



# Recruitment Pack

Teacher of Drama and Dance  
St James School

Ted  
Wragg  
TRUST



Job Title:	Part time Teacher of Drama and Dance
Location:	St James School
Salary Grade:	ECT/MPS/ UPS
Closing Date:	9am Thursday 30th June
Required From:	1st September 2022

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**Join our team of exceptional colleagues who believe in an ambitious learning culture**

- Join 1,000+ Trust colleagues across Devon
- Committed and passionate staff
- CPD provision and progression opportunities
- Kindness and wellbeing is valued and promoted
- Outward facing



## Welcome from Lindsay Skinner, Headteacher

I would like to thank you for your interest in the role of Drama and Dance Teacher at St James School.

This is an exciting opportunity to join the growing department within Performing Arts at St James. The team is made up of friendly, enthusiastic, passionate practitioners who strive only for the best. This post would require the successful applicant to teach KS3 Drama, KS4 Dance and KS4 Performing Arts (BTEC Acting pathway) the department has outstanding progress in all of these areas currently. The department has a large, black box studio fitted with professional lighting, a full scale theatre hall and a well-equipped dance studio. Arts are at the heart of what we do at St James, students have the opportunity to perform in a number of different showcases, the large scale annual show and within lesson time. We are currently on the journey of promoting the arts and have some exciting opportunities to look forward to, we are currently recruiting for someone that will join the team and be just as passionate about the arts as us.

We have a lovely staff body here at St James who are committed and passionate about all that they do. We work closely with other schools in the Ted Wragg Trust and are currently developing an aligned curriculum that will allow for shared resources and expertise. We offer our staff weekly coaching sessions, bespoke CPD, in-house career progression opportunities and regular staff-wellbeing events.

At St James, our work is underpinned by the following four pillars:

- Having uncompromising high standards for all
- Keeping the arts at the heart of the school
- Valuing being outward facing
- Practising kindness

If you share these values, are driven and are prepared to go that extra mile to support our students, then we would welcome your application.

Kind regards



# St James School

We value kindness and work to be kind in all our interactions and engender the same in our students.

St James is a thriving, diverse and ambitious community with 980 pupils. We are an 11-16 mixed comprehensive school that is consistently one of the highest performing in the area. We perform so well because from the moment they join us, we ask our pupils to work hard and be kind. These two behaviours epitomise what we think is important for both pupils and staff alike.

Our school is situated in the East of Exeter on a new, purpose-built site which means we benefit from excellent facilities, including an art and photography suite with gallery, an amphitheatre, a drama studio and a theatre with full rigged lighting and raked seating, a 4G full sized pitch, a greenhouse, allotments and significant school fields.

At St James, we value teachers' time which is why we have a sensible marking policy for classwork meaning that you are not routinely expected to handwrite feedback to pupils. Additionally, we have an automated system for homework which is planned, set and checked for you. All this saves you time so that you can focus on getting to know your pupils and planning the very best lessons for them. Across EBACC subjects, we have a common curriculum with fully resourced schemes that you simply need to refine for your classes' needs.

Our classrooms are disruption free as our behaviour system removes pupils who do not follow our lesson expectations. All sanctions are centralised so that you can simply get on with your job: teaching.

We ensure that our students are outward facing and enjoy a full range of experiences and opportunities whilst they are at St James. We help develop open minded, receptive and kind people, who embrace new ideas and change and who enjoy life and want to explore it by experiencing new things. The arts are core to our curriculum and are the beating heart of our school. All students partake in the arts and are given the opportunity to take the full range of arts qualifications at KS4.

More than 70% of our pupils complete the English Baccalaureate, and, as a result, we see our students invited to join elite post-16 programs, such as the Exeter Maths School and the Reach Academy.

The core of our ambitious learning culture is a broad, knowledge-rich curriculum, which is cohesive, cumulative and effectively sequenced. Our common curriculum is academic, rigorous and challenging, and designed with long-term memory in mind; students' knowledge, skills and understanding are cemented by frequent and systematic revisiting.



Our colleagues are  
incredibly  
committed and  
passionate about all  
that they do



Our curriculum aims not only to provide students with the knowledge and skills to obtain optimum GCSE outcomes but also to develop a love for subjects, acquiring knowledge and skills which set them up for future studies. Through a curriculum which, for us, encompasses every aspect of school life, we are developing our community of young people to have deep agency with their learning: they are curious about the world around them and proud to be learning with us.

We are committed to providing the very best environment for professional growth, believing that this is key to fostering an innovative and a progressive atmosphere. Our colleagues are incredibly committed and passionate about all that they do and are rewarded with bespoke CPD provision, in-house career progression opportunities, together with a relentless focus on staff wellbeing. If you are reflective in your approach and have a desire to be part of a highly successful school improvement team then this is the school for you.

Like Dylan Wiliam, we believe 'every teacher needs to improve, not because they are not good enough, but because they can be even better'. That's why our teachers receive weekly coaching sessions so that they can reflect on and refine their practice. We don't carry out formal, graded lesson observations as we believe our focus should be on helping teachers improve, rather than prove their practice.

Ofsted judged us to be a strong Good in our inspection in 2018. Our results in 2019 saw our students sustain the high level of performance of recent years. Headline figures show that 65% of students left with a grade 9-4 in English & Maths (a 'standard' pass) and 42% with a grade 9-5 in English & Maths. 77% of students achieved a 4 or above in English, and 62% a 5 or above, whilst in Maths 70% achieved a 4 or above, and 48% a 5 or above. The school's strong performance in the Ebacc has also continued.

We value kindness at St James and work to be kind in all of our interactions and engender the same in our students. So, if you like to work hard and be kind and you like your pupils to do the same, St James School is the place for you.

#### **The Governing Body:**

The Local Governing Body operates with full delegated authority from the Ted Wragg Multi Academy Trust and is directly accountable to the Trust. The governors understand well their statutory duties to hold leaders to account as well as setting the strategic direction of the academy and ensuring the academy has a sound financial footing. Their commitment is absolute, believing in social justice they bring a rich background of experience beyond education. They are led by a chair determined for the academy to be a first choice for parents and where every child is given the opportunity to fulfil their potential.



# Job Description

Job Title: Drama and Dance Teacher  
Location: St James School  
Responsible To: Head of Drama and Dance  
Salary Grade: ECT/MPS/ UPS

## 1. Key Purpose of Job

- To raise standards of Student attainment and achievement within the whole curriculum area and to monitor and support positive student progress within the new Progress 8 measure.
- To deliver a robust curriculum that challenges and supports student outcomes.
- To act as an outstanding role model to the students and encourage them to achieve their best.
- To ensure all student's engage in the inclusive curriculum with Performing Arts and have the opportunity to perform outside of lesson time.

## 2. Anticipated Outcomes of Post

- Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.
- To be part of a cohesive and forward thinking team to deliver a learning environment and curriculum that is fit for future generations

## 3. Key Requirements of the Post Holder

Drama and Dance Teacher;

- To be an active member of the team ensuring students make excellent progress and that they have a high quality of teaching and learning within the classroom setting
- to have the ability to teach KS3 Drama, KS4 Dance, KS4 Drama and Performing Arts to a high standard
- To be accountable for student progress and development within the subject area
- To contribute to the department in a positive way to ensure outstanding teaching practices remain within the Performing Arts
- To contribute to the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department
- To help raise the profile of the department across the school and raise students' aspirations within the subject.
- to prepare students for the next step of their educations at post-16
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships. .
- Safeguarding Children. The Ted Wragg Multi Academy Trust is wholly committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS

**4. Budgetary/Financial Responsibilities of the post:**

Drama and Dance Teacher      None

**5. Working environment & conditions of the post:**

- Work closely with the Head of Department on all school productions and events
- In support of the Trust’s vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust

**6. Other Duties**

- To play a full part in the life of the school community, to support its distinctive mission, ethos and policies and to encourage and ensure students follow this example
- To continue personal professional development as agreed
- To engage actively in the department's performance review (QAR) Process
- To undertake additional duties as required, commensurate with the level of the job
- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures
- The post-holder must comply with the Trust’s Health and Safety requirements specifically for the school they are working at
- This post is based at St James School but the post holder may be required to move their base to any other location within the Trust upon request
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed
- To undertake additional duties as required, commensurate with the level of the job
- To attend awards evenings and celebration events

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post



Essential/ Evidence  
Desirable

- Qualified teacher Status or equivalent:
- Relevant University Degree (2:2 or higher) or Equivalent
- Evidence of Continued Professional Development
- Recent and relevant teaching of good outstanding lessons at Key Stage 3 and 4
- Teaching experience of at least two years
- A track record of excellent student progress demonstrated by examination outcomes
- Evidence of securing improvements in Drama within a school environment

E	A,C
E	A,C
E	A,C
D	A,C,R
D	A,I,R
D	A,C,R,I
D	A,I,R

- Wide knowledge and understanding of Drama, Performing Arts, Dance and the level 2 BTEC Tech award specification
- Knowledge and experience of BTEC Performing Arts
- Knowledge of current educational issues, an awareness of recent developments in the National Curriculum and changes in the Key Stage 4 curriculum
- Ability to use data effectively to support student progress
- Know and use a range of teaching and learning styles
- Show an awareness of what constitutes outstanding pedagogy and practice
- Understand changes to exams and whole school accountability measures

E	A,I,R
D	A,I,R
E	A,I,R
E	A,I,R
E	A,I,R
E	A,I,R
E	A,I,R

- Enthusiasm, drive and a love for the job
- A passion for ensuring that all aspects of school life demonstrate integrity and respect
- Commitment to a high presence in and around the school
- A good sense of humour
- Excellent communication skills both verbally and written
- An ability to organise, plan and prioritise time effectively
- A willingness to challenge others to produce positive outcomes
- Flexibility and adaptability
- Be a role model and contribute to sharing high quality practice within the team
- Genuine passion and a belief in the potential of every child
- Motivation to continually improve standards and achieve excellence
- Ability to use own initiative and to work independently and also to work as part of a team
- Demonstrate an ability to motivate young people
- Have high expectations in terms of achievement and behaviour
- Enjoy working with young people and want to see them achieve their full potential

[illegible]



• Demonstrate knowledge of Child Protection and Safeguarding requirements within an education setting and in accordance with the DfE expectations	E	A,I,R
• Fitness to undertake the role following a pre-employment medical check	E	A,I,R
• Enhanced DBS clearance, other relevant overseas checks if applicable, satisfactory references covering a minimum of 5 years and certification demonstrating right to work in the UK	E	A,I,R

#### Other:

• Committed to equality of opportunity and the safeguarding and welfare of all pupils	E	A,I,R
• Effective use of ICT packages e.g. Word, Excel or equivalent	E	A,I,R
• Ability to fulfil all spoken aspects of the role with confidence and fluency in English	E	A,I,R
• Flexibility and adaptability	E	A,I,R
• This post is subject to an enhanced DBS disclosure	E	A,I,R

#### Key to evidence

A- Application Form

C- Certificates

I - interview

R- Reference

# Staff Wellbeing

More reasons to join St James  
including disruption free  
classrooms!



- Disruption free classrooms and centralised detentions.
- Visualisers in every classroom.
- Cycle to work scheme.
- Staff celebrated in weekly, Christmas and yearly awards.
- Complimentary tea, coffee, sugar milk for all departments.
- Staff sport including football, yoga and aerobics – all staff welcome to join.
- An annual flu jab for all staff if required.
- Staff socials and other events organised by our Director of Fun!
- Trained in-house Wellbeing Champion, providing access to free support and resources.
- On-site free parking.
- Cake at break – fortnightly.
- A flexible approach to family commitments and 2 days paid for non-emergency illness of dependants.
- A buddy for new staff to help them settle in and meet others outside their department.
- Opportunities for career and personal development.
- Employee assistance programme including free counselling and 24 hour GP support.
- Discounted Gym membership.
- Secret buddy scheme – helping us to care for each other.

"I don't think any  
other schools  
compare to how  
you have looked  
after us as a staff.  
So thank you!"





# Ted Wragg Trust

The key aspect that makes this Trust exceptional is that, with the 'Members', we have an inspirational progression route from an Outstanding Primary, through to an Outstanding FE College, to a world-class, Russell Group University.

Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about education in general, and in Exeter in particular, and about how education can transform young people's futures.

Our Trust shares Ted Wragg's passion for education and the difference it can make to social mobility, progression, self-esteem and ultimately success, in an increasingly competitive education and jobs market.

Our ambition is to raise the aspirations of young people and enable them to become fulfilled, confident and motivated citizens, able to contribute actively to a democratic society. All students within the Ted Wragg Trust, regardless of social or cultural background, are motivated to succeed and make outstanding progress because their needs are met through creative, relevant and innovative provision.

The Aims of the Ted Wragg Trust are to:

- Work in genuine partnership to strengthen schools and their communities
- Foster a culture of positive challenge and continual school improvement
- Provide a common sense of purpose with a focus on outstanding teaching and learning
- Offer an excellent educational experience so that every student fulfils their potential
- Encourage a rich, dynamic and purposeful range of learning opportunities for all students
- Develop life-enhancing values so that students leave school with a sense of self-worth and determination to succeed

We have grown to 12 schools located in Exeter, Plymouth and Crediton and work closely with other local schools and Trusts.

Our trustees are from the University of Exeter and Exeter College as well as from local businesses.

Website: <http://www.tedwraggtrust.co.uk>

# How to Apply



If you would like further information that is not covered in this pack, please email the Deputy Headteacher, Emily Harper at [EJH@stjamesexeter.co.uk](mailto:EJH@stjamesexeter.co.uk).

Application forms are available on our website [here](#).

Applications are to be sent to [recruitment@stjamesexeter.co.uk](mailto:recruitment@stjamesexeter.co.uk) school no later than 9am on Thursday 30th June

## Application Requirements:

Candidates are asked to complete all standard information requested on the application form including a supporting statement confirming their suitability for the role.

Please be advised that references will be taken up shortly after shortlisting and we request that your referees are advised of the need to respond within the times scales set.

## Interview Process:

Interview date tbc. Shortlisted candidates will be advised on the range of tasks and activities that will make up the selection process.



# Recruitment Pack

Thank you for your interest!

Ted  
Wragg|Trust