

RECRUITMENT INFORMATION & CANDIDATE PACK



Head of Drama

Inner London Pay Scale + TLR 2B (£4,440)

Closing Date: Tuesday 1 May 2018, 9am

Interview Date: Thursday 10 May 2018

AMBITION | INSPIRATION | OPPORTUNITY

Letter from the Headteacher

Dear Applicant,

Thank you for your interest in Regent High School, and the post of Head of Drama.

***'This school continues to be good.'* (Ofsted, January 2018)**

Regent High School is an 11-19 co-educational comprehensive school with an inspiring and dynamic curriculum that challenges all students to realise their full potential. Our innovative curriculum equips students with the skills required for success as dynamic citizens of the 21st century.

In January 2018, Ofsted graded Regent High School and Regent Sixth Form as 'good,' with the *'Headteacher's vision, drive and determination ensuring that the school is moving forward rapidly.'* Furthermore, they stated that Regent High School is *'an inclusive school with a culture of high expectations for all.'*

Students thrive at Regent High School and leave us as inspired, independent and articulate young adults, ready to enter the world as ambitious global citizens. We are proud of our achievements and have a determined vision for the future, centering on our stimulating curriculum and state-of-the-art facilities; we look forward to even more successes and achievements as we embark on our journey to excellence.

As a member of staff at Regent High School you will be joining an outstanding team of dedicated colleagues who ensure our students are given the best possible education to become confident, successful and independent young learners. At Regent High School we pride ourselves on our creative and dynamic learning environment, enriched by our staff, students and network of partners. We encourage personal creativity and welcome innovative, forward-thinking ideas from staff.

Teamwork is at the heart of all that we do, and by working together we aim to secure a successful future for all our students. We encourage staff to spend some time with us before starting in their new role to gain a real understanding of our ethos and what we have to offer.

Please visit the 'Vacancies' section of our website – www.regenthighschool.org.uk – to download further information about our school to support your decision about applying for a post at Regent High School.

I very much look forward to receiving your application.



Mr G Moore
Headteacher



Our vision

Our vision is to produce students who are creative, independent and resilient global citizens of the 21st century. Our global, outward-looking approach to teaching and learning ensures our young people are successful, confident, adaptable and flexible, equipped to be successful in any pathway they choose.

As a member of staff at our school we ask you to understand, share and embrace our vision, ensuring that our values, vision and ethos are implemented in everyday practice. We have high expectations for both teaching and learning and have a strong focus on achievement and attainment. We are constantly looking for new models and teaching strategies to ensure our students are fully prepared to meet the growing demands of the 21st century. We encourage all members of staff and students to be innovative and inspiring thinkers.

Our mission

- Offering an inspiring, dynamic and rigorous curriculum that meets the needs, interests and abilities of all children
- Encouraging students to reach, challenge and exceed their potential
- Providing a supportive and structured learning environment where students thrive
- Working with external partners to provide enhancing and enriching opportunities for every student
- Ensuring our students leave us as confident, articulate young adults ready to enter university or the world of work
- Getting to know every child so that their individual needs are met, their abilities are understood and their talents are developed

Our offering

As a member of staff at Regent High School you will be joining an outstanding team of dedicated staff who ensure our students are given the best possible education to become confident, successful and independent young learners. At Regent High School, we pride ourselves on our creative and dynamic learning environment, enriched by our staff, students and network of partners. We encourage personal creativity and welcome innovative, forward-thinking ideas from staff.

Teamwork is at the heart of everything we do, and by working together we aim to secure a successful future for all of our students. We encourage staff to spend some time with us before starting in their new role to gain a real understanding of our ethos and what we have to offer.

Induction

When you join us at Regent High School, you will benefit from a personalised approach to your continuing professional development (CPD) providing you with extensive opportunities for personal and professional gain. We believe there is always room for personal development and growth; therefore, we encourage all members of staff to continue to challenge themselves and make the most of the opportunities we offer.

Our journey towards 'outstanding'

In January 2018, Ofsted graded Regent High School and Regent Sixth Form as 'good,' We are committed to finding new ways to enhance our offer to students and maintain our impressive levels of progress, as we journey towards 'outstanding'.

Furthermore, as a member of staff at Regent High School, you will contribute to ensuring all students are given equal opportunities, and chances of success. *'Regent High School is an inclusive school with a culture of high expectations for all.'* (Ofsted, 2018)

Our partnerships

Supporting our vision, Regent High School's Strategic Goals include the following objectives:

- Regent High School is the hub for a network of strategic partners with whom we learn and share expertise;
- Regent High School is the parental school and Sixth Form of choice in local and wider community.

Our Partnership Strategy of effective working with the variety of local organisations readily accessible to the school is integral to achieving our vision.

The advantageous location of the school in Camden gives it proximity to a number of high-profile, world-class institutions; the school is very fortunate to have several prestigious partners that help to raise students' aspirations and prepare them for study, work and their lives beyond school. Some of these include;

- The UCL Institute of Education
- UCL
- The Wellcome Trust
- The Francis Crick Institute
- British Land,
- Central Saint Martins College of Arts and Design,
- University of the Arts London
- Regent's University London
- The British Library
- The British Museum
- The Roundhouse
- Global Generation
- Future First
- Somers Town Community Association

Regent High School was also the first school, and is still the only secondary school, to be one of the more than 65 members of the King's Cross Knowledge Quarter which is an exciting gateway to knowledge for those who study, live or work in this dynamic part of London. Our partnerships have demonstrable impact on students' intellectual and socio-cultural development.

International partnerships include links with schools in Burundi and – through an Erasmus+ project for which Regent High School is the lead partner – Germany, Hungary and Spain. We have held a Leading Parent Partnership Award (LPPA) for four years.

With a view to promoting the outward facing nature of the school, there is plenty to be done in maximising the potential benefits of these impressive and expanding partnerships in preparing our students for higher education, developing employability skills and promoting an understanding of the global world of work. This is in addition to the benefits the partnerships are bringing in supporting the curriculum at subject level for STEM and arts courses.

Our Students



Ambitious and vibrant are descriptors of our students, who feel safe in our close-knit community. The vast majority appreciate the value of education and are excellent ambassadors for Regent High School, whilst the inspiring learning environment has led to significant improvement in levels of engagement and satisfaction. They form strong friendship groups and are supportive of each other. Both parents/carers and students welcomed the introduction of the new uniform, comprising a blazer and tie, in 2012. Overall a great sense of pride is felt by students, parents/carers and the broader school community.

As a school which serves the local community, we celebrate, cherish and benefit from the rich diversity among our students. 95% of students come from minority ethnic groups – predominantly Bangladeshi (47%) and Somali (17%) – and 24% from countries where almost all children in the UK are refugees. An inclusive approach is integral to our school ethos and permeates everything we do.

Through the organic expansion of numbers and the growing reputation of the school, this composition is changing as good transport links enable students to attend easily from further afield and the intake from primary schools is widening to include students who may not necessarily have chosen to attend Regent High School in the past. These developments have resulted in year groups with different characteristics.

Primary partnerships

We work closely with our primary partners to ensure a smooth transition from primary to secondary school. We offer a number of transition programmes to invite prospective parents and pupils into the school before they start, establishing strong communications with parents from the outset. These include an annual Friendship Afternoons, curriculum-based projects and an Induction Day to guarantee pupils are confident before starting secondary school.

Our Facilities

Our £25m new building, completed in December 2014, was awarded a prestigious 2015 Camden Design Award, and has been shortlisted for a RIBA London award. The new facilities provide a fully equipped fitness suite, three all-weather multi-use pitches, science laboratories, a theatre with professional lighting and staging, drama studios, music recital rooms, music technology suite, a recording studio, four art studios, a media studies suite with Mac computers and a large library with a collection of over 12,000 books and other resources and with outstanding facilities for independent study.

The Camden Design Award panel described the Regent High School project as 'an accomplished and sleek re-imagining of an entire school despite budgetary constraints; re-orientating its entrance; providing high-quality teaching accommodation; improving community facilities and celebrating its role in the heart of Somers Town. Natural light, transparency and openness flood the site with a sense of wellbeing, connecting occupants to the landscape and bringing a positive contribution to the cityscape'.

Students respect their revitalised school buildings; the bright, clean and spacious learning environment provides a hub for the local community and partner primary schools. Increasing the use of these facilities is a work in progress, with potential to enhance community use, for both leisure and learning.



Photographs by Dennis Gilbert

Travel

Staff are encouraged to use sustainable forms of transport to and from work. The nearest London Underground stations are Mornington Crescent, Euston and King's Cross St. Pancras. National Rail services operate from the nearby London King's Cross, London St. Pancras and London Euston stations.

Covered cycle parking is provided at the school including a dedicated secure area for staff cycles. Staff can take advantage of Camden Council's season ticket and cycle purchase loan schemes.

Living and working in Camden

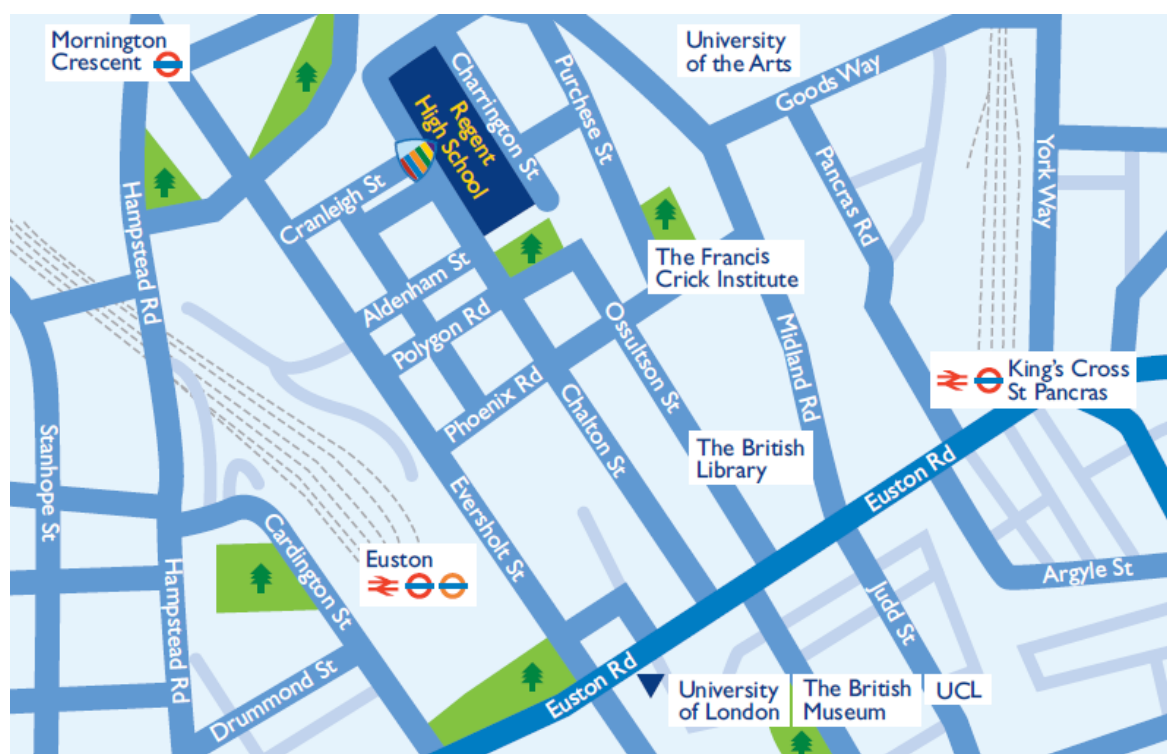
The Borough of Camden is located just north of central London and is a thriving place to live and work. Famous for Camden Market, attracting an array of visitors throughout the year and surrounded by beautiful settings, the Borough of Camden is a dynamic and unique place to live.

Camden's industrial heritage has made way for retail, tourism and entertainment, including a number of markets and music venues. The markets are a major tourist attraction at weekends, selling goods of all types including fashion, lifestyle, books, food, antiques and more bizarre items.

Although noted for its music venues, restaurants and energetic atmosphere the abundance of open spaces including the beautiful Regent's Park and Hampstead Heath means that there is plenty of room to get away from the hustle and bustle of city life. There is something for everyone in Camden, whether you want to enjoy the vibrant pace of life in Camden Town, or relax in the more rural environment of Hampstead.

Camden enjoys an outstanding public transport service with a range of buses running 24 hours a day. Unique to the area are the excellent underground and national rail links from King's Cross and Euston. St Pancras International, less than 10 minutes' walk from Regent High School, offers high speed services to Kent as well as a gateway to Paris, Brussels and beyond.

The area is also home to some of the world's most renowned places of artistic, cultural and educational interest and is at the hub of London's cultural scene. Among these are the British Library, London Zoo, The Roundhouse, Hampstead Theatre, Kings Place, the Freud Museum, the London School of Contemporary Dance and the British Museum.



**Regent High School
Chalton Street, London, NW1 1RX**

Head of Drama

Inner London Pay Scale + TLR 2B (£4,440)

Required for September 2018

Regent High School is an inclusive school with a culture of high expectations for all. The Headteacher's vision, drive and determination is ensuring that the school is moving forward rapidly. The school is calm and pupils are well behaved and the vast majority of staff enjoy working at the school. (OFSTED, January 2018)

Are you a talented leader with a proven record of raising attainment in Drama?

The opportunity has arisen for a dynamic, highly motivated Drama practitioner who can demonstrate creative flair and the ability to imaginatively steer the department to success. You will be able to teach across all key stages of Drama to GCSE as well as BTEC Performing Arts to Level 3.

The department boasts outstanding facilities and prides itself on delivering excellent learning as well as offering a wide programme of development, inside and outside the classroom.

Candidates with ambition and dedication will gain the opportunity to drive their career to the next level, and undertake this key role within the school. The role carries the chance to provide creative direction to a talented team of Drama Teachers.

Regent High School is an 11-19 mixed comprehensive school with an inspiring and dynamic curriculum that challenges all students to realise their full potential and equips them with the skills required for success in the competitive 21st century. The school prides itself on the extensive array of opportunities it offers students and staff, through the school's established business, commercial and creative partnerships. Opportunities range from careers projects with British Land, to the successful mentoring programme with The Rothschild Group and film-making projects with the British Library. Located in Camden, in the heart of Central London, we are just a few minutes' walk away from the transport hubs of Kings Cross St Pancras and Euston stations, and are within easy reach of the West End.

For further information about the post, informal visits to the school and an application pack, please visit our website at www.regenthighschool.org.uk.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All successful applicants will be subject to an enhanced check with the Disclosure and Barring Service.

HEAD OF DRAMA

JOB DESCRIPTION

Section A: Job Purpose

1. Under the overall direction of the Headteacher, contribute to the effective strategic leadership of learning, with particular responsibility for the delivery of excellent teaching and learning for Drama
2. Lead the ongoing development and delivery of strategies to deliver high quality learning leading to sustained high achievement and attainment
3. Play a proactive role in developing, sustaining and modelling the skills, attributes and behaviours of a high-performing team

Section B: Accountable to

- A member of the Senior Leadership Team

Section C: Accountable for

- Teachers & Technicians

Section D:

Key Accountabilities and Tasks

1. Leadership and Management

| Accountabilities | Tasks |
|---|---|
| 1.1 Proactive promotion, in collaboration with the senior leadership team, of a shared school ethos of respect for learning and achievement, underpinned by high expectations for behaviour | <p>1.1.i Model high professional standards for the whole faculty.</p> <p>1.1.ii Ensure that good order and discipline are maintained at all times and promote amongst staff and students an understanding and appreciation of the school's behaviour policy.</p> <p>1.1.iii Ensure, in collaboration with colleagues, that the school's equal opportunities policies are effectively implemented to deliver excellent outcomes for all members of the school community</p> <p>1.1.iv Implement the school's child protection and safeguarding procedures in accordance with statutory and LA guidance.</p> <p>1.1.v Deliver assemblies as required</p> <p>1.1.vi Ensure the effective performance of supervisory duties in accordance with published duty rotas</p> <p>1.1.vii Attend school events as appropriate to develop and promote the school's aims and ethos</p> <p>1.1.viii Undertake the role of form tutor or co-tutor as required to a high standard in accordance with school policy.</p> |
| 1.2 Leadership of ongoing strategic development in the relevant areas of responsibility. | <p>1.2.i Contribute to the creation of the school development and action plans and be responsible for specific aspects of their implementation.</p> <p>1.2.ii Lead and manage departmental reviews, examination performance analysis and development plans.</p> <p>1.2.iii Support the school's aim as a former Arts College in promoting</p> |

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| | <p>a creative ethos in which all staff and students are encouraged to develop their skills and talents.</p> <p>1.2.iv Lead and contribute to school CPD where appropriate.</p> |
| 1.3 Line management of designated middle leaders and other staff as appropriate | <p>1.3.i Assist the Headteacher and Governors in the appointment and deployment of staff</p> <p>1.3.ii Provide induction and contribute to the professional development of designated staff as appropriate.</p> <p>1.3.iii Provide regular support, supervision and performance management of designated staff, making recommendations to the Headteacher on pay progression where applicable.</p> |

| Accountabilities | Tasks |
|---|---|
| 1.4 Creation and development of effective professional relationships within and beyond the school | <p>1.4.i Attend relevant LA meetings and events as required by the strategic focus of the role.</p> <p>1.4.ii Develop links with parents, governors, outside agencies and organisations as required</p> |

2. Learning and Teaching

| Accountabilities | Tasks |
|--|---|
| 2.1 Implementation of agreed aspects of the school's work to improve learning and teaching leading to excellent student outcomes | <p>2.1.i Monitor and improve the work of the department to ensure that high quality learning leads to sustained excellent progress and high attainment.</p> <p>2.1.ii Monitor and evaluate the learning, progress and behaviour of students throughout the department.</p> <p>2.1.iii Teach a range of classes in accordance with the contact ratio for the post and model good practice in learning and teaching</p> <p>2.1.iv Contribute, in collaboration with the Senior Leadership Team, to the regular and systematic review of the quality of learning and teaching in accordance with the published annual cycle.</p> |
| 2.2 Responsibility for the overall leadership of curriculum development in all subjects within the department | <p>2.2.i Lead curriculum development in the learning community in line with whole-school priorities.</p> <p>2.2.ii Ensure that schemes of work are kept up to date in line with internal and external expectations and examination syllabus requirements.</p> <p>2.2.iii Lead the establishment, development and maintenance of teaching resources, including displays of work and appropriate extra-curricular activities, to support high quality curriculum delivery.</p> <p>2.2.iv Liaise with the relevant staff on curriculum issues including timetabling.</p> |
| 2.3 Responsibility for contributing to the analysis of student attainment data to ensure the continuous improvement of student achievement | <p>2.3.i Undertake the collation, analysis and dissemination of student attainment data for the department to ensure that students make excellent progress throughout the school.</p> |

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| 2.4 Responsibility for the conduct of all school and public examinations | <p>2.4.i Ensure that all administration connected with public and school examinations is conducted efficiently and that all deadlines are met</p> <p>2.4.ii Ensure that all public and school examinations are conducted in accordance with examination board regulations and the school's published guidance and that staff and students understand and meet the school's high expectations</p> |
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3. Administration, Accommodation, Finance and Resources

| Accountabilities | Tasks |
|--|--|
| 3.1 Shared responsibility for the efficient running of the school through effective administration and communication at all levels | <p>3.1.i Be responsible for an equitable share of administrative and organisational tasks</p> <p>3.1.ii Attend leadership meetings as required and lead regular meetings of the department to ensure that information is communicated clearly and promptly and that administration is effective</p> <p>3.1.iii Perform other duties commensurate with the status of the post as may from time to time be determined by the Headteacher</p> |
| 3.2 Shared responsibility with the Headteacher, Bursar and Governors for establishing budget priorities and evaluating the effectiveness of spending in line with the principles of best value | <p>3.2.i Manage allocated budgets and monitor expenditure</p> <p>3.2.ii Oversee the management and monitoring of delegated budgets within the learning community.</p> |
| Accountabilities | Tasks |
| 3.3 Responsibility for ensuring that facilities and resources are used efficiently and that high standards of health and safety, security and maintenance are maintained at all times | <p>3.3.i Manage the efficient use and monitor the condition of departmental accommodation and resources and take appropriate action to report any maintenance issues without delay.</p> <p>3.3.ii Ensure that high standards of health and safety are adhered to at all times and that accommodation and resources are kept appropriately secure.</p> |

Specific areas of responsibility may be altered from time to time to provide ongoing professional development and in the light of the changing needs of the school. Any major change in the manner and scope of responsibilities mentioned above will be agreed in negotiation between the holder and the Headteacher.

PERSON SPECIFICATION – HEAD OF DRAMA

QUALIFICATIONS

1. Graduate
2. Qualified teacher status
3. Evidence of appropriate high level CPD

EXPERIENCE

1. Experience of a sustained period of success in school leadership and management
2. Proven leadership of curriculum development and delivery within the learning area
3. Successful experience of teaching across the age and ability range
4. A proven track record of improving student progress and attainment
5. Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people
6. Experience of working with parents, outside agencies and other partners in order to raise achievement

ABILITIES

1. To recognise students' learning needs and to communicate these effectively to other professionals
2. To be an effective leader of change, encouraging, modelling and developing team effectiveness especially during change
3. To coach and mentor staff to become effective leaders of learning and innovators
4. To understand and use data analysis to empower learning and teaching strategies

SKILLS

1. Excellent communication skills at all levels orally and in writing
2. Excellent ICT skills including some familiarity with school management information systems

BEHAVIOURS

1. Proven competence in the following areas:
 - a. Working independently as part of a team.
 - b. Working in a positive and energising manner
 - c. Showing grace under pressure / leading and managing change
 - d. Problem solving
 - e. Achieving successful outcomes
2. A satisfactory health, punctuality and attendance record

COMMITMENTS

1. Proven commitment to ensuring that the principles and policies of equal opportunities deliver excellent outcomes for all members of the school community
2. Commitment to the community ethos of the school
3. Proven commitment to own continuing professional development