



APPLICATION PACK:

Head of Drama



Head of Drama

Start date: April or September 2026

The Cowplain School is seeking to appoint a skilled and inspirational Head of Drama, who forms effective relationships with students, parents and colleagues and has the skills and drive to ensure our students receive the best possible learning opportunities. This would be a fantastic opportunity for an ambitious teacher of Drama to take a major step into leadership.

We are extremely ambitious for our 1000 students and have a strong vision to ensure that the life-chances of each young person at the school are enhanced by quality teaching, leading to excellent outcomes.

The performing arts are very successful subjects at the school; we have big plans for future investment in them, including the building of a theatre, to add to our recently completed music block.

All KS3 students receive weekly lessons in Drama and it is also a popular subject at GCSE. We have an effective Drama curriculum in place but you will be given responsibility to develop and enhance it as well as placing our three central strands of *thinking hard, developing character and understanding diversity* at the heart of it, ensuring every student develops in those areas.

The facilities at the school include a well-equipped drama studio as well as practice rooms, all close to the other performing arts facilities, which include a dance studio. All teachers teach in their own room, equipped with projector and screen, whilst every teacher receives a laptop.

The Performing Arts team has a strong commitment to extra-curricular activities, running many trips and further experiences for students, such as visits to West End shows, engaging visiting theatre companies, etc, aiming to provide students with a range of rich and diverse experiences. Of course, there are many opportunities to perform, including the school shows.

The wider Performing Arts team is a strong one and is very mutually supportive. All contribute to providing exceptional performing arts experiences for the young people of the school

We offer all members of staff a full induction programme and significant opportunities to develop their expertise. Colleagues at the school work together to support each other and we have an active wellbeing committee.

As a leader at Cowplain we would invest in you to ensure that you develop the skills and expertise needed to ensure those that you teach acquire the positive attitudes, knowledge and understanding vital to their future. In addition, we would develop your leadership potential and start you on a journey to senior leadership.

To request an application pack please email Mrs Amanda Simmons via a.simmons@cowplainschool.co.uk or access via our website www.cowplainschool.co.uk/about-us/vacancies. If you wish to apply for this post you will need to return a fully completed Cowplain School application form to Mrs Amanda Simmons, PA to the Principal, via email or post to The Cowplain School, Hart Plain Avenue, Cowplain, Waterlooville, Hants, PO8 8RY.

The closing date for receipt of applications is midday on Friday 30th January 2026.

The Academy reserves the right to interview earlier should suitable candidates apply.

The Cowplain School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Join us on our journey to excellence!

Thank you for your interest in the post of Head of Drama at The Cowplain School. I sincerely hope that you will continue your application and wanted to share with you a few words that I hope will convince you to apply.

This is an exciting time to be joining the school; I took up the post of Principal in 2013 and am looking for an outstanding Head of Drama to join myself; a superb leadership team; a committed staff and a knowledgeable governing body to take the school forward.

I know that applying for a new position is a big decision so I thought it would be useful to explain why I think The Cowplain School is the right choice for your career; Firstly, the school is part of a community that values it and parents and students enjoy attending Cowplain and are very proud of it.

Secondly, we have an exciting challenge ahead of us to raise the standards of attainment and achievement in the school.

Thirdly, the school provides a caring and inclusive environment that values each child. Staff are committed to ensuring the best outcomes for those that they teach or work with and there is a very positive feeling and ethos in the school which I am determined to maintain.

As a school, we have a curriculum which focusses on three key strands: *working hard; developing character; and understanding diversity*. We believe it is vital to educate the whole child, so we have a strong commitment to the personal development of students at Cowplain. I am extremely ambitious for the school and its students and require staff who share this ambition. I hope you are confident in your ability and I need you to have the ambition to be an excellent leader of Drama. Many colleagues who have joined us as middle leaders have gained promotion and assumed senior leadership positions within The Cowplain School or elsewhere.

The desire to accept the challenge should, I trust, be one that inspires and motivates you to apply; if you are successful I can offer you the chance to play a big part in the continued and future success of The Cowplain School, not just in leading and teaching Drama within the school, but also through the chance to enhance the whole school experience for each child.

For more information about the school, please consult our website www.cowplainschool.co.uk. To receive more information, arrange a visit or ask any questions that may inform your application, please contact Mrs Amanda Simmons, PA to the Principal:

a.simmons@cowplainschool.co.uk

Once again, thank you for your interest in the post.

Ian Gates
Principal

Information for applicants

Salary: Commensurate with experience

TLR2: £7130 per annum

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HEAD OF DRAMA

The teacher is responsible to the Principal in all matters.

Professional Duties

The School Teacher's Pay and Conditions set out the professional responsibilities of the Head of Art and Photography.

In addition, the Head of Drama is expected and required to:

- Lead and develop the provision for Drama
- Lead and develop extra curriculum provision for drama centred activities
- Lead and manage staff within the Drama team, whilst holding them accountable for their performance
- Play a key role in ensuring quality learning, behaviour and engagement of students in Drama lessons
- Lead the professional development of staff within, but not restricted to, the Drama department
- Support accountability processes throughout the department
- Manage resources as appropriate
- Undertake any professional duty reasonably assigned by the Headteacher

SPECIFIC TEACHING RESPONSIBILITIES (STPCD) INCLUDE:

1. Set high expectations which inspire, motivate and challenge students

- a) establish a safe and stimulating environment for students, rooted in mutual respect
- b) set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- c) demonstrate consistently the positive attitudes, values and behaviour which are expected for students

2. Promote good progress and outcomes by students

- a) be accountable for students' progress and outcomes
- b) be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- c) guide students to reflect on the progress they have made and their emerging needs
- d) demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- e) encourage students to take a responsible and conscientious attitude to their own understanding and behaviour

3. Demonstrate good subject and curriculum knowledge

- a) have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- b) demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- c) demonstrate an understanding of and take responsibility for promoting high standards of literacy, numeracy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject

4. Plan and teach well-structured lessons

- a) impart knowledge and develop understanding through effective use of lesson time
- b) promote a love of learning and children's intellectual curiosity
- c) plan other out-of-class activities to consolidate and extend knowledge and understanding students have acquired
- d) reflect systematically on the effectiveness of lessons and approaches to teaching
- e) contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

5. Adapt teaching to respond to the strengths and needs of all students

- a) know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- b) have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- c) demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- d) have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use them and evaluate distinctive teaching approaches to engage and support them

6. Make accurate and productive use of assessment

- a) know and understand how to assess the relevant subject and curriculum areas, including statutory requirements
- b) make use of formative and summative assessment to secure students' progress
- c) use relevant data to monitor progress, set targets, and plan subsequent lessons
- d) give students regular feedback, both orally and through accurate marking and encourage students to respond to feedback

7. Manage behaviour effectively to ensure a good and safe learning environment

- a) have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- b) have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- c) manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- d) maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

8. Fulfil wider professional responsibilities

- a) make a positive contribution to the wider life and ethos of the school
- b) develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- c) deploy support staff effectively
- d) take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- e) communicate effectively with parents with regard to students' progress, understanding and well being

9. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- a) treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- b) having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- c) showing tolerance of and respect for the rights of others
- d) not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- e) ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

10. Demonstrate proper and professional regard for ethos, policies and practices of the school, and maintain high standards in their own attendance and punctuality

11. Demonstrate an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities

GENERAL RESPONSIBILITIES INCLUDE:

- a) Being a Tutor to an assigned Tutor Group and to carry out related duties in accordance with the general job description of Form Tutor.
- b) Carrying out a share of supervisory duties in accordance with published schedules.
- c) Participating in appropriate meetings with colleagues and parents relative to the above duties.