

BOA

CREATIVE, DIGITAL & PERFORMING ARTS
ACADEMY

RECRUITMENT
PACK



Artsmark
Platinum Award
Awarded by Arts
Council England

BOA

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COVERING LETTER

Dear Applicant

Teacher of Dance

A warm welcome to BOA Creative, Digital and Performing Arts Academy (BOA). Thank you for taking the time to read the information on our vacant position. I hope you find the information you are looking for and that you gain a sense of the vision, ethos and aims of BOA.

BOA is a high-performing 14-19 academy specialising in creative, digital and performing arts. The landmark building, located at the hub of the digital and creative industries in the West Midlands, opened in September 2011. It has superb facilities for academic, vocational and extra-curricular activities. BOA is 100% selective and is unique in its admissions criteria.

Whilst students have talent in their chosen pathway subjects, there is a full range of academic ability. Alongside their vocational courses, students in years 10 and 11 study an additional eight GCSEs including English, Maths and Science. In years 12 and 13, students can opt to study one or two additional A-Level qualifications alongside the BTEC Level 3 National Extended Diploma.

Academic results at BOA are outstanding with student achievement far above the national average in all areas of study. In 2025, we welcomed another set of excellent results. At Post-16, the average grade per student was A*A*A. All Post-16 students studied the BTEC Level 3 National Extended Diploma, with 91% achieving Distinction, Distinction, Distinction (DDD+) and above. 25% of students achieved the very top grades, Distinction*, Distinction*, Distinction* (D*D*D*). At Key Stage 4, 88% of students achieved 5 standard GCSE passes or more (including English and Maths). 95% of students achieved at least a Grade 4 in GCSE English Language, with 90% of students achieved at least a Grade 4 in GCSE Mathematics. 60% of students achieved 5 'strong' GCSE passes or more (including English and Maths). In 2025, BOA's results placed the academy in the top 20 schools in Birmingham.

BOA is a popular and hugely-oversubscribed academy that continues to attract high numbers of applications for places in Year 10 and Year 12. In the eleven years since opening, we have rapidly gained a reputation as a centre of excellence. Together with our founding partners, Maverick TV and The BRIT School, BOA has a large number of creative and industry partners. They offer high levels of

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support and expertise, as well as providing some incredible opportunities for both students and the academy. Our industry links also support the differing pathways by helping to design, develop and deliver programmes of study. These links continue to give BOA students unrivalled access to the industry. Some of the most notable partnerships are with Live Nation, PRG lighting and BOSE. These companies not only support the academy by donating equipment and bursaries but also enable students to gain invaluable work experience.

BOA's Board of Trustees consists of an impressive array of both educationalists, entrepreneurs and businesses. These range from TV and media companies such as the BBC, Maverick TV, the British Record Industry and PRG (a global lighting company), to Birmingham City University and Ormiston Trust (a grant-making trust, chiefly assisting and supporting children and young people).

The Dance Pathway is a thriving department, led by a number of practitioners and teachers who cover a range of dance styles and units. The department aims to educate its dancers across a range of styles and backgrounds to best prepare them for a range of educational and employment opportunities, training students to become healthy and thinking dancers, ready to embark upon the next steps in their careers. The staff continue to flourish and develop their skills as teachers, choreographers and practitioners to inspire and share excellent practice. As well as curriculum work, BOA staff devote much time into extra-curricular work on projects such as Move It, Super Weekender, Can You Dance and regional conventions and platforms, offering industry-standard opportunities on top of the curriculum. Much of the coursework is completed and showcased through many small-scale performance assessments, as well as annual dance platforms and performances at the BOA Theatre or at external venues, like the Crescent Theatre. The dance department continues to celebrate huge success in student progression routes into many of the country's top Vocational and Higher Education providers such as Urdang, Wilkes Academy, Bird College and London Studio Centre, to name a few.

If you want to teach in an outstanding and distinctive institution at the cutting-edge of education development, we would really like to hear from you.

Thank you for taking the time to apply to BOA. I appreciate filling in forms and letters of application is very time consuming. All applications will be given the merit they deserve.

Many thanks and good luck with your application.

Yours faithfully

Alistair Chattaway
Principal



JOB DESCRIPTION

Job Title:	Teacher of Dance
Reporting to:	Director of Dance
Salary:	Main Scale 1 (£32,916) to Upper Pay Scale 3 (£51,048)

Purpose of Job

- To undertake teaching at all levels within the Dance subject area, in accordance with the academy's ethos and the relevant pathway's development plans.
- To choreograph and direct Dance performances and relevant ensembles.

Main Activities and Responsibilities

- To develop students' techniques in a variety of dance styles, with a particular focus on Ballet, Jazz and Tap Technique.
- To choreograph small-scale and large-scale performances and productions.
- To undertake extra-curricular classes for students who may want to develop or introduce themselves to different techniques, such as Ballet or Jazz or Tap.
- To plan, prepare and deliver lessons in Dance according to the relevant schemes of learning.
- To work in collaboration with other members of staff to develop cross-curricular projects and manage artistic ventures.
- To monitor, assess and record work according to relevant policies and practices.
- To report to students and parents, through documentation and by attendance at consultation evenings
- To guide students' academic, personal and professional development as a tutor, in accordance with the academy's guidelines and procedures
- To maintain an up-to-date awareness of the subject areas, educational/industry advances, and personal and professional development
- To support and promote the academy practice regarding discipline, professional conduct and equality of opportunity
- To exercise a commitment to the academy's stated ethos including the equal opportunities policy, health and safety policy and all other current academy policies.
- To undertake any other duties or delegated one-off takes at the reasonable request of the Principal/SLT/Line Manager/

This job description sets out the duties at the time of drafting. The job description may be amended from time to time without incurring a change in the grading of the post.



PERSON SPECIFICATION

Teacher of Dance

Qualifications	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Qualified teacher status and degree • Ability to teach GCSE, BTEC Level 2 and BTEC Level 3 Dance <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Ability to teach ballet, jazz and tap dance styles • Ability to teach commercial and urban dance styles
Knowledge and Understanding:	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Thorough subject knowledge and an understanding of National Education issues • Understanding of effective teaching and learning strategies • Understanding of assessment for learning strategies and how to use these in the classroom • Understanding of behaviour management strategies <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Understanding of how to track student achievement using data and intervention strategies to raise attainment
Skills and Disposition	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Excellent communication and inter-personal skills • Personal organisation and time management skills • Ability and desire to generate cross curricular links which promote our specialisms • Ability to develop Dance within a specialised academy • Commit to a full programme of extra-curricular work <p><u>Desirable</u></p> <ul style="list-style-type: none"> • To be able to teach one or more of the following specialisms: contact work, dance improvisation, choreography, ballet, jazz, musical theatre • To have an interest in developing male dance • Emerging leadership skills and ambition
Personal Qualities	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Dynamic with innovative ideas and a passion for teaching and learning • Ability to demonstrate an enthusiasm for the subject • Energetic commitment to raising the aspirations of the whole school community • Sense of humour, resilience and generosity of spirit

88%

ACHIEVED AT LEAST 5
GCSE PASSES

@ GRADE 4 AND ABOVE
(including English and Mathematics)

92%

5 STANDARD PASSES
@ GRADE 4 AND ABOVE

2025 RESULTS



91%

**DISTINCTION
DISTINCTION
DISTINCTION**

& ABOVE IN POST-16 PATHWAYS

Equivalent to AAA at A-Level

100% PASS RATE
IN A-LEVEL EXAMINATIONS
(82% A* - C)

2025 RESULTS





BOA

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