

**Chulmleigh College**  
Nothing but our best

# Head of Expressive Arts, including Teacher of Drama Candidate Pack

Closing date: Monday 24 February 10am

Interview date: Tuesday 4 March



**COMPASSION AMBITION TEAMWORK**



Welcome to Chulmleigh College and thank you for requesting this pack.

The successful candidate will be joining the College at a point where five years of growth has been stabilised and secured: with every year group fully subscribed. Our reputation across Devon is such that we are the chosen school for many families who live a great distance outside our designated transport area. This is because they like the way we operate as a school; valuing tradition and concentrating on ensuring pupils achieve highly and behave very well. Those visiting the school always comment on how well-mannered our pupils are.



Colleagues like this school because it is one in which they can concentrate on teaching the subject they love, as opposed to spending time dealing with difficult behaviour, poor resourcing or incongruent demands.

We are seeking to appoint an ambitious and highly qualified teacher with the vision and leadership skills to lead the development of the curriculum across Art, Textiles, Drama and Music. The successful candidate will manage all aspects of the Expressive Arts, ensuring continued growth and strong exam outcomes, within these subjects. The successful candidate will teach Drama in KS3 and KS4. We want a team player and someone who will work hard with others to raise standards further.

Our GCSE results are consistently amongst the best in the region, due to an approach beginning in Year 7, which is then applied consistently throughout the school. We follow the EBacc GCSE Curriculum for the overwhelming majority in Key Stage 4 and encourage our pupils to challenge themselves and achieve their full potential.

Good behaviour, hard work and excellent manners are at the heart of our school and we welcome applications from candidates who share our values and approach. This is a great school to teach in.

Michael Johnson  
Executive Headteacher Chulmleigh College  
CEO Chulmleigh Academy Trust



## We are looking for someone who:

- Has a clear and good understanding of current educational issues, theory and practice
- Is a highly qualified teacher
- Is a team player, tenacious and earns the respect of colleagues and pupils.
- Can demonstrate consistent and effective planning of lessons to meet pupils' differing learning.
- Has evidence of good classroom management skills.
- Has involvement and commitment to all aspects of school life.
- Has a willingness to learn and develop new skills.
- Can create a happy, creative and effective learning environment.
- Goes the extra mile.



Chulmleigh College is a successful and ambitious rural secondary school with a strong reputation for high standards. The progress of our pupils is consistently amongst the best in the region. In 2024 our Progress 8 Figure of +0.86 placed us in the top 5% of schools nationally.

The College was totally rebuilt a few years ago, with the completed buildings opening in 2017. Numbers have grown substantially in recent years, from 500 to the current roll of 750, and most year groups are oversubscribed; due to both our excellent reputation and the College's successful transport service, which brings in approximately 25% of our pupils from outside the school catchment area.

We aim to create ambition and inspiration and want our young people to achieve all that they can in a safe, caring and well-disciplined environment. We commit ourselves to providing a learning experience which ensures high challenge, inspires, and provides both the range of qualifications and the start in life which will last forever. We aim for our young people to have the foundation and independence they need to make the progress they are capable of, building resilience for their future lives.

As a school we value courtesy, hard work and respect, and set high standards of behaviour; promoting self-discipline, resilience, responsibility and working together as a community.

We offer a broad and rich curriculum, enhanced by excellent extra-curricular activities; our outdoor education in the form of Ten Tors and Duke of Edinburgh is particularly strong. As well as having high academic achievement, we also have a proud record in sport, music, drama and art.

Our pupils read an astonishing amount of literature and develop themselves by making the most of the array of opportunities available. This is all possible because teaching and support staff create the best opportunities for our pupils. We are very proud of our team, who work hard to make our school a happy place where we learn together in a formal, warm environment. We are also proud of the excellent relationships we have with our pupils, families and friends within the community.

Chulmleigh is a Saxon hilltop market town in North Devon, near the Mid Devon border. It lies near the banks of the Little River Dart, and is surrounded by rolling hills, woods and farmland. With Exmoor and the North Devon coast to its north, and Dartmoor and the city of Exeter to its south, Chulmleigh is in a beautiful part of the county and is easily accessible from all other areas.



## Our Values

### Compassion

Compassion is caring about others, behaving towards them with humanity, generosity, and concern, and caring about other people's struggles. It is a skill which has benefits; treating others with compassion means they are likely to treat you, and others, back in kind.

We recognise the uniqueness of each circumstance and every child in the Trust, liaising closely with families and work to show appropriate compassion for our pupils and community.

### Ambition

We work hard to help pupils develop a strong sense of ambition: the appetite for challenge and the determination to look beyond the horizon for inspiration. Whilst we recognise that children have different talents and abilities, we nevertheless expect each pupil to work hard and make significant and tangible progress. Our ultimate aim is to help them to achieve the best results possible, providing a wide range of options for their next stage in life.

### Teamwork

Teamwork is an essential communication and social skill and includes compromise, collective effort, active listening, effective speaking and providing support for a group. We encourage our pupils to learn how to listen and be independent, in order to perform their individual roles and function as a cohesive unit, and how to respectfully and confidently express their ideas and opinions effectively in a group setting.

Our shared goal is to ensure that pupils leave us not only with excellent exam results, but also with confidence, resilience and the ability to make their mark as young people heading out into the world.



Drama forms part of our Expressive Arts Department alongside Art and Design, Textiles and Music. Under the leadership of our outgoing Head of Expressive Arts, Ms Feasey, who retires at the end of this academic year, the department coordinates subject-specific programmes of study for each area, but with opportunities for collaboration and cross-curricular links across the three subjects. This approach has brought teaching staff together that would otherwise be working in isolation, offering support, challenge and opportunities for professional development.

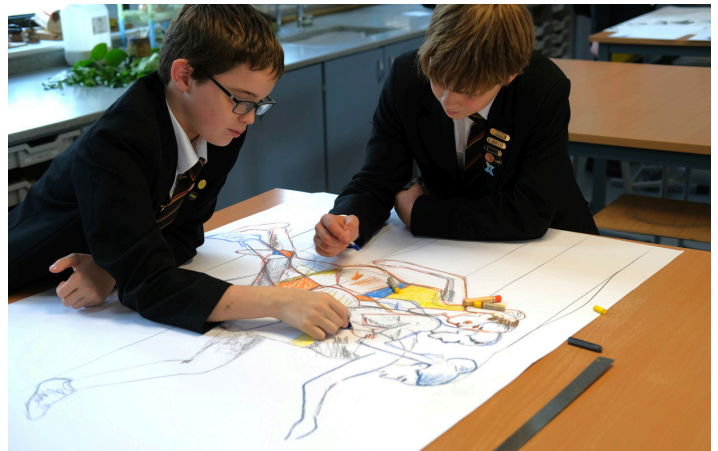
Each of the subjects within Expressive Arts, except Textiles, have a curriculum allocation of one hour per week in Key Stage 3. The uptake of GCSE Drama (Edexcel) is strong, with Art and Design, Textiles and Music also highly successful and offered at GCSE level. We have strong links with Primary schools in our Trust.

Each subject within the department is housed in spacious and bespoke buildings. In addition to the teaching staff, the department is supported by a technician allocation of 0.5 fte.

Examination outcomes in the Drama department have been consistently high: the Progress 8 Score in 2022 was 1.09, in 2023 the Progress 8 Score was 0.8 and the 2024 it was 1.73. The progress and performance of pupils within the Expressive Arts Department more widely is consistent with the high academic standards of the school as a whole.

There is a friendly and professional culture within the Expressive Arts department, with colleagues taking the opportunity to spend time together on a regular basis, to share ideas, support progress and to have a regular departmental lunch. The ethos of the department revolves around ambition for pupils, the creation of opportunities built on foundations of excellent relationships and passionate teaching.

We have a thriving extra-curricular culture, offering within Drama; LAMDA tuition, trips; workshops; clubs, open studio, visiting Dance and theatre events as promoters for local Arts organisation 'Beaford' and annual participation in the Shakespeare Schools Festival.





**Job Title: Head of Expressive Arts, including Teacher of Drama**  
**Status: Permanent (TLR2b - £5,644)**  
**Start Date: September 2025**

### Purpose Of The Role:

The Head of Expressive Arts will be expected to lead and co-ordinate all work in the curriculum relating to Art, Textiles, Music and Drama. Pupils follow a differentiated course based around the National Curriculum requirements. Candidates should be able to teach the full ability range. It is essential s/he is able to take a broad view of the curriculum and can lead the team in developing appropriate whole college policies. There is also an expectation regarding the development of the subject and related clubs and activities.

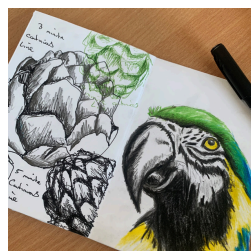
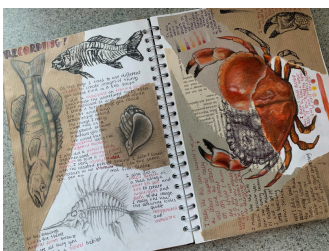
### Responsibility For:

The leadership of people, including pupils, teachers and ancillary staff; the management of curriculum development and implementation; and the management of resources, including equipment, accommodation and finances.

### Main Accountabilities

The Head of Expressive Arts should be a well-qualified teacher with a proven organisational ability and a good track record of curriculum development. S/he should be committed to developing the College's provision for study in the subject area and be able to respond effectively to current issues concerning the curriculum, development and teaching and learning.

- Maintain a positive ethos within the curriculum area, which values each individual and contributes to a learning community.
- Development of teachers' skills and professional qualities.
- Management of curriculum opportunities for pupils of all abilities, aptitudes and interests.
- Management of resources - human, physical and financial, including those from sources other than from the School Budget Share.





## Main Tasks

The Head of Expressive Arts will undertake his/her duties in accordance with the School Teachers Pay and Conditions Documentation and is responsible to the Executive Headteacher and Deputy Executive Headteacher for the following:

- The internal wellbeing and running of the area in accordance with the aims and policies of the College.
- The development, implementation and evaluation of the annual department improvement plan.
- The spending of general allowance within the College guidelines.
- The production of statements of policy, syllabuses, handbooks and Schemes of Work operating and required throughout the curriculum area.
- Lesson preparation, standards, marking and assessment, reporting, profiling and record keeping of teachers within their team, including supply teachers.
- Ensuring high standards of pupil work and behaviour in their curriculum area and adjacent corridors to include corridor displays.
- The content, appropriateness, legibility, quality of teaching materials, worksheets and examination papers in the curriculum area.
- All matters to do with pupil progress and assessment within the curriculum area, to include internal and external examinations.
- Ensuring that the requirements of the National Curriculum are fulfilled.
- The induction and training of teachers within their team, including Initial Teacher Education, and other students.
- Liaise, as appropriate, with primary and post 16 education.
- Fulfil the role of Form Tutor.



## Location

The post holder may be required to work at any school which is currently within or in the future joins the Chulmleigh Academy Trust chain of academies, either on a temporary or permanent basis according to the operational needs of the Trust.

**This document outlines the duties required of the post-holder for the time being to indicate a level of responsibility. It is not a comprehensive or exclusive list and from time to time duties may be varied.**





Qualifications, Experience and Professional Development	Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>	E	A
<ul style="list-style-type: none"> <li>Degree</li> </ul>	E	A
<b>Leadership and Management Experience</b>		
<ul style="list-style-type: none"> <li>Experience leading other teachers successfully</li> <li>Successfully led, planned, managed and evaluated change in a curriculum area</li> <li>Team player</li> <li>Tenacious</li> <li>Earns the respect of colleagues and students</li> </ul>	E D E E E	A A / I / R A / I / R A / I / R A / I / R
<b>Teaching Experience</b>		
<ul style="list-style-type: none"> <li>Demonstrated at least good, sustained, and successful experience as a teacher in a secondary context.</li> <li>Substantial experience of teaching Drama to pupils at Key Stage 3 &amp; 4</li> <li>Experience of teaching in more than one school.</li> <li>Experience of implementing strategies for improving the quality of teaching and learning, including promoting excellence and challenging poor performance.</li> <li>Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and personal development and well-being.</li> </ul>	E E D D D	A / R A A A A



# How to Apply

Please complete the online application form available [here](#).  
A tour of Chulmleigh College will be arranged as part of the interview schedule.

Status: Permanent, (TLR2b - £5644)

Closing date: Monday 24 February 10am

Interview date: Tuesday 4 March

Start date: September 2025

If you have any questions please email:

[personnel@chulmleigh.devon.sch.uk](mailto:personnel@chulmleigh.devon.sch.uk) or

call 01769 580215.

Chulmleigh College, Chulmleigh, Devon, EX18 7AA



**COMPASSION** **AMBITION** **TEAMWORK**