



Brief for the appointment of Teacher of Art and 3D Design

In partnership with

COGNITA



THRIVING SCHOOLS. INSPIRING FUTURES.

Cognita has entered into a partnership with Alleyn's to create two leading independent day schools in north London.

Alleyn's is south London's finest coeducational day school, consistently placed within the top London schools for academic achievement and winner of the Independent Coeducational School of the Year Award 2025. Cognita's flagship London schools, North Bridge House Regent's Park and North Bridge House

Hampstead, became part of the new Alleyn's Schools Group. Alleyn's Regent's Park opened in September 2025 and Alleyn's Hampstead opened in September 2026.

A new Junior School has opened in Hampstead in 2026, creating a through school for children aged 2–18, with Nursery, Junior, Senior and Sixth Form sections.

✿ We're excited to see how you'll help shape the future at Cognita. Good luck with your application – we can't wait to see what you'll bring.

I am so thrilled that you are interested in the role of Teacher of Art and 3D Design here at Alleyn's Hampstead Senior School. As Head of Alleyn's Hampstead, it is my great privilege to be able to tell you a little more about who we are and what we stand for, and I hope very much that you will see why I am so proud of the school and excited about its journey.

Alleyn's Hampstead is a co-educational, independent, selective 2-18 school embedded in beautiful Hampstead village. It is a warm, friendly and ambitious school which, as part of the Alleyn's Schools Group, embraces a values-driven forward-looking education. Our ROCCK values (Respect, Opportunity, Curiosity, Courage, and Kindness) are the kernel of everything we are trying to achieve and are at the very heart of the behaviours that my colleagues and pupils model.

As part of the Alleyn's Schools Group, we model our practices on the routines that have been established at Alleyn's School, in Dulwich – described by the Tatler Schools Guide as the 'epicentre of forward thinking education'. We benefit from close links with the community there and in the spirit of partnership we work together to improve education for all our pupils. At the same time, we have the freedom to respond to the needs of our community flexibly and always seek to develop the right approach for our context.

I do hope that the information in this pack gives you a taste of what a marvellous place our school is, and helps to capture some of the unpretentious warmth that is core to our daily life. There is nothing entitled, stuffy or pompous about our school and we really hope that you enjoy discovering that for yourself during this recruitment process as you meet our engaging and grounded young people. They are a joy to work with and the staff-pupil dynamic in our schools is especially strong.

With warmest wishes

Aidan Sproat-Clements
Head, Alleyn's Hampstead



So, why Alleyn's? Alleyn's is part of a historic foundation which has been educating young people for more than 400 years. Our namesake and founder, Edward Alleyn, was one of the great Elizabethan players, and playful academic exploration and discovery is something we very much welcome at our schools. As well as acting, Edward Alleyn was also a philanthropist. His school was established to change the lives of children – initially "12 poor scholars". It is rather wonderful that the original 12-strong cohort has grown into the large, thriving community of the Alleyn's Schools Group, with more than two thousand children across north and south London, reflecting and living out the founder's vision. Alleyn's has been honouring his legacy as one of this country's leading co-educational schools for generations and we are delighted that you are interested in joining this group.

May I wish you the very best of luck with this application and in the future.

Warmest wishes

Mrs Jane Lunn
Head, Alleyn's



**'IF YOU'RE LOOKING FOR THE EPICENTRE
OF FORWARD THINKING EDUCATION,
HERE IT IS' TATLER SCHOOLS GUIDE 2025**



WHY JOIN COGNITA

When you join Cognita, you become part of a global community committed to making a lasting difference in education. We believe great schools are built by great people, and we're passionate about creating an environment where our colleagues can learn, grow and have a meaningful impact. Everything we do is guided by three shared mindsets:

WE PUT SCHOOLS FIRST

Everything starts with the school. Every decision should be grounded in what improves outcomes for students, educators and the schools they belong to.

WE GO TOGETHER

Cognita's strength comes from being a connected global community that learns, supports and succeeds together. No school, no leader, no team works best in isolation.

WE KEEP OUR PROMISES

Trust is earned through clear expectations, genuine accountability and consistently delivering what we say we will. Not occasionally. Consistently.

This candidate pack is your guide to discovering how you can thrive with us.

INSIDE THIS PACK YOU'LL DISCOVER:

- **School introduction** – learn about the great school you'll join.
- **Role overview** – understand how we see you contributing and explore what's expected of you.
- **Benefits** – discover the rewards of becoming part of Cognita.
- **Application process** – find out what's next and how to apply.

 Find out more about Alleyn's Hampstead on the next page...



'ALL WE CAN BE' AT ALLEYN'S HAMPSTEAD

WELCOME TO OUR SCHOOL

At Alleyn's Hampstead, we will have three age-appropriate campuses. Two Nursery and Junior School campuses, one dedicated to children aged 2 to 6 years, one for children aged 6 to 11 and a Senior campus educating 11-18 year olds.

All campuses have embarked on a transformational development programme as they become part of the Alleyn's Schools Group. Remodelling and refurbishment of existing facilities, together with a comprehensive building plan will not only enhance the teaching and learning environments but will provide first-rate facilities and position Alleyn's as a leading provider in the north London market.

OUR VISION

This is a remarkable time to join one of our outstanding schools. The world-class Alleyn's educational proposition, together with an investment plan to create a first-rate teaching and learning environment, positions Alleyn's Hampstead as one of London's leading co-educational day schools. Alleyn's vision, "All We Can Be," champions the ideal that every member of the community should have the opportunity to discover and develop their unique talents.

There are seven core elements to an Alleyn's education:

1. AiQ: The "Alleyn's Intelligence Quotient" – our education for the future.
2. AEQ: The "Alleyn's Emotional Quotient" – our proactive approach to pastoral care.
3. All In: Our rich co-curricular and partnership programmes.
4. Aspiring minds: Our approach to scholarship.
5. Events Programme: The key markers of our school year, and opportunities for collaboration.
6. Thought Leadership: Alleyn's leading the debate and challenging the status quo.
7. Physical Environment: The marginal gain approach to educational design & smart schools.

ALLEYN'S VALUES

We recognise wonderful academic results are a by-product of an outstanding values-driven education, an education which aims to:

- Promote respect, well-being and diversity in a caring community where every individual can flourish;
- Develop curiosity, wonder, creativity and a love of learning;
- Inspire ambition and intellectual rigour through excellent teaching and learning;
- Cultivate discovery and opportunity through an outstanding co-curriculum;
- Foster awareness, leadership and connection through partnership and enterprise;
- Cherish the wide Alleyn's family and honouring our historic commitment to Edward Alleyn's charitable foundation.

WHAT YOU'LL BE DOING

ROLE PURPOSE

Alley's Hampstead is seeking a dynamic and committed Art and 3D Design Teacher to join a highly creative Visual Arts Department. The successful candidate will work as part of a close-knit team of six teachers and two part-time technicians, many of whom are practising artists. The department values collaboration, open communication, and a supportive, positive atmosphere. Therefore, the ability to work effectively as a team player and to build strong relationships with colleagues and students is essential.

The Visual Arts Department is fully equipped and delivers specialist teaching from Year 7 to Year 13. At Key Stage 3, all students receive dedicated Art and Design lessons, as well as rotating through a broad range of creative disciplines including 3D Design, Ceramics, Photography, Printmaking, Textiles and Food Technology. At GCSE, a significant number of students choose subjects within the Visual Arts, with options including 3D Design, Fine Art, Photography, Textiles and Food Technology.

The appointed teacher will contribute to the teaching of Art and 3D Design across KS3-KS5, supporting students of varying abilities and helping to maintain the high standards and creative culture of the department.

In addition to their teaching responsibilities, the successful candidate will be expected to play an active role in the department's extensive co-curricular provision, which includes a range of popular clubs,

workshops, and enrichment activities. They will be encouraged to bring their own artistic strengths and interests to enhance and expand this programme.

This role is suitable for both experienced teachers and recent graduates (including ECTs) who can demonstrate strong subject knowledge, practical expertise in 3D processes, and the ability to inspire students. The successful candidate will be required to fulfil all duties outlined in the Key Responsibilities section of the job description.

KEY RESPONSIBILITIES

- Teach Art and 3D Design to students in Years 7-11, delivering lessons that are engaging, inclusive, and adapted to diverse learners.
- Plan and deliver creative schemes of work both independently and collaboratively with the Visual Arts Department, ensuring alignment with curriculum goals and student needs.
- Facilitate a wide variety of traditional and contemporary media, encouraging experimentation and independent thinking in both 2D and 3D forms.
- Introduce students to a range of historical and contemporary artists, exploring different styles, techniques, and working practices.
- Incorporate ICT and digital tools to enhance teaching and learning, including research, presentation, and creative production.
- Build positive relationships with students, fostering a respectful and enthusiastic learning atmosphere.

ROLE OVERVIEW > WHAT YOU'LL BE DOING

- Create and maintain a safe, inspiring, and well-organised studio environment that supports focused and imaginative learning.
- Provide formative and summative assessment with meaningful feedback, supporting student progress across all ability levels.
- Contribute to the development of a strong studio culture, including the organisation of shared spaces and materials.
- Support the school's wider cultural life by organising and participating in trips, clubs, competitions, and other Visual Arts enrichment activities.
- Attend and actively contribute to departmental meetings and CPD, sharing ideas, resources, and good practice.
- Uphold health and safety standards in specialist classrooms, ensuring safe use of materials, tools, and equipment.
- Assist with the curation and organisation of internal art exhibitions, including end-of-year shows and foyer displays.

SAFEGUARDING RESPONSIBILITIES

- To comply with safeguarding policies, procedures and code of conduct.
- To demonstrate a personal commitment to safeguarding and student/colleague wellbeing.
- To ensure that any safeguarding concerns or incidents are reported appropriately in line with policy.
- To engage in safeguarding training when required.

WHAT YOU'LL BRING

Essential	Desirable
SKILLS <ul style="list-style-type: none"> • Ability to encourage and inspire young people to achieve. • Excellent organisational and planning skills, including prioritising tasks. • Ability to work as part of a team, working effectively with people across a wide range of levels and responsibilities. 	SKILLS <ul style="list-style-type: none"> • Ability to think creatively to anticipate and solve problems. • Ability to communicate effectively, orally and in writing. • Knowledge of Health and Safety regulations.
QUALIFICATIONS <ul style="list-style-type: none"> • Bachelor's degree in Art & Design (or related subject). • PGCE (Secondary). • A-Levels / GCSEs: English and Maths (Grade 4/C). 	QUALIFICATIONS <ul style="list-style-type: none"> • Qualified Teacher Status (QTS). • Enhanced DBS (can be provided). • Health & Safety training in some or all of the following: <ul style="list-style-type: none"> ◦ COSHH (Chemicals) ◦ Manual Handling ◦ Workshop Safety ◦ Kiln Operation
EXPERIENCE <ul style="list-style-type: none"> • Previous experience of working in a secondary education setting. • Experience of working as part of a busy team. • Computer literate with good ICT skills, including a working knowledge of Microsoft packages. 	EXPERIENCE <ul style="list-style-type: none"> • Personal art or design practice and expertise. • Ability to work using own initiative, exercising good judgement when unsupervised. • Flexibility of approach to work.

KEY STAKEHOLDERS YOU'LL BE WORKING WITH

- **Internal:** Head of Visual Arts (Line Manager), Visual Arts Teaching Staff and Technicians, wider teaching and non-teaching staff body, wider school community, including students, parents and other stakeholders.
- **External:** The broader Cognita family of schools and colleagues.

THE BENEFITS THAT WILL HELP YOU THRIVE

Our benefits are more than just perks – they're a reflection of our commitment to your growth, well-being, and success. Whether you're looking to expand your professional horizons or ensure a healthy balance between work and life, we offer a range of benefits designed to support you every step of the way.

WHAT YOU'LL GET

Core benefits

- Competitive salary based on level and experience
- Life assurance
- Pension scheme
- Flu vaccinations
- Employee assistance programme
- Exclusive third-party discount platform
- Cycle to work scheme
- School fee discount
- A wide range of professional subscriptions

GREAT, SO WHAT HAPPENS NEXT?

HOW TO APPLY

We're excited to get to know you and learn more about your unique skills and experiences. To help us process your application smoothly, here are a few steps to guide you:

- Please submit a completed Cognita application form, along with a cover letter that highlights how your experience and skills align with the role. The cover letter should be no more than two sides of A4 and can be submitted in the specified languages.
- Feel free to include your CV, but please ensure it accompanies the completed application form.
- Submit your application via our applicant tracking system by following the apply now link on the advert. Be sure to submit it by the stated deadline so we can review your application as soon as possible.

We can't wait to meet you. Best of luck with your application, and we'll be in touch with the next steps soon.

SAFEGUARDING AT COGNITA

At Cognita Schools, we are fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and third parties to share this commitment. As part of our safer recruitment practices, pre-employment background checks will be conducted before any appointment is confirmed.

DIVERSITY, EQUITY, AND INCLUSION (DE&I)

At Cognita, diversity, equity, and inclusion are at the heart of everything we do. As a global community spanning over 94 nationalities, we know that our strength lies in our diversity. It's what drives our success and makes Cognita a place where everyone can thrive.

We are committed to:

- Attracting, recruiting, and retaining diverse talent.
- Embedding DE&I principles into every part of school life.
- Fostering inclusive environments where all voices are heard and celebrated.

No matter where you come from or what stage of your career journey you're on, you're welcome at Cognita.



Your journey towards making a real difference starts here and we're excited to see how you'll make your mark.

Contact us at recruitment@cognita.com and begin your journey today.

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