



NOW RECRUITING

**Teacher**  
of  
**Drama**

**Glenalmond College**

Est. 1847

# Glenalmond at a Glance

100+



SPORTS' TEAMS

117



DEDICATED STAFF

## 26 A levels

to choose from

48%

A\*/A

A level



56%

A\*/A

GCSE

80+ ACTIVITIES



Est.

1847

1:7



STAFF: PUPIL RATIO



16 HIGHERS

## Welcome to Glenalmond

From my very first visit to Glenalmond, the College has impressed: it enjoys one of the most beautiful locations of any school in the country but is only a short distance from both Edinburgh and Glasgow, or even London.

It is an exciting and restless place of learning that takes seriously the serious business of study, but it is also a place of activity, of warmth and most importantly, of community. Glenalmond is holding on to what is best from the past while equipping the pupils for tomorrow with a vibrant and modern education, shaped by the community in which the pupils and the teachers live, learn, and play.



A Glenalmond education is challengingly simple, and the aspiration for every pupil is to be decent, to have clear values, and have the courage to stand by them. The pupils have the best academic education they can so that they face the future with the greatest number of choices, while experiencing a rich range of opportunities; these develop competence which, in turn, provides confidence.

A foundation of clear values, confidence drawn from wide-ranging competence, and sharp minds able to synthesise, interpret and evaluate complex problems help young adults to respond with agility and lead in this ever-changing world.

As Warden, it is my privilege and my happy responsibility to identify people to join this close community. We are a dedicated staff who begin each day with excitement - excitement at the impact we will have on others, excitement at the rewards our work offers, and excitement at the fun we will have. I hope you too will feel this as you help shape the lives of the young people in our care but also preserve what makes Glenalmond so very special.

I look forward to welcoming you to Glenalmond.

A handwritten signature in black ink that reads "Mr. P. Alderson".

Dr M. P. Alderson  
Warden



## A Glenalmond Education

It is easy to identify a good school as one with good results, victories on the sports' pitch, and virtuoso musicians – and Glenalmond has all these – but the ultimate test of any community is in its courage and integrity and whether the people are good.



So what is a Glenalmond Education?

Simply, this:

- we want pupils to be decent, to have clear values, and have the courage to stand by them;
- we want pupils to have the best academic education they can so that they face the future with the greatest number of choices;
- finally, we want them to experience a rich range of opportunities as these will develop competence which, in turn, will provide confidence.



## Introduction

Founded in 1847 as the College of the Holy and Undivided Trinity, Glenalmond's original purpose was to combine 'General Education with Domestic Discipline and Systematic Religious Instruction'; from the very beginning, the College was destined to be a community in which the serious business of study was taken seriously and in which both pupil and teacher would live alongside one another.

Glenalmond is set in the stunning Perthshire countryside and enjoys magnificent grounds of over 300 acres in an unrivalled setting at the edge of the Highlands, offering the peace and beauty of the natural environment with all the excitement that a vibrant community of learning offers.

Since 1990, Glenalmond has been a fully co-educational boarding and day school, and now educates over 360 pupils aged 12-18, divided equally between girls and boys, and of whom over three quarters are full boarders and the remainder day pupils. While Chapel remains a central feature of daily life, the College is a modern, open, and diverse community, and welcomes pupils of all faiths and none. Pupils follow GCSE and A-level curricula, although some opt for Highers, and the Sixth Form is the ultimate and exciting final stage to a Glenalmond education which sees all progress to university or their chosen next destination.

The education the College offers is of the highest quality. The highest priority is given to our academic achievement, but we ensure that our value added tells a story of individual success. We know our pupils and, importantly, their families, and outstanding pastoral care is the hallmark of Glenalmond, and through a varied enrichment and co-curricular programme, we challenge the pupils as individuals and collectively as a body.

To be a pupil here is to experience a sense of sheer excitement and the vibrancy of a life where its strength lies in our community. A cohesive group that lives and belongs together, that shares the same values, that looks out for and cares for one another, challenges each member to excellence, contributes to the common goal, offering a helping hand when needed, and shares successes.

As the College approaches 2022, we will proudly celebrate our 175th anniversary, while using our heritage and tradition as a foundation for innovation in teaching, in staff development, and our use of technology to awaken curiosity and to frame the questions of tomorrow.

## Location

Set against the dramatic backdrop of the Highlands, Glenalmond enjoys one of the most beautiful locations of any school in the country but is only a short distance from both Edinburgh and Glasgow, or even London.



## The Site

Glenalmond College is located in 300 acres of stunning countryside in rural Perthshire; its extensive campus comprises significant grounds, historic, listed early Victorian buildings as well as more modern developments.

The city of Perth is just over 10 miles away with easy access by motorway to Stirling and Dunblane.

## The Position

### Teacher of Drama



This position represents an excellent opportunity for a well-qualified individual to contribute to the delivery of Drama within the School.

Glenalmond College seeks to appoint a suitably qualified Teacher of Drama for January 2023. The position is full-time and will suit a newly qualified or experienced qualified teacher who wants to contribute to a very successful department. The candidate will be able to teach Drama to A level or equivalent, and ideally, English to at least GCSE. The ability to offer English to A level would be an advantage. Some experience of preparing candidates for Oxbridge entrance would be helpful but not essential. This position is suitable for applications from Newly Qualified Teachers /Probationers. All staff at Glenalmond are expected to contribute fully to the extra-curricular and boarding life of this busy and successful school.

Glenalmond College is committed to promoting the safeguarding of children and expects all its employees to share this commitment. Any job offer will be made subject to satisfactory checks with previous employers, including a PVG check with Disclosure Scotland.

Glenalmond College is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.

## The Department

The Drama Department currently offers Edexcel Drama GCSE [1DR0] and Edexcel Drama and Theatre A level [9DR0]. The Department consists of a Head of Department and one full-time Teacher. Drama is a popular subject choice at GCSE and A level and the Department is looking to build on this popularity to develop the subject further.

## Resources and Accommodation

The Department is based close to the centre of the College in the Robin Thomson Theatre building; the theatre has flexible seating to accommodate 300 audience members, a Drama classroom, technical stores, and various overflow spaces which are used for group practical work.

## Results

Most pupils start the GCSE course following introductory classes in the III Form [NC year 9] and with some prior subject knowledge, and many pupils decide to continue with Drama to GCSE and A level. With the return of examinations from 2022, the department has a clear, shared aim to ensure that all pupils achieve the best results possible. The Department's results have been consistently strong.

2021 GCSE			2021 A level
9-8	9-6	9-4	A*-A
38%	81%	100%	60%
2022 GCSE			2022 A level
30%	91%	100%	40%

## Enrichment

The Department has a strong co-curricular presence in the College and stages two annual whole-school productions. These often involve a large number of pupils and are a central part of the College's calendar. Pupils are encouraged to contribute in a variety of ways through performance, assisting with direction, wardrobe, hair and make-up, and as part of the stage crew. The Head of Department contributes to running productions by assisting the Director of Theatre. The Department also has a strong record in LAMDA with many pupils choosing to sit examinations in several specialisms. The Department offers opportunities for pupils to become involved in stagecraft and receive one-to-one audition support, with several former pupils auditioning for roles in TV and film. As part of the Drama curriculum, the Department runs at least three formal theatre trips a year, with several other opt-in whole school theatre trips for enrichment purposes.



## **Job Description: Teacher of Drama**

### **Key Function**

- Teach Drama to A level (or equivalent) and Oxbridge entry as well across KS3.
- Contribute to the wider co-curricular, pastoral, and boarding programme of Glenalmond College.

### **Line Management**

- Responsible to the Head of Department of the main subject specialism.

### **Special Duties**

- Have a passion for the subject and promote this positively through teaching.
- Plan, prepare and deliver highly effective lessons to promote good pupil progress.
- Differentiate work to ensure inclusion for all pupils including those recognised as More Able.
- Understand and follow department policies, programmes of study, and schemes of work.
- Regularly evaluate teaching practice as part of the appraisal process.
- Maintain an effective working environment.
- Promote positive values and behaviour in pupils.
- Have secure and up-to-date knowledge of examination board requirements.
- Regularly set, mark, and provide feedback on classwork and homework as determined by the homework timetable and in line with College policy.
- Liaise with parents when appropriate and attend all relevant parents' evenings.
- Complete end-of-term written reports to a high standard and according to College guidance.
- Attend INSET, departmental meetings, and whole school meetings and briefings as directed.
- Undertake cover and invigilation duties as directed by the Sub-Wardens.
- Contribute to the development of departmental resources.
- Fulfil the role of the tutor within the House system, including day and evening duties.
- Be vigilant and consistent in ensuring that pupils are always safe and secure, in line with the College's safeguarding and child protection policy.
- Contribute to the College's co-curricular programme in fields such as sport, drama, music, societies, &c.

*N.B. This is a summary of the full job description.*

	Essential	Desirable	Method of Evaluation
<b>Professional</b>			
Strong academic background	●		
Degree from recognised university in relevant subject	●		
Relevant teaching qualification and eligible for GTCS registration	●		
Teach Drama to A level or equivalent	●		
Teach English to GCSE and A level	●		
GCSE or A-level examiner		●	
Excellent and effective classroom management skills	●		
Creating enthusiasm in the classroom	●		
Managing change and improvement		●	
Managing budgets		●	
Able to analyse effectively	●		
High level of IT Skills	●		
Conversant with education and curricular developments		●	
Good command of spoken and written English	●		
Able to work on your own or as part of a team	●		
Able to motivate and consult with staff		●	
Ability to support the co-curricular life of the school	●		
Experience of running enrichment activities for Drama/English	●		
Effective mentoring skills		●	
<b>Personal</b>			
A passion for Drama	●		
Able to lead, manage and motivate others		●	
Able to inspire, to teach and motivate learners	●		
Awareness of safeguarding issues, legislation and good practice	●		
To uphold Glenalmond's core values publicly	●		
To be organised with the ability to prioritise and work to deadlines	●		
Have an excellent punctuality and attendance record	●		
Be of smart professional appearance	●		
Have a willingness to engage in further training		●	
Willingness to promote the subject throughout the school		●	
Confident and authoritative	●		
Effective and confident communicator	●		

## The Application

### The Application

All applications are to be submitted on the College's application form for Teaching Staff; this is obtainable from the College website:

[www.glenalmondcollege.co.uk/about-us/job-vacancies](http://www.glenalmondcollege.co.uk/about-us/job-vacancies)

Please complete this form and submit this together with a covering letter detailing your reasons for applying for the post and your suitability for the position. Please return completed application forms electronically to:

[recruitment@glenalmondcollege.co.uk](mailto:recruitment@glenalmondcollege.co.uk)

### The Deadline

The deadline for all applications is 12 PM on Tuesday 11th October 2022, but please feel free to submit your application as soon as possible.

Interviews are planned to take place from Wednesday 12th October 2022, although we reserve the right to interview and appoint at any time in the recruitment process.

### The Interview

The interview process will include the teaching of a lesson, the opportunity to meet departmental colleagues, as well as visit the College.

*In the event that an in-person interview is not possible, an amended process will take place using an on-line video conferencing platform.*

Final arrangements will be confirmed after shortlisting has taken place, and details and a schedule will be provided in advance of the interview.

### Safeguarding

Glenalmond College is committed to promoting the safeguarding of children and expects all its employees to share this commitment. Any job offer will be made subject to satisfactory checks with previous employers, including an enhanced check with Disclosure Scotland. Appointments will be conditional on references acceptable to the College and sight of original qualification certificates.

### Equal Opportunities

Glenalmond College is an equal opportunities employer and welcomes applications regardless of age, gender, race, religion, disability, or sexual orientation.

## **Terms**

### **Hours of work**

This is a full-time post

### **Salary**

The College has its own pay scale and accommodation may be available as part of the role.

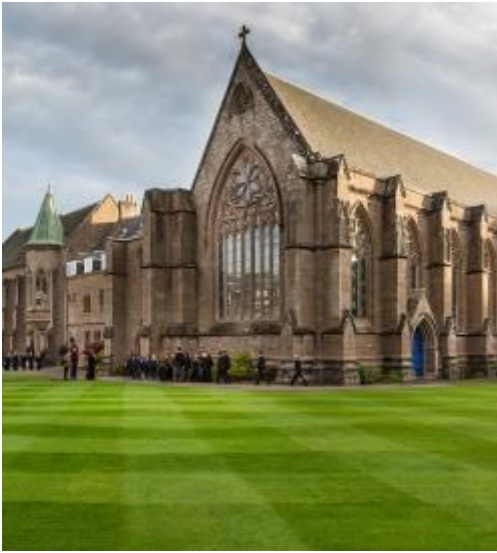
We can offer you a competitive salary, complimentary refreshments during hours of work, a good working environment as part of a close-knit team, and the possibility of opportunities for the role to grow and develop.

### **Pension**

The College provides a workplace pension and is a member of the Scottish Teachers' Pension Scheme.

### **Other Benefits**

Fee concessions are available for staff children who attend Glenalmond and there are various reciprocal arrangements with local Prep schools.



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