

Head of Performing Arts (Drama specialism preferred)

Harris Academy South Norwood

MPS/UPS (Outer London) + TLR + Additional Harris Allowance + Performance and Loyalty Bonus + Harris Wellbeing Cash Plan + Additional Harris Benefits

Full time

Requests for part time and/or flexible working will be considered

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact Claire Stafford, PA to the Principal, at staffordc@harrissouthnorwood.org.uk

Please visit www.harriscareers.org.uk to apply online and submit your application.

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Harris Academy

South Norwood

Dear Candidate

Thank you for expressing an interest in the post of **Head of Performing Arts**. Our Head of Performing Arts will join and lead an incredibly successful and vibrant performing arts team with a track record of delivering exceptional performance opportunities. They will teach (and lead) Drama and coordinate closely with the Music and Dance teams to take HASN's Performing Arts team on the next stage of its journey.

The successful candidate will have a passion for enabling students to perform beyond the classroom, and will be committed to directing and supporting extracurricular performances and events. At HASN, our Performance calendar is central to Academy life with a range of shows each term, culminating in our annual summer Musical. The successful candidate will also nurture our developing partnership with the Stanley Arts centre, our neighbour, as we look to solidify the links between the school and the various companies and teams who call Stanley Arts home.

If you are **teacher of Drama and/or Performing Arts** and looking for an opportunity to join a truly thriving school where you can make a real difference, then this may be the role for you.

At Harris South Norwood we do things differently. Nurturing the unique talents and character of each individual is at the heart of what we do, and a genuine sense of school community rooted in trusting relationships between students and staff drives our success. As the highest performing mixed comprehensive school in Croydon and Bromley (Progress 8, Summer 2024) we provide an exceptional academic education alongside a fantastic student experience. Our school ethos of **Diversity, Talent, Togetherness** encapsulates the kind of school community we foster here. If our ethos appeals to you, and you want to make a real difference to the lives of our young people, then we would welcome an application.

Yours sincerely

Charlie Comerford
Principal

Our Academy

Harris Academy South Norwood is a mixed comprehensive school situated in the heart of South Norwood, SE25, just a few minutes walk from Norwood Junction. We serve an incredibly diverse school community with numerous languages, cultures and backgrounds represented within the school. Our staff are equally multicultural, with colleagues hailing from all over the UK and the world.

Our vision for teaching is *whole school consistency, departmental autonomy*. We believe that teachers teach best when supported by clear, consistent systems *within which* they can delve into the uniqueness of their subject disciplines. In practice, this means that we have strong whole-school behaviour systems, shared strategies well recognised by students such as for checking for understanding and teaching new vocabulary, but also expect and allow subjects to employ the pedagogical strategies, formats and routines that are right for them.

At HASN, we prioritise teacher development and commit significant time and resources towards teacher and staff development. We support colleagues to undertake professional qualifications and further study outside of the school, and encourage colleagues to plan and pursue their professional goals with our support.

Working with the Harris Federation, we are able to draw on a wealth of expertise and experience across all areas of school life and leadership, meaning that staff can draw on a wide professional network. In turn, this supports a healthy approach to workload in which leaders hold the firm belief that collaboration is our strength and that seeking support is often the best thing professionals can do for the children they work with.



Performing Arts at HASN

Performing Arts is well resourced in our school, with a Drama Studio and Multi-function Hall (where most performances take place) available for teaching.

Our annual performance calendar includes:

- Norwood's Got Talent
- Christmas Concert
- Jazz Café
- Summer Musical

Our students are passionate and dedicated, with hundreds involved in performing across the year. In Summer 2025, we were the only school in London licensed to perform Disney's Frozen Musical, having successfully won a bid based on our inclusive and exceptional track record.

Performing arts has been at the core of Academy life for many years and has music been one of the highest performing departments over the past decade. We have KS4 vocational and GCSE subjects and Level 3 options at KS5. We are proud to be adding level 2 dance to our ks4 curriculum this year. We have a team of three music teachers, two dance/drama teachers and four peripatetic teachers employed directly by the school.

We have a very lively and engaged student body and have excellent attendance rates for our school choir and drama club. Over 100 students take part in the annual school musical each year. This year we are performing 'Come From Away'. In the past shows have included: Made in Dagenham, The Wedding Singer, School of Rock, Hairspray & Sister Act.

Please check out our Instagram for a flavour of Academy life:

https://www.instagram.com/hasn_performing_arts

Last summer, ITV paid us a visit to celebrate our award of the rights to perform Frozen:

<https://www.itv.com/watch/news/let-it-go-how-a-south-london-school-won-the-rights-to-perform-disneys-frozen/hxgxz7q>

And finally, an exciting story about one of our music partnerships this last year:

<https://www.harrissouthnorwood.org.uk/28/latest-news/post/363/harris-academy-south-norwood-receives-20000-music-funding-from-restore-the-music>

Job Purpose

- To be accountable for leading, managing and developing the subject area.
- To lead and coordinate extracurricular performing arts across the school, including through Enrichment time and wider opportunities.
- To raise standards of student attainment and achievement within the whole subject/curriculum area and to monitor and support student progress.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the academy and the curricular policies determined by the Governing Body and Principal.
- To teach the relevant subject across the age and ability range.
- To effectively manage and deploy staff, financial and physical resources within the department

Responsible to: Assistant Principal

Liaise with: Senior Leadership Team, other school leaders, pastoral support staff and relevant staff with cross-school responsibilities, teaching/support staff, external agencies and parents.

Main Areas of Responsibility

Core Duties

- To formulate, in conjunction with the subject team, an annual subject improvement plan that supports the academy improvement plan and is based on rigorous review of subject performance data.
- To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies in the subject area, within the designated area.
- To plan, organise and direct performances in line with the capacity and needs of the school, liaising with colleagues across the Creative Arts and wider school staff body.
- To deliver Performing Arts enrichment activities that enable students to perform and thrive beyond their core curriculum.
- To ensure that health and safety policies and practices, including risk assessments are in line with national, local and academy requirements.
- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To lead development of the subject and its delivery, reviewing it regularly in the light of academy and national policies, as well the impact on achievement.
- To build and recruit where required an effective team of motivated colleagues who share the academy vision of high achievement for all students and performance for all.
- To induct, guide and support all staff in the subject area, ensuring training needs are met, in liaison with Senior Leader responsible for CPD.
- To be responsible for the day to day management of all teaching and support staff in the subject area, including performance management in line with the academy performance management policy.
- To be an outstanding role model for teaching, showing evidence that lessons are both planned and prepared.
- Marking, assessing, recording and reporting on student achievement in lessons.
- Using resources to ensure the development of each student in all aspects of the subject(s).
- Teaching in a manner according to students' educational needs, appropriate to our core values and ensuring the safety of students and others.
- Taking responsibility for a teaching area and providing up-to-date displays of students' work.
- A commitment to continued professional development.
- To maintain discipline at all times in accordance with the Academy's procedures.
- To ensure the effective operation of target setting, monitoring and evaluation systems.
- To ensure the input and maintenance of accurate student data, making use of analysis and evaluating performance data, taking appropriate action to secure improvement.
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Additional Responsibilities

- To act as a Form Tutor and to carry out the duties associated with that role, including contribution to specific pastoral programmes of study, monitoring of attendance and punctuality, liaison with parents, internal and external agencies as appropriate.
- To ensure the behaviour management systems are implemented consistently in the subject area, so that effective learning can take place.

Academy Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term
- To participate in training and other professional development learning activities
- To promote equal opportunities and celebrate diversity in all aspects of the academy
- To play a full part in the life of the academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To support and attend academy events such as Open Evening
- To promote actively the academy's corporate policies
- To adhere to the academy's Dress Code
- To comply with the academy's Health and Safety policy and undertake risk assessments as appropriate
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

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. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Attributes	Essential	Desirable
Qualifications, Knowledge & Experience	<ul style="list-style-type: none"> • Educated to degree level or equivalent. • QTS or equivalent • Excellent knowledge of performing arts and directing performances • Good knowledge and understanding of current educational thinking • Knowledge of National curriculum • Experience of working with others to deliver projects or outcomes • Good understanding of how children learn and how to raise standards of achievement • Successful teaching of GCSE at good or better level • Initiation and effective management of change • Evidence of raising achievement in present post and showing good value added for groups 	<ul style="list-style-type: none"> • Management and leadership Training
Essential Skills	<ul style="list-style-type: none"> • Excellent organisation skills • Excellent written and verbal communication skills and the ability to liaise professionally with external stakeholders • Excellent IT literacy • Ability to communicate effectively with children and young people • An awareness, understanding and commitment to the protection and safeguarding of children and young people. • Ability to prioritise, plan and organise themselves as well as others • To develop positive and mutually supportive working relationships with all colleagues • To build positive relationships with parents • Excellent oral and written communication skills • Ability to establish a positive presence in the school 	<ul style="list-style-type: none"> • Ability to deliver/support high quality performances using appropriate specialist technology and resources
Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Academy's overall vision of supporting students 'to develop into aspirational young people who thrive in a changing world.' • A passion for education and making a difference • Ability to work under pressure and meet deadlines • The ability to motivate others to high expectations • Ability to demonstrate and promote the Academy's core values of Knowledge, Integrity and Resilience. • Willingness to work hard. • Record of excellent attendance and punctuality. • Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. • Awareness of and commitment to equal opportunities and valuing diversity. 	<ul style="list-style-type: none"> • Passion for actively promoting diversity and inclusion • Passion for enthusing young people with performance, regardless of their starting points

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- Belief in the responsibility of a school to include pupils with a diverse range of educational needs
 - Ability to be a 'team player'

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- 1) Equal Opportunities
- 2) Health and Safety
- 3) General Data Protection Regulations (2018) and Data Protection Act 2018
- 4) Safeguarding children

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit www.harriscareers.org.uk

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our [**Policy Statement on the Recruitment of Ex-Offenders.**](#)