



CREATING A CLIMATE FOR GREAT LEARNING,
SUCCESS AND OPPORTUNITY

Recruitment Pack

Leader of Drama

Start date: September 2024

Full time, Permanent



BENTON PARK SCHOOL

'Creating a climate for great learning, success and opportunity'

Vision

Creating a climate for great learning, success and opportunity



Values



Endeavour



Resilience



Inspiration



Collaboration



Compassion

Curriculum Intent



Promotes a love of learning and provides an environment for all students to succeed in, whatever they aspire to do.



Places high value on the breadth, acquisition, retention and application of knowledge.



Enriches and bridges gaps in cultural knowledge.



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Leader of Drama

Location: Rawdon, Leeds

Contract: Permanent – September 2024

Closing Date: 8am on Friday 10th May 2024

Salary Range: MPS/UPS plus TLR 2b

Interviews will be held on Friday 17th May 2024

This is an exciting opportunity for a talented colleague to join our vibrant and ambitious school as Leader of Drama.

Benton Park is a thriving and growing state funded, local authority maintained comprehensive school with over 1550 students – including around 300 in the Sixth Form. We are located in Rawdon, on the outskirts of Leeds City Centre and we work amongst a vibrant and supportive local community. We have recently completed a move into brand new state of the art premises following a successful £28.5 million building project. Our new environment is an excellent place to work and learn and we are committed to our work being supported by the latest technologies in our classrooms.

We are a successful, inclusive school where our students are our greatest asset. We have high standards and expectations which are matched equally with our high aspirations for all members of our school community and we work hard to provide support and investment to enable these to be achieved. We pride ourselves on treating each and every one of our students as an individual and the excellent climate we have created for great learning, success and opportunity enables our students to achieve their full potential.

Our work is underpinned by our five key values: Endeavour, Resilience, Inspiration, Collaboration and Compassion. Our values are aimed at developing young people to be the very best they can be and to equip them with the skills, knowledge and attributes to be confident, rounded and successful members of society.



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Dear Colleague

Leader of Drama

Thank you for your interest in becoming the Leader of Drama here at Benton Park School. We have celebrated many achievements in the last few years, but we know that we can go even further and we are keen for a colleague to join us to support in achieving this.

You will enjoy working with a talented and hardworking staff team who have the students at the heart of everything they do each and every day. Our students are articulate, caring young people who are keen to learn and develop and we enjoy productive and successful partnerships with our parents, carers and the local community.

Following on from the appointment of our new Headteacher in September 2022 this is a really exciting development in our leadership structure. If you share our values and this sounds like the perfect next step in your career please get in touch and we will be happy to share with you our ambitions for the future

Thank you for your interest in our school.

Yours sincerely

Delia Martin
Executive Headteacher





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Information about our school

We are a Local Authority maintained school situated to the North West of the vibrant and diverse city of Leeds in the North of England. We are oversubscribed and have recently increased our pupil admission number to 300 per year to meet local demand. We have very supportive families and work with numerous local primary schools including areas such as Rawdon, Yeadon and Calverley.

We have benefited from a £28.5 million investment in our premises and we are very proud of the state-of-the-art facilities and equipment we are able to offer our students and staff. We are also proud of our growing Sixth Form. The move to our new premises has allowed us to create a bespoke Sixth Form centre and we have invested heavily in the refurbishment of it to ensure it is an inviting place to study and learn.

Our vision of 'Creating a Climate for Great Learning, Success and Opportunity', drives every aspect of our work. This is underpinned by our 'Aspirations for All' programme where we actively promote the importance of our students having high aspirations for themselves in all aspects of their lives. Central to this work is supporting students to consider their next steps at the end of their time with us, but also to support them in developing the skills and knowledge they need to be able to access whichever future pathway they choose. The work we do on this programme also focusses on developing the skills our students need to encompass our school values of Resilience, Inspiration, Collaboration, Endeavour and Compassion. Our Personal Development Curriculum, which also includes our Aspiration for All Programme, and our student leadership development opportunities, have a regular focus on mental health and wellbeing, an aspect that we know is extremely important in supporting all young people.

Celebrating success is incredibly important to us and we always seek to reward our students for going above and beyond in any aspect of their school life. We have a positive rewards culture and enjoy sharing in our students' successes. Our philosophy is that a busy student is a successful student and to support this we offer a wide and varied range of extra-curricular opportunities. This includes a range of lunchtime and after school clubs as well as trips and visits both in the UK and abroad. We also run a hugely successful Duke of Edinburgh scheme.

Further details about our school, including all aspects of our curriculum design can be found at www.bentonpark.org.uk and in the school's Prospectus available [here](#)



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Welcome from the Headteacher

Thank you for your interest in our school. As the Leader of Drama at Benton Park, you would play a pivotal role in helping to shape a strong, positive and successful learning experience for all of our students.

We are looking for a highly motivated, positive colleague who can contribute to ensuring excellent standards in all areas of school life. A team player, you will have the ability to form high quality relationships with staff, students and parents alike.

At Benton Park, we take an evidence informed approach. No individual element of our practice is revolutionary. We don't believe in off-the-shelf strategies or practices; there is no silver bullet. It is really about being values driven, having clear vision, focusing relentlessly on results, operating strict routines, doing the simple things well every day, and building strong relationships at all levels.

Our 'warm-strict' approach instils strong learning habits ultimately helping students become better qualified, more successful and happier. We expect students to follow homework and equipment rules, wear uniform with pride and always be 'on task', fully engaged and ready to learn.

Every decision we make is based around our vision 'creating a climate for great learning, success and opportunity' and we live and breathe this each and every day. We are committed to ensuring that every student throughout our school has access to a truly inclusive and aspirational education.

We have the highest expectations of our students to encourage them to be the best that they can be. We expect all of our students to display the Benton Park values at all times and staff reward them for this. We also have bespoke Personal Development and Aspiration for All lessons to develop our students to be young people who can make a positive change to Benton Park and the world beyond.

Our curriculum is underpinned by an expectation that students will 'know and remember more' as they move through their time with us to develop a mastery approach. This is identified through our Learning Journeys and Progression Models, which are available through our website. Our curriculum intent, which permeates all our work with students both in and out of the classroom, is to promote a love of learning by providing an environment in which all students can succeed, whatever they aspire to do. We place high value on the breadth, acquisition, retention and application of knowledge and we actively develop opportunities to enrich and bridge gaps in cultural knowledge.

Mr N Skilton
Headteacher





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Teaching and Learning at Benton Park

I Do, We Do, You Do

Our teaching model is built around Rosenshine's Principles of Instruction and follows I Do, We Do, You Do. Teachers ensure that they model excellence before scaffolding and guiding students to produce the best quality work possible. This enables students to then produce outstanding work during their independent practice.

Learning Journeys and Progression Models

All of our teaching is built around our Learning Journeys and Progression Models. We believe that students should 'master' their learning and, in doing so, know and remember more. Our subject areas have developed high-quality and effective Learning Journeys and Progression Models to support this and ensure there are opportunities for immediate and effective feedback.

Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

Professional Development

Developing our staff is incredibly important to us. All staff have access to professional development across the school calendar. We believe that the best professional development is not a one-off event but a process. To support the development of teaching across the school we use Teaching Walkthrus. Many of our staff also access external courses including NPQs.

Learning Habits and Routines

At Benton Park, we build our teaching around some crafted routines to support teaching and learning. We explicitly teach these to our students to ensure that learning time is maximised and that transitions are effective. We pride ourselves on supporting all learners, including our most vulnerable, having access to the highest quality support through these habits and routines.

Reading

Reading, and literacy, form central pillars of our approach with students. Students have the opportunity to be read every morning to develop their reading and also their cultural capital. We expect every member of our School community to talk in full sentences at all times to support our drive for improved oracy and, subsequently, literacy levels.



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JOB DESCRIPTION

Leader of Drama

Allowances:	TLR 2b
Responsible to:	Senior Leadership Team

PURPOSE OF THE JOB

To assist the Headteacher with the management and organisation of the school in seeking to achieve the highest standards of student achievement and school efficiency.

To lead the curriculum area of Drama by ensuring that there is a climate of continuous learning for all and that this ensures students are able to succeed in fulfilling their potential and making good progress.

Supporting a diverse range of enrichment and engagement activities will ensure that the opportunities available for all maximise student progress.

Job Purpose:

- Promote a shared vision for Drama that 'creates a climate for great learning, success and opportunity'.
- Provide professional leadership and management of the Drama subject area in order to secure high quality teaching and improve standards of learning and achievement of all students.
- To play a full part in the life of the school community and support the achievement of its vision and aims. To contribute to the distinctive ethos of Benton Park School and to encourage staff and students to follow this example.
- Collaborating with performing arts subjects to work towards shared goals, including joint concerts and performances, school productions and other extra-curricular activities.

The specific responsibilities include:

Curriculum and Curriculum Planning

- To ensure the delivery of an effective, high quality and cost-effective Drama curriculum



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- In collaboration with members of the department, support a Departmental Development Plan.
- To review progress against the School Development Plan in order to contribute to whole school improvement.
- To engage all faculty staff in the creation, development and consistent implementation of effective Progression Maps and Progression Models.
- To work with members of the department to ensure effective preparation and assessment of internal assessments including faculty moderation and standardisation.
- To contribute fully to the PSHE programme and the school's Aspiration for All programme, including the development of CIAG across the Drama curriculum.
- To support the co-ordination of appropriate arrangements for classes when staff are absent, liaising with other staff as necessary to ensure appropriate cover work is completed and the curriculum is delivered effectively.

Teaching, Learning and Professional Development of Staff

- To model 'outstanding' teaching and learning. To lead the development and continued improvement of teaching and learning across the department, in line with the school's Teaching and Learning Policy, in order to secure 'outstanding' student progress.
- To maintain a personal commitment to professional development in order to facilitate the learning of the departmental team and to contribute to the school as a whole.
- To liaise with the SLT to ensure that all staff are supported and are able to deliver consistently high-quality teaching.
- To support and mentor staff, including ITT trainees and ECT's so that the Teacher Standards are met by all members of the team.
- Promote and encourage the use of technology to support Teaching and Learning.
- To support and quality assure educational enrichment activities within the faculty including intervention classes as appropriate to provide a breadth of experience that will improve student enjoyment, learning and progress.
- To ensure that the school's Performance Appraisal Policy is implemented effectively throughout the department.
- To ensure the consistently high standard of learning across the school through coaching and mentoring.
- To ensure that students consistently make good progress.

Self-Evaluation and Quality Assurance

- To monitor and evaluate all aspects of the department to ensure there is an accurate understanding of the strengths and areas for development to inform improvement planning



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- To work with staff in the department to regularly analyse Teaching and Learning, in order to identify and address any underachievement and support 'outstanding' achievement for all students within Drama. To use the results of this analysis to inform improvement actions.
- To communicate effectively with all members of the faculty so that they are familiar with the Teaching and Learning aims and objectives of the department and the school. To promote whole school initiatives and maintain the consistent implementation of faculty and whole school policies and procedures.
- To monitor the Teaching and Learning work of all members of the faculty and check the implementation of school policies, e.g. marking of students work and the assessment and recording of progress. To involve staff in the review and evaluation of their own work, to ensure improved developments in Teaching and Learning.
- To utilise the school systems and procedures to challenge underperforming staff, providing or brokering the appropriate support and professional development to improve Teaching and Learning performance.

Student Progress and Well being

- To liaise with SLT and the SENDCO and faculty staff to ensure that the needs of all students are met so that they are able to fulfil their potential and make 'outstanding' progress.
- To ensure that appropriate challenging targets are set for all students and that high expectations and high standards are maintained across the department.
- To lead and work with departmental staff to monitor and support the overall progress, attendance, development and wellbeing of students to ensure equality of opportunity. To ensure that appropriate action is taken if there are any issues or concerns.
- To support the school's Attitude to Learning Framework, to maintain a positive environment for teaching and learning.
- To ensure effective communication with parents/carers so that they are advised and informed of their child's progress as appropriate.

Enrichment and Engagement

- To support trips and enrichment activities for all Key Stages to ensure students are fully engaged in all aspects of their learning and development.

Wider professional responsibilities

- Support and promote the school's policies on diversity and equality of opportunity.



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- To be aware of and comply with policies and procedures relating to child protection and safeguarding ensuring all concerns are reported appropriately in a timely manner.
- To be aware of and comply with policies and procedures relating to data protection and the security and confidentiality of data, ensuring all concerns are reported appropriately in a timely manner.

HEALTH & SAFETY

All Staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work and ensure that they lead their faculty in Health and Safety requirements

THE STATUTORY REQUIREMENTS

The appointment is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

VARIATION IN ROLE

Given the dynamic nature of the role and structure of Benton Park School, it must be accepted that, as the School's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the postholder.

The School (and the Local Authority) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.



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PERSON SPECIFICATION

Job Title: Curriculum Leader of Drama (TLR 2b)

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none"> education to degree level or equivalent QTS an excellent track record of recent, relevant professional development experience of effective teaching and performance. an outstanding practitioner 	<ul style="list-style-type: none"> innovative use of resources leading a curriculum area vast experience leading productions and performances
Leadership & Management	<ul style="list-style-type: none"> innovative approaches to working with students, parents, staff and other stakeholders prioritise, plan and organise direct and co-ordinate the work of others set high standards and provide a role model for students and staff deal sensitively with people and resolve conflicts high aspirations for all 	<ul style="list-style-type: none"> motivate all those involved in the delivery team experience of working as a strong leader and as a member of a team in an educational setting
Knowledge & Understanding	<ul style="list-style-type: none"> the principles behind the core purpose in the job description and their potential for raising standards effective review and evaluation procedures promote an exciting and engaging extra-curricular provision. 	<ul style="list-style-type: none"> effective use of mentoring and coaching to raise standards
Communication Skills	<ul style="list-style-type: none"> communicate the vision of the school to a range of stakeholders 	<ul style="list-style-type: none"> develop, maintain and use an effective network of contacts



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	<ul style="list-style-type: none"> • negotiate and consult fairly and effectively • develop and manage good communication systems • communicate effectively orally and in writing to a range of audiences 	
Decision Making and Judgement Skills	<ul style="list-style-type: none"> • make decisions based on analysis, interpretation and understanding of relevant data and information • demonstrate good judgement 	<ul style="list-style-type: none"> • think creatively and imaginatively to anticipate, identify and solve problems
Personal qualities	<ul style="list-style-type: none"> • a commitment to inclusive education • evident enjoyment in working with young people and their families • empathy in relation to the needs of the school and the local community • ability to inspire confidence in staff, students, parents and others • adaptability to changing circumstances/new ideas • reliability, integrity and stamina • personal impact and presence • prioritise and manage own time effectively • work under pressure and to deadlines • seek advice and support when necessary 	<ul style="list-style-type: none"> • achieve challenging professional goals • personal ambition and potential for further promotion • intellectual ability and curiosity • determination to succeed and the highest possible expectations of self and others • vision, imagination and creativity • resilience and perspective



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