



Dyson Perrins

CHURCH OF ENGLAND ACADEMY

LIFE IN ALL ITS FULLNESS

BRIEF FOR THE POSITION OF
TEACHER OF PERFORMING ARTS
/ SUBJECT LEADER OF
PERFORMING ARTS (Maternity
Cover)



DYSON PERRINS CHURCH OF ENGLAND ACADEMY

Our Mission:

A Christian school which enables all students, regardless of beliefs, abilities or background, to reach their potential and flourish. 'Life in all its fullness' John 10:10.

Our Vision:

- To deliver academic excellence every day.
- To enable character development and personal growth.
- To provide extra-ordinary experiences that create life-long memories.
- To create a supportive and happy learning community with a sense of togetherness
- To work in effective partnerships to have a positive influence across our community.

Our School values:

Belief

Trust

Resilience

Challenge

Dear Applicant,

Thank you for showing an interest in joining Dyson Perrins.

This is an exciting opportunity and your contribution will help improve the life chances of our young people. Our students are wonderful and deserve the very best. You will join a supportive, committed and highly talented staff team who share high ambitions for our students. You will need to bring a sense of energy, a desire to continually improve and share our commitment to raising the achievement of every student. In return we will invest in your professional development and offer opportunities for further career development in the future.

“Pupils are happy and feel safe at this inclusive school. Staff have high expectations for pupils in all aspects of school life. This is reflected in their positive behaviour and their participation in all aspects of school life. Pupils’ behaviour in and around school is calm and friendly.” Ofsted, June 2023

In your covering letter, which should be no longer than 2 sides of A4, please provide examples of how you meet the requirements of the person specification and outline how your current experience has prepared you for this role. Your application form and covering letter should be sent to hr@dysonperrins.co.uk.

Equality and diversity are important to us and we welcome applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race. Dyson Perrins is a Church of England Academy so applicants should be in sympathy with the aims and philosophy of a Church School and willing to lead through our Christian values of belief, trust, challenge and resilience.

I hope you have been inspired to apply and I look forward to reading your application. We are happy to offer informal visits to the school so please do get in contact with any questions, for a conversation about the post or to arrange a visit.

Best wishes with your application.

Mike Gunston
Headteacher



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Maternity Cover: Teacher of Performing Arts / Subject Leader of Performing Arts (MAT LEAVE) –

Required September 2025

0.8 – 1.0 FTE

Grade: MPS/UPR plus TLR2

We are looking to appoint a dynamic and driven Subject Leader for Performing Arts . You will be an exceptional practitioner with high expectations of all students. The role presents an exciting opportunity to fill a crucial middle leadership role in our team and will provide an ambitious professional with excellent preparation for future career development. The successful candidate will ideally have experience in delivering Btec Performing Arts to key stage 4, alongside key stage 3 Drama. We are seeking an innovative curriculum thinker who shares a passion for extra-curricular provision.

We are also open to hearing from high caliber candidates who are not yet looking for leadership responsibilities but would welcome the opportunity to develop over the next year. We want the best and will shape the role around the right candidate.

The successful candidate will be:

- Able to demonstrate a positive impact on student outcomes in their current role.
- A highly effective classroom practitioner with the capability to develop the performance of colleagues
- To develop an innovative and progressive curriculum in Performing Arts lessons which is supported by a vibrant programme of extra-curricular activities.
- Committed to professional development and continual improvement
- Willing to uphold our Christian values of trust, belief, challenge and resilience

Dyson Perrins is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position you will be expected to apply for an enhanced disclosure from the Disclosure and Barring Service before appointment is confirmed. References will be sought on shortlisted candidates before interview.

We strive to be an Employer of Choice and are committed to the wellbeing and development of our colleagues. You will join a supportive, warm and friendly community. We reserve the right to close this vacancy early if we receive suitable strong applications. If you are interested in working with us, please apply without delay.

For a confidential discussion about this post, more information or to arrange a visit, please contact our HR team.

Email: HR@dysonperrins.co.uk

Telephone: 01684 564751

Application forms can be found using the following link to our website

<https://docs.google.com/uc?export=download&id=1VfhETVnW0vDOzI5ygDbKo8fT0jlpDd6>

Please email completed application forms to the Office Manager HR@dysonperrins.co.uk.

Alternatively our address can be found on the back cover.

Thank you for your interest in Dyson Perrins Church of England Academy, We look forward to receiving your application form.



JOB DESCRIPTION

Accountability:

Accountable to the Headteacher. Under the daily leadership of the designated SLT line manager.

Leadership of:

- Teaching staff across the department.
- Teaching assistants supporting lessons within the department.

Key Strategic Areas:

- Raising achievement in all subjects within the department, across all Key Stages.
- Developing the quality of teaching & learning within the department.
- Designing an engaging & relevant curriculum across all subjects within the department.
- Ensuring effective behaviour for learning exists within the department, in line with school procedures.
- Support the priorities identified in the School Development Plan, working within school policies.

Strategic Responsibilities:

- To develop a department culture that is committed to improvement through raising achievement and high aspirations.
- To develop an ambitious and innovative curriculum across Key Stage 3 and 4 that supports engagement knowledge, retention and positive student outcomes.
- To lead self-evaluation and subsequent development planning across the department in line with school procedures.
- To design and implement strategies to improve the teaching of all staff within the department, including the sharing of best practice.
- To provide leadership by coaching, mentoring and motivating staff to build a culture of commitment, high standards and drive for success.
- To ensure assessment data is recorded, analysed and used effectively to drive improved student outcomes across the department.
- To ensure behaviour & safety across the department is conducive to effective learning.
- To lead the department's provision for Pupil Premium students.
- To establish highly effective academic intervention within the department for students at risk of underachievement.
- To ensure the needs of vulnerable groups (SEN, EAL, G&T) students are met within lessons across all subjects within the department.
- To promote and contribute to enrichment and extension activities within the department.
- To actively contribute to the leadership of all external reviews, including any Ofsted inspections.
- To contribute effectively to school governance through effective communication and attendance at meetings as requested.
- To Promote and lead on the delivery of all extra- curricular activities in Performing Arts.



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Developing Teaching & Learning:

- To take responsibility for own continuing professional development, including attendance at in-service training, to develop job performance and for personal development.
- To model excellence in teaching and learning by consistently delivering highly effective lessons with own teaching groups.

In addition:

- To provide strategic leadership for identified areas of the financial and material resources, including maintaining the agreed budget.
- Effective deployment of teaching and support staff within the faculty.
- Effective performance management of teaching and support staff within the faculty.
- To maintain of high standards of behaviour for SEND students across the school, promoting a sense of community.
- To take an active role in the school's pastoral care of students.
- To attend and actively contribute to Middle Leader meetings within the school.
- To carry out such other duties as are required and as are commensurate with the grade of the post.

Key quantitative and qualitative outcome measures:

- Student performance in relation to achievement targets.
- Student performance in relation to national achievement indicators.
- Monitoring & evaluation of teaching across the department shows typically 'good' provision or better.
- Monitoring & evaluation of behaviour across the department shows positive student attitudes.
- Achievement gaps between Pupil Premium students and their peers are closing.
- There is evidence of high expectations in all lessons.
- Department leader can articulate and evidence effective intervention strategies for students at risk of underachievement.

Notes

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school.
- The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the line manager may reasonably require. It may be reviewed annually or earlier if necessary. You may discuss your job description with your line manager or the Headteacher at any arranged time.



Person Specification

CATEGORY	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • QTS • Successful teaching experience in a secondary school • Evidence of Continuing Professional Development relevant to the role 	<ul style="list-style-type: none"> • Further professional qualifications relevant to the role • Strong academic credentials
Experience	<ul style="list-style-type: none"> • An outstanding classroom practitioner • Demonstrable experience of having significantly improved student outcomes • Understanding of effective teaching and learning strategies including developing behaviour for learning • Ability to think strategically and creatively on how to support students with SEND needs • Can train, coach and mentor others to achieve good progress in students' learning • Makes effective use of assessment information and data on students' attainment and progress 	<ul style="list-style-type: none"> • Good understanding of best practice re: Pupil Premium & catch-up funding • Using teacher appraisal as an effective tool for support and challenge • Experience in leading and managing colleagues, including direct line management • Knowledge and experience of monitoring, evaluation and review processes (self-evaluation)
Skills and understanding	<ul style="list-style-type: none"> • Key Stage 3 & 4 curriculum design to ensure progression and knowledge retention • Vision to develop the role to ensure positive impact in every classroom • Excellent verbal and written communication and inter-personal skills • Ability to analyse problems, reach considered judgements, resolve issues sensitively • Ability to lead others and delegate effectively • Personal organisation and time management skills • Able to effectively hold colleagues to account for the provision and outcomes of students • Able to communicate effectively with a wide range of stakeholders • Adaptable and able to work well under pressure and meet deadlines 	
Personal qualities and attributes	<ul style="list-style-type: none"> • The ability to inspire colleagues and act as a professional role model • Dynamic nature with innovative ideas and a passion for teaching and learning • Energy, drive and ambition • The highest levels of personal and professional integrity • A commitment to raising the aspirations of the whole school community • Good sense of humour and healthy sense of perspective • Resilient and adept at managing workload • Motivation and drive to seek further promotion 	



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Staff benefits:

- A supportive and caring community
- Excellent CPD opportunities and career progression/ Professional development of support staff
- One to one coaching for teaching staff
- Centralised behaviour systems
- Employer Contributions to Teachers Pension Scheme or Local Government Pension Scheme
- Laptop available for staff for business use
- Mental health and well-being support
- Employee Assistance Programme for free and confidential advice
- Family friendly working arrangements and policies
- Eye Care Voucher scheme / Annual Flu Vaccination
- Free parking
- Member of Dyson Perrins Staff Association

Our Commitment to Safeguarding:

Dyson Perrins Church of England Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

An offer of employment will be conditional until an Enhanced DBS and medical clearance have been received. References will include your most recent employer and may be sought prior to interview. Any offer of employment will be conditional on the receipt of at least two satisfactory references.





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