

# Saltley Academy



## Subject Lead for Drama Candidate Pack



Washwood Heath  
Multi Academy Trust  
Respect Collaboration Aspiration



# Saltley Academy - Candidate Pack

## Headteachers Welcome

**Welcome to Saltley Academy.** Thank you for considering a career at Saltley Academy and showing an interest in the role of **Subject Lead for Drama** within our School.

We are a vibrant and forward-thinking educational institution committed to providing an exceptional learning environment where every student can flourish. Our staff are at the heart of what we do, and we are dedicated to creating a supportive and dynamic workplace where professional growth and personal development are encouraged.

Saltley Academy is a leading educational institution situated in Birmingham. Our mission is to inspire and empower students to achieve their full potential through a commitment to excellence, inclusivity, and innovation. We offer a range of academic and extracurricular opportunities designed to support and challenge our students, preparing them for success in their future endeavours.

Our values include:

- Excellence: Striving for the highest standards in all aspects of our work.
- Inclusivity: Creating an environment where everyone is valued and respected.
- Innovation: Embracing new ideas and approaches to enhance teaching and learning.
- Collaboration: Working together to achieve common goals and support one another.

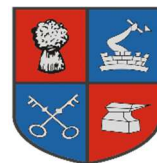
Our staff are passionate, dedicated professionals who contribute to a thriving and positive school environment. We invest in our team by providing opportunities for continuous professional development and fostering a culture of support and collaboration.

Saltley Academy is part of the Washwood Heath Multi Academy Trust.

This Candidate Pack is designed to give you an overview of our academy, the role we are recruiting for, and the qualities we seek in our candidates. We hope it helps you understand what makes Saltley Academy a great place to work and guides you through the application process.

## Paul Marano

Headteacher





# Saltley Academy - Candidate Pack

## About Our School

We are proud not just of our examination results, but also our commitment to valuing each individual/pupil, celebrating all the cultures of our city and country and being the best we can be.

Our 'Academy Pledge' as a Rights Respecting School is as follows; "Saltley Academy is founded on the principle of all respecting the dignity and rights of each and every individual. Respectful relationships are at the core of this learning community, which will enable our young people to respect all whom they meet and to understand and develop the skills they need to embrace the responsibilities of being an outstanding learner and an active, contributing and content citizen."

Saltley Academy provides outstanding learning opportunities for our pupils, in a safe and caring environment. Our pupils feel that they belong to the school, have a voice and are treated equally. Being a member of Saltley Academy transforms not only your life but all the lives of our Academy community. We work alongside other schools and institutions, so we can inspire our pupils to be outstanding, life-long learners, who are also taught and guided by the inspirational staff here at Saltley Academy.

With the skills and personal qualities that are required for a happy and successful life and career, Saltley Academy prepares pupils for adult life, as respectful and responsible citizens in multi-cultural Britain. In a school where real success is recognised and celebrated, Saltley has the highest expectations for academic progress and personal standards. We also encourage our pupils to believe in what they can achieve. Providing every opportunity possible for them, we aim to be a shining example of excellence in teaching and learning.

### School Vision & Ethos

Saltley Academy is committed to developing outstanding learners. This means that all students will have the opportunity, guidance and care to ensure that:

- They achieve academic excellence;
- They are respectful and respected;
- They are safe, guided and cared for, while developing independence, resilience and creativity;
- They develop as happy, successful, respectful and responsible citizens, who will play a positive role in the school, the community and society as a whole;
- They develop the skills and qualities needed to do this, which will prepare them for further study and the world of work;
- They have a wide range of enriching experiences and different learning opportunities;
- They have access to excellent teachers, quality support staff and superb facilities and technology;
- They are able to be the best they can be.

### Curriculum Overview

Our ambitious curriculum at Saltley Academy is built to inspire and challenge students, giving them opportunities to develop and become outstanding learners. It aligns with the WHMAT strategic vision for teaching and learning as it is both broad and rich, underpinned by our principle of respecting the rights of all in our community, and meets individual needs, allowing all students to secure outstanding achievements.

We aim to provide our students with a breadth of knowledge, skills and experiences that enable them to reach their full potential academically, culturally, socially, morally and spiritually. As a Rights Respecting School, Articles 29 (the goals of education) and 31 (the right to leisure, play and culture) are central to the aims of our curriculum.



# Saltley Academy - Candidate Pack

At Saltley Academy students will:

- Experience a broad, rich and inspiring curriculum
- Be literate and numerate
- Learn to become active citizens
- Learn and develop the Saltley Outstanding Learner Qualities needed for success in life, including becoming confident, articulate orators
- Prepare for and secure the foundations for future progression

## Standards and Expectations

Saltley Academy's behaviour vision is built around the 4 Rs, creating a culture where every student can thrive. We expect all members of our community to be Respectful in their interactions, valuing others and contributing positively to our environment; Responsible for their actions, choices and learning; Ready to engage, equipped and focused every day; and Reflective in considering how they can grow, improve and learn from experience. These four principles underpin our behaviour culture, shaping a safe, calm and ambitious Academy where students develop the character and habits needed for success.



## Broad and Rich Curriculum

At KS3, the curriculum is broad, and students experience the full National Curriculum through each subject's learning journey, giving them opportunities to explore each subject and become junior experts e.g. junior historians whilst learning the key knowledge and principles required. Each learning journey has been carefully planned for all to make progress towards goals, sequenced to make sense and build on prior learning. Subjects make links with each other which allows students to make further meaningful links with knowledge information and skills and gives them further opportunities to recall and practise this knowledge and skills. Our curriculum at KS3 inspires students to develop the skills of enquiry and curiosity in order that they become lifelong learners.

Our curriculum is ambitious for all and academic rigour is integral to every curriculum pathway at KS4. Students are carefully matched to their pathway to ensure they are able to reach their potential, achieve academic success and continue their learning at Post 16 on the course of their choice. The English Baccalaureate suite of subjects is the most ambitious pathway, giving a breadth and depth of curriculum that will enable any chosen path in further education. The majority of students will take the Ebacc, while students who demonstrate the commitment, resilience and aptitude required, will also study separate Sciences instead of Combined Science. The majority of students will achieve 9 GCSEs at the end of Year 11, with selected students working towards 8 GCSEs, with an addition focus on the core subjects English and Maths.

Our curriculum maintains the flexibility needed for some of our students with high level SEND, either in mainstream or in the Bridge (our Resource Base for pupils with Autism). We are able to offer Asdan for preparation for life skills, and allow students to work towards Entry Level in the core subjects before taking the GCSEs in these subjects.



## Job Description

### Job Description – Subject Lead for Drama

In addition to the responsibilities of class teacher as set out the Classroom Teachers Job Description (*taken from the school teachers' pay and conditions document*) you will also undertake the following duties and responsibilities.

To provide outstanding leadership for the subject of Drama and ensure that it is appropriately and effectively monitored and delivered.

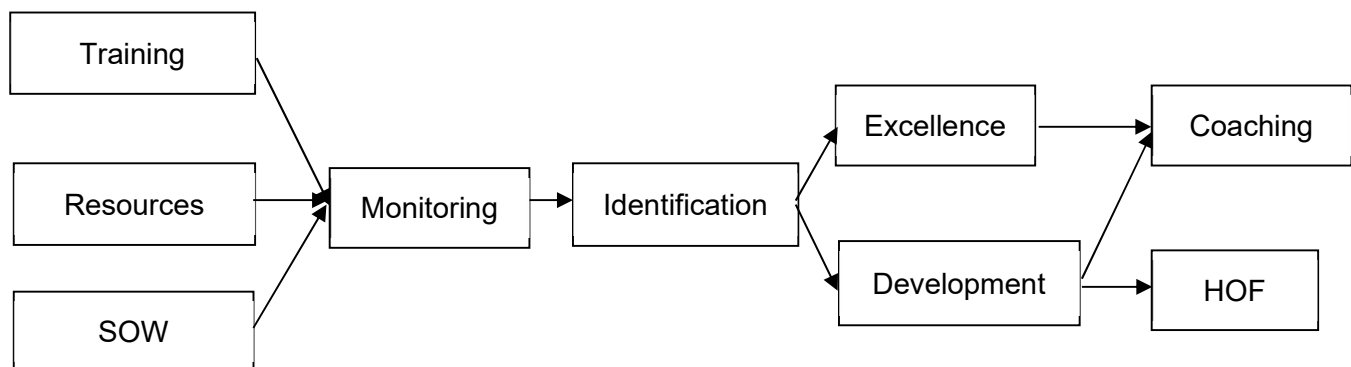
**Responsible to:** Head of Faculty

**Responsible for:** Drama Subjects  
**TLR:2A**

### Accountabilities:

#### Curriculum

- Be responsible for the day-to-day curriculum including developing Schemes of Work, Resources and Special activities
- Ensure that the curriculum meets the needs of all students, is engaging and provides effective challenge.
- Keep up to date with national changes to the curriculum and make changes as appropriate.
- Identify and highlight aspects of SMSC delivered with the curriculum area
- Ensure that there is consistency of assessment across the designated area and ensure that the assessments are appropriate to enable all pupils to achieve expected and more than expected progress
- Monitor and review the delivery of the curriculum from other team members
- Identify excellent practice and those in need of development.
- Ensure all teachers (*including those from outside the department area*) are provided with the resources to enable them to teach content effectively.
- Ensure cover work is suitable and supplied as required for subjects
- Ensure team members have the knowledge to deliver and teach the controlled assessments effectively and seek training where appropriate – including health and safety and the use of new technologies.



### Leadership and Management

- Produce a regular (*after each data collection*) review of progress relating to examination performance and suggest areas for development with respect to their specific area of responsibility.
- Contribute to the school improvement plan by setting and reviewing targets for the development of their specific area of responsibility.
- Encourage team members to develop their professional development and recommend training that might be appropriate.
- To support Head of Faculty in designing and developing departmental trackers for all year Groups.
- Lead department team meetings and briefings as necessary.



# Saltley Academy - Candidate Pack

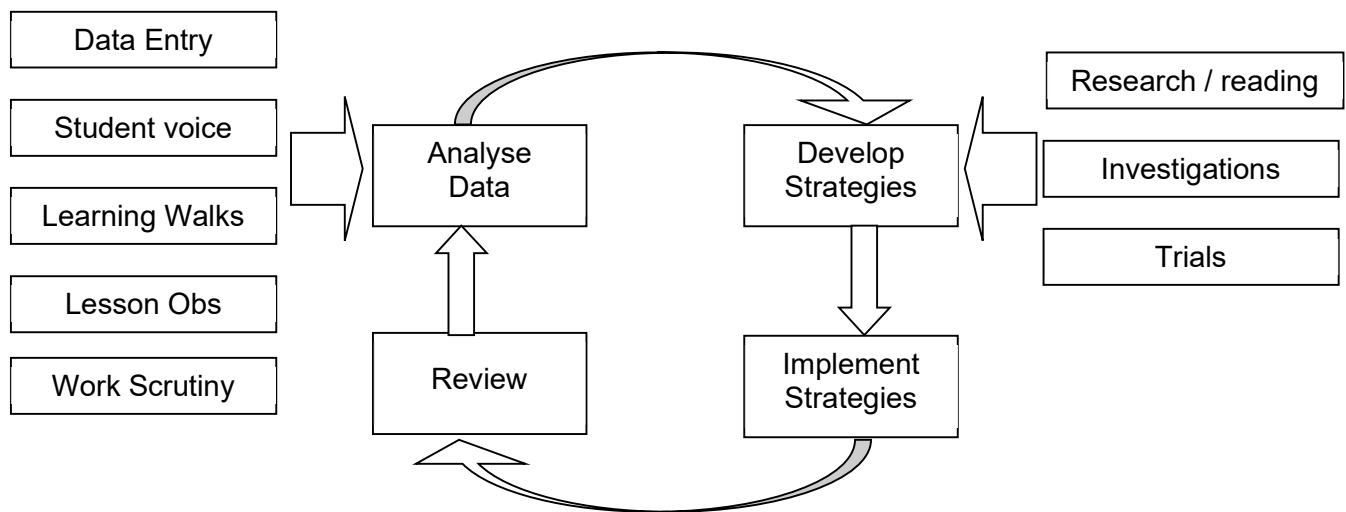
- Stand in for the Head of Faculty in their absence.

## Behaviour and Safety

- Recognise 'hot spots' for behaviour during lessons.
- Track the quality and quantity of homework tasks identifying trends and areas for development.
- Promote and celebrate the faculty raising the profile of the department through competition entries and promotional events.
- Promote and implement the vision of the faculty leader and school improvement plan.
- Promote the production and application of positive rewards within the designated area of responsibility
- Support the HOF with behaviour monitoring and management within the faculty.
- Work with specific staff in a mentoring / coaching role as defined by HOF.

## Monitoring and Review (in relation to the designated Key Stage or Curriculum area as defined by their job role)

- Review the progress of students after every whole school data entry point and ensure catch up students make rapid progress.
- Identify students and/or groups of students underperforming and those meeting and exceeding their assigned target grades.
- Track the progress of students through the use of student voice, learning walks, lesson observations, whole school data, faculty data, work scrutiny and learning conversations.
- Develop and implement intervention strategies to improve progress of individuals and groups.
- Support teaching staff and support staff in the implementation of strategies.
- Review effectiveness of interventions through further use of monitoring.



Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. This job description is current at the date shown, but, in consultation with you, may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.



## Person Specification

### Person Specification – **Subject Lead for Drama**

Criteria	Description	Essential (✓)	Desirable (✓)
Qualifications	Qualified Teacher Status (QTS)	✓	
	Degree in Drama or related subject	✓	
	Continued professional development	✓	
	Leadership qualification (e.g. NPQML)		✓
	Teaching Drama across Key Stages including exam classes	✓	
Experience	Evidence of strong pupil outcomes	✓	
	Curriculum planning and development	✓	
	Leading or supporting a subject/team	✓	
	Monitoring teaching and learning	✓	
	Interventions to raise attainment	✓	
	Extra-curricular Drama activities		✓
Knowledge	Drama curriculum and exam specifications	✓	
	Assessment and tracking systems	✓	
	Strategies to improve progress	✓	
	Safeguarding and behaviour management	✓	
	SMSC in curriculum	✓	
Leadership	Deputise for Head of Faculty	✓	
	Lead meetings and contribute to improvement planning	✓	
	Coach and develop colleagues	✓	
	Use data to inform practice	✓	
Teaching	Outstanding classroom practice	✓	
	Engaging and inclusive lessons	✓	
	High standards of behaviour	✓	
	Adapt teaching for all learners	✓	
Communication	Strong communication skills	✓	
	Build positive relationships	✓	
Personal	Passion for Drama	✓	
	High expectations	✓	
	Resilient and organised	✓	
Other	Commitment to safeguarding	✓	
	Willingness to contribute to enrichment	✓	

### Equal Opportunities

Saltley Academy is an equal opportunities employer. We are committed to creating a diverse and inclusive workplace where everyone feels respected and valued. We encourage applications from all individuals regardless of race, gender, disability, sexual orientation, or age.

**If you meet these criteria and are passionate about making a difference in the lives of students, we encourage you to apply for this position at Saltley Academy.**

We are part of Washwood Heath Multi Academy Trust, welcoming students from 11 years old to 16 years old, providing a standard of academic excellence for secondary and education. We are very proud of the positive learning experience offered to our students and the support available to ensure they achieve their full potential. **We:**



# Saltley Academy - Candidate Pack

- offer an excellent induction programme within a friendly and supportive environment
- offer a whole range of opportunities to further develop colleagues' teaching skills and leadership potential, including a Supportive NQT Induction Process & Policy, Career Pledge for Teachers to support at each stage of career, paid opportunities to upskill via apprenticeship levy (right up to masters level).
- are creative and innovative in our approach to all aspects of school life
- have motivated, vibrant, multi-ethnic students and staff
- have a strong family ethos where individuals are respected and valued
- are part of the WHA Trust that provides numerous professional development opportunities