



Beacon Academy

Ambitious for excellence in all we do

HEAD OF DRAMA MATERNITY COVER

Information for applicants
May 2022

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Letter from our Headteacher

Post of Head of Drama

Due the maternity leave of our current Head of Department, we are seeking applications from dedicated and hardworking professionals with a desire to work in an extremely successful, happy, well-resourced, exceptional non-selective 11-18 Academy. The role will be to lead Drama from Key Stage 3 through to Key Stage 5. This will be fixed term post until February 2023 in the first instance.

We are looking for applicants who will strive to make a substantial difference to the lives of our students, our school and the wider community. The successful candidate must be experienced, enthusiastic and self-motivated, with strong organisational skills, and ready to play a significant role as Head of Drama.

Context

We are a split site, semi-rural, mixed 11-18 non-selective converter academy with approximately 1520 students, including over 220 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells.

Our catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. We are an oversubscribed school. We draw students from more than 10 primary schools in Crowborough and the surrounding areas. We also attract applications from an increasing number of students outside of our catchment area, however, due to our oversubscription we are generally only able to offer places to those within our pre-defined community area.

Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.



Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations and standards, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

In 2019 we were immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history, and we found ourselves once again significantly above county and national averages. These results placed Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

Exam Success (last published results 2019 due to COVID)

As confirmed by the Department for Education's national league tables, in 2019 Beacon Academy was the number one school in East Sussex for the third year running under the headline Progress 8 measure, in first place in Sussex overall and in the top 1.8% of all schools nationwide.

Progress 8 is the Government's main performance measure, and reflects the value that schools add to the progress of their students in respect of their final GCSE grades, compared to that of their peers of similar prior ability across the country.

In 2019 our Progress 8 score was 0.97. As a non-selective, non-denominational, non-fee-paying school, we are immensely proud and delighted to have received this confirmation, once again, of our high-ranking position. We are in an esteemed group of 6% of schools nationally who are now categorised as 'well above average' for two years in a row. There are approximately 25 schools nationally who have been above us for each of the last three years (0.7% of all schools). As ever, this is a reflection of our vision and our determination to consistently provide the best possible education for all of our students, and to become an exceptional school for our community, both locally and nationally.

We are incredibly proud of our Sixth Form students. Amidst significant national changes to the structure and content of A Levels, they have achieved some excellent results and 94% of those who applied to university were accepted at their first choice institution.

Our results for 2019 show an increase in all A Level and GCSE attainment measures. Please note that due to the pandemic, we are not able to publish our 2020 results, however we would have continued and sustained our upward trajectory for both our GCSE and A Level outcomes.

To apply

Once again, thank you for your interest in the post of Head of Drama. Further details are provided in this pack on how to apply for this role. Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

If you wish to have an opportunity to discuss this post informally, please contact Holly Taylor, HR Manager on 01892 603000, or email h.taylor@beacon-academy.org.

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Headteacher



The Drama Department

We are seeking an enthusiastic and innovative drama specialist who will enjoy the challenge of developing and promoting drama across the curriculum. The successful teacher should be willing to extend our extra curricula programme through involvement in the Beacon Youth Theatre and Backstage Club and by supporting, or leading, events within the year.

The Drama Department at Beacon Academy is a busy and thriving department which plays an integral part together with other dynamic Performing Arts subjects. Drama is a discrete subject in all years and is a well-established part of the school curriculum. We are excellently positioned next to the dance and music rooms and enjoy the benefits of having a modern, purpose built drama studio, changing facilities and a sound and lighting technician.

Drama is a popular GCSE option choice with consistently good examination results using the Edexcel Syllabus. Key Stage 5 recruitment has been small but of high quality, with consistently good examination results using the Edexcel Syllabus, which follow on from the GCSE curriculum. At Key Stage 3 students enjoy Drama as a discrete subject; this is on rotation alongside music where students rotate between the two subjects with the term time.

Production and performance work are strengths of the Department. In recent years we have participated in the Shakespeare Schools Festival and performed whole school musicals such as Aladdin jnr. Our very popular Youth Theatre performed a Greek Myth series in February before lockdown; and we have currently had students writing their own play for the next performance. The department works closely with the music department especially at Christmas when putting together the school Christmas Service.

Regular theatre visits are organised to Brighton and London for students. Where possible we see a live performance once a year with both KS4 and 5; often linking this to practitioners studied on the courses such as Frantic Assembly.

Departmental Staffing Structure	Head of Department – Miss Annie Wallace Teacher – Mrs Laura Marshall Teacher- Miss Lorna Miller
Curriculum	Key Stage 5: Edexcel: Drama and Theatre Studies A level Key Stage 4: Edexcel: Drama GCSE
2019 Results KS4 & KS5	KS4: 88% Grade 5 or above KS5: 60% Grade C or above Results since have been higher but due to TAGS and CAGS these are not reflected in observed Grades.
Facilities	Drama Studio at both main site and sixth form. Lighting and sound equipment is on both sites. Staging on both sites.
Resources	Drama Technician- who will assist with GCSE and A level design student for sound, lighting and set design.
Key areas for development	For the past two years due to restrictions we have been unable to run a youth theatre club or put on whole school performances, this is something we are focusing for this current year to re-establish.



Job Description

JOB TITLE:	HEAD OF DRAMA
JOB PURPOSE:	To lead a department using data to ensure student progress meets academy targets. To lead all staff within the department ensuring accountability for student development and providing appropriate CPD opportunities.
ACCOUNTABLE TO:	Assistant Headteacher
ACCOUNTABLE FOR:	All staff who teach and provide support within the subject area

KEY ACCOUNTABILITIES	KEY TASKS
The Leadership and Management of Progress	<ul style="list-style-type: none"> To develop teaching and learning so that it provides a personalised and sustainable curriculum and has a positive impact on student progress To be accountable for the progress of all students within the subject area, ensuring that good progress is made and targets are met. To ensure that the experience of all students in the subject area is enriching and relevant to their learning. To provide regular feedback for staff, through lesson observations, drop ins, book sampling, and mark book checks, in a way which recognises good practice and provides appropriate development opportunities. To ensure that all academy policies are implemented and embedded within the department
The Leadership of People	<ul style="list-style-type: none"> To provide effective and relevant professional development opportunities for all staff within the department, especially those that are newly qualified and at an early stage of their careers, that has a positive impact on their teaching. Understand and make full use of performance management, and lesson observations to encourage, challenge and support improvements in teaching To regularly review the standards of teaching and learning within the department to ensure all staff are meeting minimum standards. To hold all staff to account for the progress of the students they teach, ensuring it meets academy targets. To lead the department to meet the academy's objectives.



Job Description continued

KEY ACCOUNTABILITIES	KEY TASKS
The Leadership of Policy	<ul style="list-style-type: none">• To ensure that all academy policies are implemented and embedded within the department.• To ensure that the academy's behaviour and inclusion policies are implemented and embedded.
The Management of Resources	<ul style="list-style-type: none">• To oversee and evaluate the subject budget allocation to ensure it is spent in line with subject learning priorities and best value principles.• To ensure that all resources are purchased in line with academy financial policies.
Communications	<ul style="list-style-type: none">• To ensure that SLT are regularly updated about the subject area, including successes, issues and concerns in relation to both student achievement and professional developments needs of the staff.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.



Person Specification

ESSENTIAL	DESIRABLE
<p>Qualifications</p> <ul style="list-style-type: none"> Graduate & Qualified teacher Strong academic background 	<p>Qualifications</p> <ul style="list-style-type: none"> Evidence of commitment to professional development
<p>Experience</p> <ul style="list-style-type: none"> Secondary teaching experience or practice across both Key Stage 4 and 5 An excellent practitioner with the drive and ambition to develop further Excellent knowledge of assessment strategies and their effective implementation 	<p>Experience</p> <ul style="list-style-type: none"> Teaching students across prior attainment bands in a large comprehensive school Experience of working in an impact led data driven culture Sees this as a post to further promotion Experience of teaching the most able at Key Stage 3, 4 and 5 Experience of utilising both Apple and Microsoft programmes to develop engaging lessons
<p>Philosophy Commitment to:</p> <ul style="list-style-type: none"> The principle that 'The Children come first' Working collaboratively with other team members to develop pedagogy Equality of opportunity The responsibility of contributing to whole team effort 	<p>Philosophy</p> <ul style="list-style-type: none"> An understanding of Academy status Consistently good teaching with examples of developing outstanding practise. An understanding of Drama as part of the whole curriculum
<p>Skills You will need to:</p> <ul style="list-style-type: none"> Be an effective Teacher Be an effective Communicator Have strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre') 	
<p>Personal Qualities</p> <p>We will look for evidence of personal qualities such as vision, a team player, initiative, solution focused, energy, self-motivation, resilience and a sense of humour!</p>	





Staff Testimonials

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting-edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Senior Deputy Headteacher

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Teacher of Mathematics



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Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form.
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2021.

Further information can be found on our website.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

