



THE ARNEWOOD SCHOOL
AMBITION | SUCCESS | TOGETHER

Head of Drama

Application pack





Thank you for your interest in joining the team at The Arnewood School. We are part of The Gryphon Trust, a small trust with big ambitions serving the local community around New Milton and The New Forest in Hampshire.

Strong relationships are at the heart of all that we do and, as a result, The Arnewood School is a wonderful place for our students to grow and learn. We take great pride in fostering a calm, supportive, and inclusive environment where strong, positive relationships among students, staff, and parents are nurtured and valued.

At Arnewood students are seen and celebrated and not just a face in the crowd. The teaching and learning experience in the classroom is built on a real understanding of who the students are, and what they need to succeed. We are forward thinking and progressive in relation to educational approaches; giving our caring, passionate staff the tools they need to deliver high quality learning experiences every lesson, every day.

Our core values are Ambition, Success, Together. Ultimately, we are dedicated to offering the best possible education. We strive to set all members of our community on their path to happy and successful futures.

This is an exciting opportunity to work within an energetic and determined team as we continue in the next stage of the school's development. The successful candidate will be a team player, who can motivate and inspire all key stakeholders. You will have high expectations for all, an ambition to drive change and above all else believe in young people's futures.

You would be joining a body of dedicated and passionate staff who are highly driven to deliver the best possible provision to our students, to help them all overcome their personal challenges, to ensure all doors remain open to them, and to empower them to achieve their dreams. We have a stimulating and enriching curriculum and our celebration of personal success and individual talents, students acquire skills of leadership and teamwork, become confident and enthusiastic learners, develop varied sporting, creative and academic talents, and are thoughtful and valuable citizens.

We are very proud of our school, our students and the community that we serve. It is an exciting time for Arnewood and I would welcome you to become part of it.

The information contained in this pack is designed to provide you with the key information you will require in applying for the post. However, if you have any questions or would like to arrange an informal visit, please telephone Lindsey Harper on 01425 625405 or email l.harper@arnewood.hants.sch.uk

Our application form can be downloaded from the school website - www.arnewood.hants.sch.uk/vacancies

Information for Applicants

Job Title: Head of Drama

Salary	M1 to UPS3 + TLR2a
Employment	Permanent, full time
Commencing	September 2025

Benefits

- A leadership team that values staff wellbeing and development.
- **two week October half term** to support staff wellbeing.
- **wellbeing package** through [Education Support](#) – offering 24/7 helpline and additional support for staff and their families.
- [Walkthrus](#) coaching within departments.
- Teachers pension scheme.
- Tracking national **teachers pay and conditions**.
- **Cycle to work scheme**
- **Reduced gym membership** at neighbouring leisure centre (shared site).
- the opportunity to be integral to drive school improvement
- a wide range of professional opportunities, including **middle leadership development training, mentoring**, external and internal CPD courses.
- opportunities to be part of our excellent **ECT, ITT and SCITT mentoring team**.
- opportunities to contribute to the **whole school teaching and learning team**.
- being a part of a **supportive, committed and experienced** staff
- **mentoring** for all new staff.

Core Purpose

To lead the Drama Department effectively, ensuring high standards of teaching, learning, and student outcomes across all key stages.

To inspire a culture of confidence, resilience, and excellence through exceptional curriculum delivery and rich performance opportunities, while meeting our values of ambition, success, and together.

Contractual

All post holders are expected to carry out the duties of a school teacher compliant with the Teachers' Pay and Conditions document, Teachers' Standards, and Academies Handbook.



Our Values: Ambition | Success | Together

The Arnewood School is seeking a dynamic, inspirational and experienced **Head of Drama** to lead a thriving, high-performing department that plays a central role in the cultural life of the school. The Drama Department enjoys outstanding success, with excellent uptake at both **GCSE and A Level**, and we are excited to introduce **BTEC Performing Arts** at Key Stage 5 from September 2025.

Our provision includes a rich extra-curricular programme, with large-scale annual productions involving over 150 students, regular theatre visits for all year groups, and workshops with industry professionals. This year, we were one of just 11 schools nationally awarded the rights to perform the full version of Frozen, reflecting the excellence and ambition of the department.

The successful candidate will lead an enthusiastic team, modelling excellent teaching, nurturing student creativity, and maintaining a vibrant extra-curricular offer. This is an exciting opportunity for a passionate leader who shares our commitment to high standards, inclusive practice, and broad educational experiences.

Key Responsibilities

1. Teaching and Learning

- Plan and deliver high-quality lessons using the principles of the science of learning and the Walkthrus' platform
- Ensure curriculum coverage, continuity and progression for all learners, preparing students for internal and external examinations.
- Use assessment effectively to track student progress and identify areas for intervention.
- Set and mark home learning in line with school policy.
- Use classroom routines and the Arnewood relational policy to foster a calm, respectful learning environment.
- Foster positive, professional relationships with students built on respect and mutual high expectations.

2. Leadership and Management (TLR Responsibilities)

- Provide strong, inspirational leadership that embodies the school's values of Ambition, Success, Together.
- Drive a clear vision for Drama, promoting innovation and maintaining high standards across the department.

- Undertake regular departmental evaluation through data analysis, student voice, lesson observations, and work scrutiny to inform improvement planning.
- Develop and maintain schemes of learning, home learning provision, assessment schedules and curriculum documentation.
- Oversee departmental meetings with published agendas and accurate minutes.
- Manage departmental budgets and ensure safe use of resources with up-to-date risk assessments.
- Work with SLT to ensure appropriate staffing, rooming, and curriculum blocking.
- Lead recruitment and induction for new departmental staff, and support ongoing CPD and performance development reviews .
- Collaborate closely with the Music department to run successful school productions and celebrate the Performing Arts.

3. Curriculum Development

- Select and implement appropriate qualifications (GCSE, A Level, BTEC) with a clear rationale and progression model.
- Ensure a broad, balanced and culturally rich curriculum that supports SMSC and students' personal, learning and thinking skills.
- Promote literacy, extended writing, and oracy through the curriculum.
- Include opportunities to experience live theatre and engage with practitioners to broaden students' industry understanding.
- Maintain curriculum adaptability to meet the needs of SEND, EAL, most able, and disadvantaged students.

4. Data, Assessment and Progress

- Lead on data-driven instruction, using assessment outcomes to adapt planning, pace and intervention.
- Set aspirational targets and ensure regular data review meetings take place within the department.
- Use data insights to inform teaching strategies, classroom groupings, and curriculum interventions.

5. Pastoral Responsibilities

- Serve as a Form Tutor, supporting the holistic development of students.
- Take daily registers, monitor attendance and punctuality, and follow up concerns appropriately.
- Build positive relationships with parents and carers through consultations, reports, and open communication.
- Conduct academic mentoring and contribute to student well-being, personal development, and safeguarding as required.

6. Professional Development and Wider Contribution

- Engage actively in the school's Performance Management process.
- Lead by example through excellent classroom practice and a commitment to personal professional development.
- Attend and contribute to staff meetings and CPD within directed time.
- Support and reflect the ethos, mission, and values of the school in all aspects of your professional conduct.
- Promote the Drama department within the school and community through events, showcases, and communication.

Person Specification

Essential:

- Qualified teacher with QTS and strong academic background in Drama and/or Performing Arts.
- Proven track record of excellent classroom practice and student outcomes.
- Strong leadership and organisational skills.
- Ability to inspire and motivate students and staff.
- A commitment to inclusivity, enrichment and creative learning.

Desirable:

- Experience of teaching across KS3 to KS5.
- Experience of leading productions and performance projects.
- Knowledge of current educational developments, including curriculum and assessment reform.
- Familiarity with BTEC Performing Arts specifications.
- Experience and knowledge of teaching dance to a high standard

The Arnewood School Professional Culture

Our professional culture sets the tone for the way we interact with others.

- We are here for the children first – the “litmus test” for our decision-making is what is in the best interests of students, their families, and our community.
- We model the behaviour we expect from others including students.
- We praise and share the success of others above ourselves.
- We define problems and design possible solutions - we don't grumble and moan.
- In the face of adversity, we remember we are team players and colleagues will support us through good and bad.
- We are honest - we don't say one thing and think another.
- We only make commitments we intend to and are able to keep.
- We presume honourable motives.
- In conflict we talk directly and privately to the person with whom we share a problem - we don't gossip.
- We forgive and we move on.
- We give ourselves time to listen and think - we work hard and do not feel guilty if we take time for ourselves and friends and family.
- We teach with an “open door”.
- Our core business is teaching and learning – this is the priority.

Ethos and Values

Our mission is to work with our local community to provide a broad curriculum and creative approach to learning. We strive to do this through three key principles:

We encourage each and every child, and every staff member, to be the best they can be and to aim high in all that they do. We strive to be innovative and creative in encouraging all individuals in our community to find a passion, and to pursue it.



We nurture each child as an individual and encourage personal growth, curiosity and a love of learning. We look after the wellbeing of students and staff to enable everyone to enjoy and participate in school life and beyond.

Our school community is founded on mutual respect for all, with trust, honesty and integrity underpinning all that we do. The Arnewood School is a place where diversity is welcomed and everyone feels a sense of belonging, not just to our school community but also our wider local community.

