



FRANCIS HOLLAND
SLOANE SQUARE



THE SUNDAY TIMES
**SCHOOLS
GUIDE
2023**
INDEPENDENT
SECONDARY
SCHOOL
OF THE YEAR

Head of Drama
from January 2027

Candidate Information

ABOUT THE SCHOOL

Francis Holland Sloane Square is a highly sought-after, independent selective school for 600 senior pupils aged 11 to 18 (HMC and GSA). The School is located on a spacious site in a beautiful residential part of Belgravia, close to the Saatchi Gallery and many cultural institutions such as the Victoria and Albert Museum, the Science and Natural History Museums, the Royal Academy and the Tate Galleries. The proximity to West End theatres offers us unparalleled access to current players and performances.

The School has enjoyed some significant building developments in recent years to accommodate a dramatically increasing roll and our vision for creative learning for the real world. Most recently, the Sixth Form (150 pupils) has moved into a spacious and inspirational building called The Old School House, which forms a bridge to higher education and provides an exciting environment for young people to develop their independence.

Francis Holland Sloane Square is overall a vibrant international community, and families from major cities abroad often seek places for their children here as a priority. Each member of staff is involved in the pastoral life of the School, normally as a Form Tutor, and the care of the children is renowned and exceptional. A team of counsellors provide additional support to the pupils and staff, reflecting our emphasis on supporting wellbeing.

A very wide range of co-curricular opportunities is also offered to the pupils, and all staff contribute to this vibrant and vital dimension of the School. Over sixty clubs and societies, outstanding music and drama opportunities and our renowned art department are complemented by an exceptional sporting reputation which benefits from the superb facilities of nearby Battersea Park. Overseas trips and annual expeditions for all pupils build resilience and independence. The School has a distinctive emphasis on creativity and innovation, and all pupils learn to use their 'time, talent and treasure' in the service of the local and wider community. Volunteering and fundraising are strong, and all students develop an understanding of social enterprise, with many setting up their own business ventures.

Academic standards are consistently high throughout the School, placing it amongst the most successful schools in the UK with outstanding results at [GCSE](#) and [A Level](#). On leaving, after A Levels, students proceed to a wide range of prestigious higher education institutions across the globe. The staffing ratio is generous, and the School has its own attractive salary scale.



THE DEPARTMENT

Drama is a thriving and busy department comprised of three drama teachers and a Speech and Drama teacher. All pupils at KS3 are taught drama for one double lesson per week. In years 7-9 pupils follow ambitious schemes of work, designed to teach students a range of theatrical skills, styles and genres. Drama is a popular subject choice, and the department follows the IGCSE specification at GCSE and AQA Drama and Theatre Studies at A-Level. Students thrive in the classroom and enjoy learning in our bespoke Drama Studio

The department benefits from its central London location, regularly taking students to high-quality theatre productions to enrich their learning. The Drama Department offers a varied and extensive co-curricular programme. The department stages a range of performances each year including a whole school production, KS3 play, House Drama competition, enrichment performances, club showcases, as well as GCSE and A-Level pieces.

A key feature of Drama at Francis Holland is our ambitious programme of off-site productions. In addition to performing in our specialist spaces, the department hires professional West End theatres to stage major productions, providing students with exceptional and professional performance opportunities.

The department also includes a strong cohort of Drama scholars at 11+ and 16+. The scholar programme offers students an opportunity to develop their craft and explore the industry over the course of their time at Francis Holland. Drama students go on to work in the industry and study at leading Drama schools and university programmes in the UK and abroad.



THE ROLE

The Head of Drama is responsible for the day-to-day leadership and management of the Drama Department, ensuring that both curriculum and co-curricular drama offers students a dynamic and creative learning experience. They work closely with the Deputy Head Co-Curricular & Operations, Head of Co-Curricular Music and Events Technician to ensure the smooth running of public performances.

The Role:

- To promote the development of the aims of the school by contributing to Heads of Departments' meetings and, in collaboration with the Drama department, produce and support the departmental development plan in line with the school's vision.
- To participate in the recruitment of subject staff and to delegate teaching and other responsibilities fairly throughout the department, encouraging and guiding professional development through advice and support, both generally and through Annual Review.
- To strive to achieve, through collaborative leadership, the highest standards of teaching and learning across the department.
- To lead a busy and successful Drama Department, including running and organising afterschool and weekend rehearsals and co-curricular Drama.
- To regularly observe lessons and provide feedback for discussion using a coaching approach.
- To review approaches to assessment within the department through periodic collection and review of samples of work.
- To lead the ongoing development of creative and well-resourced schemes of work which aim to inspire intellectual curiosity and develop life-long learners.
- To direct all major school productions, liaising regularly with a range of departments to ensure the smooth running of such productions.



THE ROLE

- To oversee all production management, including the sourcing of props and costumes, set hire/design commissioning, rehearsal scheduling and manage production budgets.
- To promote the sharing of good practice within the department; to hold regular departmental meetings, circulating agendas and ensuring that key decisions and action points are noted and minutes circulated.
- To monitor student progress through assessment and attainment data, identifying students in need of interventions; to ensure weekly support clinics are organised for pupils in KS3, IGCSE and A Level.
- To ensure that public examination entries are made and that materials required for examinations are available, liaising with the Exams Officer.
- To ensure that expert advice about drama schools and higher education choices is available to candidates applying to study Drama beyond the Sixth Form.
- To ensure appropriate subject induction for girls new to any year group.
- To organise Open Evenings and other promotional events.
- To ensure that subject displays are updated regularly.
- To ensure the Drama Department risk assessments are up to date.
- To support members of the Drama Department in carrying out their duties in supporting practical work.
- To support the Drama Scholars in ensuring they have exposure to a rich and varied scholars' programme.
- To participate in the school's annual review process for staff and departments, completing all examination analysis and other forms as required.
- To lead in the organisation of curriculum and enrichment trips.
- To organise professional workshops and other enrichment opportunities for Students.
- To lead in other Drama initiatives as directed by senior leadership.



THE ROLE

Personal Profile:

This post would suit an experienced Drama teacher or current Head of Drama who is well-qualified, energetic, and enthusiastic about their subject and teaching and learning. The candidate would be capable of leading a well-established department and looking for a significant new challenge to dedicate themselves to.

We are looking for:

- A clear understanding of safeguarding responsibilities.
- A passion for Drama, live theatre and for teaching, and the ability to inspire enthusiasm and confidence in learners.
- An excellent classroom practitioner.
- Secure subject knowledge at IGCSE and A Level.
- Strong academic background and subject knowledge.
- Excellent communication, organisation and interpersonal skills.
- A collaborative, approachable leadership style and reflective approach to personal learning.
- Confidence in communicating with students, staff, and families.
- A commitment to the co-curricular demands of the role.
- A commitment to the wellbeing of staff and students.
- Experience in contributing to curriculum planning or development and supporting Departmental initiatives and assessment processes.
- Experience mentoring colleagues or taking on informal leadership responsibilities.
- An ability to analyse student data and use it to drive progress.



TERMS OF EMPLOYMENT AND BENEFITS

All new members of teaching staff are automatically enrolled in The Francis Holland Schools' Trust Group Pension with Aviva (salary exchange scheme) to which members will contribute 10% (the 'Employee' Contribution) and Francis Holland Schools contributes 20% (the 'Employer' Contribution).

The new Aviva (salary exchange) scheme offers tax advantages with the flexibility to reduce one's own contribution (without affecting the 'Employer' Contribution), and the ability to opt for a lower 'Employer' contribution in favour of a higher salary,

as well as the added benefit of Income Protection. Further information about the benefits package is available from peopleteam@fhst.org.uk

Our benefits package includes:

- Wellbeing Scheme
- Cycle to Work Scheme
- Life Cover
- Free school lunch during term time
- Interest free travel and computer purchased loans

- The Francis Holland Schools Rewards Hub offering a vast range of retail and entertainment discounts
- Enhanced Maternity Pay
- 50% fee remission for own daughters
- Outstanding professional development opportunities
- Accredited ECT induction with reduced timetable and mentor support
- Approximately 20 fewer teaching days per year compared to the maintained sector
- Smaller class sizes compared to most maintained schools

APPLICATION PROCESS

Interested candidates are invited to submit an application via [My New Term](#). The closing date for applications is **8:00am on Monday 1st June 2026**. First round online interview times will be on **Thursday 4th June**. Final stage in-person interviews will take place **w/c Monday 8th June**. Applications will be assessed upon receipt and the Trust reserves the right to appoint at any stage in the recruitment process. Early applications are encouraged.

Francis Holland Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo our safer recruitment checks and child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974. Francis Holland Schools Trust champions diversity and inclusion in the workplace and strongly encourages applications from all sections of the community. Registered Charity: 312745

