



HABERDASHERS' ASKE'S

# KNIGHTS ACADEMY



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## 2019-20 TEACHER OF DRAMA - Part Time

## RECRUITMENT PACKAGE

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[www.habsfed.org.uk](http://www.habsfed.org.uk)

## From the Executive Principal

Dear Candidate,

Thank you for your interest in the post of Teacher of Drama. This is an excellent opportunity to make a major contribution to the Academy's continued success.

We are looking for an innovative and creative teacher capable of teaching Drama effectively across all key stages to take a strategic role in maintaining high standards and aspirations. You should have a clear vision for high quality teaching and learning, be able to make a contribution to whole school development through monitoring and supporting the progress of each student within your lessons and around school.

Haberdashers' Aske's Knights Academy is a vibrant, diverse school community with a relentless focus on high expectations and aspirations as one of the early sponsored Academies, with the addition of the primary phase, in 2010. We serve the families of the local community in the London Borough of Lewisham and Bromley and are part of the Haberdashers' Aske's Federation Trust, a hard Federation of oversubscribed 3-18 school clusters in the South East of London, the other schools being Haberdashers' Aske's Hatcham College, Haberdashers' Aske's Crayford and Haberdashers' Aske's Borough Academy which opened in September 2019.

The Federation currently comprises four secondaries and five primary schools organised in four clusters, which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

Our school and our Federation is a uniquely exciting place to be and I hope that you decide to join us in our current phase of rapid development and growth.

Dr Tesca Bennett  
Executive Principal  
Haberdashers' Aske's Knights Academy

## From the Chief Executive

### A message from the Chief Executive

A very warm welcome to Haberdashers' Aske's Federation. We are a Multi-Academy Trust of four secondary schools and five primary schools organised in four clusters:

- Borough Academy: Borough Academy
- Crayford Cluster: Crayford Academy, Crayford Temple Grove and Slade Green Temple Grove
- Hatcham Cluster: Hatcham College, Hatcham Temple Grove and Hatcham Temple Grove Free School
- Knights cluster: Knights Academy and Knights Temple Grove

Our schools are in the London Boroughs of Lewisham and Bexley and educate over 5,000 children and young people in south-east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our Principal Sponsors, the Worshipful Company of Haberdashers, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

### Being part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Performance, our four all-through school clusters are autonomous schools with their own Principals and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students. All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.

Mr Adrian Percival  
CEO



## Our Vision

The Haberdashers' Aske's Federation is a Federation of four all-through clusters, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- are happy and safe at school and are able to learn successfully within a supportive environment.
- are able to achieve their full potential personally, academically and socially.
- develop and grow as independent, resourceful and resilient individuals.
- are equipped with the skills, qualifications and love of learning they will need to be successful

**“We are forward-looking and value innovation within the context of our long tradition of providing excellent education.”**

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



## Role Description

### Teacher of Drama

We are looking for an innovative and creative individual who can inspire students and contribute fully to a very active team within a growing department. We require a well qualified and highly motivated individual who as an enthusiastic and dynamic professional is committed to delivering success.

You will be passionate about Drama and have a resolve to make a real difference to our pupils and will be able to plan and deliver interesting and stimulating lessons. Setting a level of challenge for all abilities across all key stages within lessons and the thriving extra-curricular activities already on offer will be of importance to you. A keen interest/experience in Gifted & Talented, SEN and Assessment for Learning initiatives is essential.

The core purpose of this post is to contribute to the continuing development of the Drama curriculum and to the overall development of the department. This role will involve the teaching of all age groups. It is expected that the successful candidate will consistently plan and deliver good - outstanding lessons within the department.

We are seeking a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate is a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the role, alongside genuine enthusiasm and passion for Drama.

The role is available on a part time basis of three days per week.

## Role Description

### Key responsibilities

To work within and contribute to established Federation, School and Department frameworks for:

- Lesson planning, delivery and evaluation
- Student behaviour and care
- Student assessment
- To actively contribute to the teaching of Drama across all age and ability ranges
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate
- To devise innovative, challenging schemes of work
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal examinations and tests as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- To provide accurate information for parents as directed by the School and Department policy and to attend parents' evenings and other presentation meetings as directed
- Plan, prepare and deliver good/outstanding lessons to provide students with the opportunity to achieve their potential
- Ensure that lessons are engaging and stimulating taking into account students' individual needs
- To actively encourage a range of effective teaching and learning strategies
- Contribute to building a curriculum structured around both knowledge and skills with each child's progress and development at its root.
- Ensure effective learning in the classroom and department areas by following the school's Behaviour Management Policy

#### Achievement/Pupil Progress

- To ensure that the students' progress is assessed in line with the school's assessment policy
- Ensure students receive high quality assessment feedback through book marking and assessment in lessons
- To be able to use data to identify underachieving pupils and to introduce the use of interventions to raise achievement.
- To use data to set targets for individual students, ensuring triangulation of target setting with teacher, pupil and parents
- To oversee reporting to parents on student achievement in the given department

## Role Description

### Key responsibilities continued

Behaviour for Learning:

- To effectively build on behaviour management strategies within the department which work in line with the whole school policies.
- To improve the rewards system, overseeing the issue of certification to these pupils
- To support the Head of Department in producing self-evaluation to ensure that the students' progress is assessed in line with the school's assessment policy

Other responsibilities:

- Keep up to date with developments in your subject area and in teaching practice and methodology.
- Take responsibility for your own professional development in discussion with your line manager.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of school and Federation policies and procedures throughout the subject areas.
- Work collaboratively with the other academies and colleagues within the Federation.
- To contribute to departmental self-evaluation
- To monitor the quality of teaching; based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- To take responsibility for own professional development in discussion with the Head of Dept.
- To help disseminate ideas and approaches for classroom and curriculum management to help raise standards.

### General responsibilities

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy
- To promote the ethos of the Federation / Academy
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To support the Academy's commitment to the continued professional development of all staff
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies
- To undertake any additional duties as may reasonably required by the CEO or Executive Principal

## Person Specification

Criteria	Essen- tial	Desir- able	How identified and assessed*
Education/qualification and training			
Will hold a good honours degree in a relevant discipline	✓		AP,I, R
Has a teaching qualification	✓		AP,I, R, AS
Experience			
Can teach Drama at KS3, KS4 and possibly at KS5	✓		AP,I, R
Is committed to students continuing to study Drama beyond Key Stage 4	✓		AP,I, R
Can motivate students at all levels of ability, thus ensuring that all students fully access the Drama curriculum	✓		AP,I
Will have knowledge of the National Curriculum, GCSE and A level developments	✓		AP,AS,I,R
Proven track record of raising educational standards	✓		AP,AS,I,R
Have curriculum and/or pastoral experience		✓	AP,I, R
Personal characteristics/other requirements			
Has keen organisational skills and the ability to multi task and delegate	✓		AP,I,R
Will demonstrate high level communication and literacy skills	✓		AP, AS,I, R
Use of performance data to track student progress and monitor achievement. Has strategies for raising achievement	✓		AP,I, R
Is a 'can do' person who works positively and collaboratively	✓		AP, I, R
Will be able to demonstrate professionalism of the highest order	✓		AS,I,R
Is committed to individual learning pathways and assessment for learning	✓		AP,AS,I, R
Will play a full and active role in the wider development of the Academy	✓		AS,I,R
Is committed to working with others to improve the numeracy levels of all students within an all-through setting	✓		AS,I,R
Commitment to safeguarding and promoting the welfare of children and young people	✓		AP,AS,I,R

\* AP: application, AS: assessment, I: interview, P: presentation; R: references

## Additional Recruitment Information

### Recruitment Schedule

- Closing date: 30th March 2020
- Interview date: from 1st April 2020

### Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

### References

Before you are invited to interview, the academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

### Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

## Additional Recruitment Information

### Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

### Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

### Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

### Newly Qualified Teachers (NQTs)

NQT's who have been qualified for less than 12 months are welcome to apply for our teaching vacancies.

### Special requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [knightshr@haaf.org.uk](mailto:knightshr@haaf.org.uk) and where practical we will support your request.

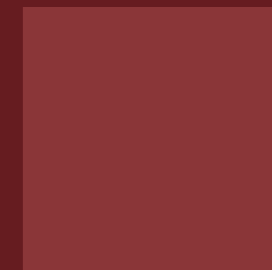
### Visiting the Academy

If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of the school.



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**KNIGHTS  
ACADEMY**



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