



2nd in Faculty – Performing Arts Lead

Required from September 2024



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Salary: Main Pay Range/Upper Pay Range and TLR2A

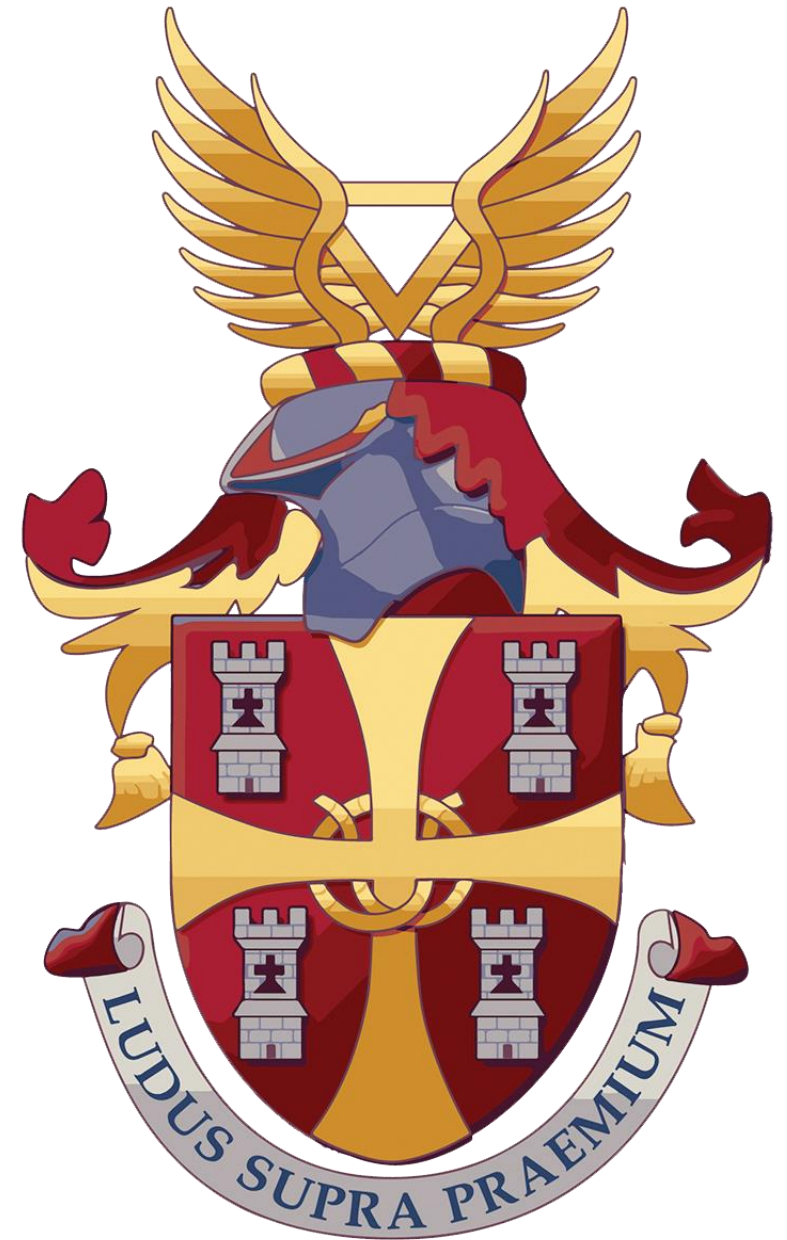
Required: From September 2024

Closing date for applications: 9.00am on 1 March 2024

Interview date: 6 March 2024

An exciting opportunity has arisen to join one of the country's leading grammar schools and offers teachers the opportunity to work with able and well-motivated students. We are seeking an inspirational, professional and dynamic teacher to build upon the reputation of our school. We welcome applications from Newly Qualified Teachers. You will be passionate about your subject, and an engaging and an enthusiastic classroom practitioner. In return, we offer professional support and career development opportunities. We recognise and value continued professional development and as such, training opportunities will be made available to you throughout your career with us.

Visit the school website for further details and the employment application pack.





Welcome to WGHS

Wolverhampton Girls' High School has a long and established history of providing outstanding education for girls for over 100 years. We pride ourselves on our traditions, but we do not stand still, we are striving for continuous improvement. There is no charge or cost related to the admission of a student to the school and we welcome students from within the City of Wolverhampton and beyond.

We offer a broad and rich curriculum where all students are encouraged and supported to achieve their personal best in all aspects of school life. Our combination of high expectations and support tailored to meeting individual needs leads to confident and well-rounded young women who are well prepared to take on the next stage of their lives. Students are highly motivated to learn and personalised learning lies at the heart of our provision. Students also benefit from exceptional learning facilities.

The school is respected as one of the best state schools in the country, regularly achieving examination results which place it at or near the top of national league tables. This success has also been recognised by Ofsted, with the school achieving five successive "Outstanding" inspections. In the most recent inspection in November 2023, we were graded Outstanding in every category.

Whilst academic achievements are an important part of life at WGHS, students enjoy the wide range of other opportunities. These include participation in the thriving house system, and opportunities in the fields of sport, music and drama. There is a plethora of activities for the students to engage in from leading whole school events; to organising charity fundraising activities; participating in debating competitions and enjoying expeditions abroad.

Our team of dedicated staff ensures that students are well supported to achieve academic success, within a caring community. We have placed pastoral care at the centre of our school community through our "Hub". Pastoral care provided is exceptional, focusing upon student wellbeing and equipping students with the skills and knowledge that will support them to navigate life beyond the school.

The school's motto: Ludus Supra Praemium (which translates as "the game before the prize"), emphasises the value of taking part as a member of the school community. Our girls are encouraged to develop skills for lifelong success in terms of understanding themselves as learners and developing as responsible citizens, demonstrating care and respect for all members of the community. As a result, they leave WGHS with fond memories, and equipped as confident and independent minded young women ready to take on the challenges ahead and enjoy success in their chosen fields.

WGHS is a special place to be, with its supportive atmosphere encouraging all students to achieve their best in all aspects of school life. Thank you for your interest in this exciting opportunity, we encourage you to apply and come and join our community.

Mrs Trudi Young
Headteacher



Ludus Supra Praemium

“the game before the prize”

We value highly the experiences students gain both in and out of the classroom. The House System offers wide variety of opportunities for students deliver softer skills including events such as the annual House Arts, House Winter Games and Sports Day events.

Our staff offer a range of extra-curricular opportunities in school and a variety of opportunities for students to travel abroad. This has included expeditions to Iceland, Russia, Nepal and China!





Our Students

All, of our students, are high achieving and almost all go on to study university courses with girls accessing some of the most competitive courses at the most sought-after institutions.

Examination results are exceptional, year after year.

Fewer students than the national average are eligible for the Pupil Premium (Years 7 to 11) (129) 141 FSM and 4 Service Children. 23 students are eligible for the 16-19 Bursary and we have two Looked After Children.

We have 63 students with SEND needs.

The proportion of students from ethnic minority groups is 75% with Indian students making up 35% and 24% who speak English as an Additional Language.

There is a very strong community ethos across the school with the House system at its heart. Students compete enthusiastically in a range of different competitions. These events, together with academic and pastoral mentoring across the year groups, ensure that students actively support each other from Years 7-13. Students seize leadership opportunities, running many clubs at lunchtime and leading a variety of fundraising activities.

All of our girls want to and are encouraged to achieve their personal best. They support each other in and beyond the classroom to strive for excellence and subsequently achieve great success in all areas.



Our Staff

We have 128 staff; 80 teachers of whom 36 are part-time; and 48 support staff. There are 14 Curriculum Leaders, 3 Directors and 4 House Leaders. The Senior Leadership Team is comprised of the Headteacher, 2 Deputy Headteachers, 1 Senior Assistant Headteacher and 3 Assistant Headteachers.

There is a strong sense of support and community amongst the staff.

Staff are actively encouraged to inform the planning of future whole school priorities. In addition, staff make valuable and active contributions to several school-working groups.

All staff receive an annual appraisal with a mid-year review, alongside ongoing professional development. Career development is an expectation for all, and we provide support within school to help colleagues to develop. There are opportunities to lead whole school training sessions and to share expertise across and within departments.

We are very fortunate to be supported by a team of dedicated and high-quality support staff who support the school in a variety of ways. These include administration, finance, learning support, data and examinations and site.

Students and parents have high expectations of the staff as a result of their thirst for learning and ambition. This makes our focused learning environment a very rewarding one of which to become apart.

Our Facilities

The school is steeped in traditions from over its 100-year history, but we are forward looking and aiming for continuous improvement. We have recently benefited from an £8million BSF investment updating facilities across the school and extending our facilities to include new science laboratories, new art rooms, new lecture theatre and a £2.3 million ESFA investment for new sixth form social and study facilities. All Sixth Form students are issued with a one-to-one device to support their learning.

Work has been completed on an additional ESFA, £3.4 million funded project for a new build. This included provision of four new science laboratories and refurbishment of two others.



Performing Arts – Drama & Theatre Studies

Drama at WGHS seeks to embed a broad and engaging curriculum that allows students to explore their performance skills, knowledge of the theatre industry and its processes, allowing students to foster a passion for the performing arts over a seven-year period. The Performing Arts department seeks to provide a vibrant, creative, diverse and engaging educational journey throughout the school. Drama provides a safe, inclusive environment which fosters group cohesion, self-expression and the appreciation of others' work and ideas. Students immerse themselves, becoming creators, performers and appreciators studying a broad range of theatrical texts and styles. The curriculum is designed to nurture empathy, awareness and reflection on socially relevant issues. It focuses on the key pillars of creating, performing and responding through lessons and a variety of topics, genres and styles. Students develop as creators and performers through exploring a diverse range of theatrical styles, genres and texts from different eras and cultures. They devise drama and interpret scripted plays, developing practical skills through rehearsal and performance. As responders, they learn to critically analyse and evaluate their own and others' drama, articulate artistic choices and build their capacity for reflective thinking. Students develop interpersonal skills, confidence performing in front of others and an understanding of the importance of respectful, coherent teamwork. We recognise the ability of Performing Arts to cultivate our students' emotional intelligence, social awareness and presentation skills. Students grow as leaders and role models, empowered to perform with self-assurance. We aim to spark a lifelong passion for the arts and belief in their creative potential.

Those seeking to join the Performing Arts department should be passionate about their craft and understand the importance of extra-curricular activity to Performing Arts. At present, we have a range of Drama Clubs, as well as whole school performances that students enthusiastically participate in to demonstrate their love for drama, dance, and singing. Theatre trips to see events such as 'Of Mice and Men' and 'Metamorphosis' help solidify their excitement for the arts. We would love to feature even more of these trips in our calendar.



Job Description - 2nd in Faculty - Performing Arts Lead

Reporting to: Director for English & Performing Arts

Pay Scale: Teachers' Pay Scale + TLR2A

PURPOSE

To deputise for the Director for English & Performing Arts

To develop teaching and learning across the department

To assist the Director for English & Performing Arts in the following areas:

Student progress and development within the subject.

Raising standards of student attainment and achievement within the subject and supporting, monitoring and evaluating student progress and development.

Developing and enhancing the teaching practice of others.

Ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying the subject, in accordance with the school's mission, aims, objectives and strategic plans, and the curricular policies determined by the Governing Body and Headteacher of the school.

TEACHING

To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.

To contribute to teaching and learning research within school

To lead on the development of teaching and learning strategies across the department

To trial a range of different methods in own classroom

To disseminate ideas across the department

To facilitate the sharing of good practice across the department

To model the development of innovative resources and share these within the department, encouraging others to do the same

To evaluate the effectiveness of different strategies across the department

To extend and develop the role of assessment in informing planning and ensuring progress in the classroom



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PASTORAL

To be a Form Tutor to an assigned group of students and to carry out the duties associated with that role as outlined for a standard scale teacher.

To assist in monitoring student attendance, progress and performance within the subject in relation to targets set for each individual, ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.

To ensure that the Behaviour Policy is implemented so that effective learning can take place.

ENRICHMENT

To lead on the organisation of extra-curricular and enrichment opportunities for students in all year groups as appropriate

PLANNING

To assist in the formulation of aims, objectives and strategic plans for the subject which have coherence and relevance to the needs of students and to the mission, aims, objectives and strategic plans of the department and of the school.

To assist in the preparation, development and implementation of appropriate syllabuses, schemes of work and resources for the subject.

To ensure that school policies and procedures are implemented; e.g. Equal Opportunities, Health and Safety, COSHH, etc.

Liaising with the School's Health and Safety Officer, carry out Risk Assessments in line with national, local and school requirements.



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STAFFING

To work with members of the Senior Leadership Team and the Director for English & Performing Arts to ensure the effective induction and training of all staff new to the department, including NQTs; GTRPs; licensed teachers; Initial Teacher Trainees, etc.

If required, to undertake Performance Management Review with designated subject staff.

To assist in the efficient and effective management and deployment of teaching/support staff within the subject area and to act as a positive role model.

To motivate staff and to promote effective working relations.

QUALITY ASSURANCE

To assist with the process of self-evaluation and review of the subject in line with agreed school procedures, including evaluation against quality standards and performance criteria.

To assist with the setting of subject targets and in encouraging and supporting staff to work towards their achievement.

MANAGEMENT OF INFORMATION

To assist in maintaining accurate and up-to-date subject information.

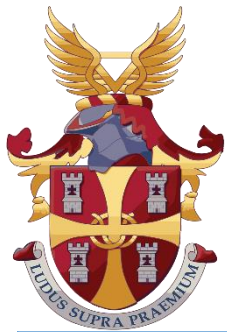
To assist in the analysis and evaluation of performance data.

To identify and take appropriate action on issues arising from data, systems and reports, setting deadlines where necessary and reviewing progress on action taken.

To assist in the production of reports on examination performance, including the use of value-added data.

To assist in the production of reports from self-evaluation and review procedures within the subject area.

To maintain accurate and up-to-date information concerning community links.



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COMMUNICATIONS

Whenever necessary, to deputise for the Director for English & Performing Arts at appropriate meetings for subject leaders and to communicate information as appropriate to subject staff.

Whenever necessary, to deputise for the Director for English & Performing Arts at subject meetings, and to ensure that the outcomes of each meeting are communicated to the Senior Leadership Team.

To ensure that all subject staff are familiar with the aims, objectives and strategic plans within the subject area.

To ensure effective communication/consultation with the parents of students, including prompt and constructive use of school reports.

MARKETING AND LIASION

To contribute to school liaison and marketing activities; e.g. the collection of material for press releases.

To assist in promoting the development of effective subject links with partner schools, external agencies and the community, attending where necessary liaison events in partner schools.

To promote the subject at Open Days/Evenings and other events.

MANAGEMENT OF RESOURCES

To assist in the management of the available resources of staff, accommodation, funding and equipment efficiently within the limits, guidelines and procedures laid down.

OTHER SPECIFIC DUTIES

To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

To undertake any other duty as specified by STPCD not mentioned in the above.



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OTHER SPECIFIC DUTIES

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the post and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown but, following consultation, may be changed to reflect or anticipate changes in the post which are commensurate with the salary and job title.



Person Specification - 2nd in Faculty - Performing Arts Lead

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AREA	ESSENTIAL	DESIRABLE
ATTAINMENT	Good Honours Degree Successful teaching record Professional teaching qualification	Interest in pursuing further qualifications
EXPERIENCE	Recent relevant experience teaching Drama/Theatre Studies to GCSE and Advanced Level Some experience in a managerial capacity	Experience of teaching students of high ability and securing excellent outcomes Experience of leading whole school productions Recent relevant experience teaching English
TRAINING	Clear sense of responsibility for own Continuing Professional Development Evidence of recent participation in CPD activities	
PERSONAL QUALITIES	Relates well to colleagues, students and parents Approachable Conscientious and self-motivated Ability to take a lead role A good team player Uses initiative and takes responsibility Ability to work under pressure and to challenging deadlines	Willing to seek and respond to advice positively Creative thinker Sense of humour
KNOWLEDGE & SKILLS	Successful practitioner Ability to organise, plan and prioritise Good time manager Good communicator, orally and in writing Effective inter-personal skills Developing ICT Skills Ability to motivate others	Advanced ICT skills, including use of interactive whiteboard, analysis of data etc.
VALUES	A clearly articulated educational philosophy for the subject and the management of it Belief in the ethos of selective, single-sex education Commitment to high standards	Commitment to Personalised Learning
REFERENCES	Two unreserved references including current Headteacher	
OTHER	Ability to respond effectively to change Demonstrable integrity	Evidence of personal interests beyond school

Staff Wellbeing Charter

WGHS takes the wellbeing of all staff very seriously. The charter below takes into account all of the measures we have in place to assist staff to carry out their professional duties. The staff are very supportive of each other we ask all staff to be committed fully to the charter below through their actions.



No student or class data collected for data's sake



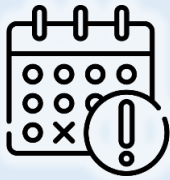
Staff marking expectations are minimum and workload regularly reviewed



Clear expectations around communication. There is no expectation to respond outside of the school day, although you can choose to do so



A flexible and generous discretionary leave policy. Teachers can leave from 3pm when they are free



Deadlines well publicised and annual calendar consultation



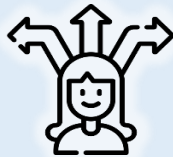
A flexible opt-in approach to directed time



Complimentary drinks in the staffroom at break time



A fitness suite available for staff use



Opportunities for career development



Meetings have a clear purpose, agendas are issued one week in advance, and those leading meetings ensure they are kept on track and finish on time



Counselling service free to all staff



The school will endeavour, wherever possible, to champion and enable flexible working



Calendared sanctuary weeks with no meetings/events



Coaching and shadowing opportunities



Complimentary Christmas dinner for all staff each year



Half-termly breakfast social for all staff



Your wellbeing matters.
The school is committed to prioritising and promoting staff wellbeing.



Wellbeing is a shared responsibility.
The school is committed to giving all staff the support they need to take responsibility for their own and other people's wellbeing.



How to Apply

To apply for this post, please complete the application form and submit it with a supporting letter. In your letter you should state:

1. Your reasons for applying for the post
2. The experience you believe to have prepared you for the post
3. The skills and strengths you will bring to the school with reference to the person specification

Important - Please note that the application form must be completed in full and submitted for the attention of the Headteacher by post or to recruitment@wghs.org.uk

This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to satisfactory references which will be required prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications and verification of the Right to Work in the UK. Please note police checks will also be required for time spent working outside of the UK.

