



# EDGBASTON HIGH SCHOOL

## **CERAMICS TEACHER**

Part-time maternity cover (one year) starting in the  
Summer Term 2025



## **INFORMATION FOR APPLICANTS**

### **HISTORY**

Founded in 1876, Edgbaston High School for Girls (EHS) is the oldest independent day school for girls in Birmingham. The School is very pleasantly situated next to the Botanical Gardens, 1½ miles from the city centre. There are over 870 girls aged 2½ to 18 divided into four departments working together on one site. Continuity of education is a key feature of EHS, but girls can join at different stages of their academic career.

### **GOVERNANCE**

The Council, which is the School's governing body, actively supports and encourages the work of the School. In the last eight years over six million pounds have been spent on major development and refurbishment programmes.

### **MODERN AND AMBITIOUS**

Pupils enjoy a broad-based programme which substantially fulfils the requirements of the National Curriculum and extends beyond it. Examination results are very good with high grades distributed across both Science and Arts subjects. Staff and parents work closely together so that each girl can develop her individual gifts to the full.

### **PUPILS**

Edgbaston High School has approximately 870 girls aged 2 to 18 across its Pre-Prep, Preparatory, Senior and Sixth Form Departments. Around 500 of these are in the Senior Department. The School attracts girls both from the immediate neighbourhood and all over the West Midlands. They come for the high academic standards, the lively programme of co-curricular activities and for the individual attention and flexibility of approach.





## **WORKING AT EDGBASTON HIGH SCHOOL**

### **PROFESSIONAL REWARD AND DEVELOPMENT**

We recognise the expertise of our staff and aim to create an inspiring environment in which you can work to your full potential and develop your career. As a school we believe in:

- A competitive salary with additional allowances for extra responsibilities
- Fully funded training costs where there is a benefit to the School and many opportunities for continued professional development projects
- Personal Development and recognition through our annual appraisal scheme
- Full commitment to the induction and training of ECTs
- Comprehensive INSET programmes, delivering high quality seminars, shared good practice and insights from external speakers
- Well-resourced departments

### **BENEFITS**

- Access to a staff Pension Scheme with highly attractive employer contribution rates
- Free refreshments and lunches when the school is operational provided by our excellent Catering team
- Generous fee remission for the children of staff who might wish to attend EHS
- Free access to the Botanical Gardens for yourself and your family
- Free on-site parking

### **HEALTH AND WELLBEING**

Your health and wellbeing are important to us and we offer:

- Free use of the school's gym and swimming pool at agreed times
- Access to our onsite counsellor
- Access to an employee support package
- A supportive network of experienced Heads, Deputies and Senior Leadership Teams
- As part of the staff community there are opportunities to take part in enjoyable social events, sports activities and more
- Friendly and supportive staff who work together and share resources and ideas

### **ETHOS**

Our mission is to nurture confident, considerate and intellectually curious young women – an ethos that underpins everything that we do. We are an ambitious and thriving school with a focus on providing a broad, modern, enriching and inspiring education that instils EHS girls with the confidence, independence, motivation and ambition to succeed both within and beyond the school. We foster an environment where students can expand their minds, think flexibly, develop the skills of leadership that they all have within them, and grow personally as well as academically. Children should be, and deserve to be empowered, inspired and challenged throughout their education so that they leave school fully equipped to succeed in whatever they decide to pursue.



## **DIVERSITY**

Diversity and inclusion is central to everything we do. We are actively committed to promoting and participating in good practice in the way that we attract, recruit and retain staff.

Everyone is encouraged to bring their whole self to work because we appreciate the value that a truly diverse workforce brings to an organisation. We celebrate difference, recognising the benefits this brings to our inclusive culture, including age, disability, gender identity and expression, religion, race, sex, sexual orientation and socio economic background.

## **THE ART AND DESIGN DEPARTMENT AND CURRICULUM**

This is a busy Department with three full time teachers, a part-time teacher and a technician. It is a well-equipped and resourced Department.

Art is a popular subject with pupils and the art studios are often in use at lunchtime and after school. We teach KS3 as half classes (maximum 12 girls); each form is split and rotates between Fine Art, Graphic Design and Ceramics giving every pupil a good grounding in a wide range of practical skills.

The successful candidate would have to demonstrate sound practical skills and the ability to manage practical sessions, inspire pupils and promote high standards; we would also expect a comprehensive knowledge of Ceramics techniques as well as a confidence to work in other general art disciplines.

The successful candidate would be required to run a Ceramics club.





## **CERAMICS TEACHER**

### **Job Description**

#### **PURPOSE OF JOB:**

To teach girls relevant subject material and skills to enable each pupil to achieve her full potential in line with the aims of the school. A teacher at Edgbaston High contributes to the wellbeing and development of the School by supervising, guiding and caring for pupils inside and outside the classroom.

They are responsible to the Head of Department and are expected to:

- Teach within the agreed departmental scheme of work and follow agreed whole School policies on such matters as reports, marking and assessment.
- Attend departmental meetings and INSETs as well as whole School Staff meetings as indicated by the Head of Department
- Exercise proper care of rooms and equipment and follow the School's policy on Health and Safety.

#### **Specific Responsibilities:**

- Prepare and teach appropriate lessons
- Set appropriate homework
- Attempt be aware of relevant curricular developments and to improve qualifications and expertise and keep up to date with subject material and exam requirements
- Participate in the various co-curricular activities offered
- Become involved in the Tutor, Pastoral and House systems currently in operation in the school
- Inform parents of their daughter's progress through writing reports and attending relevant Parents' Evenings
- Mark and assess girls' work and assessments, in line with school policy
- Attend staff and departmental meetings, contribute to school and departmental planning, and undertake a fair share of the work of the department, as requested by the Head of Department
- Undertake such activities, in accordance with the school's requirements: cover, school duties and invigilation
- Play a part in the marketing of the subject and school at appropriate occasions such as Open Days (as detailed in the Staff Handbook)
- To contribute to the extra curricular life of the school by running a club
- Carry out any other reasonable duties at the request of the Headmistress

#### **General Responsibilities:**

- Promote and safeguard the welfare of students you come into contact with
- Be aware of and comply with all school policies and procedures
- Be aware of, support and ensure equal opportunities for all, understanding the requirements of Equality and Diversity.
- Contribute to the overall ethos/work/aims of the school
- Participate in training and other learning activities and performance development as required



## **CERAMICS TEACHER Person Specification**

### **Qualifications/Professional Development**

- Strong academic record: evidence of success at A Level and Degree Level
- Recognised Degree Level Qualification
- Qualified Teacher Status
- Evidence of involvement in related CPD
- Other professional qualifications would be desirable

### **Knowledge**

- Excellent knowledge and understanding of the curriculum
- Sound understanding of safeguarding principles
- Sound understanding of Health & Safety and COSHH regulations
- Sound knowledge of the technical aspects of the Art Curriculum
- Knowledge of current good practice for children aged 11 - 18

### **Experience and skills**

- Knowledge and experience of lesson planning, use of resources and assessment
- Development of Schemes of Work
- Understands how and believes they can improve student outcomes
- Experience of creating a positive learning environment
- Successful teaching at secondary/Sixth Form level
- Understanding of Textiles both in and beyond the classroom
- Experience of working with a range of materials as well as subject specific ICT programs and technology would be beneficial

### **Personal attributes**

- Build and maintain positive relationships through effective interpersonal skills
- Strong organisational and administrative skills
- Sensitivity to others and the ability to work cooperatively
- Excellent communication skills to inspire, challenge, motivate and empower others
- Think creatively to anticipate and solve problems
- Work under pressure, maintaining a sense of perspective and humour
- Ability to manage own time effectively
- Good IT knowledge – including the use of Apple products
- Naturally demonstrate a 'can do' helpful attitude
- Reliability, integrity, resilience and tenacity
- Commitment, honesty and dedication
- Shares the School's values and is committed to the School's vision
- Ability to deliver feedback effectively
- Wholehearted commitment to the life of a vibrant school community

Original certificates will be required as proof of qualification. All other attributes will be assessed using the contents of the application form, at interview and with the professional references.





## **HOW TO APPLY**

We are seeking an Art Teacher with an excellent knowledge of Ceramics and other general art disciplines to join a thriving department. The successful candidate will have the following attributes:

- Inclusive approach to education
- Ability to motivate and inspire confidence in pupils, staff, parents, Governors and the wider community in order to further develop and promote the School and Department
- Has a clear understanding of the EHS ethos and values
- Is flexible, adaptable and a good team player
- Is kind, caring and creative

**This position is a part-time (three full days per week) one year fixed term maternity cover, starting in the Summer Term (Monday 28 April 2025). The successful candidate will be required to teach Ceramics and general Art techniques to KS3.**

At interview applicants must provide original documents to confirm their identity and right to work in the UK. They must also bring proof of qualifications where relevant for the post. The documentation required by applicants is listed in the Recruitment Policy which is available on the school website and from the School.

A Portfolio is required for interview showing project work from a range of year groups as well as some examples of the candidate's own work.

The post is subject to a satisfactory enhanced DBS check (including a Barred List check), a satisfactory online check, a satisfactory medical fitness declaration and satisfactory references. Confidential references will be sought prior to interview.

*Edgbaston High School is an equal opportunity employer.*

Please note, we reserve the right to close posts and commence interviews at any time, once we have received sufficient applications. We advise you to submit your application as early as possible to prevent disappointment.



# EDGBASTON

HIGH SCHOOL

Applications, addressed to Mrs Clare Macro (Headmistress), should include the completed school application form and a covering letter of not more than 2 pages summarising your suitability for the role as outlined in the information pack.

Please submit these to the HR & Compliance Officer, Ms Corinna Gregory:  
[recruitment@edgbastonhigh.co.uk](mailto:recruitment@edgbastonhigh.co.uk)

If candidates prefer to send their application by post, it should be addressed to:

**Corinna Gregory, HR & Compliance Officer**  
**Edgbaston High School for Girls**  
**Westbourne Road**  
**Edgbaston**  
**Birmingham B15 3TS**

The closing date for applications is **9am on Monday 3<sup>rd</sup> February 2025.**

Interviews will take place at Edgbaston High School for Girls during the week commencing **10<sup>th</sup> February.**

**Successful candidates will be invited to a formal interview. They will be also asked to deliver a prepared Ceramics lesson.**

There will also be an opportunity to tour the School on the day.

All members of staff are required to promote and safeguard the welfare of children they are responsible for, or come into contact with, and to adhere to, and ensure compliance with, the School's child protection procedures and staff guidance at all times.