

## Teacher of Drama

Required January/September 2023



**Linton Village College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced DBS Check and a barred list check. Other checks may be requested if applicable.**

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LINTON VILLAGE COLLEGE, Cambridge Road, Linton, Cambridge, CB21 4JB

A comprehensive 11 – 16 Academy of 835 students

Principal: Helena Marsh, MEd

**Teacher of Drama**

**Full time/Part time**

**Main Scale (with potential allowance to lead on extra-curricular and enrichment)**

**January or September 2023**

We are seeking to appoint an innovative, dynamic and creative individual with excellent subject knowledge and a passion for teaching Drama. The successful candidate will be capable of teaching an ambitious, inclusive and enriching Drama curriculum across Key Stage 3 and Key Stage 4. The appointed candidate will demonstrate excellence in teaching and learning and a commitment to ensuring high standards across the department.

The Drama Department offers students an opportunity to complete the OCR GCSE and is a very popular subject at the College. The successful candidate will join a small but experienced, innovative and supportive team of teachers. The current post holder is relocating and works three days a week. We would consider part-time and full-time applicants.

Linton Village College is a high-achieving comprehensive 11-16 school at the heart of its local community. Ensuring a high-quality education for all of our students on a daily basis is our core priority. This is underpinned by a culture in which strong relationships, effective pastoral care and personal development opportunities are of paramount importance. We are committed to offering enriching learning experiences and we strive for educational excellence. We have very high expectations and provide a nurturing, friendly and supportive environment in which everyone can thrive and achieve.

We support colleagues' professional learning in national programmes as well as through a broad in-school and Trust-wide training offer. We also enjoy strong links with primary partner schools, sixth form colleges and the Faculty of Education at the University of Cambridge. Our membership of Anglian Learning provides further opportunities for career development and collaboration.

To find out more about this vacancy, please download an application form and information pack from our website at [www.lvc.org](http://www.lvc.org). We welcome contact from interested candidates to discuss the role. Please contact [humanresources@lintonvc.org](mailto:humanresources@lintonvc.org) to make an appointment.

Requests for flexibility in working arrangements/patterns will be considered.

Applications must be submitted on the College's application form; **CVs will not be accepted**. Closing date for receipt of applications is **9.00am on Monday 10<sup>th</sup> October 2022**.

*All staff share a commitment to Safeguarding and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check and other checks may be requested if applicable. We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered.*



Dear Applicant

### **Teacher of Drama**

Thank you very much for your interest in this position at Linton Village College. I hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Linton Village College a special place to work and learn.

#### College ethos

We are a relatively small 11-16 comprehensive secondary academy with around 835 students on roll. Our culture is characterised by an inclusive and caring ethos. At Linton Village College everyone is a learner and every learner matters. Opened in 1937 as the third of Cambridgeshire's Village Colleges, the school is still true to Henry Morris' founding vision for cradle to grave learning. We operate a community sports centre and adult education provision in addition to community users.

#### Location and facilities

Linton Village College is situated on the outskirts of Cambridge. Our students come from a large number of primary schools in South Cambridgeshire and bordering Essex and Suffolk villages, plus the town of Haverhill. There are excellent transport links and we have an expansive campus with lots of green spaces and some fabulous facilities including a beautiful library, science labs, dance studio and excellent sports amenities. Our staff and students also benefit from links with the Granta Special School that is co-situated on our site.

#### School culture

Having been a pilot school for the Relational Schools research project, we prize the importance of developing strong relationships between all members of the College community. As a close-knit staff, there is collaboration and support across departments. We are people-centred and committed to having reasonable workload expectations of our staff (as showcased by the DfE) and access to high quality professional development. The four Linton Learner attributes are the qualities that we recognise, develop and promote in our students: independence, responsibility, curiosity and care. We have a strong safeguarding culture at the College.

#### Student profile

As Linton Village College has grown, its student demographic has diversified. Our cohort varies year on year but is typically above national average with a significant proportion of higher-attaining students. Our intake is very comprehensive and in recent years we have attracted more students with acute SEND. Some have benefited from bespoke provision with the Granta Special School while others have needed more in-house modification to meet their needs. The proportion of students eligible for the Pupil Premium is lower than the national average (around 11%). We have relatively few EAL students.

#### Pastoral care

The care and support on offer to students is a strength at Linton Village College. Each student is a member of a horizontal tutor group within a vertical House. The form tutor plays an integral role in offering pastoral care and supporting educational success. A Support Hub houses the five Heads of Year and a range of other colleagues with specific pastoral expertise including an inclusion and safeguarding team, caseworkers and a counsellor. This team works in partnership with the SEND team in our Henry Morris Centre.

### Academic success

The College has maintained above-average levels of attainment and progress over a number of years with Progress 8 results of around/above +0.3 since the introduction of this measure. We are consistently within the top 25% of all schools nationally. In 2019, all students achieved positive value added, including vulnerable groups, with exceptional outcomes achieved in Science and Art. We are keen to sustain this success and strive for even stronger outcomes and to close achievement gaps, particularly in Maths, for SEND students and low/middle prior attaining boys which are areas of relative underperformance.

### Enriching education

We value the importance of a holistic education. Students at Linton Village College benefit from a wealth of enrichment activities including trips and visits to support the curriculum (particularly in STEM subjects and careers education) in addition to a thriving extra-curricular programme. A 5-day enrichment week in the summer term enables all students to engage in cultural opportunities beyond the classroom – the ambition is for every Year 9 student to experience a residential excursion. There are plentiful lunchtime and after school clubs on offer and we are also proud of our exceptional provision in the Arts.

### Professional networks

We joined Anglian Learning Trust on 1<sup>st</sup> April 2020. Membership of this local, community-focused and like-minded group of schools affords us lots of opportunities for professional development and school improvement. Our staff body benefits from accessing training through The Cambridge Teaching Hub and through membership of Whole Education. We also have close links with the University of Cambridge and other teacher training providers as well as our local primary schools.

### College Improvement priorities

Our College improvement plan centres on the importance of achieving consistency in the quality of educational provision:

- achieving an ambitious curriculum experience for all students in all subjects;
- embedding consistent and effective behaviour for learning across the school;
- ensuring that SEND teaching and provision enables all students to be successful.

It is my seventh year as Principal and it is a privilege to lead the College. However, there is much to be done to ensure that Linton Village College continues to be a vibrant, high-performing and successful school that meets the needs of all of its learners. I hope that you feel inspired to join us and play an integral role in the College's improvements.

Thank you, in anticipation, for the time you will give to your application.

Yours sincerely



Helena Marsh

Principal

## **The Drama Department at Linton Village College**

The Drama Department consistently achieves results that are in line with or above the national average. Drama is a popular subject at the College, students approach the subject with enthusiasm, curiosity and a thirst for learning. There are currently two specialists within the Drama Department.

### **The Curriculum**

#### **KS3 Curriculum**

In Year 7, we aim to build a really strong foundation of understanding of key drama skills and techniques. We do this by exploring a range of different topics, including Bullying, WW2 and Darkwood Manor. In these units, we give students a range of experiences, such as working with a script, non-naturalistic forms of acting and developing a character.

In Year 8, we aim to build on the key skills acquired in Year 7, by placing more emphasis on drama genres, atmosphere and structure. We also look at elements of technical theatre, by getting students to create a set design. Year 8s start the year by exploring building tension in performance. They then look at Musical Theatre and Mask drama, giving them a much deeper knowledge and understanding of physicality in performance. Year 8 finish the year with a devising unit and also look at a Shakespearean play.

In Year 9, we aim to build students' appreciation of theatre making, by introducing practitioners, playwrights and live theatre. In the Autumn Term, we look at the theatre practitioner Bertolt Brecht and discover his theories and practice towards performing. We study a play by the playwright Mark Wheeller, learning an extract from the script and analysing a filmed live theatre performance. Year 9s also develop their devising skills in the Summer Term, by exploring the stimulus I Don't Like Mondays by the Boomtown Rats.

#### **KS4 Curriculum**

We follow the OCR GCSE Drama specification which encourages students to apply knowledge and understanding of drama when making, performing and responding to drama. The course gives students the opportunity to explore the performance text Blood Brothers by Willy Russell, understanding its social, cultural and historical context as well as how they would perform or direct different characters and extracts. Blood Brothers is assessed through a final written exam that students sit at the end of the course in Year 11. On this paper, students also have to analyse a piece of live theatre. Productions that we have taken students to in the past have been The Curious Incident of the Dog in the Night-Time and Woman in Black.

We aim to build independence, resilience and creativity in students through their practical work. The two main practical assessments in drama are a devised performance and a scripted performance. Both performances take place in Year 11 and the scripted pieces are performed to an external visiting examiner. For both performances, students are encouraged to work collaboratively and creatively.

#### **Extra-curricular/Enrichment Opportunities**

The Drama Department puts on one full production per year, working very closely with the Music and Dance Departments. Historically this has been a very popular extracurricular activity for students. Last year we devised a piece around The Grimm Fairytales and had nearly 100 students involved. We have just finished the casting for the 2023 production of High School Musical. We had over 80 students audition and can't wait to start rehearsing in the coming weeks. The production will be performed at the start of February next year, in which we hope to be four sell-out shows.

We are also looking forward to the launch of our new cross-curricular Arts Christmas Showcase in December, where students from different disciplines will come together on two separate nights, in a celebration of the Arts.

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

**We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.**

<b>Site</b>	Linton Village College
<b>Grade</b>	Main scale (with potential allowance to lead on extra-curricular and enrichment)
<b>Responsible to</b>	Assistant/Deputy Principal

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

<b>Purpose</b>	To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate. To monitor and support the overall progress and development of students. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. To contribute to raising standards of student attainment. To share and support the College's responsibility to provide and monitor opportunities for personal and academic growth.
<b>Reporting to</b>	Assistant/Deputy Principal
<b>Liaising with</b>	Principal, Deputies, Assistants, teaching/support staff, external agencies and parents/carers
<b>Working time</b>	195 days per year, full-time or part-time as per contract
<b>Salary/Grade</b>	Main scale (with potential allowance to lead on extra-curricular and enrichment)
<b>Disclosure level</b>	Enhanced

<b>MAIN DUTIES</b>	
<b>Operational/strategic planning</b>	To make a positive contribution to the work of the department, assisting in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies and taking responsibility for particular facets of the department's work. To contribute to the curriculum area and department's development plan and its implementation. To plan and prepare courses and lessons. To contribute to the whole school's planning activities.
<b>Curriculum provision</b>	To assist the Head of Department and Senior Leadership Team to ensure that the curriculum area provides a range of teaching that complements the school's strategic objectives.
<b>Staffing</b>	To take part in the school's staff development programme by participating in arrangements for further training and professional development.
<b>Staff development</b>	To continue personal development in the relevant areas including subject knowledge and teaching methods.
<b>Recruitment/ deployment of staff</b>	To engage actively in the appraisal process. To ensure the effective/efficient deployment of classroom support. To work as a member of a designated team and to contribute positively to effective working relations within the College.
<b>Quality assurance</b>	To help to implement school quality procedures and to adhere to the requirements outlined in the school's quality assurance policy.

	<p>To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed school procedures.</p> <p>To seek/implement modification and improvement where required.</p> <p>To review from time to time methods of teaching and programmes of work.</p> <p>To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the College.</p>
<b>Management information</b>	<p>To maintain appropriate records and to provide relevant accurate and up-to-date information for SIMS, registers etc.</p> <p>To complete the relevant documentation/online records to assist in the tracking of students.</p> <p>To track student progress and use information to inform teaching and learning.</p> <p>To ensure the security and confidentiality of all such information.</p>
<b>Communications</b>	<p>To communicate effectively with the parents/carers of students as appropriate.</p> <p>Where appropriate, to communicate and co-operate with persons or bodies outside the College.</p> <p>To follow agreed policies for communications in the College.</p>
<b>Marketing and liaison</b>	<p>To take part in marketing and liaison activities such as open evenings, parents' evenings and liaison events with partner schools.</p> <p>To contribute to the development of effective subject links with external agencies.</p>
<b>Management of resources</b>	<p>To contribute to the process of the ordering and allocation of equipment and materials.</p> <p>To assist the Head of Department to identify resource needs and to contribute to the efficient / effective use of physical resources.</p> <p>To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the College, Department and the students.</p>
<b>Pastoral care</b>	<p>To take responsibility for a group of students whether as form tutor, mentor or co-mentor.</p> <p>To play a full part in ensuring that there is a calm, orderly environment in and outside the classroom.</p> <p>To promote the general progress and well-being of individual students and class groups as a whole.</p> <p>To treat all students with respect.</p>
<b>Teaching</b>	<p>To undertake a designated programme of teaching.</p> <p>To ensure a high-quality learning experience for students which meets internal and external quality standards.</p> <p>To teach students according to their educational needs, including the setting and marking of work carried out by the students in school and elsewhere.</p> <p>To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</p> <p>To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</p> <p>To ensure that literacy, numeracy and school subject specialisms are reflected in the teaching / learning experience of students.</p> <p>To ensure that students have the opportunity to further their experience of IT within the subject area and to assess their competence</p>

	<p>and progress with this skill set.</p> <p>To prepare and update subject materials.</p> <p>To use a variety of delivery methods which stimulate learning appropriate to student needs and demands of the syllabus.</p> <p>To maintain discipline in accordance with the College's procedures, and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.</p> <p>To undertake assessment of students as requested by external examination bodies, departmental and College procedures.</p> <p>To mark, grade and give written /verbal and diagnostic feedback as required.</p> <p>To contribute to the development, promotion and active use of the College's learning platform.</p>
<p><b>Other specific duties</b></p>	<p>To undertake duties according to the rota and discharge the responsibility proactively.</p> <p>To contribute to good order across the College by responding proactively where there is a cause for concern.</p> <p>To play a full part in the life of the school community.</p> <p>To support its aims and values and to encourage staff and students to follow this example.</p> <p>To promote actively the College's policies.</p> <p>To attend staff briefings and staff meetings.</p> <p>To continue personal development as agreed.</p> <p>To comply with the College's Health and Safety Policy and undertake risk assessments as appropriate.</p> <p>To undertake any other duties as specified in the STP&amp;CD not mentioned in the above.</p>

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. The job description may be modified by the Principal, in consultation with you, to reflect or anticipate changes in the role, commensurate with the salary and job title.

*The successful candidate will be required to undertake an Enhanced Disclosure via the Disclosure Barring Service (DBS). This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be considered when they are relevant to the post.*

## Person Specification: **Teacher of Drama**

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment.



<b>Education</b>	<b>Essential/ Desirable</b>	<b>Application/ Interview/ Reference</b>
Good honours degree in Drama or equivalent	E	A
PGCE or recognised teaching qualification	E	A
GCSE grade C or higher in Maths and English	E	A

<b>Experience</b>	<b>Essential/ Desirable</b>	<b>Application/ Interview/ Reference</b>
Recent experience of teaching Drama to at least GCSE or equivalent level	E	A/I/R
Experience of teaching other subjects	D	A/I/R
Experience of involvement in extra-curricular activities	D	A/I/R
Evidence of the successful use of ICT within teaching and learning	E	I
Evidence of ability to develop positive and effective relationships with students, staff, governors, parents/carers and other stakeholders	E	I/R

<b>Professional Qualities</b>	<b>Essential/ Desirable</b>	<b>Application/ Interview/ Reference</b>
An excellent communicator who is able to work effectively with students, parents, colleagues and outside agencies	E	A/I/R
Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students	E	A/I/R
Ability to establish productive working relationships and work well in a team	E	A/I/R
Has excellent subject knowledge and is aware of best practice in teaching Drama	E	A/I/R
An excellent communicator, both orally and in writing	E	A/I/R
Commitment to the promotion of equal opportunities for all	E	I
Evidence of a commitment to the safeguarding of all young people	E	A/I/R
An awareness of new technologies, their use and impact	D	I

<b>Personal Qualities</b>	<b>Essential/ Desirable</b>	<b>Application/ Interview/ Reference</b>
Approachable, friendly and patient	E	I/R
Good humour and an ability to maintain perspective	D	I/R
Able to prioritise and meet deadlines	E	A/I/R
A liking and respect for young people	E	I/R
Appropriate professional relationship with colleagues, parents and children	E	I/R
High level of integrity, honesty and fairness	E	I/R
Demonstrate personal enthusiasm for the learning process	E	I

<b>Teaching &amp; Learning</b>	<b>Essential/ Desirable</b>	<b>Application/ Interview/ Reference</b>
Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent student outcomes	E	I/R
Excellent use of enquiry-based strategies in teaching and learning within the classroom	E	I
A commitment to ensuring high quality curriculum enrichment and extra-curricular opportunities	E	A/I
A personal commitment to the continuing development of teaching skills in order to have a positive impact on student outcomes	E	A/I

## Application instructions/information



### Recruitment incentives

- A friendly, community environment.
- Free membership of the College's Fitness Suite.
- Cycle to work scheme.
- A school laptop issued to all teaching staff.
- Access to free parking on site.
- Access to an [employee assistance scheme](#).
- A commitment to supporting healthy staff workload and wellbeing.
- Access to staffroom with free tea and coffee.

### How to apply

1. Complete the application form. This is available to download from our [website](#). **CVs will not be accepted.**
2. Write a letter of application to the Principal, Helena Marsh, of no more than two sides of A4. Please make reference to the person specification and job description and explain how your knowledge, skills, values and attributes make you well-suited to this role at Linton Village College.
3. Send your completed application form and letter to Human Resources, no later than **9.00am on Monday 10<sup>th</sup> October 2022** to [humanresources@lintonvc.org](mailto:humanresources@lintonvc.org). Please include the vacancy job title in the subject line and attach your application form and letter. Please do not send hyperlinks or other file formats.
4. References will normally be taken up for shortlisted candidates prior to the interview date. If you specifically indicate that you do not give consent to contact a referee prior to interview then the reference will only be taken up if you are successful at interview.
5. Please read our privacy notice for job applicants and our recruitment and selection policy on our [vacancies](#) page.
6. If you have any queries about the application process please contact Human Resources ([humanresources@lintonvc.org](mailto:humanresources@lintonvc.org)).

### Find us

Directions to the College can be found [here](#).

### Ofsted

Read our most recent [Ofsted report](#).

### Professional development

Linton Village College is a member of the [Anglian Learning](#) multi academy trust and [Anglian Gateway Teaching School](#).

## Accompanying documentation

The College is committed to the safeguarding of children and young people. If you are invited to interview, you will be asked to provide the following:

- a completed disclosure of criminal convictions form;
- details of any child protection investigation that you may have been subject to;
- notification of any relationship with any pupil, employee, governor or trustee;
- evidence of your right to work in the UK;
- confirmation that, if appointed, you will provide documentation to allow a DBS check to be undertaken;
- original qualifications certificates, and
- a signed and dated hard copy of your application form and covering letter if you originally submitted them via email.

Full details of the documents required will be sent with your invitation to interview.

*In line with Keeping Children Safe In Education 2022 (clause 220) all applicants progressed to interview and assessment within Anglian Learning will be subject to online checks when shortlisted to a role. This check will be taken by the HR representative managing the recruitment following the shortlisting of applicants.*

**Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and staff in regulated activity will be subject to an Enhanced DBS Check and a barred list check. Certificates of Good Conduct and other checks may be requested if applicable.**

**This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org)**

**We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered.**

