prep to ensure smooth curriculum transition across the School.

St Andrew's is a superb place to work, with a collegiate and engaged staff, who take what they do seriously, but themselves less so. The children are our greatest ambassadors and they are hard-working, down-to-earth and appreciative of the opportunities they have before them. In 2023, we adopted the Pre-Senior Baccalaureate (PSB), an holistic and skills-based curriculum, which is being implemented across the Pre-Prep and Prep School, and we also became a Microsoft Showcase School – one of only four prep schools in the UK and 400 schools globally to have been accredited with this award.

The School's site, located in 54 acres of beautiful grounds, provides the children with a superb start in life – the pristine playing fields and outstanding facilities, including a new theatre and a Design & Innovation space, helps to set us apart.

We recently unveiled our Development Priorities for 2025 – 2028, which you can read more about [here](#). These outline how we plan to continue to build on our many strengths, whilst ensuring we provide the best possible pupil experience, we support working parents, and we ensure a strong St Andrew's for many years to come.

I hope you are encouraged to apply.



Ed Graham
Head Master



The School

St Andrew's is a leading coeducational day and flexi-boarding IAPS Prep School, educating over 300 pupils aged 2½ to 13 (Nursery – Year 8). Set within beautiful West Berkshire countryside, yet just 20 minutes from Reading and Newbury and under 1 hour from London, the School provides a dynamic learning environment where academic excellence, exceptional pastoral care, and a rich, well-rounded curriculum come together. With a strong emphasis on both classroom learning and co-curricular opportunities, St Andrew's offers an outstanding foundation for its boys and girls. The School's most recent ISI inspection in May 2024 gave a highly positive endorsement, [which can be viewed on both the School and ISI websites](#).

St Andrew's is part of The Bradfield Group, which it joined in December 2021, and we are just three miles from Bradfield College; many organic links across the teaching and operational departments have developed over recent years, and it provides us with additional security in an otherwise challenging time for independent schools, with the ability to centralise some costs and also access wider expertise and consultancy.

St Andrew's has a strong and established track record of securing excellent destination schools for its pupils at 13+. Around 50% move on to Bradfield, while others gain places at schools such as Marlborough, Wellington, Abingdon, Downe House, Radley, and Pangbourne. Many pupils also achieve scholarships across a range of disciplines, including sport, music, drama, art, and academics, with 70 awards earned over the past six years.





The School's Vision, Aims and Values

Our vision is to nurture happy, grounded and kind children, who are stretched but not stressed and who leave the School with a zest for learning and for life.

Some of our key aims include:

- Providing a secure and nurturing environment, where all children can develop both their self-confidence and the resilience to tackle future challenges;
- Ensuring that each pupil reaches their academic potential by encouraging them to think for themselves and presenting them with opportunities for collaboration, creativity and challenge;
- Fostering the academic growth and personal, social, and emotional development of the children in the Pre-Prep, as well as laying the best possible foundation stones, so they are fully prepared and ready to thrive in the Prep School and;
- Offering a breadth of opportunity through sport, the arts and our co-curricular programme, so all children's talents are recognised and celebrated, and they become well-rounded individuals.

We then have three School values which we expect all in the community to uphold: Be kind, Dare to think differently and Be your best self.

Teaching and Learning

'The launch of the pre-senior baccalaureate has gone down really well, providing a framework that celebrates progress in all areas of school life.'

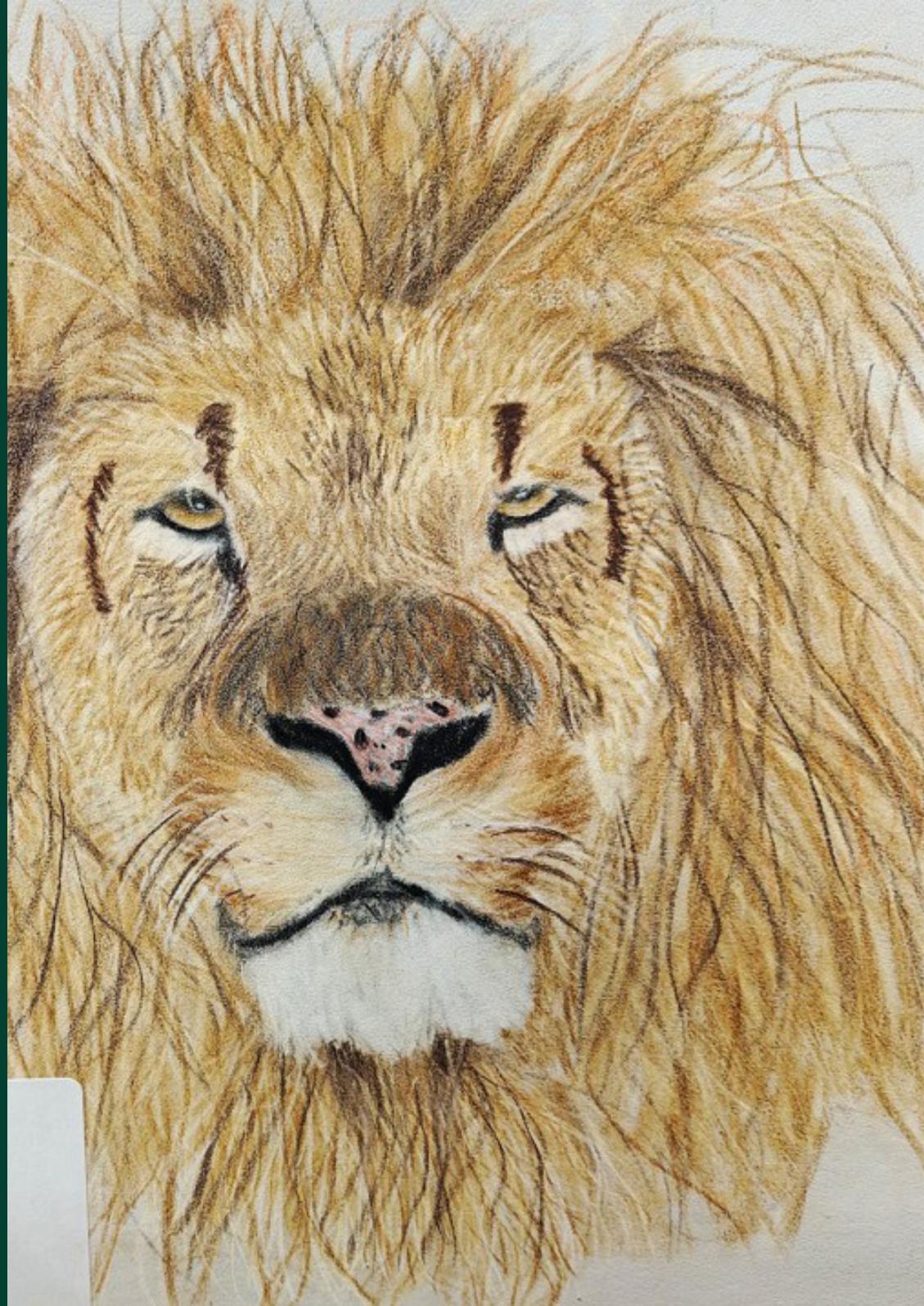
Tatler, 2025

In preparing the children for their senior schools and the wider world beyond, St Andrew's takes a contemporary approach to teaching, encouraging skills and knowledge-focused learning. This means that children not only learn how to pass exams, but also develop the key character traits that enable them to be mentally flexible, resilient and good communicators.

Echoing the School's ethos that children are 'stretched, but not stressed', many of the Prep pupils go on to a number of leading day and boarding Senior Schools at 13, whilst enjoying an enchanted childhood.

Learning through nature is a key part of a childhood at St Andrew's and the pupils have the freedom to roam and explore. The School's well-equipped Woodland Nursery and Forest School ensures Nursery and Pre-Prep pupils enjoy daily outdoor learning and play, taught by qualified Forest School Leaders, and children enjoy weekly Forest School until Year 5.

Pupils at the School benefit from small class sizes. Class sizes across the school are on average between 14-18, and there are usually two forms per year, although we have several year groups with three forms. Setting for maths is introduced in the Spring term of Year 3 and for additional subjects across Year 5 and 6.





Sport, Art, Music, Drama and Activities

'Performing arts are joyful.'
Good Schools Guide, 2024

In both the Pre-Prep and Prep, opportunities across music, drama, art and sport are paramount. The School maximises the superb grounds and facilities, ensuring pupils access a diverse range of sports and activities. Every child in the Prep School has the opportunity to represent the School in matches on a weekly basis and pupils within the Pre-Prep enjoy a wide variety of sporting activities.

Music and drama also play an important part in school life at St Andrew's. The Pre-Prep put on plays and performances each year and all pupils enjoy getting involved. In the Prep School, there are regular concerts, plays, poetry declamations and public speaking opportunities, all of which will be further developed with the recent opening of the Performing Arts Centre in May 2025.

Art is blessed with its own, large space; all children have a weekly art lesson and there are numerous informal art sessions across the week. There is a scholarship art class which starts in Year 7 and typically between 5-10 children join this group. In the last two years, children have gained art awards at Bradfield, Downe House, Pangbourne and Shiplake. We have an annual art exhibition which all children contribute to.

Co-curricular clubs change every term. There are over 40 different termly options to choose from across the Prep and Pre-Prep, from online music sequencing to taekwondo, coding ninjas to fencing, debating to drama, and rock-climbing to flying.



Head of Art role

Start date: 1st September 2026 (although 1st January 2027 will be considered)

Reports to: Deputy Head (Teaching & Learning)

Job description

Key strategic vision

- Articulate a clear, forward-thinking vision for Art within the St Andrew's curriculum, and develop a long-term vision for the growth of the department, including facilities, resources and the co-curricular provision.
- Lead the Art department across all year groups and abilities, ensuring a cohesive approach to curricular, co-curricular and scholarship Art.
- Establish and maintain departmental development plans and foster connections with Art departments in senior schools, galleries and external artists.
- Champion the value of expressive arts as a strand of children's emotional and creative development, ensuring that Art is understood as both a process and a product.
- Promote an ethos where experimentation, curiosity and imaginative thinking are central to pupils' artistic experience.
- Ensure that Art has a visible and valued presence across the School, with regular opportunities for pupils' work to be celebrated publicly.

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Curriculum delivery

- Prepare and deliver schemes of work that reflect the School's wider academic plans.
- Educate pupils in 2D and 3D Art across mediums such as drawing, painting, printmaking, sculpture, textiles, clay and clay modelling.
- Ensure pupils make effective use of IT and digital media in their creative development (e.g. digital drawing, photography, editing, animation where appropriate).
- Deliver high-quality teaching, curriculum planning and assessment and embed contemporary and historical artistic context into teaching.
- Introduce structured opportunities for pupils to work on larger-scale, collaborative or outdoor pieces, making use of the School's extensive grounds.
- Ensure the curriculum includes opportunities for divergent learning, where pupils explore open-ended tasks with multiple possible outcomes.
- Provide regular opportunities for pupils to encounter and respond to the work of contemporary artists and designers.
- Ensure that pupils progressively develop technical skills alongside creative independence, enabling them to take increasing ownership of their artistic ideas.
- Incorporate purposeful sketchbook practice across all year groups to support idea development and reflective thinking.

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Pupil Progress, Assessment & Scholarship Preparation

- Monitor and track pupil progress and provide regular individualised feedback.
- Manage assessment and marking of pieces and portfolios.
- Prepare pupils for Art scholarships across Years 6–8, building varied, personal and portfolios which stand out from the crowd.
- Liaise with senior schools regarding scholarship expectations and portfolio trends.
- Ensure every pupil can enjoy Art as a leisure activity beyond academic pressure.
- Encourage pupils to develop sketchbooks as personal creative journals, supporting independent exploration and reflective practice.
- Support pupils in developing resilience and confidence through constructive critique and iterative improvement.
- Create opportunities for pupils to present and discuss their work to the wider community, helping them develop confidence in articulating their creative decisions.

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Co-curricular & Community Engagement

- Lead Art exhibitions, displays, competitions, enrichment events and trips, ensuring that St Andrew's has a superb reputation for Art amongst parents and other schools.
- Communicate effectively with parents about curriculum, progress and scholarship expectations; attend parent evenings and curriculum events.
- Develop a vibrant programme of Art clubs across all age groups, ensuring opportunities for painting, sculpture, printmaking, textiles, digital Art and other specialisms.
- Establish a strong exhibition culture, with pupil work regularly showcased around the School, in communal spaces and at key events.
- Organise visits to galleries, studios and creative institutions, and invite practising artists in to St Andrew's to run workshops or short residencies.
- Create opportunities for pupils to contribute artwork to the wider School environment, including outdoor installations and collaborative pieces.
- Develop an annual whole-school Art celebration or open-studio event to showcase the breadth of pupils' creativity.

Departmental Management & Compliance

- Maintain a well-organised, inspiring learning environment, ensuring effective display, storage and rotation of materials and pupil work.
- Maintain department documentation, policies and risk assessments.
- Ensure safe use of specialist tools and materials, maintaining compliance.
- Make sure Health & Safety risk assessments are up to date and observed.
- Manage the departmental budget and resources.
- Facilitate ongoing professional development.
- Oversee the development of a purposeful, well-equipped Art space that supports a broad range of artistic disciplines and encourages ambitious, hands-on creativity.



Wider Contribution

- Contribute actively to the co-curricular and sporting life of the school, including participation in fixtures and activities.
- Take part in the school duty rota and support whole-school events, trips, and celebrations.
- Engage in professional development and INSET training as required.
- Uphold the school's safeguarding policies and demonstrate a commitment to the well-being of all pupils.
- Participate fully in the school's performance appraisal system, engaging in professional goal-setting and ongoing self-reflection and improvement.
- Maintain accurate records of pupil progress and communicate effectively with parents through written reports and formal meetings.

Flexibility

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Head Master.

The person appointed must respect the position of trust and responsibility and be aware of the sensitive and confidential nature of much of the information about individual children to which they have access. They should have read and agreed with the points covered in the staff handbook.

St Andrew's School is an equal opportunities employer. The School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and subject to a successful enhanced DBS check with the Disclosure and Barring Services.





Candidate Profile

	Essential	Desired
Qualifications	<ul style="list-style-type: none">• A degree, or equivalent	<ul style="list-style-type: none">• A recognised teaching qualification (e.g. PGCE, QTS)
Experience	<ul style="list-style-type: none">• A desire and passion to become an inspirational Head of Art; evidence of career development or commitment to professional growth	<ul style="list-style-type: none">• Previous teaching experience in Years 3 to 8 across art, incl. across scholarship preparation and curriculum development.
Skills and Aptitudes	<ul style="list-style-type: none">• Willingness and ability to contribute to the extra-curricular life of the school away from art (e.g. in sport, music, drama)• Competent and creative use of ICT in the classroom, including interactive whiteboards and online learning tools	<ul style="list-style-type: none">• Ability to coach at least one major sport (e.g. hockey, rugby, netball, cricket)
Personal Qualities	<ul style="list-style-type: none">• Ability to work collaboratively as part of a team, while taking initiative and responsibility where appropriate; also having the confidence in leading whole-school exhibitions.• Strong interpersonal and communication skills, with pupils, parents and colleagues• Enthusiastic, well-motivated, with a sense of humour and a positive outlook• Willingness to be fully involved in the life of a busy prep school, including pastoral responsibilities and school events• Proactive, reliable, and adaptable with a strong sense of initiative• Empathy with the tradition, history, and Christian ethos of St Andrew's School	

Application and Interview Process

Candidates wishing to discuss any aspect of the role before submitting an application are welcome to contact Ed Graham, Head Master.

Email: headmaster@standrewsberkshire.co.uk

Tel: 0118 974 4276

The closing date is Friday 24th April at 9.00 am and interviews will take place on either Wednesday 29th or Thursday 30th April.

Early applications are encouraged, and the School will look to interview and appoint earlier than the dates above, if the right candidate comes forward.





In accordance with current legislation and Safer Recruitment guidelines, all candidates must provide evidence of their qualifications and eligibility to live and work in the UK during their interview. This includes presenting an official document, such as a passport or birth certificate, along with original certificates of academic and teaching qualifications (A levels or equivalent and beyond). Only original documents will be accepted. If you are invited for an interview, further details will be provided. Please do not send these documents in advance.

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