



Job Pack



Head Of Drama



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I am thrilled that you are considering joining SEARCH Education Trust! We are a dynamic family of schools committed to positively transforming the lives of our students. Our philosophy is simple yet powerful: “stronger together.” By fostering collaboration and innovation, we empower both our students and staff to achieve excellence.

The Search Education Trust is founded upon the importance of providing an excellent education for all our young people so they can live happy, successful lives making a positive difference within the community. Our vision is to grow strong, sustainable, successful school communities which:

- **Stretch** the imaginations of learners and teachers through an inspirational curriculum, and strategies for teaching and learning.
- **Empower** young people to be entrepreneurial and creative leaders of the future
- **Aspire** for young people to discover how they can be the best they can be
- **Reach** out to everyone, celebrate diversity, and leave no one behind
- **Collaborate** to develop a community of shared practice and effective partnerships for school improvement
- **Help** and support our learners, staff and families to have a voice in the community; to be actively involved, happy, safe, resilient and healthy.

These values form the foundation of our SEARCH vision. They define our community and create a space within the education system where schools can collaborate, grow, and flourish together.

Having been part of this incredible Trust for 15 years, I am deeply proud to now lead our group of ever-strengthening and expanding schools. I have seen firsthand the transformative power of our collective efforts and the boundless opportunities we provide for staff and students alike.

When you choose the SEARCH Education Trust, you are choosing to be part of an ambitious, supportive, and evolving community. Here, you will be valued, encouraged, and empowered to develop your unique talents. We are committed to supporting you every step of the way on your journey with us.

We are eager to welcome passionate, dedicated individuals who share our vision and values. Thank you for considering SEARCH Education Trust as your next career move. We look forward to receiving your application and to the possibility of working together to make a lasting impact.

Yours faithfully,

Mrs Elen Roberts
Executive Headteacher
For and on behalf of SEARCH Education Trust

Job description

Post	Head of Drama
Grade	MPS - UPS £40,317 to £62,496 (Inner London Pay Scale) + TLR2B = £5,869
Contract	Permanent
Responsible to	Head of Arts faculty

Context: To lead on planning a coherent and diverse Drama curriculum for Year 7-11 and develop the school's extra curricular drama offer. We require a Drama specialist with at least two years of successful teaching experience throughout Key Stage 3 and Key Stage 4, who is ready to plan and deliver excellent learning for our students.

With support from the Head of Arts the successful candidate will be required to:

- Lead the development of the subject area as outlined below, ensuring that Drama teaching in the school is inspiring, engaging and inclusive
- Set up and develop highly engaging enrichment within Drama including inspiring school trips and regular performances
- Work within and contribute to the Arts faculty
- Contribute to whole school learning and support the whole school literacy programme
- Play an active role as a tutor
- Ensure the behaviour management system is implemented in the subject area so that effective learning can take place.
- Lead an outstanding whole school production once a year and regular performances throughout
- Design SEARCH days as required

Main Responsibilities

- Teach Drama
- Design and review the curriculum for Drama including GCSE / other courses
- Mentor and develop staff, including Early Career Teachers, to set excellent standards of teaching and learning
- Organise and manage performances as directed by the Head of Faculty

The specific nature and balance of these responsibilities will vary according to the needs of the school and may be shared.

Class Teacher Responsibilities

- To carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document

- To be an excellent teacher who is able to motivate students and ensure that they progress
- To be responsible for teaching across both Key Stages.

Form Tutor Responsibilities

- To carry out the responsibilities of a form tutor as outlined in the school's Role of a Tutor document.

The internal organisation, management and control of the school

To contribute to:

- maintaining and developing the ethos, values and overall purposes of the school
- implementing the Local Authority's and Governing Body's policies on equal opportunity issues for all staff and pupils, safeguarding and Health and Safety
- the efficient organisation, management and supervision of school routines.

Subject Development

- Developing creative and inclusive schemes of learning and qualifications for Drama
- Interventions within the subject area to ensure that all students reach their potential
- The development of policies and practices in the subject areas to reflect and build upon the ethos of the school
- The strategic use of information on pupil progress to improve teaching and learning, to inform and motivate pupils and parents
- The effective deployment of resources in both curriculum areas, and to ensure that the school provides excellent value for money
- In the planning and delivery of SEARCH days within the school
- The development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events
- In the setting of targets within the department as part of the school's development plan and to work towards their achievement
- In establishing common standards of practice within the subject and to develop the effectiveness of teaching and learning
- The monitoring and evaluation of the subject area and all vocational courses in line with agreed School procedures including evaluation against quality standards and performance criteria
- Appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department, liaising with the relevant staff to secure appropriate cover within the department
- Provide opportunities for pupils to perform to school stakeholders.

Leadership

The successful candidate will be expected to:

- model excellent teaching, planning and tutoring skills
- participate in the recruitment and development of staff within the subject area
- contribute to good management practice by ensuring positive staff participation, effective communication and the development and delivery of sound procedures to ensure accountability
- participate in arrangements for the appraisal of the performance of teachers and support staff where necessary
- lead on other areas of responsibility where designated by the Head Teacher
- line manage staff where instructed by the Head of faculty

Relationships

The successful candidate will be expected to:

- contribute to positive relationships across the school community
- advise and assist the Governing Body as required in the exercising of its functions, including attending meetings and making reports
- help in maintaining and developing effective communications and links with parents and to provide positive responses to concerns and problems regarding their children's education and wellbeing
- assist liaison with other educational establishments in order to promote the continuity of learning, progression and subject developments
- develop and maintain positive links and relationships with the community, local organisations and employers.

Please note that there is flexibility in the approach to achieving our shared vision for this school and that the above specification is not definitive or exhaustive.

Candidates should have a proven record of:

- success in teaching within the context of secondary education

The successful candidate should have:

- a passion for providing opportunities for all students to reach their potential within a genuine community environment
- an inclusive approach to education including those on the autistic spectrum
- a commitment to developing both of the school's specialisms, recognising that Heartlands is situated within a community with strong links to the Arts

This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document relevant to a Class Teacher. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed

conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment. Copies of the relevant documents are available for inspection at the school.

The Governors seek to appoint strong, dynamic and talented leaders who will work hard to take the school forward. As such, a commitment to high standards of achievement and responsible behaviour is paramount.

Key Organisational Objectives

The postholder will contribute to the SET objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the Trust's Equalities policies, demonstrating commitment and contribution to improving standards of attainment.
- Adopting Customer Care and Quality initiatives.
- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned.

Safeguarding Children

SET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Conditions of Service

Governed by the National Agreement on Pay and Conditions of Service, supplemented by local conditions as agreed by the Trust.



Special Conditions of Service

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions and are expected to disclose such information at the appointment interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up the post they will be required to give written permission to the department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate, the nature of such convictions.

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the Trust's equalities policies.

Date signed:

Signature of postholder:

Name of postholder:

Person specification

	Essential	Desirable
Qualifications		
To have achieved, or have evidence of being on track to achieve, Qualified Teacher Status/GTC Registered, including the English and Maths elements	✓	
Recognised good honours degree or equivalent in a relevant discipline	✓	
Have a secure knowledge and understanding of the curriculum areas and related pedagogy	✓	
An awareness of the contribution that the subject can make to cross curricular learning	✓	
Experience		
Relationships with Young People		
Have high expectations for all young people including a commitment to ensuring that they can achieve their full potential	✓	
Hold positive values and attitudes and adopt high standards of behaviour in a professional role	✓	
Teaching Experience		
Understanding of strategies for raising achievement and achieving excellence for students	✓	
Evidence of excellent classroom practice	✓	

Excellent understanding of effective and engaging teaching methods	✓	
Commitment to active and enjoyable learning for students	✓	
Successful experience of working within a department or faculty	✓	
Evidence of at least two successful teaching placements	✓	
<p>Professional Knowledge and Understanding</p> <p>Candidates should be able to demonstrate some knowledge and understanding of:</p> <ul style="list-style-type: none"> • Current educational issues, including national policies related to the subject area • The challenges and possibilities associated with inclusion within an urban environment 	✓	
The successful candidate will be a good team player, with a distinct sense of purpose as a teacher who can communicate a love of the subject and bring strong intellectual commitment to their role	✓	
Personal		
<p>Personal and Professional Qualities and Attributes</p> <p>Candidates should be able to:</p> <p>inspire, challenge and motivate students as they learn</p>	✓	
build and maintain effective relationships	✓	
develop as an active member of the learning area and school team	✓	
contribute to creating, maintaining and sharing a coherent school vision	✓	
set and achieve ambitious, challenging goals and targets	✓	

prioritise and plan effectively	✓	
listen to and reflect on feedback from others, including colleagues and governors	✓	
think creatively to anticipate and solve problems	✓	
show excellent communication skills	✓	
have a good understanding of the use of assessment for learning	✓	
The ability to plan lessons and sequences with clear objectives to ensure progression for all students	✓	
The ability to set consistently high expectations for all students through classwork and homework	✓	
IT Skills		
maximize the benefits that new technologies provide and have the ICT skills required to be effective in role	✓	
Other		

Heartlands High School, part of the SEARCH Education Trust, is committed to safeguarding and promoting the welfare of our students and young people. The successful applicant will therefore be required to complete checks in line with the requirements of Keeping Children Safe in Education with regard to DBS and other pre-employment checks.

We encourage applications from all sectors of the community to reflect our diverse student population.

Head of subject- Drama

Salary: MPS - UPS £40,317 to £62,496 (Inner London Pay Scale) + TLR2B = £5,869

Location: Haringey

Contract hours: 100%

Contract term: Permanent

Closing date: 9am, 13th April 2026

Interview Date: TBC

Heartlands High School is a vibrant, inclusive, and high-performing secondary school located in the heart of Haringey. Committed to providing an outstanding education for all students, we foster a culture of high expectations, ambition, and success.

We are seeking a passionate and dedicated Head of Drama to join our team and contribute to our mission of nurturing confident, resilient, and well-rounded young people. This is an exciting opportunity to work in a supportive and forward-thinking environment where staff are valued, and professional development is a priority.

If you are an enthusiastic and committed individual who shares our vision, we would love to hear from you!

We can offer you

- A very positive and happy working environment
- The support of a highly committed and professional staff team
- Exceptional professional development opportunities
- Collaborative and committed colleagues

At Heartlands High School, ambition is at the heart of everything we do. We are driven by a relentless commitment to excellence, blending a strong ethos with a results-focused approach. Our school is a place where both students and staff thrive, supported by first-class training, development opportunities, and clear pathways for career progression within our evolving Trust.

We set high expectations because we believe in unlocking every individual's full potential. Our culture of exemplary behavior ensures that teachers can focus on what they do best—delivering outstanding lessons that inspire, challenge, and empower.

With state-of-the-art facilities, Heartlands High School is a vibrant, oversubscribed school and the first choice for many families in the local community. Our diverse student intake reflects the rich culture of the area we proudly serve. Everything we do is underpinned by our SEARCH values: **School Matters, Effort, Achievement, Character, and High Aspirations**. These principles drive our success and fuel our ambition to provide the very best education for our students.

If you share our passion for excellence and want to be part of a dynamic, forward-thinking team, we would love to hear from you. Get in touch to find out more about this exciting opportunity!

If you would like to find out more about the position, we would love to talk to you.

For further information, please contact Miss Henry, PA to SLT
bailey-olivia.henry@heartlands.haringey.sch.uk

Completed application forms must be submitted by 9am Monday 13th April 2026

NB: Please note that in line with the new Keeping Children Safe in Education updates, an online search will be conducted as part of our due diligence checks on all shortlisted candidates. CV's or incomplete application forms will not be considered. Only those that are shortlisted will be contacted by the school.

Applications may be considered whilst the posts are being advertised. SEARCH Education Trust reserves the right to close adverts earlier than the stated deadline. We advise early applications are submitted.