



RATCLIFFE
COLLEGE

Appointment of

**TEACHER OF ART & DESIGN - 0.39 FTE
FROM SEPTEMBER 2026**

**BEGIN HERE,
GO ANYWHERE.**

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HEADMASTER'S INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,
Headmaster.

BEGIN HERE, GO ANYWHERE.



OUR MISSION STATEMENT

“Learning and Growing in the Light of the Gospel.”

With Christ at the centre of our learning we:

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

Our core Rosminian values:

1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. Rosminian Education pursues the perfection of both human nature and the human person.

Our students’ intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and the living of Christian faith.

3. Intellectual integrity leads us to the Truth.

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

OUR VISION

To be a leading independent day and boarding school, which is financially secure.



SCAN THE CODE
3-YEAR STRATEGY
DEVELOPMENT PLAN
2025-2028.

ABOUT RATCLIFFE COLLEGE

Ratcliffe College is an Outstanding Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

The Senior Leadership Team comprises:

- **Headmaster**
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**
Mr J Rainer, BA, MA
- **Director of Safeguarding**
Mr J Masterton
- **Assistant Head Academic**
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**
Mr B Harrison, BA
- **Head of Preparatory School**
Mrs S Boccaccini, BSc, MEd
- **Deputy Head of Preparatory School**
Mrs M Markham, BMus
- **Director of Finance and Operations**
Mr C Bellamy, HND

Ratcliffe College Preparatory School

Ratcliffe College Preparatory School is a thriving and nurturing environment where children aged 3 to 11 are encouraged to develop a lifelong love of learning. As part of the wider Ratcliffe College community, the Prep School benefits from outstanding facilities, a beautiful campus setting, and access to specialist teaching, ensuring a seamless educational journey from Early Years through to Senior School.

Ratcliffe College Preparatory School provides a rich, well-rounded educational experience that nurtures each child's unique talents and potential. Our dedicated staff are committed to delivering a broad, balanced, and ambitious curriculum that supports academic excellence while nurturing creativity, confidence, and character. Alongside core subjects, pupils enjoy a wide range of specialist-led lessons including Music, French, Spanish, Latin, Drama, Physical Education and Games.

Small class sizes and a strong sense of community allow us to truly know each child and support their individual strengths and needs.

An extensive co-curricular programme, regular trips, and enrichment opportunities further enhance pupils' experiences, helping to develop well-rounded individuals prepared for the next stage of their education. The Preparatory School is an exciting and rewarding place to work. Staff are valued members of a collaborative and forward-thinking team, playing an active role in shaping the character and culture of the school.

Boarding Community

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive.

Our boarding community comprises students from both the UK and overseas, including those who join through our partnership with the Academy at Leicester City Football Club.

The College also offers several short-term international boarding programmes throughout the year, including 3–4 immersion taster experiences and an annual International Summer School, all delivered by Ratcliffe staff.

Boarders benefit from a strong pastoral framework. Each student is supported by a Form Tutor who monitors their academic progress and personal development, alongside the care and guidance provided by a dedicated and experienced boarding team.



ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 10% nationally for value added results at A Level.

A Level results achieved in 2025:

- 45% of A Level grades A*/A
- 71% grade B or above.
- Ten percent of students achieved A*/A*/A or better.
- One in four students achieved A Level or BTEC grades equivalent to A/A/A or higher.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.

**Scan to view the
full ISI Inspection
Report.**





THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



SCAN THE CODE
VIRTUAL CAMPUS
TOUR.



Free lunch and refreshments



Free parking on-site



**TPS or Defined Contributions
Pension Scheme**



**Professional Development
opportunities**



Staff Wellbeing

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee



Sport and Leisure

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)



TEACHER OF ART & DESIGN

We are seeking to appoint an enthusiastic, dynamic and well-qualified person to teach Art and Photography. Art is an extremely popular subject with an excellent reputation for academic distinction and the quality of the practical projects undertaken by students. The examination results are strong at both GCSE and A Level.

The department consists of the Head of Department, and two part time teachers. There is a full-time technician shared with the Design Technology Department to support the practical aspects of the subject.

The Art Department has one dedicated sixth form classroom as well as three further rooms for Years 6 to 12. All Art classrooms have touch screens and there is a set of PCs available for research work. In addition to the resources in the department, there is a recording studio in school, and a photography studio shared with the Media department. The resources are excellent and enable students to produce work of a very high standard.

At A Level and GCSE, students are taught AQA Art and Design. Class sizes are generally small for both A Level and GCSE. Photography GCSE was introduced in 2024 and has been a popular option choice. The position would require some Photography teaching. The department is highly flexible in accommodating students' creativity and is driven to push our students' potential as far as possible.

Ratcliffe College is a Catholic School and all staff are expected to support its aims and ethos. Teachers are required to attend school assemblies and when they occur, school Masses (for example, start and end of term Masses; Holy Days, such as Ash Wednesday). There will be an expectation for the successful candidate to contribute to duties and co-curricular activities within school. The Art department itself offers a large number of co-curricular opportunities including a mentoring programme where A Level Art Students can choose to help those in lower years, be it advising on sketch book presentation or how to annotate. There is a myriad of exhibitions staged by the department each year and sixth form students help contribute to the curation and hosting.

Professional development is taken seriously at Ratcliffe and members of staff are encouraged to prepare themselves for promotion at Ratcliffe and elsewhere. A full induction programme, which meets statutory requirements, is available for newly qualified teachers.



JOB DESCRIPTION

Job Title: Teacher of Art and Design

Responsible to: Head of Art and Design

Accountable to: Senior Deputy Head

Job Purpose: To carry out the professional duties of a teacher of Art & Design in accordance with College policies, under the direction of the Headmaster. The role includes delivering high-quality teaching across Art & Design, with a desirable contribution to Photography, fostering creativity, technical skill and independent artistic practice.

Teaching and Learning

- Plan and deliver high-quality lessons across Art & Design, including (desirable) Photography.
- Use prior attainment data to set appropriately challenging expectations for all students.
- Employ a range of teaching strategies to engage, motivate and inspire learners.
- Support students with SEN and/or EAL through adaptive teaching and targeted support.
- Maintain high expectations of behaviour and establish a positive, productive learning environment.
- Monitor and evaluate student progress, using assessment to inform future teaching.

Subject Knowledge and Curriculum

- Maintain up-to-date subject knowledge in Art & Design, including contemporary and traditional practices.
- Demonstrate expertise in Photography, including digital processes and editing techniques.
- Contribute to the development of the Art & Design curriculum, including enrichment opportunities such as exhibitions, trips and workshops.
- Ensure all Health and Safety requirements are met within practical and studio-based environments.
- Deliver and prepare students for GCSE and A Level Art and/or Photography, as applicable.

Assessment, Recording and Reporting

- Mark and assess students' work in line with school and departmental policies.
- Provide clear and constructive feedback to support student progress.
- Maintain accurate records of attainment and progress.
- Write reports in accordance with school expectations and deadlines.
- Encourage student self-assessment and reflective practice.

Pastoral Responsibilities

- Promote the wellbeing and personal development of all students.
- Liaise with the Head of Department and pastoral staff regarding any concerns.
- Contribute to a positive and inclusive school community.

JOB DESCRIPTION CONT:

Professional Responsibilities

- Take responsibility for ongoing professional development, including developments in Art & Photography.
- Contribute to departmental development and the wider life of the school.
- Uphold and support the School's Mission Statement and Catholic ethos.
- Model high standards of professional conduct and presentation.
- Participate in the school's appraisal/performance management programme.

Form Tutor Responsibilities

- Support the academic progress and personal development of a tutor group.
- Monitor attendance, behaviour and wellbeing.
- Deliver tutorial sessions and contribute to PSHCE provision.
- Liaise with parents, colleagues and external agencies as required.
- Promote student engagement in co-curricular activities.

Additional Duties

- Contribute to extra-curricular activities such as art or photography clubs.
- Support exhibitions and displays of student work.
- Undertake any other duties as reasonably requested by the Headmaster.



PERSON SPECIFICATION

	Essential	Desirable
Qualifications	Good Honours Degree in Art or related degree Teaching Qualification (PGCE or equivalent)	QTS
Skills	Ability to teach GCSE Art and Design	Ability to teach Year 6 Art
	Ability to teach A Level Art and Design	Ability to teach GCSE Photography
	Excellent classroom management skills	
	Excellent interpersonal and communication skills	
	Ability to prioritise	
	Good organisational skills	
	Ability to command respect of children and staff	
	Competence in ICT	
Knowledge & Experience	A record of successful teaching or teaching practice	
	Excellent subject knowledge	
	Experience of contributing to the writing of schemes of work	
	Understanding of current good practice in teaching and learning, and monitoring of standards	Commitment to, or evidence of, continuing relevant
Personal qualities	Commitment to the ethos and aims of the School	
	Initiative and enthusiasm	
	Dedication and commitment	
	Ability to maintain appropriate and supportive relationships with children and staff	
	A willingness to be involved in the pastoral care of students	
	Ability and willingness to contribute to, and support the School's co-curricular programme	
	Flexibility	

HOW TO APPLY

1

COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

INVITED TO INTERVIEW

If you do not hear anything further within two weeks of the closing date, please assume that you have not been successful on this occasion.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



RATCLIFFE TERMS

Salary: Ratcliffe Pay Scale plus Ratcliffe Allowance. The Ratcliffe Allowance is on a sliding scale presently ranging from £1,591 to £10,397, depending on the experience of the teacher (reviewed annually).

Child Protection

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required 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.

For further information, please see the [Recruitment, Selection and Disclosures Policy](#) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

The appointment is subject to satisfactory:



- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





EST. 1847
RATCLIFFE
COLLEGE

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