



ST PAUL'S
GIRLS' SCHOOL



DIRECTOR OF ART
CANDIDATE PACK



CONTENTS

- 03 WELCOME FROM THE HIGH MISTRESS**
- 04 AN INTRODUCTION TO ST PAUL'S GIRLS' SCHOOL**
- 06 THE ART DEPARTMENT**
- 08 ROLE DESCRIPTION**
- 10 PERSON SPECIFICATION**
- 11 FURTHER INFORMATION AND HOW TO APPLY**



WELCOME FROM THE HIGH MISTRESS

St Paul's Girls' School (SPGS) is an extraordinary school. Not only does it regularly achieve the best GCSE and A-Level results in the country, but it has a truly distinctive ethos, focused on nurturing creativity, curiosity, and a love of academic discovery. Ours is a school full of opportunity where students are encouraged to take responsibility, to get involved and to broaden their horizons. They are actively engaged in service to the community and local partnerships abound. Friendships made at St Paul's last a lifetime.

The education we offer is classical yet forward-looking, encouraging students to take risks, think ambitiously and play a leading role in the world beyond school. It is no coincidence, therefore, that amongst our alumnae we count leading scientists, journalists, artists and politicians. One of our earliest students was Rosalind Franklin, whose brilliant pioneering work was pivotal to the understanding of DNA.

The co-curricular programme at St Paul's is wide ranging and ambitious. Music plays a central role. The composer of *The Planets*, Gustav Holst, was Director of Music at the school for over thirty years, and his legacy continues. Likewise, the quality of drama and art is very high indeed and we believe this is crucial to a rich education. Sport features strongly too, with an emphasis on wellbeing and teamwork. Most important of all, however, is our belief that all students should receive the kindest and most individual of pastoral care, and this feature is fundamental to our school.

SPGS remains the most dynamic, forward-looking school I have ever had the pleasure to work for and I hope that you will consider joining us.

Sarah Tether



AN INTRODUCTION TO SPGS

St Paul's Girls' School is an historic and highly successful day school in west London, welcoming students aged 11 to 18. It was founded in 1904 by the Worshipful Company of Mercers as one of the first purpose-built schools for girls and was designed by the architect Gerald Horsley. It is one of the country's leading independent secondary day schools for girls and is a lively academic community with excellent facilities for all subjects.

There are approximately 800 students on roll, coming from a wide range of feeder schools across both the state and independent sector and there is a thriving sixth form of about 230 students.

Entry to the school at 11+ is by competitive exams held in January and at 16+ in November, and there is heavy demand for each place. Public exam results are consistently outstanding and about 40% of all students every year move on to Oxford and Cambridge.

Increasing numbers also go on to higher education at Ivy League colleges in the United States. Aspirations and achievements in many areas go well beyond what one would normally expect from a school, making St Paul's a very exciting and stimulating place in which to work.

The emphasis on liberal learning established by the first High Mistress, Frances Gray, finds expression today in an academically adventurous curriculum, which encourages intellectual freedom, discovery, and the joy

of scholarship. Pastoral care is excellent, and all students are placed in small tutor groups to ensure the highest standards of personal attention and development. There is a vibrant co-curricular life and a busy programme of partnership and service activities, which demonstrate the importance of collaboration, diversity and inclusion, and which empower students to make a difference in the world beyond school.

We have an excellent reputation for the creative and performing arts, with students contributing to an exciting programme of musical and dramatic performances and art exhibitions. Our co-curricular programme is full and varied, offering innumerable opportunities for students to develop their individual interests and skills, from debating to fencing, chess to Fem Soc. We have an active and popular society focused on sustainability, which works closely with the school to raise awareness of environmental issues and to reduce our carbon footprint, a project to which we are deeply committed.

The school is well accustomed to sporting success, with hundreds of fixtures played throughout the year and opportunities for all ages and talents. Our pitches, tennis and netball courts, sports hall and pavilion are close by, offering some of the best sporting facilities a central London school could wish for.

AN INTRODUCTION TO SPGS

Diversity and Inclusion sit at the heart of the school. We believe passionately that it is our moral imperative to contribute to social mobility through education, and to work to reduce the attainment gap, which, the EPI recently reported, has stopped closing for the first time in a decade. Our bursary programme currently provides financial support to 11% of students, and we are at the beginning stages of an exciting campaign significantly to increase that figure to 20%. This hugely ambitious target will position SPGS as the leader in bursary provision in the UK amongst independent all-girls schools. We are in the process of establishing the Paulina Foundation, a separate CIO through which fundraising for bursaries, partnerships and buildings will take place, and once established, we will be launching an ambitious campaign with significant targets to ensure that we are able to meet our goals and make an SPGS education accessible to any student who meets the academic standard.

Our partnerships programme has grown considerably in recent years. We work extensively with primary schools, secondary schools and the local community to widen educational opportunities by sharing our facilities and expertise and to provide mechanisms by which we can learn from each other. Our staff and students are engaged in numerous projects, from our new Primary Hub where students mentor primary students, to our Friday service programme, which sees our Y12 students off timetable for an afternoon a week to pursue service activities.

Additionally, our collaboration with St Paul's School continues to grow, with an increasing number of joint activities and opportunities for all staff to get involved.

We are committed to providing a cutting edge, relevant and future proof education for our students. To that end, the school has invested significantly in a programme of building works and refurbishment, including a new Centre for Design & Innovation (CDI), which will house our computer science and creative technology department, alongside the sculpture studio of the art and design department. The CDI is on track to open towards the end of the current academic year. The development of new technologies will impact every career and every aspect of our lives; the creative industries are the fastest growing sector of the UK economy, accounting for 1 in 6 jobs in the UK. It is essential, therefore, that we ensure our students are fully equipped with the skills, knowledge and expertise they need to navigate a digital world with confidence and that we prepare them for the careers of tomorrow. The building will house art & sculpture studios, with a live broadcast studio, maker spaces and tech labs, and encourage interdisciplinary activities across the breadth of the curriculum, as well as creating opportunities and capacity for partnerships work.

This is an exciting period for the school as we build on the extraordinary foundations of the past to ensure the education we provide is forward-looking and responsive to future needs.



THE ART DEPARTMENT

Since the foundation of St Paul's, art has been an integral and important part of the curriculum. The department occupies the whole top floor of the main school building, a series of inter-connected studios each with a different focus and specialism. The large, historic Main Studio is used for painting and weekly life classes. It sits at the heart of the department, directly above the school entrance with a panoramic view over Brook Green. To one side are the Ceramics and Printmaking Studios. Mirroring these spaces on the other side of the Main Studio are the Digital Art Studio, a darkroom, and a dedicated painting studio for the Senior School. By September 2024 a bespoke sculpture workshop will be open in the new Centre for Design and Innovation; in addition to plaster casting, metal work, textiles and facilities for sculpture in wood and plastic there will be access to the cutting-edge resources and machinery of the adjoining Creative Technology department.

The Director of Art leads a team of eight specialist artist-teachers, two technicians and a history of art teacher. Each teacher has significant responsibility for the day-to-day organisation, preparation and resourcing of the studio of their specialism, as well as its longer-term creative direction; however, all teach across multiple studios in the Lower School. Collaboration and team-teaching are a core part of what makes teaching art at St Paul's Girls' School so rewarding and essential to enabling students to move fluidly between the studios to develop their work in an interdisciplinary and independent fashion. The students at St Paul's are incredibly bright and bring a wealth of ideas and imagination to their art projects; our goal is to support them in exploring these ideas creatively and to give them the contextual and technical understanding to realise their ideas in ambitious and personal ways.

In the first three years all students study art and develop a core formal understanding of fine art through experience of each of the dedicated studio spaces. An emphasis is placed on enjoyment and exploratory work by both students and teachers, with teachers having an unusual level of freedom in the design and delivery of their projects, fostering a vibrant mix of diverse approaches.

In the Middle School art is a popular subject, with a little under half of students taking the school-directed Visual Arts Course that we have offered in place of GCSE for over 25 years. The flexibility to create a bespoke course has allowed us to achieve great freedom in students' work as they move confidently between the studios. They make a wonderfully broad range of genuinely original artworks, culminating in a large end-of-course exhibition, which the students play a key role in curating and installing. It is a highlight of the school year and a joyful, celebratory conclusion to the course, reflecting one of the fundamental purposes of making art – to have it seen by others, discussed and reconsidered in light of those discussions – a contrast to the timed practical exam with which GCSE art typically ends.

In the Senior School we teach a multi-disciplinary A level in fine art in which each student-artist tends to develop their own specialism, many becoming highly proficient and independent in their chosen area/s. Results are strong but not seen as the purpose of the course. History of art sits within the department and is taken as a separate A level. We are nearly unique in offering history of art in the Middle School, and a love of art history and awareness of contemporary art practice are encouraged in all students. A good number take art or history of art at A level and every year students go on to study art foundation, or directly to a degree related to art, design and art history, or to take art within a wider course in the US.



The Main Studio for painting

THE ART DEPARTMENT



The interim Design and Sculpture Workshop; a new purpose-built workshop will open in 2023/24

Work is exhibited throughout the year around the school and we hold two large shows each year which take over the largest and most prominent space in the school, the Great Hall. There is a wealth of extra-curricular activity in the department, from weekly life drawing classes to student-run initiatives such as the architecture and film societies. We seek to develop students' awareness of professional visual arts practice by inviting artists to visit school and by offering an exciting trips programme, both residential trips to the Venice Biennale and Berlin, and in London by engaging students in smaller or specialist exhibitions and foundation shows. There is an annual artist-in-residence programme through which a practising artist works intensively with students in the Middle School on a collaborative project, typically in a discipline or media that goes beyond the regular provision of the department. The school's new Collection of Modern Art includes around 100 works, mostly drawings or works of a developmental nature, many by significant artists, for example Sickert, Nicholson, Frink and Emin.



Paulinas in the art world

St Paul's is proud of its artistic heritage and many professional artists and architects have begun their education in the art department at St Paul's. The Director of Art is central to directing and developing this tradition.

The first Head of Art, Constance Flood Jones (1904-18) was herself a well-known landscape painter and portraitist. Jocelyn Herbert (1917-2003) was an eminent theatre and film designer whose daughter, Jennifer West, was the Director of Art and Design at the school in the 1980s.

Gillian Ayres, one of the most highly regarded abstract painters of the second half of the 20th century, attended St Paul's in the 1940s and went on to study art at the Slade. One of her large abstract canvases hangs in the High Mistress's office opposite a piece by Nazia Khan, a Paulina whose work was the focus of the first ever Pakistan pavilion at the Venice Biennale in 2019. The innovative Stirling Prize-winning architect Amanda Levete RA designed the Exhibition Road Quarter extension to the Victoria and Albert Museum. Artist Catherine Yass RA was nominated for the Turner Prize in 2002. Children's illustrator Tor Freeman and Eleanor Narine, who curated major Basquiat and Frankenthaler shows at the Barbican, are examples of others making influential careers in the arts.

From September 2024 we will support an annual week-long residency at the Beach Lookout in Aldeburgh, Suffolk, for a recent graduate of St Paul's. Five recent school leavers submitted proposals for the first residency.

ROLE DESCRIPTION

Teaching at St Paul's is a uniquely stimulating and rewarding experience because we are committed to creating an exciting and dynamic environment for learning. All teachers are encouraged to participate fully both in the life of their academic department and the wider life of the school, as well as to pursue their own professional development.

Strategic

- Establishing and articulating the creative vision, ambition, standards, values, and priorities of the Art and History of Art Department
- Setting a clear strategic direction for the department in discussion with the High Mistress, colleagues and, where appropriate, students and parents
- Strategic and curatorial leadership of the St Paul's Girls' School Collection of Modern Art
- Ensuring that the department delivers a significant and growing contribution to the school's partnerships programme
- Ensuring that diversity and inclusion continues to develop in all threads of the department's work
- Ensuring that the department is aligned in its strategy and development with school aims and values

Academic & Curriculum

- Lead by example through excellent teaching across the age groups of the school
- Manage the art curriculum throughout the department, including the continued evolution of the school-directed Visual Arts Course
- Thorough knowledge of public examinations including their assessment, and preparing students thoroughly towards them
- Promoting the progress and academic development of students, differentiating for ability where appropriate
- Tailoring whole school policies regarding homework, assessment, monitoring and reporting to the needs of the subject, accounting for team teaching and the nature of practical work
- Ensuring fluent and regular collaboration and communication between colleagues over shared and team-taught groups
- Ensuring students applying to post-18 art and design related courses are fully supported, including through university prep sessions appropriate to their choices

Co-Curricular

- Ensuring the effective delivery of a wide co-curricular programme, including the historic Life Class and a provision across the age groups
- Delivering a vibrant programme of subject specific trips and visits

- Developing an ongoing programme that brings artists into school through residencies, talks and workshops
- Developing collaborations with other departments and external partners including other schools and industry professionals
- Playing a major role in developing and expanding the department's partnerships work
- Ensuring the studios and workshop are regularly accessible to students through a generous open studios provision that is shared between all staff of the department

Management

- Maintaining a happy and motivated team
- Holding a weekly departmental meeting
- Developing the timetable and programme of study for art and history of art across all year groups
- Supporting the head of History of Art as required
- Ensuring high quality exhibitions that best present student work, in a way appropriate to the age and ambition of student work
- Ensuring effective use of the new Centre for Design and Innovation, liaising with other departments over shared spaces, facilities and cross-subject student projects
- Ensuring the retention and development of high-quality staff, including performance management and continuing professional development
- Ensuring the recruitment of high-quality staff as required
- Attending and contributing to whole-school heads of department meetings
- Disciplining of students according to school policies
- Timely and productive communication with parents and colleagues beyond the department where needed

Studios, Workshop and Facilities

- Ensuring the provision, maintenance and long term development of high quality, varied, specialised studios and ancillary department spaces
- Liaising with the technicians on short, medium and long term priorities, and effectively allocate work amongst the technician team
- Oversight of all budgetary and financial matters in the department

Health and Safety

- Responsibility for health and safety across the department's areas and activities
- Oversight of all health and safety documentation and compliance matters
- Membership of the school's Health and Safety Committee
- Ensuring that department staff are regularly trained in subject specific areas, for example the workshop

Partnerships & the SPGS Collection of Modern Art

- Ensuring that partnerships become embedded in the work of the department as much as is practical
- Developing a network of colleagues in both the maintained and independent sector, liaising with the school's partnerships department.
- Being aware of current trends and challenges in art education and how St Paul's can be part of a solution locally and nationally
- Developing the school's Collection of Modern Art, including liaising with donors and potential donors, the High Mistress and the school archivist, galleries and auction houses
- Responsibility for the safe storage of and record keeping relating to works in the Collection
- Curating and delivering an annual exhibition of works from the Collection, including developing opportunities for

students to be involved in this process so the way the works are seen and understood evolves over time

- Developing a programme of activities relating to the exhibition to maximise its impact, with a particular emphasis on partnerships

Other responsibilities

- Attend morning assembly
- Attend all staff meetings, department meetings and briefings
- Attend appropriate INSET and training as required by the High Mistress
- Participate in the school's Professional Development Reviews (PDR) process for teachers
- Undertake supervisory duties as required
- Perform any other duties as may arise from time to time

PERSON SPECIFICATION

This is a full-time post from 27 August 2024 or 6 January 2025. It is suitable for a talented teacher-artist, preferably with experience in leading an excellent department, whether in a maintained, independent or international school. The expansive scope of the studios and co-curricular opportunities, the consequent student ambition, and the responsibility for a significant collection of Modern Art make this a rarely paralleled position. Additionally, the Director of Art enjoys a level of creative and strategic opportunity and independence significantly greater than at most schools, making this a highly desirable post.

It is not necessary that you have experience in all aspects of the role; instead we are seeking somebody who has shown excellence within the opportunities of the context in which they work and who could make the most of the further possibilities at St Paul's Girls' School. Crucial is that you are interested in working alongside other practising artists with committed and intelligent students, and are able to engage, challenge and stretch those individuals.

The successful appointee will have a specialism and personal practice that contributes to or expands the department's existing expertise in painting, printmaking, ceramics, photography, film-making and workshop-related sculpture; we recognise that each candidate is likely to have their own specific areas of expertise and interest. Excellent communication with colleagues will be essential to ensure consistent support for colleagues and students in both creative and organisational senses.

The successful applicant will join a thriving, well-established department to teach across the age range, from year 7 art to fine art A-level and enjoy significant time remission to reflect the extensive co-curricular, partnerships and management aspects of the role.

The school places great importance on pastoral care and each student has a personal tutor with whom they meet on a daily basis. You will be expected to become a tutor and to keep an interested, but unobtrusive, eye on the progress and well-being of your tutees and work with others to ensure this.

The successful candidate will likely have:

- A high level of critical and practical knowledge as an artist
- A good honours degree
- Commitment to the SPGS values and ethos
- Ability to teach and engage very able students
- An innovative, imaginative and critically-engaged approach to art teaching
- Ability to lead, inspire and think strategically
- Ability to operate effectively within a team
- Strong interpersonal skills
- Management experience
- Good visual, verbal and written communication skills
- Excellent organisational and administrative skills
- Good general IT capability and some knowledge of software relevant to the subject
- Ability to develop and deliver large projects such as exhibitions to a professional standard
- Stamina, resilience, empathy and a sense of humour
- Ability to diffuse conflict and to be flexible
- A positive 'can do' attitude
- A strong commitment to pastoral care of the whole student;
- A demonstrable commitment to fully engaging in the wider co-curricular and life of a school
- Experience in nurturing partnerships and connections that take the subject beyond the school



FURTHER INFORMATION AND HOW TO APPLY

Terms and Conditions of the post

Salary is according to qualifications and relevant experience. St Paul's Girls' School has its own generous salary scale. Successful candidates for posts here are required to complete a medical declaration and undergo the normal DBS checks.

Application and interview procedures

Further information about the role and how to apply can be found on our website <https://spgs.org/vacancies/>. Please submit your applications before midday on the 7 May 2024. We recommend that candidates apply as soon as possible since applications will be reviewed as they are received, and interviews arranged on a rolling basis. **Please indicate the starting date that you would be available from in the body of your application.**

Disclosure and Barring Service (DBS) and overseas police checks

St Paul's is a "registered body" under the Police Act 1997 because employment here involves access to children under the age of 18. This post will require an enhanced DBS check from the Disclosure and Barring Service (formerly Criminal Records Bureau) before we can confirm an offer of employment. Unless you are a member of the DBS Update Service you will need to apply for a new disclosure, even if you already hold one. Former members of staff who are not on the Update Service who re-join us also require fresh disclosures unless less than three months have passed between their leaving and their re-employment date. If you have lived or worked abroad for a period of 3 months or more during the past 10 years you will also need to provide appropriate paperwork, such as a police certificate of good conduct, from the countries you have lived in.

Safeguarding guidelines

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with our child protection policy statement at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children at St Paul's, s/he must report any concerns to our safeguarding designated teacher or to the High Mistress.

St Paul's Girls' School is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

Closing date: Tuesday 7 May, midday

Interviews: week beginning Monday 13 May



ST PAUL'S

GIRLS' SCHOOL

Contact us to find out more

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