



Heathfield School  
Ascot

*Appointment of*  
**Teacher of Photography**  
**(part-time)**

Start – May or September  
2024



## Welcome to Heathfield

Heathfield is a warm and welcoming school, an inclusive community which puts its students at its heart. As an intentionally smaller school, we can genuinely focus on individuals, supporting and inspiring them to strive and achieve. Everyone is known and important here, and the school celebrates the achievements of every girl. Eleanor Beatrice Wyatt founded Heathfield in 1899, to enable girls to 'see the sky'. This remains our mission today, amidst the different challenges of the Twenty-First Century.

During our 125th anniversary, history and tradition remain important to us. However, Heathfield is a forward-thinking school. We continue to evolve, striving to provide an education that is both truly outstanding and overwhelmingly relevant. I have a clear, creative, and ambitious vision for the school and am looking to continue to build an outstanding team who shares this commitment.

The greatest asset of any school is its staff. We are building a team of extraordinary people, a community united in its mission to do the very best for every pupil. Our personalised and individual approach is central to make sure that every girl is happy, confident and ambitious. This is what enables them to reach their academic, social and emotional potential.

Academic achievement is central to our purpose. We are looking for a dedicated and able colleague to drive the next stage of academic development. Heathfield is a dynamic environment in which capable and caring people do innovative things that make a real impact. If that is you, I would welcome your application, and I look forward to meeting you.

**Sarah Rollings**  
**Headmistress**







## Heathfield School

Heathfield is a vibrant independent boarding and day school for girls. It is a member of GSA and BSA. There are approximately 250 pupils, aged 11–18, approximately 60% of whom are boarders. Recent developments in the boarding model have created a modern, integrated community of full and weekly boarders, alongside day girls. The result is a warm, inclusive and friendly community, where all can flourish.

The School occupies an attractive, 36-acre, site on the edge of Ascot. Extensive outdoor spaces and woodland provide an inspiring, rural environment, though only half an hour from Heathrow airport and on a direct train line to Central London.

Resources for learning are excellent, and constantly evolving. A modern theatre was completed in 2009, followed by a STEM Centre in 2015. Most recently, the new, multi-million pound Cadogan Sixth Form Centre has provided dedicated learning accommodation for A Level students, alongside the most modern of social spaces.

Technology is embedded within the academic life of the school, including through a multi-media recording studio.

There are extensive facilities for sport and exercise. In addition to playing fields, there is a Sports Centre including a modern fitness gym, dance and spin studios alongside a 25m indoor pool. Wellbeing has a high profile in the life of the community.

There is an extensive programme of co-curricular activities, in which all girls are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day girls participate.



## Academic Life of the School

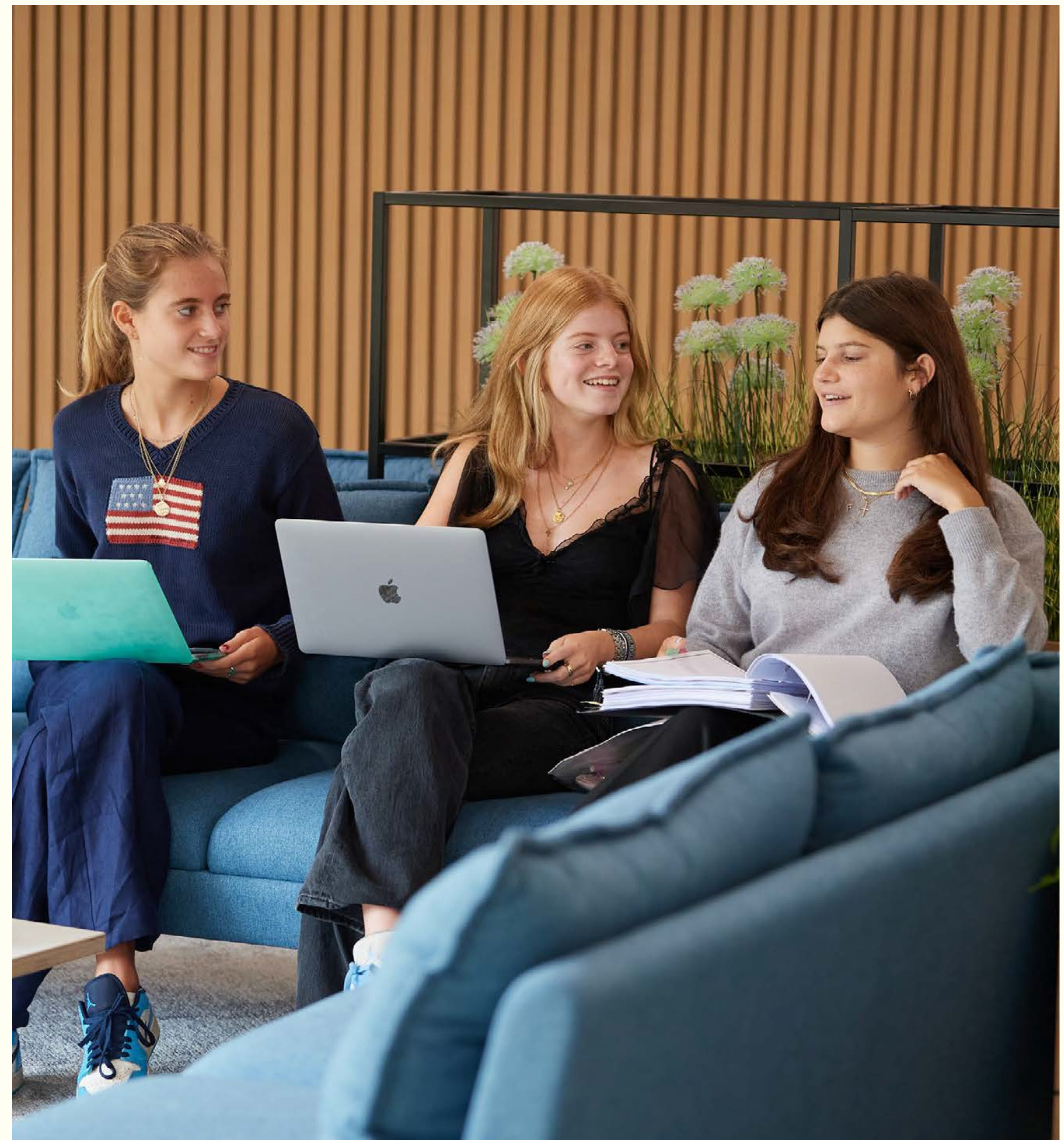
Heathfield provides a warm and nurturing academic environment, in which girls of all ages and abilities can flourish and achieve. This ambition is consistently reflected in exam results, which exceed expectations. Value Added scores are outstanding, and the School has a clear aspiration that all pupils should significantly surpass the predictions of their CEM Yellis baseline tests.

Exam results are excellent. In the summer of 2023, 30% of A Level entries were graded A\*/A and 80% A\*-B. At GCSE, 26% of all grades were 8 or 9.

Classes are small, with an average pupil-to-teacher ratio of 5:1. This enables teachers to know the girls well, and to support learning on an individual basis. Personalised learning plans, combined with regular monitoring and reporting, establish an environment where all can succeed. The School's innovative positive psychology-based 'Flourishing' programme, timetabled within the curriculum for all pupils, supports wider personal achievement.

Most girls take 9 or 10 GCSE subjects, from a wide range on offer. There are currently 23 subjects available at A Level, ensuring small sets and individual attention. Most girls take 3 A Levels, though some take a 4th and others include a vocational qualification. The School seeks to find the optimal individual programme for each pupil.

Beyond exams, all students study an additional Sixth Form pathway, selecting EPQ, Maths for Scientists or Massive Online Open Courses. All engage in leadership training and choose from a range of academic enrichment sessions through the bespoke Horizons programme.











## Teaching at Heathfield

Heathfield provides an environment which encourages teachers to strive, thrive and innovate. They are expected to be aware of developments in their subject and be prepared to reflect and adapt their approaches in a constant search for marginal gains. Teaching and learning strategies are evidence-based. This is supported by @HeathfieldLearn, a teaching and learning bulletin issued half termly, which has a focus on the application of research findings to classroom practice.

The School aspires to develop this approach further, and all academic staff will be expected to take a lead in promoting interest in, and commitment to, contemporary pedagogy, working with colleagues in the Academic team. The scale of the school, together with its atmosphere of creative approach, enables transformative impacts to be quickly achievable.

A culture of curiosity is promoted, which encourages pupils to question and explore the world around them. They are taught to critically reflect on their learning, understand principles of scientific enquiry, and engage in research. All year groups receive dedicated lessons aimed at enabling them to acquire habits and strategies for lifelong happiness, wellbeing, and success.

Teachers are expected to be committed to their own professional development. They are given the opportunity to participate in a middle leaders' programme, which provides participants with the skills and awareness to lead whole-school initiatives.

Heathfield School has its own salary scale, based on qualifications and experience. Additional benefits include a contributory pension scheme, Personal Accident Insurance, Employee Assist Programme, and meals during term time. Daughters of teaching staff who attend Heathfield do so at significant discounts.



## The Role of the Teacher of Photography (part-time)

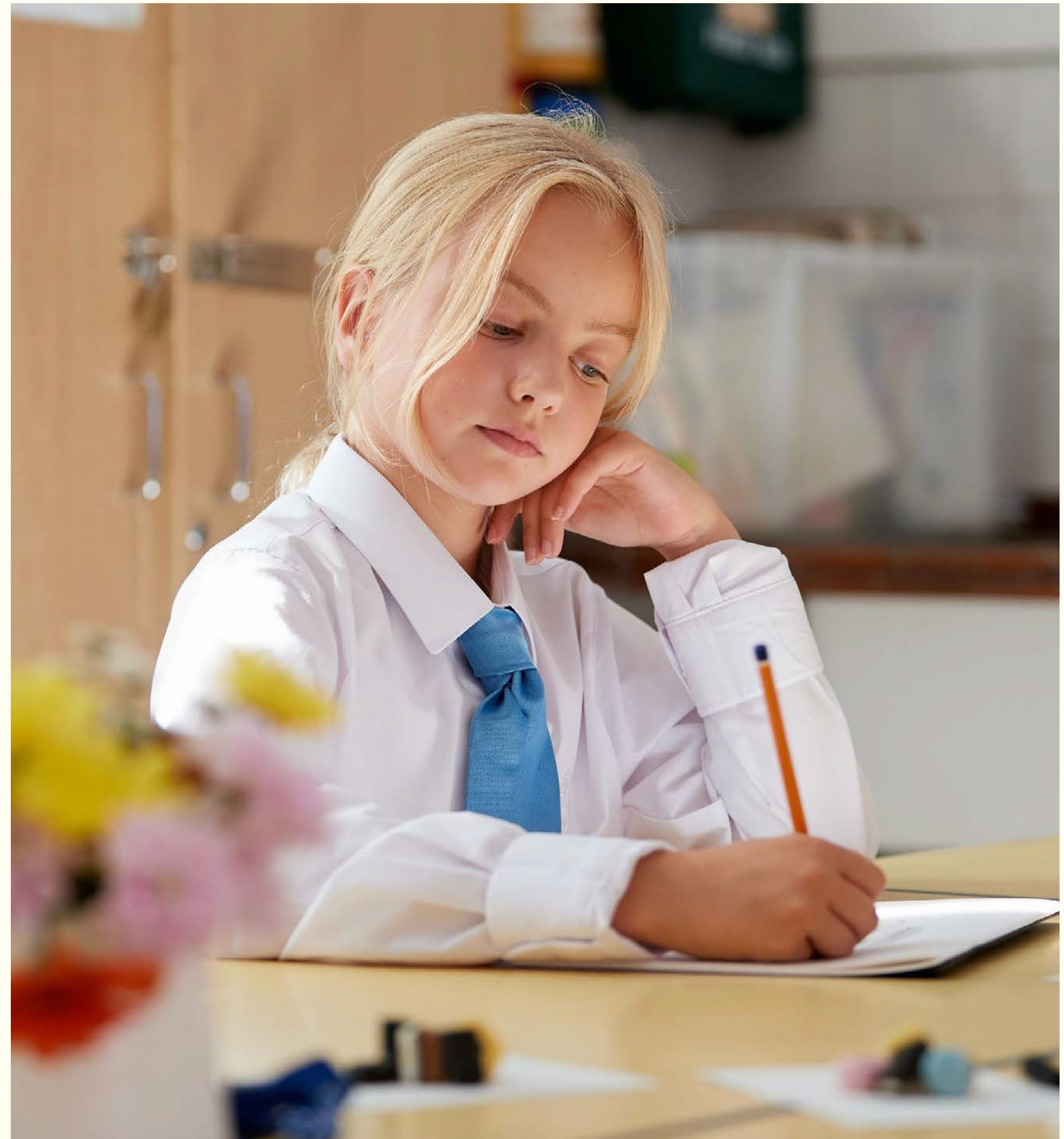
This position is perfect for a working and exhibiting photographer, who has experience working with students and is passionate about contributing to the life of a vibrant school community. The Photography Department is a thriving environment, which is evolving and growing year on year. Students currently work towards both GCSE and A Level examinations.

The role is part-time and involves weekly meetings, one departmental and one curriculum or student based. There may be the requirement to work additional days at the start and end of term (up to 3 days), to assist with term preparation and the dismantling of exhibitions.

Heathfield School is proud to have their own Darkroom and dedicated area for all aspects of photography which the students benefit from and thrive under. The School offers trips to students, focusing on their project work, which can be run during the school week and occasionally at weekends.

Students are introduced to a variety of learning experiences which encourage the development of skills through the use of photography and photographic processes. Students are guided on how to develop their own strengths and interests in photography and follow their own lines of enquiry to produce a final portfolio submission and supporting workbooks. During the course, they are introduced to various techniques and can demonstrate some ability in lighting, viewpoint, aperture, shutter speed and movement, depth of field, use of enlarger plus chemical and digital processes.

They produce practical and critical/contextual work in one or more areas of study, for example, portraiture, landscape photography, still life photography, documentary photography, photojournalism, fashion photography, experimental imagery, multimedia, photographic installation and moving image (video, film, animation).



## Key Responsibilities

The successful candidate will contribute to the development of resources, schemes of work, marking and teaching strategies in Photography. They will assist to implement school policies and procedures e.g. equal opportunities, health and safety. They will work with colleagues to formulate aims and objectives for Photography which have coherence and relevance to the needs of students and to the aims and objectives of the School. They will contribute to the planning activities of Photography, ensuring the planning of the curriculum area reflects the needs of the students and the aims and objectives of the school. They will foster the application of IT within the Photography department, including the development of materials for independent learning.

They will contribute to the development and delivery of Photography. They will ensure inclusive learning initiatives are implemented in Photography and effective student support is provided, as well as contribute to the development of key skills within the department.

They will be involved in staff development activities where appropriate and contribute to the annual review systems. They will ensure appropriate arrangements for classes are made when absent. They will work as a team member, collaboratively, ensuring effective working relations are upheld. They will provide cover for absent colleagues within the Photography department when working.

They will ensure the effective operation of quality assurance systems and implementation of quality procedures. They will contribute to the monitoring and evaluation of Photography in line with agreed school procedures including evaluation against quality standards and performance criteria. They will also contribute to the process of setting targets within Photography and Graphic Design and to work towards their achievement. They will implement common standards of practice within Photography and develop effective teaching and learning styles. They will contribute to the School's procedures for lesson observation. They will also contribute to modification and improvement where required and to the internal verification system in Photography (where appropriate) and within key skills delivery.

They will ensure familiarity with the Photography subject's aims and objectives. They will ensure that there is effective communication/consultation as appropriate with parents of students.

They will contribute to the School liaison and marketing activities e.g. the development of effective subject links with partner schools and the community, attendance at Open Mornings and parents' consultation evenings when working. They will contribute to the Photography department's collection of data on destinations.

They will monitor, support and report on the progress and development of students. They will also act as a form tutor to carry out the duties associated with that role and to attend meetings in accordance with the school meetings schedule when working.

They will assist in managing the teaching space and provide a stimulating environment, which complies with health and safety, by working with Facilities to comply with appropriate legislation or school policies and procedures.

## Person Specification

The School welcomes applications from aspirational, enthusiastic and committed educational practitioners who are seeking to further their careers and who believe that they can make a positive impact on young lives. The successful candidate will have relevant experience in teaching in an educational setting, with knowledge of current trends in research, pedagogical best practices, and the use of technology and AI. They will be passionate about students achieving the best they can and have a deep concern for safeguarding.

### Essential

- Knowledge and understanding of the work of photography practitioners over time.
- Knowledge and understanding of digital and dark room practice, exposure, composition, etc.
- Knowledge and understanding of traditional techniques (e.g., pinhole cameras).
- The ability to assist with a broad range of individual student projects.
- The flexibility to fit around the needs and commitments of the Photography department.

### Desirable

- Knowledge and understanding of Lomographic photography.
- Knowledge and understanding of medium format photography.



## Terms

### **Salary**

Competitive.

### **Pension**

Eligible staff will be automatically enrolled onto the contributory pension scheme.

### **Meals and Refreshments**

We provide nutritious meals in the Dining Hall during term time and refreshments are available throughout the day, both are free of charge.

### **Personal Accident Insurance Scheme**

The School currently participates in a Personal Accident Insurance Scheme.

### **Fee remission**

The School currently offers a discount on fees should their daughter(s) attend the School.

### **Parking**

Free parking is available on site.

### **Welfare**

Welfare initiatives available to staff include free use of the School's swimming pool and gym, access to discounted massage and reflexology sessions, spin bike and yoga classes. The School has free 24/7 onsite medical care with the addition of access to a counsellor.

### **Equality and Diversity**

Staff are expected to promote equality of opportunity for all pupils and colleagues, both current and prospective, and support an environment that values diversity.

### **Promoting British Values**

Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of School life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All staff are responsible for promoting these values when opportunities arise.

## Application Process

Applications should be submitted on the School's forms, which can be accessed by [clicking here](#). The completed form should be accompanied by a letter of application (not more than 1000 words) addressed to Sarah Rollings, Headmistress. Applications should be submitted by email to [recruitment@heathfieldschool.net](mailto:recruitment@heathfieldschool.net).

Closing date for applications: Open - awaiting suitable candidate

Interviews: TBC following applications

Applications will be acknowledged and will be evaluated against the selection criteria. We reserve the right to call suitably qualified candidates to interview before the closing date. Early applications are therefore encouraged. Heathfield School welcomes applications from all sectors of the community. Right to Work in the UK is essential.

### **Disclosure and Barring Service (DBS):**

Heathfield 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 the Enhanced Disclosure and Barring Service check.

### **Safeguarding and Child Protection**

Heathfield is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

Heathfield School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristics.



GIRLS  
FIRST



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Ascot

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