



PIMLICO ACADEMY

LIBERTAS PER CULTUM

HEAD OF DRAMA

APPLICATION PACK

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Dear Applicant,

I am delighted that you have expressed an interest in joining Pimlico Academy, the flagship school of Future Academies. I joined Pimlico Academy as Principal in September 2020, and I am now looking to expand and develop our well-qualified, intelligent and dedicated middle leadership team.

Pimlico Academy is a happy and caring community, but one that has scholarship, academic achievement and character development at its heart. Everything that we do is underpinned by our motto, *libertas per cultum* ('Freedom through education'). We have an absolute belief in the power of education to transform lives and to shape a better world. We believe that knowledge is empowering and emancipatory: it brings choice, it brings freedom and it levels the playing field. As a matter of social justice, all students, irrespective of background or starting point, have a right to learn about the best that has been thought, known and said. We believe that having access to a first-rate knowledge-rich curriculum, supported by a comprehensive co-curriculum, is a prerequisite to developing understanding, cultural literacy, good character and, ultimately, wisdom.

When people visit the academy for the first time, they are struck by the knowledge, eloquence and confidence of our students. They are struck by the intelligence, energy and devotion of our teachers. Students, teachers and parents feel privileged to be part of our community. It is evident that there is something very special going on here.

We offer an unashamedly traditional academic curriculum, firmly rooted in the 'Ebacc' subjects. The content of the curriculum is purposefully selected and carefully sequenced, to ensure that the most valuable knowledge is prioritised and that 'knowledge builds on knowledge'. As a direct result of our intelligent curriculum design and excellent teaching, our students make exceptional academic progress and achieve impressive exam results. A distinctive feature of the curriculum is that all students study Classics at Key Stage Three, with an increasing number of students choosing to continue to study this at Key Stages Four and Five.

We value the important role that the Arts play in developing creativity, confidence and cultural literacy. All students study music, art and drama at Key Stage Three, and many students continue to study these subjects higher up the school. All students learn to play a musical instrument in Year 7 and many students continue to play throughout their time at the academy and beyond. The academy boasts a vast array of orchestras, ensembles, bands, choirs and vocal groups. As students leave school in the evenings, the air is filled routinely with the sound of violins, trumpets, clarinets, pianos and drums. The academy calendar is peppered with music recitals, concerts, art exhibitions and dramatic performances. We have a fully equipped theatre and a drama studio. Our school productions would not look out of place on a West End stage.

We are incredibly proud of our Sixth Form provision. We encourage our Sixth Formers to value knowledge, to think hard and to read widely. Sixth Form students have the opportunity to apply for scholarships in art, music, drama and sport. They can also take on leadership roles within the academy, such as standing for election as a House Captain. All students have access to first-rate pastoral care, aspirational careers guidance and personalised support in applying to university. Every year, our Year 13 students progress to an impressive range of undergraduate courses, including medicine, law and economics, at the country's top-ranking universities, including Oxbridge.

Alongside the achievement of excellent academic results, we prioritise the development of cultural capital and good character. Our students develop into thoughtful and polite young people, interested in the world around them, in the arts, in culture, in travel, and in politics. They relish their time at the academy and, when the time comes, they leave ready and eager to lead their lives as effective, well-rounded and responsible citizens.

Given everything that I have said, I can easily understand why you may be attracted to work at Pimlico Academy. Before you apply, please reflect carefully on what we will expect from you. Teaching is not a 'job', it is a career and, more importantly, it is a vocation. I expect every teacher to deliver excellent lessons and to achieve excellent results. I expect every teacher to love their subject and to cultivate a similar passion in their students. As a leader in the school, I will expect to display impeccable professionalism, unwavering determination and relentless optimism. I will expect you to lead by example, to accept no excuses and to inspire those around you.

If, after reading this, you are still interested in the position, I warmly welcome your application. Together, we will ensure that every child attains 'freedom through education'.

Yours faithfully,

Daniel Smith
Principal

Job Description

Job Title:	Head of Drama
Responsible to:	Principal
Hours:	Full time
Contract:	Term time only
Salary:	LPS
Start date:	September

OVERVIEW

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and subject to any amendments due to government legislation.

The Head of Drama will ensure that high-quality learning takes place and that outstanding attainment and progress are secured at all key stages as well as ensuring the Drama Department is lead at the same high standard across all teaching.

KEY RESPONSIBILITIES

SPECIFIC TO HEAD OF DEPARTMENT

- Strategically leading the work of the department to ensure high standards and achievement
- Promoting the aims, objectives, ethos and public image of the department
- Establishing the highest standards of attainment, attendance, behaviour and commitment for all students in the department in liaison with the Heads of Year
- Ensuring effective and personalised support for learning for all students in the department
- Eliciting the support of all parents and carers as active partners in children's learning
- Monitoring student progress and planning effective interventions where appropriate

PLANNING

- Plan teaching to achieve progression in students' learning through:
 - Identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed
 - Setting tasks for the whole class, individual and group, including homework, which challenges and motivates
 - Setting appropriate and demanding expectations for students' learning, motivation and presentation of work
 - Setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substance and purpose of what they are asked to do
- Provide clear structures for lessons, and for sequences of lessons, which maintain pace, motivation and challenge students.
- Make effective use of assessment information on students' attainment and progress in the teaching and planning of lessons and sequences of lessons, including SEN and EAL needs.
- Ensure coverage of the relevant examination syllabus and National Curriculum programmes of study.

TEACHING AND CLASS MANAGEMENT

- Ensure the effective teaching of classes and individuals, so that teaching objectives are met and best use is made of available teaching time.
- Establish and maintain a purposeful working atmosphere.
- Set high expectations of students' behaviour through well-focused teaching and consistent application of the Behaviour Policy and other school systems.
- Establish a safe environment, which supports learning and in which students feel secure and confident.
- Use teaching methods which sustain the momentum of students' work and keep all students engaged through:
 - Matching the approaches used to the subject matter and students
 - Clear structure and presentation of content
 - Effective use of resources and time
 - Providing opportunities for students to consolidate their knowledge and skills, both in the classroom and the setting of well-focused homework
- Meet the requirements of the Code of Practice, implement and keep records on individual education plans (IEPs) and report progress and concerns as required.
- Evaluate own teaching critically, including taking responsibility for professional improvements targets and monitoring progress.

ASSESSMENT, RECORDING AND REPORTING

- Mark and monitor students' class work and homework as required by subject and school policies.
- Assess and record student progress as required by subject and The Grange Academies policies, including National Curriculum and other standardised tests, and baseline assessment where relevant.
- Write reports and profiles as required, including the National Record of Achievement.
- Participate in appropriate meetings with colleagues and parents/guardians.

OTHER

- Participate in curriculum, pastoral, administration and organisation meetings.
- Contribute to the work of curriculum and pastoral teams.
- Take responsibility for own professional development and keep up to date with research and development
- Cover for absent colleagues in accordance with school policy.
- Contribute to examination arrangements.
- Implement school policies consistently and follow the procedures outlined in the Staff Handbook.
- Carry out any other reasonable responsibilities compatible with the role and grade of this post.

SAFEGUARDING

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the trust expects all members of staff and volunteers to share in this commitment. To this end, both an 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check will be required for this role.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

Person Specification

No	Key Requirements	Essential	Desirable
QUALIFICATIONS	Right to work in the UK	✓	
	Qualified Teacher Status	✓	
	Courses of further study relevant to the post		✓
	Academic qualification in the relevant subject	✓	
	Evidence of active involvement in professional development		✓
KNOWLEDGE, SKILLS AND EXPERIENCE	Excellent communication and presentation skills	✓	
	Excellent use of IT systems such as excel, word, outlook	✓	
	Excellent Subject Knowledge	✓	
	Experience using school based HR systems such as SIMS		✓
	Strong knowledge and recent relevant experience using excel	✓	
	An understanding of and commitment to the ethos of the Academy and the wider trust	✓	
	Ability to deal calmly, professionally and effectively with a diverse group of people at all levels both within and outside the Trust	✓	
	Tact, diplomacy, discretion and confidentiality at all times	✓	
	Ability to work to and achieve tight and /or changing deadlines	✓	
	Excellent organisational skills, ability to prioritise work for self and others	✓	
	Excellent team skills and the ability to network effectively	✓	

OTHER REQUIREMENTS	The ability to remain discrete when privy to confidential information	✓	
	Commitment to safeguarding and promoting the welfare of children and young people	✓	
	Willingness to undergo appropriate checks, including enhanced DBS checks	✓	
	Willingness to undertake further training	✓	
	Have a willingness to demonstrate commitment to the Future Academies values and behaviours	✓	
	Committed to Equality, Diversity & Inclusion	✓	

Safer Recruitment at Future Academies

Future Academies is committed to safeguarding and promoting the welfare of children and young people. We undertake very thorough checks to ensure that we meet our obligations to protect the children attending our schools. We expect all staff and volunteers to share this commitment and to undergo appropriate checks, including an Enhanced DBS and barred list check. We also ensure teaching staff are not subject to a prohibition order or an interim prohibition order.

1. Candidates should be aware that all posts at Future Academies involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. All members of staff will have access to the DfE Keeping Children Safe in Education guidance, September 2019.
2. Longlisted candidates will be required to complete a Disclosure of Criminal Record form and bring the completed form to interview. If the job involves contact with children up to age 8 you will also be required to make a Disqualification Declaration. The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a “regulated position” under the Criminal Justice & Courts Services Act 2000.
3. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
4. You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/or Independent Safeguarding Authority.

INVITATION TO INTERVIEW – PLEASE BRING WITH YOU:

- Disclosure of Criminal Record, or Disqualification Declaration form in a sealed envelope. This form will be sent to candidates invited to interview.
- Documentary evidence of identity that will satisfy DBS requirements such as a current UK Photo card driving license and/or a current passport and/or a full birth certificate.
- Documentary proof of address (i.e. utility bill, financial statement etc.).
- Where appropriate any documentation evidencing a change of name.
- Original certificates confirming any educational or professional qualifications that are necessary or relevant for the post.
- Evidence that you have the right to work in the UK.

Please note that originals of the above are necessary. Photocopies are not sufficient.

Candidates will be asked to account for any gaps in their employment history and to address any discrepancies or anomalies in their application form. We will require information in accordance with statutory guidance for anyone who has worked or been resident overseas in the previous five years.

We will seek references on longlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

HOW TO APPLY

If you are interested in applying for the Head of Drama position at Pimlico Academy please complete an application form and return by Monday 29th March 2021 at 9am.

Further information on working at Future Academies can be found on our website, www.futureacademies.org.

If you have any questions or would like further information please feel free to contact Hannah.walker@futureacademies.org.

We look forward to receiving your application.