



Application Pack and Job Description
Head of Department - Drama
Newton Abbot College



Head of Department - Drama
Required from September 2025
MPS / UPS + TLR 2a
0.8 FTE but full-time will be considered

We are seeking an outstanding individual with drive, passion, enthusiasm and ambition to lead our growing Drama Department. This is an opportunity for an excellent practitioner with strong subject knowledge and experience at teaching across KS3 to KS5 to take our Drama department and outcomes to the next level.

You will have excellent organisational, planning and communication skills and have high expectations of all students to secure the best outcomes. You believe that all students are capable of success and recognise that success comes in different forms. Driving forward strategic priorities you will ensure there is a robust curriculum and assessment framework in place underpinned by a key focus on improving Drama across the whole school – ensuring significant impact at whole college level.

As a leader you are inspirational, forward thinking and put students at the heart of everything you do. You are creative, dynamic, empathetic and have a natural ability to lead and empower both students and staff. You hold the highest expectations of yourself, your staff and your students and recognise the importance of the curriculum both inside and outside the classroom, and are innovative in your commitment to both, ensuring that Drama is always high profile within the college.

If you know this is the role for you and are confident you can lead our successful, supportive and highly motivated Drama team, then please apply.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Ivy Education Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our

learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you have any questions about the role, then please email Zahra Bhiwandiwalla, Deputy Headteacher on ZBhiwandiwalla@nacollege.devon.sch.uk

Further information is available from our website, www.ivyeducationtrust.co.uk or via email to recruitment@ivyeducationtrust.co.uk. Please visit <https://ivyeducationtrust.co.uk/testimonials> to listen to some of our Trust staff about their experience of being part of our community of schools.

Completed application forms should be submitted before the closing date stated below. We reserve the right to interview before the closing date, so please get your application in early.

Closing date for applications is Tuesday 22nd April 2025 at 9am.

Dear applicant,

First, I would like to say a huge thank you for your interest in working at Newton Abbot College.

When I started as Headteacher in September 2021 every time I asked a member of staff what they loved about working at Newton Abbot College the reply came back the same: the staff and the students! And after working here for three years, I completely agree with them; our staff body are friendly, caring, inspiring, diligent and collaborative. They epitomise the essence of team and I feel privileged to be part of it. And our students are kind, respectful, hard-working and take a real pride in our college community and the role that they play in it; they make me proud!

As a staff, our mission is to provide *all* our students with the best possible educational experience that we can; an experience that supports, challenges & inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within the Newton Abbot College Lesson Framework that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering an enrichment calendar which is unrivalled in its breadth of offer and in what it has enabled our students to experience and achieve – most recently our U-14 and 16 Netball teams getting through to the National Finals, and the college being awarded the ArtsMark Platinum Award.

We treat everyone in the Newton Abbot College community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of courage & perseverance, hard work & achievement, kindness & respect and pride & aspiration; values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole college framework of behaviour for learning expectations; centralised behaviour systems; a weekly coaching programme for all staff (because, in the words of Dylan Williams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong Pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to offer the best and be the best and would like to be part of the Newton Abbot College team as together we aim to achieve our mission, then please apply; we would love to hear from you.



Amy Grashoff
Headteacher
Newton Abbot College

Job Description

Post Title:	Head of Department - Drama
School:	Newton Abbot College
Salary Grade:	MPS/UPS + TLR 2a (0.8FTE but full-time considered)
Contract Type:	Permanent – Required from 1 st September 2025
Responsible to:	Deputy Headteacher

Key purpose of job:

To provide professional and effective leadership and management for the Drama teachers within the department, in order to secure maximum student achievement and outcomes within the context of the college's overall aims and priorities.

To provide strategic leadership of the college priorities related to drama.

As defined in the School Teachers Conditions of Service Document and college policy documents. The post holder will lead and manage a team of Drama staff and will be supported by a member of the Senior Leadership Team through line management.

Expected outcomes:

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

Main duties:

- Develop detailed Schemes of Work resources to support teachers in delivering high quality lessons.
- Work with other department leaders to build a cohesive, aspirational and sequenced curriculum across KS3-KS5.
- Implement plans to ensure that students are challenged and supported to achieve beyond normal expectation.
- Be an outstanding role model for all colleagues, displaying high aspirations for, and expectations of, all students and colleagues.
- Lead and manage your curriculum team to fulfil their responsibilities as teachers to deliver high quality lessons at all times.
- Carry out appraisal procedures for designated subject team members, in accordance with the college's Appraisal policy.
- Ensure the implementation of college assessment procedures, ensuring all students have appropriate learning targets and their progress is closely monitored.
- Undertake the normal responsibilities of a class teacher, ensuring an excellent level of performance against the teaching standards. Have teaching skills which lead to excellent results and outcomes.
- To develop high quality teaching resources, schemes of learning and homework tasks to be used within the department to ensure cohesion of student experience and a high standard of consistency and quality.
- To support underperforming teachers within the department to enable them to improve their practice.
- Take a lead role in improving the effectiveness of assessment practice within the department,

analysing statistical information to evaluate the effectiveness of teaching and learning and the progress of students.

- To undertake research into best practice in other schools and research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- Take a lead role within the department, working closely with other department leaders in determining and developing policies, procedures, and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning.

College Ethos and Culture

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the college.

Other duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the college's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college.
- To follow the college's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the college as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities.
- To comply with the college's Health & Safety policy and statutory requirements.
- To undertake any other additional duties not detailed above as required and as specified in the college Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.

This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Teaching Qualification	✓	
Good Honours Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
Professional experience and knowledge		
Ability to teach Drama to GCSE level	✓	
Ability to teach Drama to A level	✓	
Excellent classroom practitioner, with a proven record of results	✓	
Committed to improving student outcomes and passionate about teaching and learning	✓	
Experience of coaching staff to develop and improve classroom practice including supporting underperforming teachers	✓	
Ability to implement Teaching and Learning initiatives and strategies	✓	
Demonstrates excellent and innovative pedagogical practice and deliver demonstration lessons	✓	
Ability to develop, implement, and evaluating policies and practice that lead to college improvement.	✓	
Personal aptitudes, qualities and skills		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Have teaching skills which lead to excellent results and outcomes	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	

Criteria	Essential	Desirable
Ability to set high levels of challenge for students	✓	
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.

DRAMA DEPARTMENT

Approach

We In Drama every student is supported by a safe, encouraging and positive learning environment where high expectations, collaboration, creativity and success are the norm. Our approach is holistic and we foster and nurture self-worth, self-esteem and promote self-confidence based on unconditional positive regard and respect for all.

Drama is a creative, inspiring and challenging subject that requires a range of skills and disciplines. We aim to give students the very best opportunities to explore the four key strands of creating and devising, rehearsing, performing and evaluating and reviewing. Students are introduced to all four of these elements in year 7 and are encouraged to perform both inside and outside of lessons in a wide variety of showcase events throughout the year.

At KS3 level, students study musical theatre, Shakespeare, Fairy Tales & Pantomime and physical theatre, as well as the concepts of surrealism, melodrama, duologues and devising and analysing original drama and theatre practitioners.

At KS4, students follow the AQA GCSE specification and achieve excellent results. At KS5, students follow the Edexcel A level in Drama and perform equally well.

Drama is a very valued subject and a popular preference at KS4 and KS5.

The team, resources and accommodation

There are currently two Drama teachers who both teach across the ability and age range and who work closely with our Arts Technician. There are two designated Drama teaching spaces, with one being a fully equipped performance space with sound and lighting systems/racks and raised seating.

Timetable and curriculum

The college operates a five period day (one hour per period) within a two week timetable. Students at Key Stage 3 have two lessons per fortnight. At key stage 4 (year 10 – 11) students have five lessons per fortnight and at A level students have nine lessons per fortnight.

Why work at Newton Abbot College? Because we look after our staff.



Fairy Godmother scheme – every member of staff has an anonymous fairy godmother who leaves them messages (cards and/or gifts).



Annual flu jab offered to all staff.



Annual diary/and or planner and staff handbook for all staff to aid planning and induction.



No am briefings after a late-night whole school event.



No after school meetings in the first and last week of each half term.



In-trust career development and leadership courses; support to access the NPQ suite of courses and progression opportunities within the college's leadership structures.



Centralised detention system for non-completion of homework and behaviour that does not meet expectations.



All teaching staff receive weekly incremental coaching as their personalised CPD to develop pedagogy; no whole school one-size-fits-all approach.



Staff social events each term and staff sport sessions/running club.



PowerPoint clicker, visualiser and timer for all teaching staff to facilitate lesson delivery.



Dedicated INSET days following exam and assessment windows to allow for marking, moderation and planning.



Regular safeguarding updates to empower & protect staff.



New staff buddy system: a buddy outside the department to catch up with for support.



Transparent meetings schedule and sacrosanct line management meetings to ensure consistency of experience.



Room 101 – regular opportunities to meet with the Headteacher and talk about things you'd like to change about the college.



Laptop and tablet for teaching staff to allow for administering of ClassCharts without interrupting use of PowerPoint/other software delivering the lesson.



Late start/early finish cards x 2 for every member of staff.



SLT & coaching team open door policy.



College calendar published at the year start detailing deadlines for advance notice.



Centralised department schemes of work and shared resources.



Three cover supervisors employed to minimise rarely cover.



Only three data drops a year per key stage, staggered to ensure drops are manageable and timely.



Cake (and fruit)-at-break Fridays.



Communication strategy that protects time outside of the school day by promoting a 7am-7pm email window, core working hours, individual working patterns and no-email days.



Numerous strategies to value staff contributions e.g. colleague of the month, thank you postcards, shout-outs.

Our mission is to provide all our students with the **best educational experience** we can. We are **driven** by having **high expectations & standards** in all we do; delivering **high quality lessons** that **inspire & engage**; **maximising opportunities & outcomes**; treating all individuals with **care & compassion**; and creating a strong **culture & college community**.