



# KING WILLIAM'S COLLEGE & THE BUCHAN SCHOOL



## Teacher of Art (0.6 FTE) with possibility of Head of Subject

<b>Title:</b>	Teacher of Art (0.6 FTE) with possibility of Head of Subject
<b>Reports to:</b>	Head of Arts Faculty
<b>Terms:</b>	1 year fixed term with potential to become permanent
<b>Job location:</b>	King William's College and The Buchan School, Castletown, Isle of Man



King William's College and The Buchan School are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact will be to adhere to and ensure compliance with the school's 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 in the school, he/she must report any concerns to the Designated Safeguarding Lead or Principal.



## The School

### **King William's College**

Opened in 1833, King William's College is set in a stunning coastal setting on the Isle of Man. It is an exceptional school in a very special environment. This independent boarding and day school for girls and boys aged 11 to 18 is one of the most established International Baccalaureate schools in the British Isles. It is vibrant, friendly and fun, and whether you are from the Island or from far afield, you will bond with this unique location. With 37.1 acres of inspiring space; 19th Century architecture, five rugby pitches, four football pitches, three cricket pitches, floodlit astroturf, sports hall, swimming pool, landscaped gardens, two boarding houses and a chapel large enough to accommodate the whole school, King William's College is truly a special place.

### **The Buchan School**

In recently restored buildings on the King William's College site, The Buchan School offers a supportive and caring environment, where pupils are encouraged to develop their own individual talents. Our curriculum is unique with a strong focus upon academics: Art, Music, Drama, Languages and a range of Sports. Class sizes are small and our pupils are taught by subject specialist teachers throughout the curriculum to ensure that they reach and exceed their potential. The Buchan School has developed an excellent reputation for academic excellence and achievement in both sport and the performing arts. The School consists of three departments: Nursery, Pre-Prep (Reception to Year 2) and Prep (Year 3 to 6). We provide a broad range of opportunities for all our pupils, not only within the classroom, but also by taking full advantage of our incredible school grounds and the beautiful Isle of Man. At the Buchan, you will find a community buzzing with happy children, developing lively, independent and enquiring minds, guided and encouraged by outstanding teaching staff throughout the curriculum.

### **The Buchan Nursery**

At The Buchan Nursery, we strive for the happiness of every child through a secure, friendly and caring environment. Nursery is where your child's education begins and a love of lifelong learning is established. Nursery education should be an extension of home life where children gain experience and confidence through play. We will work with you to provide the opportunities for your child to take the first gentle steps to making them independent

learners. Our philosophy at The Buchan Nursery is to learn and play in a nurturing environment that provides the stepping stones for every child to fulfil their potential. At the Buchan Nursery, we recognise that every child is a competent learner and we endeavour to support children in becoming resilient, capable, confident and self-assured. We value the diversity of individuals and recognise that children develop in individual ways and at varying rates.

## The Art Department

The Art Department plays a prominent part in the life of King William's College and enjoys a strong reputation. The Department is creative, lively and highly successful, consistently obtaining high grades at GCSE level and in the IB Diploma. Facilities include an art studio, art room, ceramics studio and photography room. The Department offers AQA GCSE Art & Design. Numbers are healthy. Visual Arts is a popular choice within Group 6 of the IB Diploma Programme. The course pushes students to become independent visual thinkers by producing exciting research and studio work in a range of media. The Department currently has two full-time teachers delivering a varied curriculum from Year 7 to the Upper Sixth (Year 13). The Buchan School has its own thriving Art department which will be sharing facilities and liaising with King William's College with regards to curriculum.

## The Appointment

We are seeking a well-qualified, enthusiastic and committed Teacher of Art to join this successful Department on a part-time (0.6) basis. The appointment would suit either a teacher recently or newly qualified, or one with some years of experience. The successful candidate will deliver high-quality teaching, inspiring pupils of all abilities to develop a lifelong engagement in the subject. The successful applicant would be expected to have a working knowledge of all aspects of Art; the ability to offer Fine Art, Drawing and Painting, plus one other specialist area would be welcomed. The appointed candidate would ideally teach from Year 10 to Year 13 though this can be adapted to suit the strengths of the successful candidate. Knowledge of the IB would be advantageous but is not essential.

The right candidate will also be able to be Head of Subject and therefore to lead, develop, and manage the Art provision ensuring an engaging, inclusive, and progressive programme aligned with the school's ethos and curriculum standards.

The successful candidate for the part-time teaching role will have the following attributes:

### Teaching and learning

- Plan and deliver engaging, structured Art lessons.
- Teach a broad and balanced curriculum within Art.
- Differentiate lessons to meet a wide range of abilities, ensuring all pupils are challenged and supported.
- Assess, monitor, and report on pupil progress in line with school policies.
- Promote positive attitudes towards the subject.
- Maintain high expectations for behaviour.
- A passion to develop Art throughout the school.
- A willingness to take an active role in the extra-curricular activities of the school.
- A willingness to lead or participate in school trips.
- Experience teaching examination groups is highly desirable.
- A record of continuous professional development.
- A high level of personal artistic achievement.

### Health & Safety

- Ensure safe use, maintenance, and organisation of Art rooms, equipment and facilities.

- Conduct risk assessments and adhere to safeguarding and child protection policies.
- Promote safe practice in all artistic activities.

## Person Specification

### Essential

- Degree in Art or a related subject.
- Experience or strong understanding of the Art curriculum.
- Excellent communication, organisational, and leadership skills.
- Passion for Art and commitment to pupil development.
- Ability to motivate and inspire pupils and colleagues.

### Desirable

- Qualified Teacher Status (QTS) or equivalent.
- Experience within the independent (private) school sector.

This role is suitable for experienced teachers or those just embarking on teaching careers.

## The Role: Teacher

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils. They are expected to carry out the professional duties of a teacher in accordance with the school's policies.

Teachers are expected to become an integral part of the College community; all teachers are expected to contribute to the extra-curricular activities programme.

## Key Responsibilities

This is an illustrative list of responsibilities discharged by our teachers. The specific responsibilities for the post holder will be discussed at interview.

All teachers are expected to:

### Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

### Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study

- keep relevant parties informed of any concerns relating to individual students; depending on the nature of the concern, this may involve the Tutor, Year Head, the Deputy Head and/or the Buchan Head or the Principal.

### **Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.

### **Plan and teach well structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

### **Adapt teaching to respond to the strengths and needs of all pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

### **Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback
- attend Common Room meetings to discuss the results of assessments/internal examinations.

## **Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's Behaviour Policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- make use of the Rewards and Sanctions module on iSAMS to log any causes for concern or particularly noteworthy work/behaviour
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

## **Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- be supportive of the College's Christian worship in the Chapel and of the spiritual ethos at the heart of the community. Full time teaching staff are expected to attend regular worship in Chapel.
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- contribute effectively to teams (departments)
- take ownership and responsibility for tasks, seeing them through to completion
- lead by example, acting as a role model to others
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- be responsible for the care and welfare of all students and to pass on any pastoral or safeguarding concerns in line with the School's policies
- be responsible for health and safety in their teaching areas and report any concerns to the Works Department
- communicate effectively with parents with regard to pupils' achievements by means of regular reports, examination results and assessments (as per the Assessment Policy) and, when required, outside of these key assessment points
- attend INSET days and weekly staff meetings.
- Have read and understood the College's Safeguarding Policy and protocols.

## **Personal and professional conduct**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the College's ethos, policies and practices, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## Other responsibilities

### Form Tutor / Pastoral Care

- Complete online registration (iSAMS), morning and afternoon, of an assigned Tutor Group.
- Assist with the monitoring of attendance/punctuality/conduct of students in their assigned Form Group (iSAMS). This includes maintaining accurate records.
- Lead tutor time for assigned Tutor Group and maintain all required administration for students, including the PDP.
- Lead the delivery of PSHE where required
- The Head of PSHE will provide ideas and materials to support the topics being discussed when required. Tutors are expected to work together in the planning of lessons in this area.
- Complete duties within the Buchan School and KWC including before school, break times, lunchtimes and after school.
- Liaise with parents to ensure that they are fully involved and aware of their child's progress in school.
- Proofread and amend subject reports for students in the assigned Tutor Group.
- Liaise with subject teachers to ensure that every student fulfils their academic potential and inform relevant staff of any issues which may affect academic performance.
- Contribute to and ensure that the aims and objectives of the Buchan School and College are met. This may involve helping with Year Group Events.
- Support the Form tutors, Head of Year, the Deputy Heads of Year, the other Group Tutors and the students.
- Attend weekly Year Group Tutor meetings and Buchan staff meetings (pastoral and whole school)
- Attend Year Group Assemblies.
- Attend House Assemblies.
- Attend Parents' Evenings.
- Write Form Tutor reports for their assigned tutor group.
- Prepare their Tutor Group for occasional assemblies and Chapel services.
- Encourage positive conduct and academic progress.
- Monitor the turnout of pupils and impress upon them the need to adhere to school rules on uniform.
- Assist with any disciplinary issues which arise, liaising with the HoY/Deputy Heads as necessary.

- Have an understanding that flexibility and teamwork are crucial to the successful operation of the Year Group.
- Assist with recruitment and retention of students. This may involve assisting with the interviewing process of prospective students and parents. This includes Welcome Events, Meet the Teacher Evenings, and liaison with other Schools.
- Keep the HoY fully informed of any issues relating to the Tutor Group.

## Training and Development

- Maintain your own continued professional development
- Undertake training as necessary and ensure records of this are passed to HR for recording

## Benefits

The successful candidate will be eligible for the following benefits:

- Free lunch each day when the kitchen is operational;
- Free parking for all employees;
- Professional development and ongoing CPD through internal and external training;

## Remuneration

King William's College has its own generous pay scale and the financial package offered will be commensurate with the responsibilities of the post and the experience of the person appointed.

## Applications

A completed application form together with a covering letter should be submitted by email to the HR Officer [hr@kwc.im](mailto:hr@kwc.im) **The closing date for applications is Friday 29<sup>th</sup> May 2026 but we will consider applications as they are received and reserve the right to interview before the deadline.**

