



The Gryphon School

TEACHER OF DRAMA

SEPTEMBER 2018



The Gryphon School
Bristol Road
Sherborne
Dorset
DT9 4EQ



The Gryphon School

TEACHER OF DRAMA RECRUITMENT INFORMATION PACK

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January 2018

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Drama at The Gryphon School on a permanent basis. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us, as does the accompanying document, 'Additional Information for Applicants'.

This is a permanent, full-time post, commencing on 1 September 2018. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed.

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Drama.

The successful candidate will:

- have a real passion for all aspects of Drama and Theatre
- be able to build relationships quickly
- show respect to others
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- be able to inspire and motivate others, supporting a shared vision and direction for the Department
- use resources, intellect, creativity and innovation to be successful

This is a wonderful opportunity to join a highly regarded, successful and well-resourced team that works hard to enthuse students and instil in them high standards. Drama is a popular subject that has consistently attracted high numbers and has a high level of success at GCSE and A level. It also offers the opportunity to participate in many extra-curricular opportunities, including joint ventures with our Music Department. The talent and achievement of our Drama students is widely recognised in our local community and beyond, with all our productions being extremely well supported and sold out almost as soon as they go on sale.

We are looking for someone who is ambitious, creative and inspiring to teach across the age levels, from 11-18, including to A Level and to prepare students for Drama and Theatre related subjects at university/college. Applications are welcome from both experienced teachers and NQTs. The Department benefits from excellent resources including two large studios which are used for lessons.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision and is a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. Since September 2017 we have been designated as a teaching school and are very excited about the opportunities that this new status will bring. In a recent national publication, The Real Schools Guide, The Gryphon was rated as one of only two schools in Dorset as 5 star; based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

Our 2017 GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The proportion of students gaining 5 or more A*-C grades including English and Maths was 72%. At A level, there was a pass rate of 99%, with 78% of students achieving A*-C grades and 25% gaining an A* or A grade. Both academic and vocational result were equally impressive and students taking the EPQ (Extended Project Qualification) achieved fantastic results of 70% at A*-A grade.

In November 2016 our inspection as a Church School (SIAMS) judged us to be Outstanding. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a "good school" and we enclose a copy of their letter to me outlining our many strengths. Our focus for this year, which reflects our Church School status, is that we should be a "10:10" school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

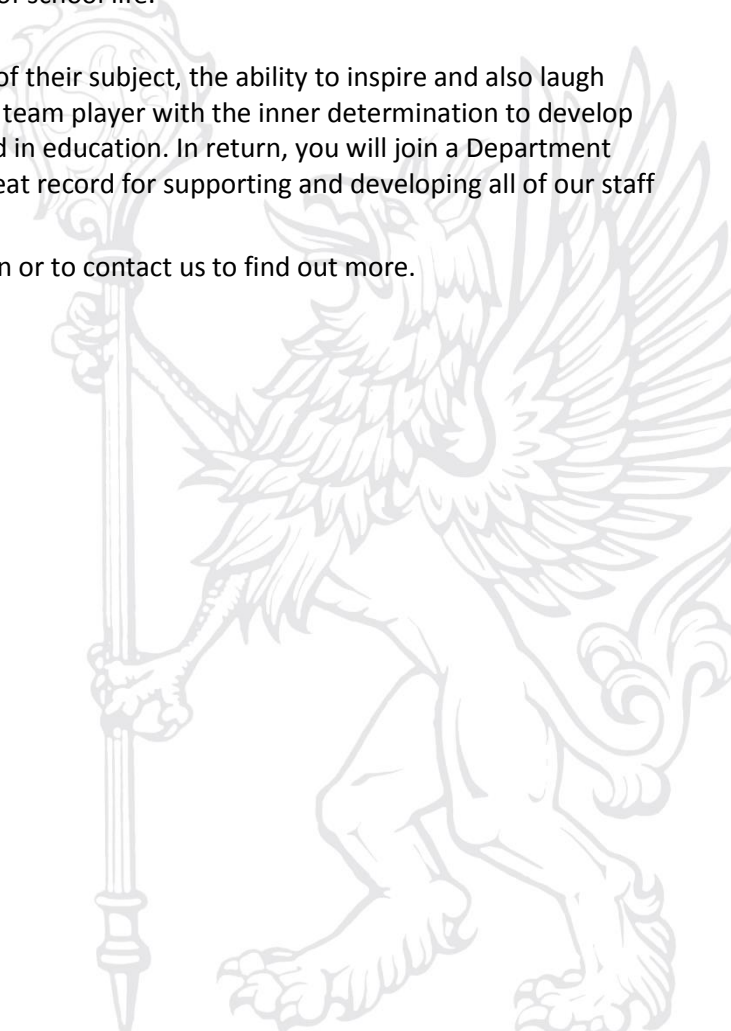
We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

N J Edwards

Nicki Edwards
Headteacher



THE APPLICATION PROCESS

We look forward to receiving your application by **9.00 am on Monday 22 January 2018**. It is hoped that the interviews will take place as soon as possible after the closing date. You are asked to provide the following:

- A completed Gryphon application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned either by post, marked 'Confidential' to Caroline Rabbetts, Leadership Support Manager, The Gryphon School, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to her at: Gryphon.HR@gryphon.dorset.sch.uk

Should you wish to arrange a visit to view the School, please do not hesitate to contact Caroline who will also be happy to arrange this.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.

The Gryphon School, part of the Sherborne Area Schools Trust, is committed to equal opportunities and positively encourages applications from all sections of the community.





The Gryphon School

January 2018

TEACHER OF DRAMA

Drama at The Gryphon School is a vibrant, stimulating and highly popular subject which is delivered across all key stages. It supports the ethos of the School and aims to foster a spirit of independent learning and allow every student to fulfil their potential in a range of ways. The Drama Department is led by a full-time Curriculum Leader and is staffed by one full time Drama teacher and there is also a further part-time teacher who works in KS3. We have a good number of students choosing to study A Level Drama and Theatre Studies and there are currently over 60 students studying for GCSE Drama. The reputation of its theatre productions, musicals and other innovative dramatic ventures is second to none. We offer a whole school show which is performed at the end of the Christmas term and a KS3 show during the summer term. We also take part in the Global Rock Challenge competition where in recent years we have been highly successful, winning the Southern Open Final in 2016.



The Department:

The Department is extremely well resourced. There are two large studios which are used for lessons, both are complete with black-out curtained surround and are fully equipped with lighting rig, lanterns, manually operated 12 channel dimmer control unit and an interactive whiteboard. Off one of the studios is a fully equipped lighting and sound gallery which overlooks The Quarr Hall and houses a professional digital lighting control desk, dimmers, sound system and mixer desk. There is an excellent and extensive range of costumes, a subject specific library, props, music and sound effect materials available for students to use both within lessons, exams and productions.



Decking the walls of the Drama area are the many large framed production photographs from past years including Footloose, We Will Rock You, South Pacific, The Lion, The Witch and The Wardrobe, Les Misérables, Oliver, West Side Story, Alice in Wonderland, Sweeney Todd and stills from the feature film 'Far From the Madding Crowd'. The Department is a hive of activity all year round with students taking full advantage of the facilities and the friendly bustling atmosphere created.



The Department has a good relationship with both Sherborne Boys School and Sherborne Girls and there is plenty of scope to strengthen these links further.

The Subject:

At Key Stage 3, all students enjoy a one hour long lesson each week of Drama. At this stage the emphasis is equally on developing their creative, performance, evaluative, technical and communication skills as well as the student's social, personal, and cognitive skills. Students explore a variety of topics, themes and styles of theatre throughout the year.



At Key Stage 4 our students follow the new Eduqas specification. There is a consistently high take up of students with 2 teaching groups in both year groups.

2017 GCSE results: A*- A 32% A* – C 76%

At Key Stage 5 our students follow the new Eduqas A Level Drama and Theatre specification. There are currently 11 students studying at this level in year 12 with a large number of students' interested going on to study Drama, Theatre Practice or Acting at university.



Additional Information:

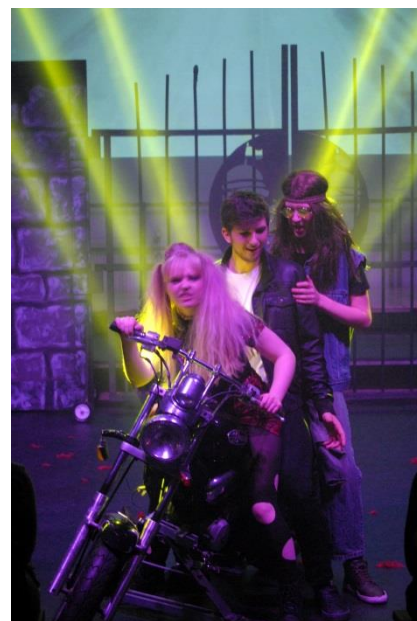
As a department we are totally committed to equal opportunities for all, Every Child Matters and to providing a friendly, relaxed, safe and stimulating environment for young people to learn about Drama. We strive to develop their imaginations, experiment with their creativity and teach them to respect and support their peers. The team is highly enthusiastic and passionate about Drama and Dance; we are dedicated to producing innovative and exciting schemes of work. Students' enjoyment and learning experience is at the centre of everything we do and we believe it is our role to enable and guide students to recognise and peruse their talent within the arts.

We are looking for someone who is an outstanding, enthusiastic, inspiring and creative Teacher of Drama to join our highly successful department, either an NQT or experienced teacher.

The closing date for receipt of applications is **9.00 am on Monday 22 January 2018** and it is hoped to hold the interviews as soon as possible after the closing date.

All applications must be accompanied by a letter of application.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted through references as part



of the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake a criminal record check via the DBS.

The Gryphon School values the diversity of our workforce and welcomes applications from all sectors of the community.

If you would like to discuss the post further or would like to arrange a visit, please do not hesitate to contact Holly Young, Head of Drama on 01935 813122 or Holly.young@gryphon.dorset.sch.uk



The Gryphon School Person Specification

Teacher of Drama

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.



The Gryphon School

January 2018

The Gryphon School – Support for Staff – What we provide.....

High Quality Professional Development

- INSET Programme with national speakers eg Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2nd year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

Links with other schools

The Gryphon is outward looking and a lead members of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group
- Member of the Jurassic Coast Teaching School Alliance

Health and well-being

- Access to The Gryphon Sports Centre including brand new fitness suite
- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Free Mindfulness sessions, aimed at improving mental wellbeing by enhancing good feelings about life and oneself
- Support from the School Chaplain

Supporting families

- The Little Gryphons Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Generous business travel allowance
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc



TEACHER OF DRAMA

Start Date: 1 September 2018

Closing Date: 9.00 am on Monday 22 January 2018

Interviews: It is hoped to hold the interviews as soon as possible after the closing date

Salary: Teachers' Pay Scales

Contact Details: School Office on 01935 813122, website on www.gryphon.dorset.sch.uk or e-mail Gryphon.HR@gryphon.dorset.sch.uk

We are seeking to appoint an ambitious, creative and inspiring teacher or NQT with energy, enthusiasm and a love of Drama to teach across the age levels, from 11-18, including A level, and to prepare students for Drama and Theatre related studies at university/Drama College. This is a wonderful opportunity to join a highly regarded, successful and well-resourced team who work hard to enthuse our students, instil in them high standards, and provide them with the opportunity to fulfil their potential. Drama is a popular subject that has consistently attracted high numbers and has a high level of success at GCSE and A level. The talent and achievement of our Drama students is widely recognised in our local community and beyond, with all our productions being extremely well supported and sold out almost as soon as the tickets go on sale. It also offers the opportunity to participate in many extra-curricular opportunities. The Department benefits from excellent resources including two large studios which are used for lessons, both complete with black-out curtained surround and which are fully equipped with lighting rig, lanterns, manually operated 12 channel dimmer control and an interactive whiteboard. Other facilities include a fully equipped lighting and sound gallery, housing a professional digital lighting control desk, dimmers, sound system and mixer desk.

The successful candidate will:

- have a real passion for Drama
- have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- use resources, intellect, creativity and innovation to be successful
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

The Gryphon School is successful in gaining high results for its students at both GCSE and A-level. The large Sixth Form of 430 students is exceptional. Its students have an excellent record of success in gaining university entrance, including to Oxbridge and the Russell Group, and in the most challenging courses. We are a very proud school which attracts students from around North and West Dorset as well as South Somerset.

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became an academy in August 2012 to sustain the quality of our outstanding provision. You will find Sherborne to be a centre for educational excellence as well as a beautiful rural country town. We are an outward looking school with excellent community links as well as strong relationships with other good and outstanding schools across the South West and England.

Teaching is often outstanding. Teachers make lessons stimulating and practical. They have excellent subject knowledge. The Good Schools Guide described pastoral care and discipline as 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others. We are a comprehensive school serving a diverse community. The high quality support staff make a real difference.

Our special culture and ethos focuses on high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our students. The A*-C rate in Drama was 82%, with 33% achieving an A*-A grade.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS.

The Gryphon School values the diversity of our workforce and welcomes applications from all sectors of the community.

