ANGLIAN LEARNING

Welcome to our Trust

Teacher of Drama
Recruitment Pack
Sawston Village College

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Welcome to Anglian Learning

Thank you for your interest in the position of Teacher of Drama.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact HR team at peopleservices@anglianlearning.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning

Our Values:

Aspiration
We are ambitious for ourselves and all those in our community to be the best we can be.

Community
We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.

Empowerment
We enable our academies, staff and learners to embrace new ideas and think creatively.

Inclusivity
We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.

About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than
11,100
pupils

Employing over
1,650
members of staff

3
counties

22
academies

About Sawston Village College

Thank you very much for your interest in a position at Sawston Village College. We hope the information in this pack will encourage you to apply.

Sawston Village College is a highly successful and welcoming 11–16 academy where pupils are at the centre of all that we do. We work collaboratively to provide a positive, safe and calm learning environment in which all pupils can thrive.

The College was named the State 11–16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Our focus is the achievement and wellbeing of our pupils within a culture based on community, ambition, respect and endeavour.

In 2026, the College achieved outcomes above national averages, including 60% gaining grade 5+ in English and Maths, 38% at grade 7 or above across all subjects and a positive P8 score, with pupils progressing successfully to their preferred post-16 pathways.

This success is based on a firm belief that all pupils, whatever their background or ability, can achieve their potential. We are determined to recruit, develop and retain excellent staff through high-quality professional development and a caring, supportive culture. As noted by our Ofsted report in May 2023, Sawston Village College is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach.

Thank you, in anticipation, for the time you will give to your application.

Mr Jonathan Russell
Principal

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact HR team at hrhub2@anglianlearning.org

Benefits

Other benefits and support available to all Trust employees include:

Career Average Revalued Earnings Pension Scheme (CARE)

Cycle to Work Salary Sacrifice Scheme

Free membership to all Anglian Learning Sports Centres

20% discount on Anglian Learning Adult Education Courses

Professional Development Scheme Policy

Employee Assistance Programme offering a range of services to staff and their families

Specsavers VDU Vouchers

Boots Flu Vouchers

Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card

Role Summary

We are now seeking to appoint an enthusiastic and ambitious Teacher of Drama to join us in January 2027. Drama is highly regarded at Sawston Village College, with dynamic and high-performing groups at GCSE and a flourishing programme of clubs, trips and productions. Applications are welcomed from both Early Career Teachers and experienced teachers.

The position is an exciting opportunity for an excellent practitioner with vision and passion for the subject to build on this success and contribute to the valuable role Drama plays in the overall personal development of our young people. The role is advertised as full-time; however, we welcome applications from candidates who may wish to discuss flexible working opportunities.

We are also looking forward to the completion of a new Performing Arts base which is being significantly updated as part of current site development; this will complement the existing Drama Studio and Main Hall.

The Drama Department

Vision Statement

Drama embodies the power of communication: the preservation of oral speech; story-telling; empathy; and an understanding of others' life-stories, across cultures and throughout time. It encourages a recognition of the self and how individuals conduct their different selves in different environments and in different roles. The studio is a stage on which to play, create, explore, experiment and learn. It can send our pupils out into the world with insight, perception, curiosity and tolerance.

Ambition for our pupils

First and foremost, our aim is to equip pupils with a set of skills to communicate a role (voice, physicality, expression, language and emotional awareness). Through self-reflection, peer review, group work and engagement with texts and the voices of others, we hope to raise their self-awareness and broaden their cultural horizons. They need to appreciate the power of every action that they take and every line that they deliver; to recognise that they will always have an 'audience' that will observe, reflect and feel as a result of their actions.

Drama Department Continued...

The structure of our curriculum

Drama is popular at SVC and all pupils have one taught hour a week throughout Years 7, 8 and 9. We have good uptake for GCSE Drama, with a current Year 10 and 11 cohort of 55 pupils. Many of our Year 11s go on to take A-Level Theatre as a post-16 choice and we provide a wealth of enrichment opportunities throughout the year, including NT Connections, Shakespeare Schools Festival, a summer Shakespeare 'play in a week' Arts collaboration, and a larger scale production for the summer term. We run Drama clubs every lunchtime; offer LAMDA tuition as a co-curricular option and we take our pupils to several productions.

The programme of study is structured around the development of five core performance skills:

1. Voice
2. Physicality
3. Expression
4. Language
5. Emotional Awareness.

In addition, pupils learn how to interpret and develop scripts / texts.

Job Description
Teacher of Drama
Sawston Village College

SALARY: Classroom Teacher Pay Scale M1 (£32,916) to U3 (£51,048) FTE

This post is advertised at the pre-NJC pay award salary rate. The successful candidate's salary will be adjusted in line with the agreed 2026/27 pay award once implemented.

HOURS: Full time , Monday to Friday

PENSION: Teachers Pension Scheme

DISCLOSURE LEVEL: Enhanced DBS plus Barred List Checks

LOCATION: The post holder will be based at Sawton Village College but will be expected to work across the Trust and to travel between sites.

RESPONSIBLE TO: Head of Department

MAIN RESPONSIBILITIES

- Deliver high-quality teaching of Drama across Key Stage 3 and 4.
- Plan and deliver a broad, balanced and engaging Drama curriculum that meets the needs of all learners
- Monitor, assess and support the progress and development of pupils in Drama
- Create a positive and inclusive learning environment that enables all pupils to achieve their full potential
- Contribute to raising standards of attainment and achievement in Drama across the department
- Support the wider aims of the school, promoting pupils' personal development alongside academic success

Teaching and Learning

- Plan and prepare high-quality lessons that meet pupils' educational needs and support excellent progress.
- Use a range of effective teaching strategies to engage, challenge and support pupils.
- Adapt teaching appropriately to respond to pupils' individual needs and potential barriers to learning.
- Promote high standards of behaviour, effort, punctuality, work and homework in line with school policies and procedures.
- Provide clear and constructive feedback to support pupils' learning and progress.
- Contribute to curriculum development and the preparation and effective use of teaching resources.
- Support the development of pupils' literacy, numeracy and digital skills where appropriate within the subject

Job Description Continued...

Curriculum and Development

- Contribute to the planning, development and review of the Drama curriculum, including schemes of work and teaching resources
- Support the delivery of a broad, balanced and relevant Drama curriculum
- Contribute to the department's development plan and improvement priorities
- Keep up to date with developments in Drama education and curriculum changes
- Support enrichment opportunities, including extra-curricular activities where appropriate

Pupil Progress & Pastoral Care

- Promote the academic progress and personal development of all pupils
- Contribute to a positive, inclusive and orderly school environment
- Undertake the role of mentor (form tutor equivalent role) or support a designated group of pupils as required
- Monitor attendance, punctuality and behaviour, taking appropriate action where necessary
- Build positive relationships with pupils to support their wellbeing and engagement

Assessment & Quality Assurance

- Use assessment data effectively to inform planning and raise standards of attainment
- Contribute to departmental self-evaluation, monitoring and review processes
- Participate in lesson observations, work scrutiny and other quality assurance activities
- Reflect on and evaluate own teaching practice, implementing improvements where needed
- Support whole-school quality assurance procedures and expectations

Professional Responsibilities

- Engage fully in the school's appraisal and performance management processes
- Take responsibility for ongoing professional development, including subject knowledge and pedagogy
- Work collaboratively as part of the Drama Faculty and wider staff team
- Communicate effectively with parents/carers regarding pupil progress and wellbeing
- Contribute to whole-school events such as Open Evenings, Parents' Evenings and transition activities
- Support the effective deployment of support staff within the classroom

Safeguarding & Wider Contribution

- Safeguard and promote the welfare of children and young people in line with school policies and statutory guidance
- Maintain high standards of professionalism, confidentiality and conduct
- Undertake duties as required, including break/lunch supervision
- Contribute positively to the wider life and ethos of the school
- Promote and uphold the school's values and expectations
- Comply with all relevant policies, including safeguarding, health and safety, and data protection
- Undertake any other duties appropriate to the role, in line with the School Teachers' Pay and Conditions Document (STPCD)

Person Specification
Teacher of Drama
Sawston Village College

ANGLIAN LEARNING

Qualifications and Training

Essential:
- Qualified Teacher Status (QTS)
- Good honours degree in related subject
- GCSE grade C/4 or higher in Maths and English

Desirable:
- Evidence of further professional development or leadership training

Experience

Essential:

- Recent experience of teaching Drama to at least GCSE (or equivalent) level.
- Experience of involvement in extracurricular Drama activities.
- Evidence of securing excellent outcomes for students through high-quality teaching and learning.
- Experience of working collaboratively with colleagues to support student achievement.

Desirable:

- Experience of contributing to curriculum development across KS3 and KS4.
- Experience of contributing to relevant QA activities (e.g. data analysis, work scrutiny, pupil voice, stakeholder surveying).
- Experience of supporting colleagues and working collaboratively within a department.

Personal Qualities

Essential:
- Demonstrates personal enthusiasm for the learning process
- Able to prioritise and meet deadlines
- High level of integrity, honesty and fairness
- A liking and respect for young people
- Approachable, friendly and patient

Desirable:
- Good sense of humour

Skills and Knowledge

Essential

- Excellent teaching, pastoral and behaviour management skills, leading to strong student outcomes.
- Strong data literacy, with the ability to interpret assessment information and use it to inform teaching, target interventions and raise attainment.
- Reflective and analytical approach to professional practice, including a commitment to ongoing professional growth.
- Excellent organisational, communication and interpersonal skills, with the ability to meet deadlines.
- Ability to establish productive working relationships and contribute effectively as part of a team.
- Commitment to high standards, continuous improvement and educational excellence.
- Integrity, honesty and fairness, with a commitment to equality, diversity and inclusion.
- A genuine respect for and commitment to supporting young people.
- Knowledge and understanding of curriculum development across Key Stages 3 and 4.

Desirable

- Evidence of engagement with relevant professional development opportunities and professional communities (e.g. subject associations, HEIs, Chartered College of Teaching).

How to apply

Dates

CLOSING DATE:	Tuesday, 6th October 2026 at midnight
INTERVIEW DATES:	Friday, 16th October 2026
START DATE:	January 2027, subject to satisfactory pre-employment checks

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Teacher of Drama and meet the person specification we invite you to apply for this exciting opportunity via our portal.

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via peopleservices@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.'

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - https://anglianlearning.org/information/data-protection-policies/

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.

Get in touch

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