

Three young women are captured in a dynamic dance pose on a stage. They are all smiling and have their arms raised. The woman on the left wears a white t-shirt and camouflage overalls. The woman in the center wears a black long-sleeved top. The woman on the right wears a green crop top and denim shorts. The background is dark with some graffiti visible.

VACANCY INFORMATION PACK

HEAD
OF DANCE
(0.8 PART-TIME
WITH FLEPAE
WORKING PATTERNS
CONSIDERED)



READING BLUE COAT

INTRODUCTION

Reading Blue Coat School is a leading independent day school for students from ages 11 to 18. As at September 2024, the School has circa 800 students and is now into our second year of co-educational intake into Year 7 with the intention of being a fully co-educational independent day school from September 2027 onwards. The School will continue to be co-educational between the ages of 16 and 18.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company, and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all students to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each student can realise his or her full intellectual, physical, and creative potential. Students are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and co-curricular activities that combine to meet these objectives.

The School employs more than 200 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which is located on Crossrail, with fast train service across London. Set in 46 acres of land for students to enjoy, the facilities are very well maintained, and the School continues to invest in the site to add to an impressive infrastructure of buildings.

Planning permission has been obtained for a new Performing Arts Centre.



ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all students should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual students to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics in Year 7, in Languages in Year 8, and Science in Year 9. Geology is also a thriving subject. In Year 11, all students take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All students take a GCSE in Religious Studies (full course) in Year 10.

In the Sixth Form students can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge students and the School's Learning Support Department ensures that students with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2024 academic results were impressive; the results were amongst Blue Coat's best with 79% achieving A*- B at A Level, and at GCSE 70% gaining Grades 9 to 7.

The majority of Year 13 leavers proceed to degree courses at universities of which approximately 78% go to the Russell Group Plus universities. Each year over 75% of our students attain places at their first choice university, whilst others are successful in securing future learning opportunities in their chosen career.

PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system, within the framework of the House system. In September 2021, we increased our houses from four to six: Aldworth, Hall, Malthus, Rich, Norwood and West.

All students are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. At the heart of the School are the values of aspiration, courage, compassion, integrity and service and all activities seek to re-enforce these. The House system enables students to take part in activities that foster the development of these ideals through a variety of opportunities that include dance, drama, music, public speaking and sport.

DRAMA, MUSIC & THE ARTS

Reading Blue Coat has a reputation for drama and musical performances of the highest quality, with an extensive programme of performances throughout the year. Students' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School, all students are auditioned for the choir and many learn a musical instrument. The School Musical or Play is one of the highlights of the cultural calendar and there are further opportunities to perform on stage throughout the academic year. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, and exhibitions that take place throughout the year.



Further information is available on the School's website at www.rbc.org.uk

SEE ALSO
**THE MUDDY
STILETTOS
SCHOOLS
REVIEW GUIDE**

<https://berkshire.muddystilettos.co.uk/kids/school-reviews/reading-blue-coat-sonning/>

SPORT

The School has a strong reputation for the high quality of its sporting teams. Sport plays a key role in developing every student's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (team RBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

The core sports are athletics, cricket, football, netball, hockey, rowing, and rugby. The School competes with great success at local, regional, and even national level. We have recent national competition winners in rowing and cross country running, and cricketers, netballers and rugby players who have been selected to international age group teams and gone on to play professionally. Other sports on offer include cross country, golf, tennis, swimming, and touch rugby.

ACTIVITIES

The activities programme is designed to enable students to develop practical and social skills such as communication, leadership, and teamwork. Reading Blue Coat offers a number of exciting options from which students can choose for their weekly activities session, including Adventure Education, Combined Cadet Force (Army, Navy, RAF), Duke of Edinburgh Award Scheme, Model United Nations and Enterprise Champions.

COMMUNITY

Reading Blue Coat students are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership. One example is the Primary Schools Placement programme which gives students the opportunity to assist with tuition in English, Maths and Modern Foreign Languages in local primary schools. We also have our own community garden which produces fresh produce for a local foodbank charity and our students have recently begun a project to convert a horse trailer into a community café.

Internationally the School has a strong relationship with the charity Brass for Africa and our students support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long-term aim is that all Blue Coat students have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.

THE DRAMA AND DANCE DEPARTMENT

This is an exciting opportunity for someone who can develop an engaging and dynamic dance department. We are looking to appoint someone who strives to achieve excellence in both co-curricular and academic dance.

The successful candidate will have energy, drive and is likely to be an experienced teacher of Dance. They will lead on dance activities within the School, raising the profile of dance and ensuring that wide dance opportunities are available to the pupils. This post will be a crucial addition to the department, which currently consists of four other full-time staff, the Director of Drama, Teacher of Drama and English, a Technical Theatre Manager and a Technical Theatre Assistant, who are supported by several other part time teaching staff from other departments.

The school introduced Dance in September 2023 as both an academic and co-curricular aspect of school life. The subject is available to all pupils at KS3 and have a very high number of pupils choosing this as an academic option at this level. We are excited to welcome our first A Level Dance cohort to the school in 25/26 and would hope to offer the subject at GCSE level in the future. There are a number of talented dancers within the school that require nurturing to ensure the school is developing their talents. We are looking for an experienced Dance practitioner who is excited to develop both the co-curricular and academic dance provision to ensure maximum pupil engagement. This will involve running multiple dance classes across a school week at both lunch time and afterschool. Our pupils have really enjoyed exploring a diverse range of dance styles and choreographic techniques and this is something we would like to develop further.

In the first instance this will be a part-time teaching position (0.8), but with the capacity for this commitment to grow through the delivery of more GCSE and A Level classes, as the subject continues to expand. The Head of Dance will also offer support and guidance to the Sport department in their delivery of Games. We are also interested in exploring the option of developing our use of peripatetic dance teachers to increase the breath of our offering.

Drama at Reading Blue Coat is a significant and exciting part of the school, covering everything from academic A-level studies, technical theatre and numerous musical and Drama productions. We are a popular choice with pupils at GCSE and have good numbers in our A Level classes. Drama and Dance are compulsory subjects in year 7, with pupils then choosing to study Drama and Dance in year 8.

Which qualifications do we prepare students for?

In Dance we would look to follow the AQA syllabus at A Level and GCSE as the provision develops. We would also be interested in exploring vocational qualifications for our pupils (RAD, ISTD, Rambert etc) as part of our co-curricular provision.

The department currently follows Eduqas WJEC A level Drama in Years 12 and 13 (Lower and Upper Sixth) and uses the same exam board for GCSE Drama. We offer both the Acting and Technical Theatre pathways at GCSE and A level. Pupils also study for LAMDA qualifications through peripatetic lessons

Facilities

The Drama and Dance department occupies a number of spaces over the school site including a dedicated Drama Studio (fully equipped for teaching and performing with costumes and props) and a Hall (with high spec lighting). An exciting new development is planned in the future with the construction of a new Performing Arts Centre for which planning permission is in place.



LINE MANAGER:

Director of Drama and Dance.

DEPARTMENT & RESPONSIBILITY:

Drama and Dance. Responsible for Peripatetic Dance teachers.

CONTRACT STATUS

Permanent contract to commence in September 2025, but will consider outstanding applicants for a January 2026 start. The first year of service is served as a probationary period.

SALARY

In accordance with the School Pay Scale for Teachers. Range according to experience from £31,105 to £53,335 per annum (pro-rata for part-time hours). The role will also attract a management allowance in the region of £6,775 per annum (pro-rata for part-time hours). Annual salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments throughout the year.

JOB PURPOSE

In this varied and busy role, the post holder will be a key member of Drama and Dance Department, leading on dance activities within the School, raising the profile of dance and ensuring that a wide variety of dance opportunities are available to the pupils. The Head of Dance will manage peripatetic teachers and work closely with all members of the Drama and Dance department on dance related matters, as required. The post holder will also work closely with the PE Department and assist with their dance lessons as required.

KEY DUTIES AND RESPONSIBILITIES

- Work within the Drama and Dance Department to develop dance opportunities at Reading Blue Coat School, and to raise the profile of dance both internally and externally.
- Be the first point of contact in the school for issues relating to Dance.
- Ensure that quality dance lessons / classes are delivered to the pupils effectively.
- Deliver a range of lunchtime and afterschool clubs in a variety of genres, styles and levels of difficulty.
- Create and deliver a Reading Blue Coat Dance Company that stretches and challenges our most gifted pupils.
- Direct and /or organise Reading Blue Coat dance events as required by the School (e.g. Dance showcase, House Dance, Prep School events etc)
- Support the Drama staff and assist with the choreography of dance performances in School productions as required.
- Personally deliver a range of Dance lessons that are well planned and of an excellent standard.
- Develop opportunities to work with external organisations and practitioners.
- Manage and deliver a programme for outstandingly able pupils as well as promote inclusivity.
- Support the Dance Scholars and create a programme that provides mentorship as well as develops skills and technique.



For an informal conversation about the role, contact Mr Josh Stone (Acting Director of Drama and Dance) on **0118 944 1005** or email jst@rbcs.org.uk

- Under the direction of the Director of Drama and Dance, to provide day-to-day management of any visiting dance teachers, ensuring quality and consistency of lessons.
- Co-ordinate, schedule and communicate co-curricular dance lessons and venues.
- Liaise with parents regarding dance lessons and to provide professional expertise and advice as required.
- Ensure that regular reports are prepared and issued to parents.
- Co-ordinate dance examination entries.
- Work with the Bursary to ensure the effective billing of lessons where required.
- Organise Dance trips and attend as required.
- Be responsible for the administration of Dance utilising the school's appropriate IT systems.
- Work flexibly within the Drama and Dance faculty, as well as other departments across the school and offer support as required.

Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required



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HEAD OF DANCE

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

Qualifications/Attainment	Essential	Desirable
• Experience in teaching dance.		✓
• Degree in Dance or related subject.		✓
• Qualified Teacher Status.		✓
• Experience in teaching the following syllabi: RAD, ISTD, IDTA.		✓
• Proven track record of success within the subject area.	✓	

Experience	Essential	Desirable
• Experience of theatre choreography.	✓	
• Proven experience of successfully running extra-curricular clubs and activities.	✓	
• Proven experience of choreographing dance pieces of an excellent standard.	✓	
• Proven experience of working with young people at KS3 to 5.	✓	
• Experience of teaching a range of different Dance genres and techniques.	✓	
• Experience of working with Dance Companies and/or practitioners.	✓	
• Experience of managing peripatetic staff.	✓	

Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required



Attitude /Approach	Essential	Desirable
• Enthusiastic, positive and hard working.	✓	
• Commitment to the safeguarding of young people.	✓	
• Ability to inspire, motivate and support.	✓	
• Flexible and approachable attitude.	✓	
• Ability to solve problems and make sound judgements	✓	
• Commitment to the improvement and development of own teaching and performance.	✓	
• Ability to work under pressure, with attention to detail.	✓	
• High levels of organisation with excellent communication skills.	✓	
• Drive and stamina to develop a thriving dance department.	✓	
• Willingness to engage and collaborate with other departments.	✓	
• A passion for working with young people.	✓	



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Closing date for applications: 09:00 on Tuesday 22 April 2025.

Applications should be submitted using the School's Employment Application Form, which can be downloaded from our website "Vacancies" page www.rbcs.org.uk/vacancies/

This should be submitted with your letter of application, by email to: recruitment@rbcs.org.uk

Contact for questions about the application process should be addressed to Mrs Inga Gregory, Director of HR, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU. Email: rig@rbcs.org.uk



PLACE OF WORK

Reading Blue Coat School,
Sonning on Thames, Berkshire.



MEALS

Lunch and refreshments are
provided free by the School.



SPORTS FACILITIES

Free membership of the School
Sports Centre with access to fully
equipped gym and swimming pool.



EMPLOYEE ASSISTANCE

Confidential independent support
service available to staff when you
most need it.



WORKING HOURS

Part-time (0.8FTE), across the school day,
days to be agreed, with 60-minute meal break.
Additional hours will be required for the
delivery of co-curricular activities; school events;
open evenings; parents' evenings; etc.



PARKING

Free Car parking is
available on site.



LEAVE ENTITLEMENT

School holidays in accordance
with the published School
calendar.



CYCLE SCHEME

Tax-free Cycle to Work Scheme
is offered by salary sacrifice.



PROFESSIONAL DEVELOPMENT

Strong commitment to
support professional development
with a dedicated people
development budget.



PENSION

Membership of the APTIS Personal Pension
Scheme (employee minimum contribution
of 5% of salary and employer contribution
is 22% of salary). Life Assurance at 4x gross
salary and Income Protection cover.



CAR SCHEME

Leased cars scheme offered
by salary sacrifice affording
large savings.



THE BLUE COAT BENEFIT HUB

Through the Blue Coat Benefit Hub you
can access discounts, rewards, and perks on
thousands of the brands that you love to
shop with including travel; motoring;
electronics; clothing; education; entertainment;
restaurants; health and wellness; beauty and
spa; insurance; sports and outdoors.

DISCOUNTS



Reduction in RBCS school fees for employees'
children school fees offered after 6 months
service:



50% reduction for all full time staff
(pro-rated for part time staff).



Fees (from September 2025)
are £8,279 per term.

MEET THE STAFF

All staff, both teaching and support, form part of a qualified and experienced team, which functions at its best in being mutually supportive in a common goal: to provide the best possible education for all Blue Coat pupils.

Relationships between staff and pupils at Blue Coat are often remarked upon by visitors and parents for being warm, relaxed and mutually respectful.

Click on the link to find out more about some of our staff. Can you see yourself as part of the Blue Coat team?

www.rbc.org.uk/the-school/meet-the-staff/



GETTING HERE

BY CAR

We are located in the village of Sonning-on-Thames, just off the A4, between Reading and Twyford.

We are about 15 minutes' drive from Junction 10 of the M4 motorway. From there, take the Reading / Bracknell turnoff at Junction 10 on to the A329M to Reading. At the roundabout by the flyover take the third exit (A4) towards Maidenhead. Follow the dual carriageway over the next roundabout and up the hill. Over the railway bridge, turn left into Sonning Lane. The School is about ½ mile on the left.

BY BUS

The School and village of Sonning is served by local bus services 128 and 129 (operated by Courtney) from Reading to Wokingham.

Also by service 850 (operated by Arriva Bus) from High Wycombe, Marlow, Henley, Twyford to Reading. Alight at the junction of Sonning Lane and Bath Road, from where it is a short walk.

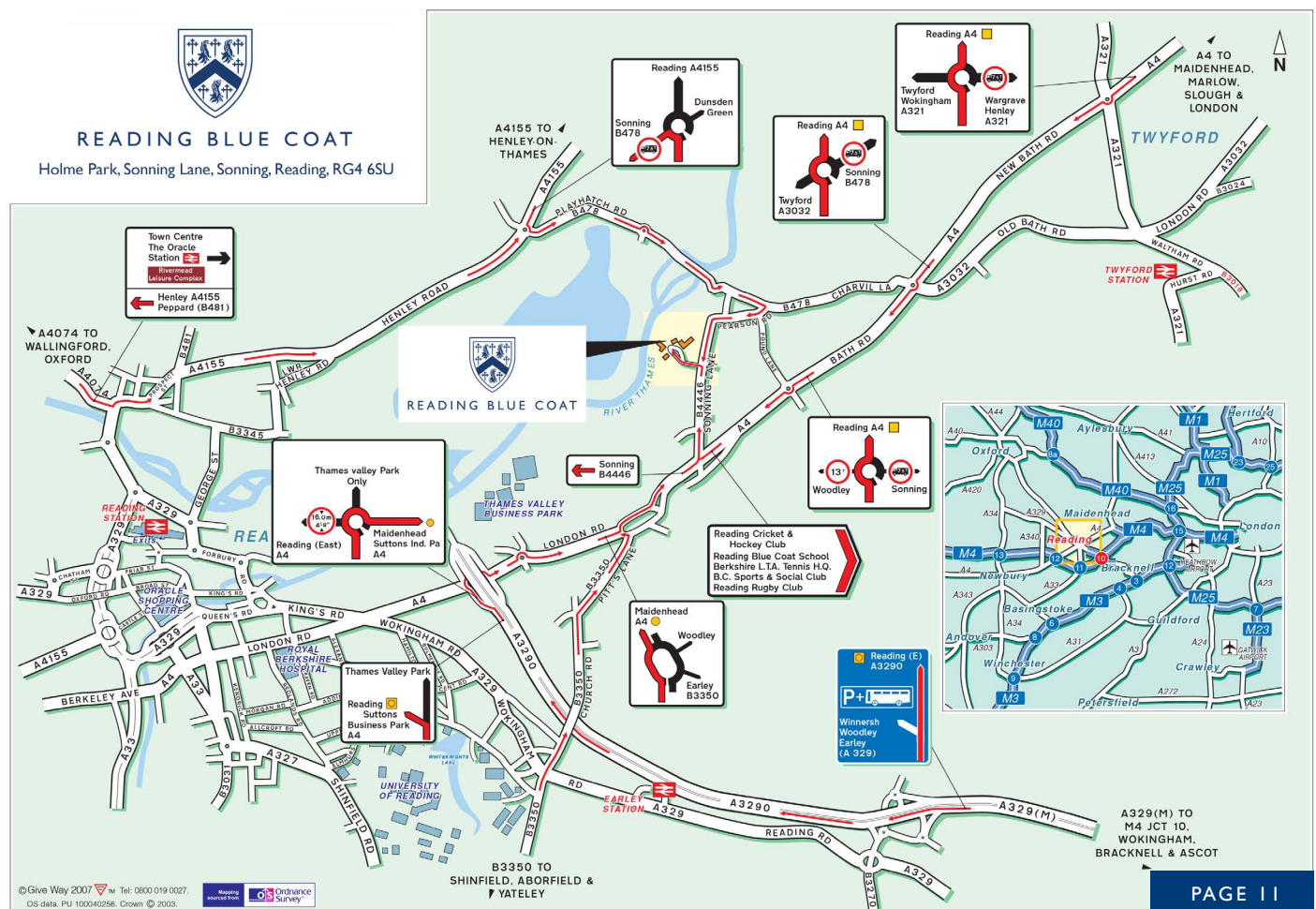
BY TRAIN

Our nearest rail links are at Reading central station (mainline to London, Wales and the West), which is about 5 miles from the School (about 15 minutes by taxi).

We are also served by local stations at Twyford, which is about 3 miles away (about 10 minutes by taxi), and at Earley, which is about 4 miles away (about 15 minutes by taxi).



For information, call Reception: **0118 944 1005**



ONE READING BLUE COAT

our community



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 rbc.org.uk