



2 Teacher of Dance roles

Recruitment Pack

Actual salary: Inner London Main
Scale

- 1 - Full-time Permanent role
- 2 - 0.6 (3 days a week) maternity
cover role for one year

Application Deadline:

1st April 2025

**We reserve the right to interview as
applications are received**

*Educating Successful Women
of the Future*





Welcome

Thank you for your interest in joining our team at Ricards Lodge High School. We have been an outstanding school since 2017 confirmed in our most recent inspection, September 2023 when it was reported that our school provides all pupils with an “exceptional education”.

We are a successful, vibrant and innovative school with a tradition of academic excellence, catering for girls between the ages of 11- 18. We have a strong reputation for our performing and visual arts as a previously designated a specialist school. We have a joint co-educational Sixth Form, RR6, with a range of academic and applied courses on offer, set in a stand alone Sixth Form block. We are building a new STEM sixth form building on our site to be opened in 2024-25 with three science laboratories and a CAD Suite for Technology.

Our staff are committed to delivering a high quality educational experience including academic excellence *and* personal development. We are passionate about staff wellbeing and staff development and our teachers are supported to thrive and inspire each other.

Consultation and staff voice are highly valued through timetabled working parties and staff evaluation.

We are privileged to be such a diverse school and we are proud of the harmony that exists between us all. Our curriculum and extra-curricular activities give us the opportunity to prepare our students to take their place in the changing global society.

Our mission, ‘educating successful women of the future’ guides us in our work.

Our School Values

We Aspire
We are Resilient
We have Compassion
We champion Equality
We work Together



About You

You have an undergraduate degree in dance or musical theatre and have achieved or are currently working towards Qualified Teacher Status. You enjoy working with young people and sharing your passion for dance.

You are confident in teaching a diverse range of dance styles, and willing to extend your knowledge and aptitude further in new styles of dance. You are willing to take a prominent role in choreographing for performances inside and outside of school.

You are excited to share your learning and the technical skills you have acquired in your own training and experience. You are eager to undertake further training and continuous professional development so that you can be innovative in your work.

You thrive on a challenge to problem solve, support the organisation of large events, contribute to a team effort and use your initiative. You are a highly motivated, reflective practitioner who has high aspirations for all.

EDUCATING SUCCESSFUL WOMEN OF THE FUTURE

1

WE ENJOY LEARNING
AND INTELLECTUAL
CHALLENGE



2

WE EMPOWER
STUDENTS AND VALUE
RELATIONSHIPS



3

WE GROW STAFF
TALENT AND HAVE A
SHARED SENSE OF
PURPOSE



4

OUR ESTATE PLAN IS
AMBITIOUS AND WE
PLAN AND RESOURCE
SUSTAINABLY



5

WE INCLUDE PARENTS
AND COMMUNITY AND
OUR SCHOOL IS A HUB
OF ACTIVITY



Dance Department Information

The Dance Department at Ricards Lodge is hard-working, dynamic, successful and continuously creates opportunities for all of our students at KS3, KS4 and KS5.

The department consists of 2 full-time and 1 part-time specialist teachers who teach across the age range and are fully committed to our extra curricular programme. There is a strong culture of working together to develop new ideas for teaching and learning and of sharing good practice. We have a dedicated Dance Studio and make use of the school's main hall, which converts into a performance space complete with stage, lighting and Harlequin flooring. We also have a full time Performing Arts Technician.

Our Dance Studio is well resourced including mirrors, sprung flooring and a break out space.

Our students derive a huge amount of pleasure from learning in Dance. They enjoy the freedom to express themselves and are excited by all the possibilities of creating and performing.

Each student brings into the classroom a unique set of experiences which can inform and guide the development of their own creative practice. Our Dance curriculum is broad, covering styles including jazz, contemporary, street styles in addition to African, Latin and Asian dance forms. We carefully select topics which will engage and inspire our students and we introduce a range of choreographers and practitioners that will capture the imagination and ensure all students feel represented.

We aim to give our students an understanding of movement analysis and the history of dance to make connections between

choreographic intention and historical/cultural events. By exploring professional dance works our students develop skills in analysing and evaluating movement and choreographic approaches. Ultimately we aim to encourage our students to develop their own creative identity.

In KS3, students have 2 hours of Dance over a two week timetable. At KS4, Dance students have 5 hours of lessons over the two week cycle. They follow the BTEC Level 2 Tech Award specification. At KS5, students have 9 hours of lessons- often doubles, over the two week cycle. They follow the BTEC Level 3 National Extended Certificate in Performing Arts.

Our extensive extra curricular programme includes clubs to develop skills in various dance styles as well as our competition teams and a bespoke programme for talented KS4 and KS5 students. We compete at London Youth Games and The Great Big Dance Off each year, in addition to performing at New Wimbledon Theatre annually as part of Merton Live. Our dance showcase is a much anticipated event in the school calendar each year and we also contribute to the choreography for the biannual school musical.

We also look for opportunities to show students' work at other events inside and outside of school as we believe it to be a really important learning experience and supports those looking to go into creative careers to make industry connections. We have performed at Sadler's Wells Theatre, Fusebox Kingston and Lantern Arts Centre.

All teaching staff are expected to fulfil and uphold the [TEACHERS' STANDARDS](#) in their role.

Job Description

Salary Scale: Inner London Main Scale

Curriculum Area: Dance

Job Purpose: To work together with the Dance Team to ensure all students have a positive and successful learning experience in Dance.

Teaching and Learning:

- Maintain an up-to-date knowledge of the subject area including exam specifications.
- Contribute to the design and evaluation of schemes of work to ensure that the curriculum is relevant, representative and able to meet the needs of all students.
- Maintain high expectations for all students and adapt teaching to ensure all students can realise their full potential in the subject.
- Plan and deliver quality- first lessons underpinned by reflective practice and educational research/ pedagogy.
- Monitor, assess and provide effective feedback to students to enable their progress.
- Contribute to a positive learning environment within lessons and around the department.
- Engage with Google Classroom to set work where it enhances/ consolidates learning.
- Follow school policies and take a consistent, professional approach in and around school.

Student outcomes:

- Analyse the performance of students regularly to ensure that all students are reaching their potential and develop a range of intervention strategies as appropriate.
- Promote the wellbeing and personal development of all students.
- Be accountable to the Head of Department for the development and implementation of student performance across the department at all Key Stages and to make a measurable contribution to whole school targets as appropriate.
- Take account of all students' prior levels of attainment and learning to plan challenging lessons and set future targets.
- Keep appropriate records of students' work and progress.
- Communicate with families to promote student outcomes and progress.

Extra-curricular:

- Contribute to the department's extensive extra-curricular programme through taking responsibility for a selection of our clubs and competition teams.
- Support the department's careers education programme through mentoring students applying for post 18 dance courses where appropriate and hosting specialist workshops.
- Contribute to the department's positive reputation in the community by choreographing for and attending performances, competitions and trips.

Person Specification

The following list shows the essential and desirable characteristics for which we are looking for when considering your application and at interview.

Characteristic	Essential	Desirable	Assessment Method
Qualifications, Knowledge & Training			
Qualified teacher status	●		Application
Relevant specialist qualifications in your subject	●		Application
Commitment to personal CPD and CPD of others	●		Application Interview
Knowledge and understanding of curriculum requirements and developments within your own subject specialism	●		Application Interview
Personal Attributes and Behaviours			
Willingness to make a positive contribution to the wider life and ethos of the school	●		Application Interview
Ability to work well under pressure and meet deadlines	●		Application Interview
Adaptability and flexibility to changing circumstances and new ideas	●		Application Interview
Skills & Abilities			
To be able to teach lessons which consistently meet the Teacher Standards	●		Application Interview
To use a variety of strategies to inspire and engage students and promote a stimulating learning environment to raise attainment	●		Application Interview
Ability to work well with others	●		Application Interview
To be a confident user of IT as a teaching and analysis tool	●		Application Interview
Ability to make effective use of KS3, KS4 & KS5 data and develop timely and relevant intervention strategies to promote student progress	●		Application Interview

Person Specification

The following list shows the essential and desirable characteristics for which we are looking for when considering your application and at interview.

Characteristic	Essential	Desirable	Assessment Method
Skills & Abilities			
Ability to contribute to the wider life of the faculty / department and whole school, supporting extra-curricular and intervention programmes	●		Application Interview
Excellent verbal and written communication skills with the ability to relate well to the whole school community.	●		Application Interview
Personal Qualities			
Energy, enthusiasm, determination and an insistence on high standards	●		Application Interview
Be able to work under pressure, prioritise and manage time effectively	●		Application Interview
Flexibility and resilience	●		Application Interview

Working at Ricards

Ricards Lodge offers all new staff;

- Strong programme of in-service training for all staff including all leaders through the Apprenticeship Levy and the NPQ suite of courses.
- All Early Career Teachers will be provided with continued professional development as outlined in our Early Career Framework policy. Ricards Lodge provides training for mentors and ECT with our partners: Wandle Teaching Alliance and UCL's Faculty of Education and Society.
- A graduate teaching assistant programme leading to teacher training with Teach Wimbledon

The staff are very supportive towards each other with a great camaraderie existing throughout the school with a number of social events that are open to all and well attended.

When you come and work at Ricards Lodge High School and RR6 you will be able to benefit from a structured and comprehensive professional development programme. As a valued member of staff we want to ensure that you have access to all the benefits available to you.

Benefits include the following:

- Well being weeks including staff breakfast and social events
- A laptop for all teaching staff
- Social staff area and work area for staff
- Access to Merton's Employee Assistance Programme including new wellbeing app with instant access to free support for up to six weeks
- Collaborative approach to teaching and learning
- Merton Employee VDU users – possible to claim a fee towards glasses/eye test
- Annual season ticket travel loans are available.

Google for Education

All successful candidates must complete Google Fundamentals prior to starting work. All staff work towards completing Google level 1 qualification.

Childcare

The London Borough of Merton's Children's Information Service offers a comprehensive service to help meet your childcare needs. The service can be contacted on 020 8545 3800, or send an email to cis@merton.gov.uk. They can provide information on childminders, playgroups, and nurseries and out of school schemes.

Working in Wimbledon

Wimbledon is situated in the London Borough of Merton which was formed in 1965 when the areas of Mitcham, Merton, Morden and Wimbledon were joined together to create this attractive green borough nestling on the border of central London and leafy Surrey. Historically, evidence of Celtic settlers has been found in the borough. Caesar's camp, a fortified village on Wimbledon common was in fact occupied 500 years before Julius Caesar was born. Today, after the creation of the new borough provided the impetus for more growth, five town centres have emerged – Colliers Wood, Mitcham, Morden, Raynes Park and Wimbledon. They are all primarily residential areas each with their own commercial and shopping centres.

Wimbledon is exceptionally well served by road, bus and rail links. The main road artery is the A219 which runs off the A3. The road network offers fast access to the M23, and M25 and thus to Channel Tunnel links, major airports and the south coast. The main railway station is Wimbledon which is also a terminus for the District Line of the London Underground network. Frequent trains run to Waterloo Station, (journey time 15 minutes) which is very near to central London. The Tramlink service connects Wimbledon, Merton and Croydon, and there is an extensive bus network. Close by are many attractions such as Hampton Court Palace, Epsom Downs and Racecourse and Box Hill.

Sports lovers are well served in the borough. There are 31 football pitches, 42 tennis courts, 8 bowling greens, 2 crazy golf, 1 croquet lawn, 15 cricket pitches (including one of the world's oldest cricket greens at Mitcham), 7 rugby pitches and 3 trim trails.



There are 13 multisport areas and also a watersport centre, which has a Royal Yachting Association centre and a British Canoe Union approved centre. There is a local community football programme, which is a partnership between the council, AFC Wimbledon and Tooting and Mitcham FC, as well as a Little League. Wimbledon Leisure Centre, one of three within the borough, has a fitness centre, dance studio as well as a 30m main pool and teaching pool.

Venues in Merton present entertainment across the board. The New Wimbledon Theatre is one of south west London's biggest and most prestigious, frequently hosting performances straight from the West End. The famous Polka Children's Theatre is also in the borough together with the All England Tennis Club. Cannizaro Park has a Grade II listed landscape: the Italian garden is used for art events and there is an outdoor theatre season. The Cannizaro Park Festival is one of London's major summer events and has performances of jazz, pop, tribute bands, comedy and many more.



Merton has abundant green spaces and 13 local nature reserves. Wimbledon Common, together with Putney Heath and Common, is a 1140 acre site, 900 acres of which are a Site of Special Scientific Interest (SSSI). It has woodland, heathland and nine ponds and provides great opportunities for relaxed walks. For the green fingered there are also allotments that can be hired.

Merton Abbey Mills is a famous weekend market with 15 independent shops and over 100 market stalls. There is a riverside pub, children's theatre and working watermill so it makes the perfect place for a family day out. There is also a craft village, antique and collectors market and a toy collector's fair. Deen City Farm, an urban community farm, is another ideal place for family outings. The council also organise a wide range of summer and Easter activities for 3-16 year olds. Wimbledon and the surrounding area is dotted with numerous pubs, bars and restaurants catering for all tastes and purses.

For further information on what the London Borough of Merton can offer, visit www.merton.gov.uk



To discuss this role in more detail or arrange a tour of the school please contact

HR@ricardslodge.merton.sch.uk for further information.



**Artsmark
Platinum Award**
Awarded by Arts
Council England



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