

THE DEPARTMENT

The Department comprises three full-time and one part-time academic teachers who are supported by a Performing Arts Technician and Graduate Assistant. All staff are involved in our co-curricular programme. The Director of Drama line-manages the Head of Academic Drama. We also have a LAMDA Coordinator who is supported by two additional staff.

The Drama Department occupies Hall Place Gardens, a large Edwardian house. We have a number of rooms available for rehearsals and LAMDA tuition as well as excellent costume and prop resources and productions that are generously funded. Academic lessons take place in dedicated rooms: The Drama Studio, Michael House Hall, New Hall and a Drama Classroom. Our Performing Arts Hall (Jubilee Hall) mounts large-scale productions such as musicals and houses an audience of approximately 220.

In Year 9, around 75 to 80% of the year group elect to take Drama each year, and approximately 30 students take GCSE Drama. Our academic results at GCSE and A-Level are very strong. Each year a number of our A Level Theatre Studies cohort continue their studies at prestigious universities and drama schools and many have been awarded scholarships to pursue their ambitions.

We have a vibrant and ambitious co-curricular provision. Each year the programme includes House Performing Arts, Shakespeare Schools Foundation, the Whole School Play or Musical, the Lower School Show, and our STAHS Theatre Company production. Our students are very talented and enjoy taking a lead on many aspects of the production including aspects like lighting and sound design, direction, stage management and film. Recent productions include *Les Misérables*, *Emil & The Detectives*, *Matilda* and *Wendy & Peter Pan*. Our ambitious production values have included performer flying and the use of a revolving stage.

We organise frequent workshops and trips for all year groups to see live theatre and regularly welcome theatre companies to the school. We host an annual Artist in Residence week where students work with professionals in workshops and towards a show in a week. Over the years we have taken students on a number of residential trips including Stratford-upon-Avon and further afield to New York.

We pride ourselves on offering a diverse range of lunch-time clubs and masterclasses during the year including Technical Theatre Arts Club, Playwrighting Club, and Lower School Drama Club, and visits from West End professionals.

THE ROLE

Following the promotion of the current post holder to Assistant Headteacher, we are excited to invite applications for the role of Director of Drama.

The Director of Drama will lead all elements of the provision of Drama in the Senior School. The Director of Drama will define the quality and direction of co-curricular and academic Drama. The post holder will play a key role in the School's cultural life and in promoting and upholding the Teach to 25 philosophy.

The Director of Drama will provide inspiring opportunities for pupils across the school to get involved with Drama. They will lead a broad, ambitious and exciting co-curricular provision, making full use of the considerable talent and resources in the school. They will be an ambassador for the School's Drama both inside and outside of the school and will lead trips and design and deliver an exciting programme of extra-mural drama opportunity. They will create a culture of ambition and adventure in the school's Dramatic life, so that the school continues to be known as a centre of excellence in Drama.

The Director of Drama is expected to keep abreast of developments in the teaching and performance of Drama. This role is appointed by the Head and is directly accountable to the Assistant Head Co-Curricular & Operations for the leadership and management of their own area. The Director of Drama is expected to play a crucial role in leading the development of creative activities and setting high professional standards in all aspects of work. The Director of Drama is ultimately accountable for the academic and co-curricular performance of the department.

This is a permanent position offered on a full-time basis. The start date for this position will be September 2025.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.

RESPONSIBILITIES

All Heads of Department are appointed by the Head. The Director of Drama is expected to:

Leadership

- Develop and deliver on a vision for the ambitious and diverse Drama co-curricular programme
- Advise the Head, Deputy Head Academic and Assistant Head Co-Curricular & Operations on the future development of Drama at STAHS
- Liaise closely with the Deputy Head Academic and the Director of Studies on curriculum requirements for the successful teaching and learning of the department
- Take responsibility for the implementation of school policies within the department
- Draw up annual budget proposals for the Bursar and Deputy Head Academic to meet the needs and development priorities of the department and monitor the budget spend
- Develop and refine long and short-term development plans that align with the Teach to 25 philosophy
- Hold regular department meetings
- Manage the use of departmental classroom and wider accommodation to create an effective, stimulating and safe environment for teaching and learning and performance
- Ensure the effective and efficient administration of the department, including ensuring adherence to Health and Safety measures and resource management.
- Represent the subject in various school forums as requested, including Heads of Department meetings
- Participate in any marketing initiatives as required
- Develop partnerships with other schools, theatres and local groups to widen the opportunities and develop the profile of the High School as a centre of excellence for Drama
- Oversee the provision of LAMDA lessons and examinations
- Devise and lead a demanding and enriching Drama Scholars Programme

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RESPONSIBILITIES (Continued)

Teaching and Learning and Curriculum

With the support of the Head of Academic Drama:

- Co-ordinate and ensure the delivery of stimulating, challenging and relevant lessons which promote scholarship and independence
- Ensure the teaching and learning in the department meets the needs of all pupils
- Develop and deliver stimulating, challenging and relevant schemes of work
- Support and promote the School policies of assessment and marking
- Use analysis of pupil data to support the monitoring and evaluation of pupil progress, supporting pupils as required
- Focus on improving student outcomes
- Monitor and evaluate the standards of achievement and the quality of teaching in English through methods such as lesson observation and reviewing pupil work.
- Foster collaboration with other departments to improve teaching and learning
- Collaborate with the Head of Higher Education to ensure pupils have access to a comprehensive programme of support with university applications, including for Oxbridge, any entrance assessments, interview preparation and the leading of 'Sixth Form Stretch' sessions

Staff

- Develop appropriate strategies for the professional development and performance development of all members of the department
- Provide colleagues with support in the adoption of new strategies in order to secure best teaching practice and the best educational experience for the pupils.
- Mentor new staff, including the induction of new teachers and support of Early Career Teachers
- Line management of colleagues in the department
- Encourage delegation of responsibilities as appropriate

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS AND EXPERIENCE

- Experience as an excellent classroom teacher and Drama practitioner, with experience of delivering ambitious co-curricular productions
- Relevant degree level qualification
- Postgraduate professional qualification, e.g. PGCE
- Strong level of scholarship in Drama

SKILLS AND KNOWLEDGE

- The ability to form and articulate a vision for Drama at STAHS.
- Ability to take a prominent role in events that present the public face of the school to the local community and beyond
- Strong interpersonal skills and the ability to promote a mutually respectful working environment
- Excellent organisational skills, with a high level of efficiency, planning and strategic foresight
- Excellent communication skills, particularly when addressing staff, pupils or parents directly
- Confident in the use of ICT, and the ability to learn quickly when using unfamiliar packages
- The ability to work flexibly, using own initiative and prioritising effectively
- The capacity to work accurately under pressure with attention to detail
- Strong problem solving ability
- Excellent presentation skills, including the ability to chair meetings and present new initiatives to staff, pupils and parents
- Ability to understand and work with complex processes
- Excellent command of the English language
- Confident and creative practical skills

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PERSON SPECIFICATION (Continued)

PERSONAL QUALITIES

- A genuine interest in the creative performance of young people
- The ability to handle situations with discretion, tact and diplomacy
- Emotionally intelligent, with a strong understanding of how teachers work in a high-achieving school
- An ability to maintain confidentiality at all times
- High levels of personal and professional integrity
- High degrees of self-confidence, personal energy and dynamism
- Personal warmth, good rapport with pupils, colleagues and parents
- A personal love of the subject and a love of learning

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children
- A commitment to the ethos and strategic direction of the school
- Strong support for the School's mission and values
- Be a good role model

HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area