



Welcome to our Trust

Head of Drama
Recruitment Pack
Sawston Village College



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Welcome to Anglian Learning

Thank you for your interest in the position of Head of Drama role.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact HR team at hrrhub2@anglianlearning.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

3

counties

22

academies

About Sawston Village College



Thank you very much for your interest in a position at Sawston Village College. We hope the information in this pack will encourage you to apply.

Sawston Village College is a highly successful and welcoming 11–16 academy where pupils are at the centre of all that we do. We work collaboratively to provide a positive, safe and calm learning environment in which all pupils can thrive.

The College was named the State 11–16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Our focus is the achievement and wellbeing of our 1,198 pupils within a culture based on community, ambition, respect and endeavour.

In 2025, the College achieved outcomes above national averages, including 61% gaining grade 5+ in English and Maths, 37% at grade 7 or above across all subjects and a positive P8 score, with pupils progressing successfully to their preferred post-16 pathways.

This success is based on a firm belief that all pupils, whatever their background or ability, can achieve their potential. We are determined to recruit, develop and retain excellent staff through high-quality professional development and a caring, supportive culture. As noted by our Ofsted report in May 2023, Sawston Village College is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach.

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

Mr Jonathan Russell
Principal



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact HR team at hrhub2@anglianlearning.org

Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



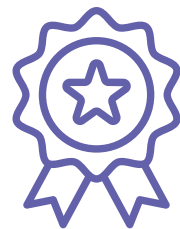
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

We are now seeking to appoint an enthusiastic and ambitious Head of Drama to join us in September 2026 or January 2027. Drama is highly regarded at Sawston Village College with dynamic and high performing groups at GCSE and a flourishing programme of clubs, trips and productions.

The position is an exciting opportunity for an excellent practitioner and creative leader, with vision and passion for the subject, to build on this success and contribute to the valuable role it plays in the overall personal development of our young people. We are also looking forward to the completion of a new Performing Arts base which is being significantly updated as part of current site development; this will complement the existing Drama Studio and Main Hall.

The Drama Department

Vision Statement

Drama embodies the power of communication: the preservation of oral speech; story-telling; empathy; and an understanding of others' life-stories, across cultures and throughout time. It encourages a recognition of the self and how individuals conduct their different selves in different environments and in different roles. The studio is a stage on which to play, create, explore, experiment and learn. It can send our pupils out into the world with insight, perception, curiosity and tolerance.

Ambition for our pupils

First and foremost, our aim is to equip pupils with a set of skills to communicate a role (voice, physicality, expression, language and emotional awareness). Through self-reflection, peer review, group work and engagement with texts and the voices of others, we hope to raise their self-awareness and broaden their cultural horizons. They need to appreciate the power of every action that they take and every line that they deliver; to recognise that they will always have an 'audience' that will observe, reflect and feel as a result of their actions.



Drama Department Continued...

The structure of our curriculum

Drama is popular at SVC and all pupils have one taught hour a week throughout Years 7, 8 and 9. We have a strong uptake for GCSE Drama, with a current Year 10 and 11 cohort of 62 pupils. Many of our Year 11s go on to take A-Level Theatre as a post-16 choice and we provide a wealth of enrichment opportunities throughout the year, including NT Connections, Shakespeare Schools Festival, a summer Shakespeare 'play in a week' Arts collaboration, and a larger scale production for the summer term. We run Drama clubs every lunchtime; offer LAMDA tuition as a co-curricular option and we take our pupils to several productions.

The programme of study is structured around the development of five core performance skills:

1. Voice
2. Physicality
3. Expression
4. Language
5. Emotional Awareness.

In addition, pupils learn how to interpret and develop scripts / texts.

Job Description

Head of Drama



SALARY:	Teacher Main/Upper Pay Scale (£32,916 - £51,048 FTE per annum) plus TLR 2.2 (£4,798 per annum)
HOURS:	Full time
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at Sawston Village College but may be asked to work across the Trust and to travel between sites
RESPONSIBLE TO:	Deputy Principal

MAIN RESPONSIBILITIES:

Head of Department (TLR 2.2)

Responsible for Leading and Managing

- Lead and manage the department
- Lead and manage the development of the department
- Lead and manage review of the department and any identified areas for improvement
- Maintain and develop a shared ethos, positive and professional culture, vision and ambition for the department
- Act as a role model for excellent classroom practice and maintain and share personal subject knowledge and pedagogical expertise
- Provide leadership, management, support and professional development (including appraisal) of staff within the department, promoting best practice and consistency
- Ensure staff wellbeing and workload are considered in department developments, policy and practice
- Ensure that the subject/area meets inspection, curriculum and statutory requirements including safeguarding, health and safety (including risk assessments) and GDPR
- Allocate and manage resources (staff, budget, materials) to support effective delivery and value for money
- Contribute to the strategic development of the College, helping to develop, implement and evaluate systems, policies and procedures
- Actively promote the College, attend meetings and events as required and liaise with outside agencies to support the delivery of the school's aims
- Maintain a presence around the College site to ensure that the highest standards of behaviour are upheld, supporting and contributing to the operational needs of the school as required
- Evolve and develop personal leadership skills, contributing to and leading whole school initiatives as appropriate

Job Description Continued...

Responsible for Curriculum

- Ensure the curriculum is suitable for the full range of pupils, including those with Special Educational Needs and those disadvantaged in line with the school's policies and the Anglian Learning Frameworks
- Ensure the curriculum is appropriately broad, balanced, relevant, ambitious, inspiring, well sequenced, accessible, inclusive and takes into account British values
- Ensure the intent and implementation of the curriculum leads to appropriate progress and successful outcomes for all pupils
- Ensure digital technology is used effectively and appropriately
- Promote CEIAG opportunities and information relevant to the subject
- Provide extra-curricular opportunities and curriculum enrichment to broaden pupils' cultural experiences and promote wider personal development

Responsible for Assessment, Recording and Reporting

- Ensure all relevant subject examinations are administered in accordance with JCQ regulations including implementation of subject access arrangements
- Ensure assessment is robust, effective and leads to improvement in attainment and progress for all pupils
- Keep accurate assessment and progress records for all pupils, enabling timely and purposeful reports for parents, pupils and school leadership
- Maintain oversight of assessment, intervention and data-driven approaches for the department

Responsible for working with Stakeholders

- Liaise with primary schools and post-16/18 providers to ensure effective curriculum transition and partnership
- Contribute to school-wide improvement strategies and initiatives, linking the department to wider priorities
- Act as the main link for the subject/area with senior leadership, governors/trustees, external agencies and stakeholders, including parents
- Engage with AL Subject Improvement Networks and Trustwide initiatives relevant to the department
- Develop, maintain and promote strong partnerships with parents and other stakeholders to support teaching and learning standards
- Manage parental complaints and concerns, respond to Subject Access Requests and Freedom of Information requests

Responsible for Quality Assurance

- Monitor, evaluate and report on the quality of teaching and learning, progress and outcomes within the area of responsibility
- Maintain and act upon accurate self-evaluation of the department's performance through rigorous quality assurance
- Keep up-to-date with latest expectations, best practices and debates in relation to the areas of responsibility, eg internal CPD and external providers, exam boards, subject associations etc.

Job Description Continued...

Responsible for Pupil Behaviour, Support and Intervention

- Lead and coordinate departmental intervention programmes
- Maintain a productive and inspiring learning environment in which pupils are ready, respectful and safe
- Foster a positive climate for learning based on the principles of positive regard, instilling a sense of pride, worth and achievement
- Ensure high behaviour for learning standards in line with the Code of Conduct and support colleagues to develop behaviour management skills
- Support colleagues with classroom and behaviour management
- Promote and maintain the school's child protection and safeguarding policies and procedures at all times
- Lead and coordinate departmental behaviour management systems
- Oversee the support the wellbeing and personal development of pupils within the subject including through the use of data tracking, pupil engagement and parental engagement

Additional Responsibilities

- Lead at least 2 full departmental meetings per term; maintain minutes and action plans
- Lead quality assurance which may include learning walks, book looks, pupil voice, staff voice, surveys, etc.
- Create, implement and review Department Improvement Plan
- Analyse assessment data for subject across key stages and plan interventions/additional support
- Conduct lesson observations
- Conduct appraisal meetings and complete appraisal documentation
- Mentor, support and induct new staff
- Ensure continuing professional development (CPD) programme for department team, allocate roles and monitor impact
- Set cover and manage all essential tasks
- Engage with role-specific CPD opportunities (e.g. engagement with subject/phase communities, reading journals, attending webinars, external courses as budgets allow)
- Complete health and safety documentation and maintain safe working practices
- Support recruitment processes of department appointments

Teacher of Drama

Teaching and Learning

- Deliver a broad, balanced, relevant and differentiated curriculum in line with the National Curriculum, examination specifications and departmental schemes of work.
- Plan and prepare lessons that meet pupils' educational needs and facilitate high-quality learning experiences.
- Use a range of effective teaching and assessment strategies to engage, challenge and support all pupils in achieving their individual potential.
- Monitor, assess and support pupils' progress, attainment and development, using assessment information to inform teaching and learning.
- Contribute to raising standards of pupil attainment and achievement across the school.
- Promote high standards of behaviour, attendance, punctuality, work and homework in line with school policies and procedures.
- Support pupils' personal, social and academic development and contribute to their overall wellbeing.
- Work collaboratively with colleagues to develop and improve curriculum provision, teaching and learning.

Job Description Continued...

Assessment, Tracking and Reporting

- Assess, record and report on pupils' attendance, progress, development and attainment in accordance with school and examination board requirements.
- Maintain accurate and up-to-date records, including registers, assessment data and other required documentation.
- Provide timely, clear and constructive feedback to pupils and parents/carers to support progress and achievement.

Curriculum and Departmental Contribution

- Contribute positively to the development of the department through curriculum planning, schemes of work, resources and teaching strategies.
- Support the implementation of departmental and whole-school improvement priorities.
- Contribute to the monitoring, evaluation and continuous improvement of curriculum provision and outcomes.

Pastoral Care and Pupil Wellbeing

- Take responsibility for a designated group of pupils as a tutor or learning mentor.
- Promote pupils' personal development, wellbeing, attendance and progress.
- Contribute to a calm, orderly and respectful learning environment and maintain positive professional relationships with pupils at all times.

Professional Responsibilities and Development

- Participate fully in the school's appraisal process and professional development programme.
- Maintain and develop subject knowledge, pedagogical expertise and wider educational practice.
- Work collaboratively with colleagues and contribute positively to effective professional relationships across the school.

Communication, Safeguarding and Wider Contribution

- Communicate effectively with parents/carers and external agencies, in line with school policies and procedures.
- Safeguard and promote the welfare of children, complying with safeguarding, health and safety, confidentiality and data protection requirements.
- Contribute to duties, events, meetings and activities that support the wider life of the school.
- Undertake any other duties reasonably required in accordance with the School Teachers' Pay and Conditions Document (STPCD).

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.

This job description is current at the date shown but, in consultation with you, may be changed by the principal to reflect or anticipate changes in the job commensurate with the grade and job title.

Qualifications and Training

Essential:

- Qualified Teacher Status (QTS)
- Good honours degree in relevant subject
- Grade C/5 or above in English and Maths GCSE or its equivalent

Desirable:

- Postgraduate qualification (e.g. NPQ) or other training in education leadership, subject specialism, teacher development (including ITT or ECT mentoring)

Experience

Essential:

- Recent experience of teaching Drama to at least GCSE (or equivalent) level
- Experience of involvement in extracurricular Drama activities
- Experience of coaching, mentoring or developing colleagues to improve teaching and learning.
- Evidence of securing excellent outcomes for students through high-quality teaching and learning.
- Experience of working collaboratively with colleagues to support school improvement and student achievement.

Desirable:

- Experience of leading curriculum development across KS3 and KS4.
- Experience of budget management.
- Experience undertaking relevant QA activities (e.g. lesson observations, data analysis, work scrutiny, pupil voice, stakeholder surveying).
- Experience of leading others.

Personal Qualities

Essential:

- Reflective and analytical approach to professional practice and development
- High level of integrity, honesty and fairness
- A liking and respect for young people
- Approachable, friendly and patient

Desirable:

- Good sense of humour

Skills and Knowledge

Essential

- Excellent teaching, pastoral and behaviour management skills, leading to strong student outcomes.
- Strong data literacy, with the ability to interpret assessment information and use it to inform curriculum development, target interventions and raise attainment.
- Reflective and analytical approach to professional practice, including a commitment to ongoing professional growth.
- Excellent organisational, communication and interpersonal skills, with the ability to meet deadlines.
- Ability to establish productive working relationships and contribute effectively as part of a team.
- Commitment to high standards, continuous improvement and educational excellence.
- Integrity, honesty and fairness, with a commitment to equality, diversity and inclusion.
- A genuine respect for and commitment to supporting young people.
- Knowledge and understanding of curriculum development and improvement across Key Stages 3 and 4.

Desirable

- Evidence of engagement with relevant professional development opportunities and professional communities (e.g. subject associations, NPQs, HEIs, Chartered College of Teaching).

How to apply

Dates

CLOSING DATE: Wednesday 24th June at midnight

INTERVIEW DATES: Friday 3rd July 2026

START DATE: September 2026 or January 2027, subject to pre-employment checks

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Head of Drama role and meet the person specification we invite you to apply for this exciting opportunity via our [Recruitment Link](#)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via Hrhub2@anglianlearning.org

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 and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

Anglian Learning
Lode Road
Bottisham
Cambridge
CB25 9DL

PHONE: 01223 340340

EMAIL: hr@anglianlearning.org

WEBSITE: www.anglianlearning.org

SOCIAL MEDIA:

