



Job Description & Person Specification

Head of Drama

Cheadle Hulme High School



Head of Drama

“Art is not a mirror held up to reality but a hammer with which to shape it.”
–Bertolt Brecht

In the Laurus Trust, we firmly believe that Drama learning plays a significant role in developing students academically and culturally – and ultimately in helping them to open the door to the future of their choice. The Cornerstone of Culture, Creativity & Rhetoric underlines our commitment to developing in our students an appreciation and understanding of the value of the Arts in all senses:

“Alongside our high aspirations for academic success, we passionately believe in the importance of education in its broadest sense and we will ensure the fullest possible participation in art, music and drama. We want our students to appreciate that great writing gives us access to ideas which challenge our thinking; that the power of language gives us the opportunity to make our voice heard and present our own ideas with courage, conviction and impact; that the Arts open up worlds which we might not otherwise inhabit. We will ensure that students from all backgrounds are able to discover new talents and interests and develop existing ones.”

Salary: Teachers Pay Scale plus TLR 2

Purpose of the post

- To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students
- To establish, develop and embed outstanding practice in the Drama department.
- To lead and inspire extra-curricular activities/electives

To whom the post holder reports

Leadership link and Director of Performing Arts

Generic responsibilities

To meet all teacher standards.

Teaching and Learning responsibilities

1. Focus systematically on teaching and learning

- Establish link between improvements in teaching and learning and high standards in KS5
- Identify development priorities which contribute to the SDP
- Identify appropriate courses and drive course and curriculum development
- Be responsible for the ordering, distribution, control and maintenance of departmental stock and equipment

2. Base improvement activity on evidence about relative performance

- Use the quality assurance process to identify strengths and weaknesses in performance
- Take responsibility for the maintenance of good order in departmental lessons and to liaise with pastoral and other staff

3. Build collective collaboration and develop leadership

- Collaborate in the production of a clear vision for the direction of the department based on the school's mission statement and objectives
- Consult and negotiate over responsibilities within the department
- Participate in appropriate subject leader training to improve leadership and management expertise
- Carry out the role of Appraiser for members of your department
- Follow the Quality Assurance guidelines

4. Involve collaboration with other organisations

- Take up opportunities to join networks

5. Create time for staff to work together

- Contribute to in-service and CPD meetings

6. Embed the improvement in the school's systems and practices

- Ensure that the departmental Action Plan delivers the requirements of the School Development Plan and is regularly monitored and reviewed
- Ensure that lines of communication within and outside the department are efficient and effective
- Assist in the management of the reward system that we operate

Additional Responsibilities specific to the post

- Excellence in teaching and learning and curriculum development
- Quality assurance and effective data management in line with existing school systems
- Efficient, effective and collaborative team leadership and management
- Personal and team professional development
- Developing effective and productive links with external agencies
- Efficient financial management in the subject area

As a leader in the Laurus Trust you will:

- show unswerving commitment to the shared vision and values
badge on shirt
- demonstrate impeccable standards of competency within areas of expertise.
- focus on learning
- have a sense of urgency for sustainable results
does whatever it takes
- challenge the status quo
eye on the horizon
- strive for autonomy whilst securing accountability
develops agency in others
- focus on team over self
demonstrates self-sacrificial leadership
- commit to continuous improvement for self and others
recognises that better is possible
- build trust through clear communication and expectations
develops commitment to the vision in others

As your sphere of influence grows, so grows your responsibility for stewardship of these guiding principles and qualities.

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
1. Education and training	Qualified teacher status. Good Honours Degree (2.2 or above) in a relevant discipline		Application form
2. Relevant Experience	A minimum of 2 years' experience of teaching Drama with a proven track record of success in external examinations. Effective Leadership of a project or a team	Experience of performing and/or directing Record of success at KS5 Experience of other Arts disciplines, e.g. Dance or Music	Application form / supporting statement / interview
3. Knowledge and skills	Evidence of setting and assessing clear objectives. Up to date knowledge of current educational developments and qualifications in the subject(s) applied for ICT competence Positive working relationships with colleagues Principles and practices of effective teaching and learning Preparation of schemes of work and lessons Knowledge and understanding of subject area(s) Principles and practices of monitoring/assessment/evaluation	Use and application of technology in teaching and learning	Demonstration lesson / interview / letter of application
4. Classroom practice and management	Confident and innovative classroom teaching Evidence of Outstanding practice High expectations of student behaviour		Demonstration lesson / interview
5. Personal and Professional values	Inspirational leadership qualities Enthusiastic and able to engender enthusiasm in others Ability to work as a member of a team A high degree of personal organisation Good communication skills Professional approach Effective communication and organisational skills Initiative Energy, optimism and enthusiasm Ability to be a team player Commitment to an inclusive ethos with the view that "Every Child Matters" A commitment to the enrichment curriculum.		Interview / demonstration lesson / letter of application

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**The Trust is committed to safeguarding and promoting the welfare of children
and expects all staff to share this commitment.**



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