



**The Trafalgar  
School** AT DOWNTON

# Applicant Pack

SUBJECT LEADER OF DRAMA

JANUARY 2026



Dear Candidate

Thank you for your interest in the position of Subject Leader of Drama at our school.

The Trafalgar School is a vibrant, welcoming and oversubscribed rural 11-16 secondary school situated on the edge of the New Forest. We are proud of our strong reputation in the local area, celebrating recognition in 2025 as Wiltshire's "happiest" secondary school.

We are a school at the heart of our community, indeed many of our colleagues choose to live within the surrounding villages and our July 2023 Ofsted report opened with "The Trafalgar School is truly a community school." We are easily accessible from Salisbury (10 minutes) and both Southampton and Bournemouth (less than 30 minutes) but we enjoy a sense of space and peace rarely found in more urban areas.

At The Trafalgar School every individual matters irrespective of background and ability. We believe in the unlimited potential of every child and are recognised for delivering high-quality teaching and learning within a caring and nurturing environment. This results in some exceptional outcomes for our students – both academic and more holistically.

Our school ethos is built firmly on our values and vision for young people, which you can find out more about in the enclosed recruitment information. Our aim is to develop open-minded, flexible, resilient individuals, with the knowledge, skills and attitudes to be successful in our ever-changing society. Our vision is to "empower students to be the source of their own success" and our staff relish the privilege that comes with this commitment.

The Trafalgar School is proud to be a part of Magna Learning Partnership; our MAT. Our partnership of schools are working collaboratively on the MLP 'Pathways to Excellence' journey and colleagues may be afforded the exciting opportunity to work in more than one school as the need arises. Your interest and readiness for this will be questioned at interview.

As a school we are constantly striving to improve and in the summer of 2025 leaders and governors approved the T30 Strategy setting out a bold and ambitious vision for our school in 2030. This has energised our school and we are attracting more high-quality colleagues to join us on this exciting journey as we strive for 'excellence' in all that we do. We are fortunate to have outstanding, forward-thinking staff, who continually develop their practice and we are now seeking an ambitious Subject Leader of Drama to join our teaching team to support our students as they develop their love of learning and their independence.

Further information about our school can be found on our website [www.trafalgarschool.com](http://www.trafalgarschool.com) and our Facebook page.

To apply for this position, you should complete an MLP Application Form. The link to request one can be found on our website's recruitment page. Your supporting statement should explain your reasons for applying for this position, your relevant qualifications and experience to date and what you can bring to the role of Subject Leader of Drama and to our school – what difference you would make. Applicants are asked to focus their applications on the skills, knowledge and attributes set out in the person specification. We would welcome applications from both experienced colleagues and those who are making their first steps into subject or middle leadership. We will consider candidates seeking either a full time or part time post (minimum 0.8).

I hope you gain a sense of our ethos and values from the information contained in this Recruitment Pack. If you would like to have an initial phone conversation or online meeting with me, prior to applying, please contact Rachel Reeves, Operations Manager by email; [r.reeves@trafalgar.wilts.sch.uk](mailto:r.reeves@trafalgar.wilts.sch.uk)

I hope you gain a sense of our ethos and values from the information contained in this Recruitment Pack. Should you like to have an initial phone conversation or online meeting with me, prior to applying, please contact Rachel Reeves, Operations Manager by email; [r.reeves@trafalgar.wilts.sch.uk](mailto:r.reeves@trafalgar.wilts.sch.uk)

The recruitment for this position will end when a suitable candidate has been appointed.

I very much look forward to receiving your application.

Jy Taylor  
Headteacher





# Our Purpose



## OUR VISION FOR YOUNG PEOPLE

By the time they leave our school our young people will be able to communicate effectively. They will be able to solve mathematical and scientific problems. They will be able to express themselves creatively and imaginatively. They will have a strong sense of self, a sense of others and a sense of place. They will make informed choices that effect positively on their own wellbeing. They will ask questions, be reflective and adaptive; capable of thinking and acting for themselves and ready to join forces with others to achieve a goal. They will be positive in their mind-set and willing to face up to a challenge. Our young people will understand what is right and what is wrong, and stand up for equality and human rights. They will appreciate other cultures and traditions. Our young people will be thoughtful, caring and active citizens making a difference to their community and to society.



# TOWARDS A LIFE FULFILLED

Empowering young people to be the source of their own success





## Our Values

Our values define us and underpin our ambition of a life fulfilled through empowerment. These values apply to our staff, as well as to our student community, so we seek a colleague who is:

### **ASPIRATIONAL**

Who has a strong desire to achieve greatness in everything they do. They are ambitious.

### **COMPASSIONATE**

Who understands how other people feel and support each other. Staff recognise when someone is struggling and we help them.

### **DETERMINED**

Who is focused to achieve, even when a task is difficult. Staff remain committed to our end goal until we complete it.

### **INCLUSIVE**

Treats everyone fairly and equally and understands that difference is something which makes society better.

### **INTEGRITY**

Always does the right thing, even if no-one is watching

### **RESPECTFUL**

Treats people, including ourselves and our environment, with respect. Shows consideration of other people's feelings and wishes.



## T30 Strategic Aims and Objectives



At The Trafalgar School at Downton, every student belongs, every voice matters, and every future is bright. Through inspiring teaching, a rich curriculum, and a compassionate community, we nurture confident learners, empower great people, and shape a safe, aspirational future for all.

Our school is on an exciting journey, energised by continuous improvement. This is shaped by the MLP Pathways to Excellence framework and tangible in the five strands of our T30 Strategy which sets out our vision for The Trafalgar School in 2030.

Our purpose is to empower students to be the source of their own success. To achieve this, we have set out five areas of priority:

### **GREAT COMMUNITY**

At The Trafalgar School, every voice matters and every person belongs. Rooted in respect and compassion, we are a joyful, united community where students and staff flourish, lead, and make a lasting difference in the world around them

### **GREAT EXPERIENCES**

Through inspiring learning, rich opportunities, and a curriculum that broadens horizons, The Trafalgar School empowers every student to discover passions, build confidence, and shape their own future with purpose.

### **GREAT OUTCOMES**

We believe in every learner. Through aspiration, care, and determination, Trafalgar students achieve exceptional outcomes—ready to thrive in whatever path they choose, with resilience and a love of learning for life.

### **GREAT PEOPLE**

Trafalgar is a place where people grow. We invest in our staff, value every role, and build a culture of trust, collaboration, and lifelong learning—because great people make great schools.

### **GREAT FUTURE**

We safeguard dreams by building strong foundations. At The Trafalgar School, we plan boldly, act wisely, and embrace innovation—so every child's future is safe, bright and full of possibility.

**TOWARDS A LIFE FULFILLED**



# Terms of position



- **Position:** Permanent full-time or permanent part-time (0.8)
- **Main Pay scale:** M1 - M6 / **Upper Pay scale:** UPS1 - UPS3
- **TLR for subject leadership:** 2A
- **Start date:** January 2026
- **Responsible to:** Deputy Headteacher

## Benefits

**Working at MLP, staff have access to a number of benefits:**

- Pension schemes - Teacher Pension Scheme and Local Government Pension scheme
- Electric Vehicle scheme
- Cycle to Work scheme
- Wiltshire Rewards & discount scheme
- Benenden Healthcare scheme
- Discounted gym membership - Parkwood, Salisbury
- Employee assistance phone line - support with health, financial and legal issues
- Employee referral bonus scheme
- Teacher laptops.





# Recruitment Equity

## Safer Recruitment

The Trafalgar School is committed to the safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All applicants will be subject to a full Enhanced Disclosure and Barring Service check (DBS) before any appointment is confirmed.

## Diversity

The Trafalgar School is committed to eliminating discrimination and encouraging diversity. Our aim is that our workforce will be truly representative of society and each employee feels respected. To that end, we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.

## Online Checks

Online searches of information that is publicly available online will be carried out for all candidates.

## Disclosure

All employees are required to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974. Non-disclosure may lead to termination of employment. However, disclosure of a criminal record will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

## Shortlisting

Only those candidates meeting the requirements of the Person Specification (evidenced in the Application Pack) will be taken forward from application.

## Interview

Those shortlisted will be invited to attend an interview process which may include (post dependant), lesson observations, tasks or role specific activities; further shortlisting may take place after lesson observations for teachers prior to moving forward to formal interview with the Headteacher. During interview, applicants will be asked to address any discrepancies, anomalies or gaps in the application form.

## References

References from current employers will be taken for shortlisted candidates, and where necessary, employers may be contacted to gather further information.

## Probation

All staff will be subject to a probation period of four months which may, in certain circumstances, be extended to six months. The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the Academy with the opportunity to monitor and review the performance of new staff and in terms of their commitment to safeguarding and relationships.

