



## HYMERS COLLEGE

### **JOB DESCRIPTION**

#### **DRAMA TEACHER (with ability to teach English at GCSE)**

<b>The closing date for applications is 4pm on 9<sup>th</sup> February 2018</b>
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The Headmaster would be delighted to discuss the school or answer any questions over the phone (01482 343555) or by email at [dcelstone@hymers.org](mailto:dcelstone@hymers.org)

We are looking for an excellent and enthusiastic **DRAMA TEACHER who can also teach English at GCSE** with innovative ideas. This post is suitable for an experienced teacher or an NQT, from either a maintained or independent school.

#### **DRAMA**

- The teaching of Drama in the younger years is being developed.
- The Drama Department has one full-time teacher, the Head of Drama, but has already started to grow, which has meant that a member of staff from another department has taught Year 7 this academic year.
- Currently the Head of Drama runs the Drama Department in our purpose-built theatre, which is supported during productions and examinations by an enthusiastic theatre technician.
- Drama is currently taught to all pupils in Years 7 and 8 as part of a carousel, and is a GCSE option for those in Years 10 and 11, with A-level Drama & Theatre as an option for Sixth Form students. Drama is being developed so that it will be taught in the Senior School to all pupils in Years 7 & 8 weekly, before becoming an option in Year 9, as well as at GCSE and A Level. New and exciting schemes of work will need to be designed and delivered in order to build up the confidence and skills-base of pupils in Years 7 – 9, in preparation for examination years.
- Drama in Years 7 & 8 offers all pupils an exciting platform to explore their own creativity and develop their devising and acting skills collaboratively. This will be extended in the new Year 9 syllabus next year.
- At GCSE, students study Cambridge Assessment IGCSE, specialising as actors in their practical work, as well as exploring the role of designers, directors and actors through the study of given texts.
- At A Level, students study the AQA Drama & Theatre syllabus. They have the opportunity to specialise as actors, lighting or sound designers, or directors in their practical work, exploring the working methodologies of chosen practitioners. They also

study two set texts and learn how to answer examination questions from the perspective of a director, actor and designer.

- A Level students also frequently attend professional productions in various styles to analyse and appreciate live theatre as part of the course, and have had visiting theatre companies, such as 'Frantic Assembly' run workshops in the theatre to aid their learning.
- The Department has a growing collection of lighting and sound equipment in a purpose-built theatre, which includes a technical box. The technician supports all productions, and regularly liaises with students during their practical examination.
- Co-curricular drama is popular at the School, and at least one major production takes place each year, which is often a musical. The Music and Drama departments work together during this time. Smaller productions also take place and sixth form drama students have opportunities to direct and perform plays.
- There is scope for smaller theatrical events to happen throughout the year, inspired by student or staff interests. The new member of the department will be encouraged to explore and expand their own theatrical passions through contributing to the productions.
- The productions this academic year are: *Twelfth Night* (Year 7-9 – *Shakespeare Schools Festival* entry), *The Three Musketeers*, *le panteau!* (Year 10-13) and *Chatroom* (Year 12), and previous productions include: *Oliver!*, *Hamlet*, *Annie*, *Our Country's Good* and *Woyzeck*.

## ENGLISH

The English Department currently has five full-time teachers. The departure of one means we are seeking to appoint one new full-time teacher, to work with all Senior year groups, up to and possibly including Years 12 and 13. In addition, we require a new part-time teacher, who can also teach Drama, and who would work with Senior year-groups, ideally including Years 10 and 11.

The candidate must be able to engage and stretch able pupils within an aspirational learning environment. In addition to classroom teaching and associated academic and administrative duties, participation in off-site activities and a willingness to become involved in extra-curricular activities relevant to the Department are warmly welcomed. Such activities include frequent theatre visits, study and lecture days (particularly for sixth form pupils), visits to the school by novelists and poets, reading groups for each year group, creative writing competitions and published compilations of students' work.

The Department has its own Key Stage 3 syllabus, built around reading and study of key works of Literature in all genres, and developing the skills required at GCSE. There is scope for teachers to develop and use their own ideas and specialisms.

In Years 10 and 11, the Edexcel IGCSE specifications in English Language (A) and Literature are taught. In recent years, pupils has achieved in the region of 40-50% A\* grades, and close to 100% A\* / A / B grades.

The Department has healthy numbers of A level students, split into two groups of about twelve, and currently uses the OCR Literature specification (H472). We have also achieved a good degree of success in preparing students for entrance to Oxford and Cambridge Universities.

## **The right person for the job will have:**

- Excellent academic qualifications and subject knowledge;
- A good level of ICT skills;
- Ability to deliver dynamic and effective lessons to the full age range of pupils in the senior school;
- A positive and authoritative rapport with the pupils;
- Highly effective communication skills for dealing with pupils, colleagues, support staff and parents;
- Ability to support, motivate and inspire others;
- Good organisation;
- High levels of enthusiasm, energy and drive;
- Ability to work as part of a team;
- An interest in developing their career and their skills;
- A sense of humour;
- Commitment and willingness to engage in the extra-curricular\* life of the school.

**\* There is an expectation that all newly appointed staff will get involved in the extra-curricular life of the school.**

## **APPOINTMENT, INDUCTION AND PROBATION**

All appointments are probationary for the first year. In practice, newly appointed teachers will be given a clear indication of their progress during their first term, and an unequivocal decision about their future employment will be made at the latest by the end of their second term.

All appointments will be required to provide documentary evidence of all qualifications claimed and asked to complete a Medical Declaration Form. All appointments will be subject to satisfactory enhanced checks undertaken with the Disclosure and Barring Service (DBS). The ability to commence employment at the school might be delayed if the necessary vetting, identity and qualifications checks have not been completed.

## **JOB DESCRIPTION FOR ALL TEACHERS**

Teachers will have particular tasks relating to the subjects they teach; it is the responsibility of the Head of Department to clarify these. The following professional duties are relevant to all teachers at Hymers College.

All teachers are expected to uphold the values of the School by setting an example in attitudes, language and appearance.

### Teaching

- planning and preparing courses and lessons;
- teaching the pupils assigned to them, including the setting and marking of work to be carried out by the pupils in School and elsewhere;
- assessing, recording and reporting on development, progress and attainment of pupils;
- preparing pupils for public examinations and assessing pupils for the purposes of such examinations;
- in each case having regard to the curriculum for the School.

### Pastoral Role

- promoting the general progress and well-being of pupils assigned to them;
- providing guidance and advice to pupils on educational and social matters;
- participating in meetings with staff and parents to discuss pupils' progress as required;
- acting as a Form Teacher when required to do so.

### Discipline

- maintaining good order and discipline, and safeguarding their health and safety both on School premises and elsewhere when responsible for the pupils; and
- responsibility for preventing damage to property and for looking after the rooms in which they teach or have as their form room and any other property with which they are involved.

### Other Activities

- supervising and, if practicable, teaching other pupils whose teacher is absent;
- participating in administrative and organisational tasks, such as staff duties;
- attending and helping at public events e.g. Speech Day, Open Morning, Entrance Exams;
- attending Morning Assembly;
- invigilating examinations;
- involvement in extra-curricular activities;
- participating in arrangements for further training and professional development as teachers;
- advising and co-operating with the Headmaster and other teachers in the preparation and development of courses of study, teaching materials and programmes, pastoral arrangements and other matters concerning the well-being of the pupils and the interests of the School;
- helping to train student teachers who have been accepted by the School for training;
- giving a good impression of the School when in discussion, inside or outside the School, with outside agencies and individuals.

### Working Time

The hours allocated to teachers in the maintained sector do not apply at Hymers College. Teachers are not expected to be in School during holiday time, except for any Staff Meetings and INSET days which might take place at the beginning and towards the end of the holidays, or in the case of an emergency which directly relates to them or their area of responsibility.

## **INFORMATION FOR JOB APPLICANTS**

### **1. General Information**

The Reverend John Hymers, Fellow of St John's College, Cambridge and Rector of Brandesburton, a village 10 miles north of Hull, left money in his will for a school to be built *"for the training of intelligence in whatever social rank of life it may be found among the vast and varied population of the town and port of Hull"*. Hymers College opened in 1893 as a school for boys. Although the school has remained true to its Founder's intentions, the catchment area now stretches from Scarborough to Grimsby and Scunthorpe, and the school

has been fully co-educational since 1989. The school is an independent day school and the Headmaster is a member of the Headmasters' and Headmistresses' Conference (HMC).

Hymers College is recognised as one of the leading schools in the northeast for its academic, sporting and musical achievements. Pupils and ex-pupils, parents and staff often highlight the all-round education, the friendly and relaxed atmosphere within an ordered framework, and the relationships between staff and pupils that are found at Hymers.

The Governors vision for the school in the 21<sup>st</sup> Century is that it will maintain an emphasis on excellence in all that it does, will provide a broad education that will enable our pupils to become well-rounded and balanced people, will continue to offer outstanding value for money to parents, will contain as wide a social base as fee-remission funds will permit, and will incorporate new ideas and facilities when appropriate. They are committed to a process of continuous improvement in services and facilities, funded by healthy annual financial surpluses and in recent times by several substantial legacies and benefactions. Priorities are reviewed regularly.

## **2. Pupils**

Hymers College consists of a Junior School of 193 pupils aged 8-11 and a Senior School of 760 pupils, with 198 in the Sixth Form. The Junior School has an entry of about 66 into Year 4, divided into three classes, which are then topped up to classes of 26 with a small intake into Year 5. All applicants take entrance examinations. At 11+, nearly all Junior School pupils move into the Senior School along with another 35 from outside to create four forms of 27. Approximately 12-15 new pupils come into the school in Year 12. The boy/girl ratio in the School as a whole is 50/50.

Hymers College has always sought to take a wide social cross-section of pupils. With the loss of the Assisted Places scheme, the Governors decided to fund a Fee Remission scheme from annual fee income which allows children whose parents are unable to pay the school fees to attend – at present around 11% do so.

One of the great strengths of Hymers is the excellent relations that exist between the pupils and their teachers. This was something highlighted by the school's ISI Inspection in 2013 which said, *"unaffected, straightforward and trusting relationships between pupils and with their teachers are manifest in every area of daily life, and a major strength of the school"*.

## **3. Location and Facilities**

The school stands in over 45 acres of beautiful grounds, a mile from the centre of Hull. The original building still forms the core of the school, but many buildings have been added. Recently a theatre, additional science laboratories and Sixth Form Common Room have been built. The purchase of additional land allowed us to expand our games pitches and to build new tennis courts and a flood-lit all-weather pitch. In the last six years a magnificent replacement Junior School has been built, and a Sports Centre, including a 25 metre swimming pool in 2004. In September 2014 a new Music Block was opened providing facilities including a recital hall, rehearsal and music technology rooms plus a recording studio. A new Learning Resource

Centre was completed in 2016 and was awarded the School Library Association's Innovation Award in 2017. Currently the school is refurbishing its Science facilities.

There are three computer rooms in the Senior School and one in the Junior School. The Modern Languages Department has a state-of-the-art computerised language laboratory. A large multi-purpose sports hall provides indoor sporting facilities.

#### **4. Junior School**

The Junior School is housed in a beautiful, fully-equipped, purpose built building on the same site as the Senior School. Opened in 2003, the new building has been a wonderful success, mainly because the views of the teachers were sought during the design stage and played a major part in the planning process.

The school houses Years 4, 5 and 6. There are two points of entry to the Junior School, the majority starting in Year 4, with a smaller intake at Year 5. Competition for places is fierce. Most of the pupils in the Junior School will go on to Year 7 in the Senior School but not all. All Junior School pupils have to sit the same entrance examination as external candidates for the Senior School.

There are currently three classes in Years 4 and 5 and four classes in Year 6. The school has outstanding facilities including a Music room, Computer suite, Art room and laboratories for Design Technology and Science. The academic curriculum is taught by subject specialists and is planned in close co-operation with the Senior School Heads of Department. The PE and games curriculum is delivered by the teachers of the Junior School as well as PE specialists from the Senior School.

About three-quarters of the pupils learn a musical instrument and the Junior School has its own orchestra and smaller instrumental groups. Most children sing in choirs and there are several concerts each year. There is also a major Drama production each year.

#### **5. Academic**

Hymers College is very proud of its academic standing. Results consistently show we are one of the highest achieving schools in the North East. The School is consistently ranked in the top 100 independent schools in the country.

The A level and GCSE results place Hymers College as one of the top co-educational schools in the country. This year, 45% of students taking A Levels gained a Grade A or better. A total of 75.5% achieved A or B grades. A handful of students gain places at Oxford and Cambridge Universities each year. At GCSE, 35% of the grades were at A\*, and 66% at A\* and A. This was combined with a pass rate of over 100%. We do not take Key Stage 2 and 3 SATs.

#### **6. Extra-curricular**

Extra-curricular activities are an important part of school life at Hymers. Pupils are encouraged to engage in the wide range of extra-curricular activities that is offered and high standards are achieved. Large numbers of pupils sing in choirs (at present several pupils are members of the

National Youth Choir of Great Britain) and play in orchestras, and Hymers is renowned for its music. The Junior School's Year 6 Choir finished second in the 2013 Songs of Praise Competition featured on BBC 1. Drama is facilitated by the excellent Judi Dench Theatre. Sport is also strong: the main school sports are rugby (football in the Junior School), cricket, tennis and athletics for boys, and hockey, netball and tennis for girls. Other sports are also available including swimming, fencing, badminton and dance. In recent years a good number of schoolboy rugby and schoolgirl hockey international players have been produced, and several fencers have also represented Great Britain. The school has also had tennis, athletics, hockey and netball teams reach National Finals in recent years. In 2014 the School Sport Magazine ranked Hymers as the 26th best school for sport in the country. In 2017 the school was selected as one of the top 100 cricket schools in The Cricketer magazine. There is a flourishing voluntary Army Cadet Force (ACF) and the Duke of Edinburgh Award is strong at all levels. Young Enterprise is very popular and successful with Year 12 students. In recent years pupils have reached national finals in a variety of activities including spelling, chemistry, badminton, singing, cryptography and debating.

## **7. Pastoral and Spiritual**

The religious tradition of the school is Christian, but children of all faiths or none are welcome. The pastoral system is based on form teachers and Heads of Year, and much emphasis is placed on ensuring that pupils are happy and fulfilled.

## **8. Staff**

The teachers are well qualified, experienced and enthusiastic. There is a good age-range. Many teachers contribute towards the extra-curricular activities programme.

## **9. Governors**

There are 22 governors who represent a wide cross-section of the business, legal and academic interests in the area. Some are parents or ex-parents and some are Old Hymerians. The main work of the Board is carried out by committees and working parties, most of which meet termly and all of which the Head attends. Members of the Senior Management Team attend the Governors' Academic Committee meetings. The Governors are very committed and fully appreciate the ethos of the School and the demands of running a school.

## **10. The area**

Kingston-upon-Hull is a pleasant city with many open spaces and parks. The surrounding towns and villages are popular commuter areas and are situated within easy reach of beautiful countryside. The University of Hull, with which we have good connections, is situated within two miles of Hymers College. House prices in the area are low compared to the national average. There is a good transport network, which makes travel to all parts of the country easy. There are many excellent sporting and cultural activities in the area in which many members of staff are involved.

The city of Hull has very much benefitted from being the UK's City of Culture in 2017. The school played a major part in the city's celebrations hosting a number of major events such as

Radio Four's Any Questions, a T20 warm-up match for Yorkshire County Cricket Club and a major outdoor classical concert.

## **11. Further details**

The school received its best ever inspection report in March 2013 and this can be found on either the ISI website or the school's website. The school underwent a Compliance Inspection in October 2017 and the report can be also found on the school's website. The school was also inspected by The Good Schools' Guide in 2013 and received a similarly excellent report available on the school's website. Further details about Hymers College may be found in "The Independent Schools' Year Book" and on the school's website – [www.hymerscollege.co.uk](http://www.hymerscollege.co.uk)

DCE/Drama-English2018

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