

# BOA

CREATIVE, DIGITAL & PERFORMING ARTS  
ACADEMY

RECRUITMENT  
PACK



Artsmark  
Platinum Award  
Awarded by Arts  
Council England

BOA

BOA  
imagine everything



@imagine\_boa



/imagineboa



Dear Applicant

### **Teacher of Acting**

A warm welcome to BOA Creative, Digital and Performing Arts Academy (BOA). Thank you for taking the time to read the information on our vacant position. I hope you find the information you are looking for and that you gain a sense of the vision, ethos and aims of BOA.

BOA is a high-performing 14-19 academy specialising in creative, digital and performing arts. The landmark building, located at the hub of the digital and creative industries in the West Midlands, opened in September 2011. It has superb facilities for academic, vocational and extra-curricular activities. BOA is 100% selective and is unique in its admissions criteria.

Whilst students have talent in their chosen pathway subjects, there is a full range of academic ability. Alongside their vocational courses, students in years 10 and 11 study an additional eight GCSEs including English, Maths and Science. In years 12 and 13, students can opt to study one or two additional A-Level qualifications alongside the BTEC Level 3 National Extended Diploma.

Academic results at BOA are outstanding with student achievement far above the national average in all areas of study. In 2025, we welcomed another set of excellent results. At Post-16, the average grade per student was A\*A\*A. All Post-16 students studied the BTEC Level 3 National Extended Diploma, with 91% achieving Distinction, Distinction, Distinction (DDD+) and above. 25% of students achieved the very top grades, Distinction\*, Distinction\*, Distinction\* (D\*D\*D\*). At Key Stage 4, 88% of students achieved 5 standard GCSE passes or more (including English and Maths). 95% of students achieved at least a Grade 4 in GCSE English Language, with 90% of students achieved at least a Grade 4 in GCSE Mathematics. 60% of students achieved 5 'strong' GCSE passes or more (including English and Maths). In 2025, BOA's results placed the academy in the top 20 schools in Birmingham.

BOA is a popular and hugely-oversubscribed academy that continues to attract high numbers of applications for places in Year 10 and Year 12. In the eleven years since opening, we have rapidly gained a reputation as a centre of excellence. Together with our founding partners, Maverick TV and The BRIT School, BOA has a large number of creative and industry partners. They offer high levels of

# COVERING LETTER

support and expertise, as well as providing some incredible opportunities for both students and the academy. Our industry links also support the differing pathways by helping to design, develop and deliver programmes of study. These links continue to give BOA students unrivalled access to the industry. Some of the most notable partnerships are with Live Nation, PRG lighting and BOSE. These companies not only support the academy by donating equipment and bursaries but also enable students to gain invaluable work experience.

BOA's Board of Trustees consists of an impressive array of both educationalists, entrepreneurs and businesses. These range from TV and media companies such as the BBC, Maverick TV, the British Record Industry and PRG (a global lighting company), to Birmingham City University and Ormiston Trust (a grant-making trust, chiefly assisting and supporting children and young people).

The Acting pathway at BOA is an ever-growing and highly popular course, delivering the BTEC Level 2 Tech Award at Key Stage 4 and the BTEC Level 3 Extended Diploma in Performing Arts Practice (Acting) at Post 16. The department is committed to nurturing confident, versatile performers through a rich and dynamic curriculum that explores a wide range of acting disciplines.

Students are provided the opportunity to perform in high-quality productions each year, including full-scale classical and contemporary work at the historic Old Rep Theatre in Birmingham, alongside performances in BOA's technical theatre, as well as in and around the local community for Theatre in Education work. The course offers a breadth of practical experiences, from studio-based performances and devised work to collaborations with industry professionals and drama schools.

At Poat 16, students engage in projects such as physical theatre, naturalism, practitioner exploration, Theatre in Education, classical texts, solo performance, and a short film festival. Working within a passionate and innovative team of specialists, we foster a strong sense of community and creativity, with many students progressing to top drama schools, securing representation, and entering the professional industry.

If you want to teach in an outstanding and distinctive institution at the cutting-edge of education development, we would really like to hear from you.

Thank you for taking the time to apply to BOA. I appreciate filling in forms and letters of application is very time consuming. All applications will be given the merit they deserve.

Many thanks and good luck with your application.

Yours faithfully

**Alistair Chattaway**  
**Principal**



# JOB DESCRIPTION

**Job Title:** Teacher of Acting  
**Reporting to:** Director of Acting  
**Salary:** Main Scale 1 (£32,916) to Upper Pay Scale 3 (£51,048)

## **Purpose of Job**

- To undertake teaching at all levels within the Acting subject area, in accordance with the academy's ethos and the relevant pathway's development plans.
- To direct full-scale performances and assessment performances.

## **Main Activities and Responsibilities**

- To develop students' knowledge, skills and techniques in Acting, as well as extending their knowledge and understanding of dramaturgy.
- To direct small-scale and large-scale performances and productions.
- To undertake extra-curricular classes for students' who may wish to develop or introduce themselves to different skills and techniques.
- To plan, prepare and deliver lessons in Acting according to the relevant schemes of learning.
- To work in collaboration with other members of staff to develop cross-curricular projects and manage artistic ventures.
- To monitor, assess and record work according to relevant policies and practices.
- To report to students and parents, through documentation and by attendance at consultation evenings.
- To guide students' academic, personal and professional development as a tutor, in accordance with the academy's guidelines and procedures.
- To maintain an up-to-date awareness of the subject areas, educational/industry advances, and personal and professional development, as well as attending all Academy-based training sessions.
- To support and promote the academy practice regarding discipline, professional conduct and equality of opportunity.
- To exercise a commitment to the academy's stated ethos including the equal opportunities policy, health and safety policy and all other current academy policies.
- To undertake any other duties or delegated one-off takes at the reasonable request of the Principal/SLT/Line Manager.

***This job description sets out the duties at the time of drafting. The job description may be amended from time to time without incurring a change in the grading of the post.***



# PERSON SPECIFICATION

## Teacher of Acting

|  |   |
|--|---|
| <p><b>Qualifications</b></p>               | <p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status and degree</li> <li>• Ability to teach BTEC Level 2 and BTEC Level 3 in Performing Arts: Acting</li> </ul> <p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>• Industry experience as a performer, practitioner or director</li> </ul>   |
| <p><b>Knowledge and Understanding:</b></p> | <p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Thorough subject knowledge and an understanding of national education issues</li> <li>• Understanding of effective teaching and learning strategies</li> <li>• Understanding of assessment for learning strategies and how to use these in the classroom</li> <li>• Understanding of behaviour management strategies</li> </ul> <p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>• Understanding of how to track student achievement using data and intervention strategies to raise attainment</li> </ul> |
| <p><b>Skills and Disposition</b></p>       | <p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills</li> <li>• Personal organisation and time-management skills</li> <li>• Ability and desire to generate cross-curricular links which promote our specialisms</li> <li>• Ability to develop Acting / Drama within a specialist academy</li> <li>• Commit to a full programme of extra-curricular work</li> </ul> <p><b><u>Desirable</u></b></p> <ul style="list-style-type: none"> <li>• Emerging leadership skills and ambition</li> </ul>                                       |
| <p><b>Personal Qualities</b></p>           | <p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>• Dynamic with innovative ideas and a passion for teaching and learning</li> <li>• Ability to demonstrate an enthusiasm for the subject</li> <li>• Energetic commitment to raising the aspirations of the whole school community</li> <li>• Sense of humour, resilience and generosity of spirit</li> </ul>   |

# 88%

ACHIEVED AT LEAST 5  
**GCSE PASSES**

@ GRADE 4 AND ABOVE  
(including English and Mathematics)

## 92%

**5 STANDARD PASSES**  
@ GRADE 4 AND ABOVE

2025 RESULTS



**91%**

**DISTINCTION  
DISTINCTION  
DISTINCTION**

**& ABOVE IN POST-16 PATHWAYS**

Equivalent to AAA at A-Level

**100% PASS RATE**  
IN A-LEVEL EXAMINATIONS  
(82% A\* - C)

**2025 RESULTS**





# BOA

## CREATIVE, DIGITAL & PERFORMING ARTS ACADEMY

### BOA CREATIVE, DIGITAL & PERFORMING ARTS ACADEMY

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