

**Post: Director of Drama (Whole School)**

**Date of Issue: December 25**



# Wellingborough School

Founded 1595



## 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 just over 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 three 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, CCF and the Duke of Edinburgh Award are big players, 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.

**Post: Director of Drama (Whole School)**

**Date of Issue: December 25**



**Wellingborough  
School**

Founded 1595

## **The Role**

**Start Date:** September 2026

**Disclosure Level:** Enhanced

**Reporting to:** Director of Co-Curriculum

**Hours:** Full time

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

## **The Role**

The Director of Drama is an exciting new middle leadership position with whole-school responsibility for Drama and the development of Dance—covering both the Senior School and Prep School. This role combines departmental leadership with vision-setting for two key strands of performing arts, ensuring Drama remains a leading subject and Dance is successfully developed within the co-curricular programme.

## **Strategic Leadership Responsibilities**

- Shape and deliver the School's vision for Drama across Prep and Senior School, ensuring their prominence in academic and co-curricular life.
- Lead and manage the Drama Department, setting high standards for teaching, learning, and performance.
- Develop and implement a long-term strategic plan for Drama and Dance, aligned with the School Development Plan.
- Drive the continued introduction of Dance into the co-curricular programme, including recruitment of specialist staff and resource planning.
- Oversee departmental staffing, recruitment, and professional development across both schools.
- Manage departmental budget and resources effectively, ensuring sustainability and innovation.
- Contribute to whole-school decision-making, through the Director of the Co-curriculum.

## **Academic Responsibilities**

- Ensure outstanding teaching and learning in Drama across KS1–KS5.
- Maintain up-to-date knowledge of exam specifications and subject developments.
- Oversee curriculum design, schemes of work, and assessment strategies for Drama
- Monitor pupil progress and departmental performance, implementing interventions where necessary.
- Support pupils' preparation for GCSE and A Level examinations.

**Post: Director of Drama (Whole School)**

**Date of Issue: December 25**



**Wellingborough  
School**

Founded 1595

### **Co-Curricular Responsibilities**

- Champion Drama and Dance within the School's co-curricular programme, ensuring breadth and excellence.
- Direct and produce major School productions, including annual Senior School and KS3 performances.
- Coordinate Prep School Drama clubs and productions, through the Prep Head of Drama
- Develop opportunities for KS4 and KS5 performance work, including small cast and specialist productions.
- Further the prevalence of Dance clubs, workshops, and performance opportunities for all age groups, coordinating Dance Instructors.
- Oversee and promote LAMDA provision, coordinating with LAMDA Instructors.
- Organise trips, workshops, and outreach activities to enrich pupils' experience of performing arts.
- Promote Drama and Dance internally and externally, including marketing and community engagement.

### **Requirements of all staff:**

- Pastoral care of pupils (including, where required, leading a tutor group), appropriate and proactive regard for Safeguarding and protocols designed to support the welfare of pupils.
- 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

**Post: Director of Drama (Whole School)**

**Date of Issue: December 25**



**Wellingborough  
School**

Founded 1595

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.

### **Pension**

The School currently operates a pension scheme with Aviva Pension Trust for Independent Schools (APTIS). The School shall initially pay a sum equivalent to 5% of your basic salary into the pension scheme, subject to contribution by you of at least 5%. The School will also pay a further 15% of your basic salary which you may choose to receive either as pension contribution (for a total of 20% employer contribution), or as additional salary. The School also provides death-in-service benefits, income protection cover, and critical illness cover.

### **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, Head of HR, to [recruitment@wellingboroughschool.org](mailto:recruitment@wellingboroughschool.org) by **9am, Friday, 14<sup>th</sup> January 2026**.

### **Interviews will take place on week beginning 26<sup>th</sup> January 2026.**

The School reserves the right to make an appointment before the closing date.

### **Safeguarding**

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come 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 they must report any concerns to the School's Designated Person or to the Headmaster.

**Post: Director of Drama (Whole School)**

**Date of Issue: December 25**



**Wellingborough  
School**

Founded 1595

### Person Specification

#### Teacher

Competence	Essential	Desirable
<b><u>Qualifications</u></b>		
• Honours degree.	Yes	
• Honours degree with Drama and/or Dance content		Yes
• Teaching qualification (PGCE or equivalent)	Yes	
<b><u>Skills &amp; Experience</u></b>		
• Ability to teach Drama at GCSE and A level	Yes	
• Proven leadership and organisational skills	Yes	
• Experience in producing and directing theatrical productions	Yes	
• Experience in strategic planning and departmental leadership		Yes
• Experience in Drama and/or Dance education or performance		Yes
• ICT proficiency for teaching and administration		Yes
• Ability and willingness to contribute to the School's Co-curricular programme.		Yes
• Commitment to pastoral care and safeguarding	Yes	
<b><u>Personal Qualities</u></b>		
• Self-motivation.	Yes	
• A willingness to continue to develop as a professional.	Yes	
• Strong organisation, administrative and time-management skills.	Yes	
• Flexibility and adaptability.	Yes	