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**The School**

Wellingborough is a School that is keenly aware of its history and traditions, but not held back by them. Founded in 1595, it has always sought to make bold and timely decisions in order to ensure that the pupils are able to flourish and thrive, and that the nature of the School supports this aim.

The School moved to its current site in 1881 to support its growth, but leaving the town centre did not reduce the importance it places on its links with the local community. Our pupils and staff lead and support a number of initiatives, engaging with other schools, businesses and charities in Wellingborough and the surrounding area.

Girls were first taught here nearly 50 years ago, and the School became fully co-educational in 1979. Girls now make up more than 40% of the pupil body. We welcomed pupils below the age of 8 for the first time in 1990 with the introduction of a Pre-Prep in a purpose-built facility, just a few years before converting to a day school at the turn of the century.

Each of these changes has strengthened the School’s ability to maintain its appeal to a diverse range of pupils, a feature which is part of its core and attracts families from across five counties. Academic achievement is important but we focus on adding value and look to accept every child who we believe will be happy in our environment.

We are extremely proud of our pastoral care, and believe that we are far ahead of most schools with regard to pupil welfare. Our Club system in the Prep School and the Senior School House structure, the dedicated team of two counsellors in our Wellbeing Department, frequent and regular liaison between colleagues: all of these play a part in ensuring that each individual pupil’s needs are met.

We know that our pupils will need much more than exam results when they leave us, and we put an emphasis on developing softer skills through a breadth of co-curricular opportunities. Sport, Music, Drama and the CCF might be the ‘big four’, but there are so many other ways in which the pupils build confidence, leadership, flexibility, resilience and the ability to know what they want to do with their lives.

Wellingborough is a wonderful school. It has a warm, relaxed feel with a sense of partnership between pupils, staff and parents. There is a constant buzz created by a determined, purposeful desire to support each other and to fulfil the pupils’ ambitions. The School is never still, as everyone in our community tries to get the most out of the opportunities that are provided. We look forward to welcoming someone new to join our quest to do the best for every child.

**Project Chrysalis**

The School moved to a two-tier system from September 2020, meaning that the Senior School now starts from Year 7 and the Prep School is home to pupils from Nursery to Year 6.

The underlying philosophy for this change was built around pupil outcomes. External pressures within our educational context, particularly those related to examination regimes, mean that our ability to oversee the learning and progress of our older pupils is enhanced by extending oversight to the age of 11. This also allows our Prep School to develop and enrich its curriculum, and we can reinforce the cohesion between the two parts of the School.

This is an extremely exciting time to be joining the School, with a number of opportunities to shape and guide the nature of the educational experience enjoyed by the pupils.

**The Role**

**Start Date:** September 2021

**Disclosure Level:** Enhanced

**Reporting to:** Head of Drama, Senior School

**Hours:** Full time

**Salary:** As per Wellingborough School Teachers’ Pay Scale

The post would suit a well-qualified applicant who has the experience to support the provision of KS3 Drama, GCSE, A Level and Drama Enrichment, but who would be supported by a Head of Department.

**Drama at Wellingborough School**

Drama is currently taught as a discrete subject from Years 5 and 6 of the Prep School and it is offered as an optional GCSE subject in Years 10 and 11, following the AQA specification. Drama is also offered at A Level and the successful applicant would be encouraged to build on the current situation to increase numbers at GCSE and A Level Drama in the future. In addition to this, with the implementation of Project Chrysalis in September 2020, Drama is now be taught at KS3. The successful applicant would be involved in developing this new provision of Drama and the role is expected to expand as KS3 provision increases in 2021.

GCSE Drama lessons have access to The Pod, which comprises a large open space, which can have seating, and which opens onto balconies giving an al fresco atmosphere. This has a wireless sound system and lighting bars with LED lighting, as well as the usual ceiling mounted projector and large monitor. There is also a Drama classroom space located next to the Senior School Hall, so that students can benefit from a classroom environment and have space for practical work.

Wellingborough School has a strong tradition for Drama outside the curriculum, having the annual production staged at the local Castle Theatre so that the cast, and all those involved in the production, can experience professional facilities. The School has a long-standing tradition for excellent whole school productions (Most recently, Sweeney Todd, A View from the Bridge, Oliver, and Les Misérables) and smaller productions such as the Sixth Form play rehearsed through the Enrichment Programme and Junior Drama productions. The successful appointee would be expected to support these enrichment activities.

At times, it may be necessary to work beyond your normal hours in order to meet deadlines. Where this is necessary, any additional hours will be agreed with the HoD.

**Wellingborough School will offer the successful candidate:**

* + Extremely friendly and vibrant staff and pupils.
  + Excellent CPD opportunities.
  + Supportive and aspirational parents.
  + Permanent members of teaching staff are entitled to a reduction in school fees.
  + School meals during term time.
  + Use of School sports facilities at staff allocated times.

At times, it may be necessary to work beyond your normal hours in order to meet deadlines. Where this is necessary, any additional hours will be agreed with the Head of Department.

**Requirements of all staff:**

* Pastoral care of pupils, including leading a tutor group.
* Full engagement with professional development and appraisal.
* Participation in events and activities as per the Core Expectations for Senior School staff.
* Proper and professional regard for the ethics, policies and practices of the School in which they teach and maintain high standards in their own attendance and punctuality.

**Revision of Job Description:**

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

**Benefits**

Working at Wellingborough School is hugely rewarding, albeit demanding and busy! Wellingborough School is a nice place to work. The School community is welcoming; there is mutual respect between pupils and staff; parents are engaged and supportive. These are some of the cultural reasons to want to work at Wellingborough School, but there are a range of other benefits.

The School has recently reviewed its appraisal system so that all staff can benefit from professional development, both internal and external. Staff input into INSET is encouraged, and the School is a member of the East Midlands Group of independent schools, which provides opportunities for collaboration and discussion. All new staff profit from an induction programme that is tailored to their individual needs. There is free onsite car parking and use of the School’s sports facilities. All staff have lunch and refreshments provided.

Northamptonshire and the surrounding area is a nice place to live, with a significant amount of countryside. Road links are excellent, enabling travel in all directions, and the area is served by two railway lines into London. St Pancras is only 45 minutes by train from Wellingborough, and Euston is under an hour from Northampton and Milton Keynes.

**The Process**

The application form should be returned together with a covering letter in which the applicant should explain what he/she can offer to the post. Applications by e-mail are welcome. CVs are not required. Please send them for the attention of Lulu Corrigan, HR Manager, to [recruitment@wellingboroughschool.org](mailto:recruitment@wellingboroughschool.org) **by 2 pm, 26th February 2021.**

**Interviews will take place on Friday, 5th March 2021.**

**Safeguarding**

The post holder’s responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School’s Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risk to the safety or welfare of children in the School s/he must report any concerns to the School’s Designated Person or to the Headmaster

**Person Specification**

**Wellingborough School**

**Teacher of Drama**

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| --- | --- | --- |
| **Competence** | **Essential** | **Desirable** |
| ***Qualifications*** |  |  |
| * Honours degree with relevance to Drama | Yes |  |
| * Teaching qualification (PGCE or equivalent) |  | Yes |
| ***Skills & Experience*** |  |  |
| * Ability and willingness to teach Drama to GCSE | Yes |  |
| * An ability to engage colleagues to work to promote Drama in the curriculum | Yes |  |
| * An ability to engage pupils to develop a love of Drama, irrespective of ability | Yes |  |
| * Sound organisation, administrative and time-management skills. | Yes |  |
| * Ability and willingness to contribute to the School’s extracurricular programme | Yes |  |
| * Ability and willingness to contribute to the School’s pastoral programme | Yes |  |
| * A willingness to continue to develop as a professional | Yes |  |
| * Flexibility and adaptability | Yes |  |
| * Ability to work in a team | Yes |  |
| * Able to demonstrate suitable characteristic necessary when working with children | Yes |  |