



# Heath Mount School

## Head of Art and D.T. Candidate Information Pack



# WELCOME

Thank you for your interest in the role of Head of Art and D.T. at Heath Mount. This is an exciting opportunity for a candidate with the vision, experience, and leadership skills to further develop two already successful and well-resourced departments.

Shortlisted by Tatler Magazine as one of the five best Prep Schools in the UK, Heath Mount is a leading day and flexi-boarding school that's home to around 500 boys and girls between the ages of 2 and 13. The school was founded in 1796 and has been situated in the Grade I listed mansion of the Woodhall Park Estate near Hertford since 1934.

Nestled in 40 acres of glorious countryside, Heath Mount provides an inspiring, dynamic and supportive working environment underpinned by the School's family-feel ethos and values.



## OVERVIEW

From September 2026 we are seeking to appoint an enthusiastic, passionate, and highly effective teacher to lead our Art and Design Technology Departments. The successful candidate will teach predominantly small classes (typically up to 10 pupils) from Year 3 to Year 8. Applicants may come from either a primary or secondary background but must be capable of teaching to scholarship (GCSE level).

### About the Departments

The Art and D.T. departments benefit from excellent facilities, including:

- Four dedicated art classrooms and a pottery room
- Specialist D.T. spaces for Resistant Materials, Food Technology, and Textiles
- A Gallery area
- Currently, 3 full time and 6 part-time staff and assistants.

Heath Mount has a strong record of success, particularly at 13+ scholarship level, making this a rare opportunity to lead two high-performing departments.

### The Role

As Head of Art and D.T., you will provide strategic leadership, ensuring high standards of teaching, learning, and achievement across both disciplines. You will also contribute to the wider life of the school, including a vibrant co-curricular programme.

Heath Mount is a busy day and boarding school, with longer school days balanced by extended holiday periods. The role includes involvement in after-school activities and some evening commitments.

Heath Mount is a supportive and inclusive school and we aspire to attract colleagues who can reflect our diverse and brilliant School community – we encourage all aspirational and enthusiastic people who meet the minimum criteria to apply.



## OUR SCHOOL

Described by The Good Schools Guide as a place 'buzzing with innovation and scoring notable national achievements in more than one area,' we deliver an academically rigorous education alongside an exciting extra-curricular programme. Our pupils achieve outstanding results within a nurturing and supportive framework that puts happiness and mental wellbeing at the heart of all we do.



*Children are valued as individuals and we seek to develop the talents of every child whilst preparing them for the exciting and dynamic challenges that lie ahead. We foster a love of learning whilst encouraging skills of initiative, determination and independence that will last a lifetime. Our pupils look outwards from a secure and happy start.*

**Chris Gillam, Headmaster**



The school celebrates the successes of every individual on a regular basis. This results in all pupils being able to identify the areas of school life at which they excel. As a result, they maintain high levels of self-knowledge, self-esteem and self-confidence which successfully confirm their general sense of worth and purpose.

The school is effective in perpetuating a culture of high levels of achievement in all subjects, reflected in the results of external assessments... at a range of selective senior and secondary schools. These include the wide variety of scholarship awards which are typically gained by the majority of the school's oldest cohort of pupils each year. This is a significant strength of the school.

**ISI Report 2025**



# ROLE DESCRIPTION

## Core Responsibilities



The duties include, but are not limited to:

### Strategic Leadership and Development

- Develop and implement policies that support high-quality teaching and learning which covers the disciplines:
  - Fine Art including ceramics
  - 3D design / resistant materials
  - Textiles
  - Food technology
- Promote a shared enthusiasm for Art and D.T. across the department
- Produce and implement departmental development plans aligned with the school's strategic priorities
- Monitor and evaluate outcomes to enhance teaching and learning sharing clear growth and progression from Year 3 → Year 8 applying an agreed rotational system within both art and DT.
- Lead departmental meetings and provide regular updates to senior leadership
- Design and maintain a broad, engaging curriculum that challenges and supports all pupils, including the most able
- Manage departmental budgets.
- Ensure materials are available and used efficiently

### Teaching and Learning

- Model excellent classroom practice
- Ensure continuity and progression through effective schemes of work
- Monitor teaching quality through lesson observations, planning reviews, and work scrutiny
- Support the organisation and delivery of internal assessments.

### Leadership and Management of Staff

- Support and develop colleagues through mentoring, and professional development
- Lead high-quality departmental training and development opportunities
- Conduct staff appraisals and contribute to performance management processes
- Maintain regular communication with the Deputy Head (Academic)

### Resources and Environment

- Manage departmental resources effectively, including budgets and materials
- Ensure a safe working environment, adhering to health and safety requirements
- Promote the effective use of ICT and innovative teaching resources
- Support colleagues in creating stimulating and well-organised learning environments





## Core Responsibilities continued

### Classroom Teaching Responsibilities

- Plan and deliver engaging, challenging lessons
- Monitor and support pupil progress.
- Assess, record, and report on pupil attainment
- Set and mark work, providing constructive feedback
- Maintain high standards of classroom behaviour
- Contribute to curriculum development and innovation
- Attend inset, parents' evenings, school events, and meetings as required
- Participate in cover arrangements when needed
- Engage in ongoing professional development and self-evaluation

### Wider Professional Responsibilities

- Always uphold school policies and professional standards
- Build positive working relationships with colleagues, pupils, and parents
- Contribute fully to the wider life and community of the school including the House system.

### Art and D.T. at Heath Mount

The departments are housed together in the Basement area of a listed Grade 1 building. There are 4 art rooms of various sizes and a pottery and kiln room. Corridor areas provide for additional display areas. A bank of 18 iPads is available for all year groups. Additionally, Year 7 & 8 each have their own personal device. The Trilby platform and heathmountart on Instagram are additional means of sharing work internally and externally.

Heath Mount has an outstanding track record in Art scholarships, with 34 awards in the past six years to leading senior schools including Haileybury, Benenden, Brighton College, Oundle, Bishops Stortford College and others. DT scholarships have been awarded this year.

Pupils' work is regularly exhibited at the Royal Academy Summer Exhibition and has achieved successes in competitions.

The D.T. department supports a Zambian charity through the design and sale of student-made products, raising £4,000 in the past couple of years.



## WHAT WE OFFER

- Excellent salary package for the right candidate
- Staff lunches prepared by our award-winning catering team during term time
- Free parking
- Use of school swimming pool and gym
- Pension (APTIS Scheme)
- Westfield Foresight Health Cash Plan Cover



## Working Hours

This is a full-time position with approximately 40 hours per week from 8.15am to 4.45pm, though there is the expectation to run clubs after school.

All posts are subject to the terms and conditions as laid out in the contract of employment issued by Heath Mount School Trust.

The role includes attendance at all Inset days and other days, such as Open Day and Speech Day as agreed with the Headmaster/Director of Sport

**Start Date: September 2026**

## How To Apply/Interviews

Further details and an Application Form can be downloaded from [www.heathmount.org](http://www.heathmount.org), or email [HR@heathmount.org](mailto:HR@heathmount.org)

We reserve the right to interview before the closing date, so candidates are advised to apply as soon as possible.

Please email your completed application form to: [HR@heathmount.org](mailto:HR@heathmount.org)

**Closing date: 9.00am, Tuesday 5<sup>th</sup> May 2026**

**At interview candidates will be requested to bring a selection of photographs sharing examples of what they have achieved with past pupils.**



# PERSON SPECIFICATION

## Essential

- A strong background in Art, and Design Technology
- Experience teaching to GCSE and/or scholarship level
- A commitment to high standards of teaching and learning
- Excellent organisational, planning, and time-management skills
- Strong leadership and communication abilities
- Willingness to contribute to co-curricular activities
- A collaborative and flexible approach to teamwork

We are looking for a **high-capacity teacher-leader who can handle pressure, visibility, and accountability across two departments**

- **Lead strategically** (set direction)
- **Manage operationally** (run departments day-to-day)
- **Teach excellently** (set the standard)
- **Deliver outcomes** (scholarships, progress, quality work)
- **Commit fully** to a busy school environment



## EQUAL OPPORTUNITIES STATEMENT

As an equal opportunities employer the school genuinely welcomes all applicants. We are committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join our school.

## SAFEGUARDING

- Employees must adhere to and ensure compliance with the school's Safeguarding Policy at all times
- Employees should actively seek to create a climate of respect and understanding of the needs of the children and ensure the provision of a safe and secure working environment, in keeping with legal requirements

*This job description is not exhaustive and the successful candidate will be expected to undertake additional duties as required that are broadly consistent with the job description.*

Our School and all its personnel are committed to safeguarding and promoting the welfare of the children. The post holder's responsibility for promoting and safeguarding the welfare of the 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 safeguarding policy 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 School's DSL or to the Headmaster.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

## GROUNDS & FACILITIES

While proud of its heritage and sense of tradition, pupils benefit from forward-thinking teaching methods combined with up to date technologies and unrivalled facilities. Our state-of-the-art 200 seat Performing Arts Centre hosts our drama productions, concerts and guest speakers. The sports hall is fully equipped for gymnastics and indoor games and includes a professional-standard dance studio while the grounds include rugby, football, cricket pitches, netball courts and AstroTurf as well as a swimming pool.

The exquisite Grade I mansion is where our Prep school students are based from Year 5 to Year 8. It is also home to the main library, dining rooms, art, pottery, DT and food tech departments, ICT suites and science labs. An adjoining music block provides rooms for individual music lessons. Our Pre-Prep occupies a dedicated modern building with its own library, computing suite, music room and hall in addition to a fantastic adventure playground.

The Lower School sits adjacent to our Pre-Prep and Nursery building and the Performing Arts Centre. Our year 3 and 4 pupils enjoy their own modern, fully equipped building with light, airy classrooms. They also use the science, art, and DT rooms in the main building as well as the dining facilities for our award winning lunches.

Children may flexi-board from Year 3 upwards with boys boarding in the main mansion house and the girls boarding in the cosy surrounds of River House in the grounds of the estate.



## VALUES & PASTORAL CARE

During their time here, children develop a strong moral compass. We expect all our pupils to demonstrate our key values of acceptance, respect, integrity, industry and achievement. Each child's happiness is at the heart of a Heath Mount education. We are committed to enhancing our pupils' emotional, physical and mental well-being, ensuring different needs are supported.

A Natural Environment: Children flourish in the beautiful woodland setting where break times are spent happily playing in the woods, making dens or exploring nature.

## INTEGRITY, INDUSTRY, RESILIENCE, RESPECT AND ACCEPTANCE