



Thomas's
COLLEGE

Head of Dance

Closing date: Monday, 9 March 2026







Welcome to Thomas's College

Thomas's College is a brand-new selective co-educational day and weekly boarding school for students from 11 to 18. Our school sits in a beautiful five-acre campus at the top of Richmond Hill, 15 minutes' walk from Richmond Station, with magnificent buildings surrounding a central garden. We have outstanding sports facilities a short drive away, with Richmond Park on our doorstep. The whole site is full of space and greenery.

We seek to offer a new approach to London independent education, built around the choices and interests of each individual, that combines the best of traditional excellence with radical innovation. We teach psychology to all students, we offer alternative qualifications alongside GCSE and A Level, we've changed the student journey to include a three-year Sixth Form - we're at the leading edge of educational reform.

Above all we offer a family atmosphere, full of heart, along with the passion and drive of an entrepreneurial start-up environment. It is a combination that we believe will bring our students benefits, in terms of their success, happiness and values, that will last lifelong. For staff, we hope that working at the College will be an experience they treasure throughout the course of their careers.



Vision and Aims

PART OF THOMAS'S LONDON DAY SCHOOLS

We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen. Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.



OUR VISION

Our vision is that every pupil at Thomas's develops core values and a strong sense of social responsibility; inner strength, outward assurance and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning.

The overall goal of a Thomas's education is to equip all of our pupils with optimism and readiness for the future, to become net contributors to society, and to flourish as successful, conscientious and caring citizens of the world.



OUR AIMS

To achieve this vision, our aims at Thomas's College are:

- To provide an exceptional and innovative education to young people aged 11 to 18, founded on **breadth of experience and opportunity**
- To enable pupils to achieve **academic excellence** through a holistic approach that develops knowledge, skills, character and self-understanding
- To ensure that every member of our school communities learns and lives by a strong set of values, with **kindness at the heart**
- To support pupils to make meaningful choices about their future, fostering a sense of **purpose and personal ownership**
- To promote a **diversity of excellence** that encourages different types of intelligence, problem-solving and the ability to make connections

The Heads and Principals
Thomas's London Day Schools



The Role

OVERVIEW

All teaching roles at Thomas's College are built on three qualities above all: genuine subject passion; enthusiasm; and interest in and care for students.

Alongside this, teaching at the College requires a delight in innovation, personal learning and development. Teachers will thrive on the intensity of the role while also being mindful of balance and their own wellbeing. One of our founding principles is breadth of provision and experience, and as with all subjects, we will always value flexibility and readiness to embrace innovative and cross-curricular ways of working.

We are seeking an experienced and enthusiastic teacher with a strong passion for dance across a wide range of genres to lead this exciting and developing department. As a relatively new area within the school, the successful candidate will be energetic, creative, and highly motivated to engage pupils, raise the profile of dance, and shape the future direction of the provision.

They will demonstrate strong leadership and organisational skills, alongside the ability to inspire, challenge, and nurture pupils' talent. There is already a strong and well-established commitment to dance across the Prep Schools, and we are looking for someone who can build on this foundation and continue to develop dance within the College. A commitment to sustaining and extending this passion for dance, while supporting clear progression for pupils, is essential.

KEY RESPONSIBILITIES

- Teach Dance across Key Stages 3 and 4, and contribute to the delivery of PE Dance where appropriate.
- Demonstrate the ability to teach a range of dance styles - for example ballet, contemporary, street and jazz - while recognising that specialism in all genres is not essential.
- Plan and deliver engaging, inclusive, and well-structured lessons that inspire a love of dance in students of all abilities.
- Foster creativity, confidence, and enjoyment in dance, encouraging participation and excellence across the full range of pupil experience and talent.
- Plan, coordinate, and deliver a vibrant extracurricular dance programme, including clubs, rehearsals, performances, and enrichment opportunities.
- Lead and support choreography, shows, and productions, contributing to the wider cultural life of the school.
- Clear and confident communication skills with students, colleagues, and parents.
- Ensure effective assessment, tracking and reporting of pupil progress.
- Competence in ensuring safe practices, including risk assessment, first aid awareness, and adherence to safeguarding procedures.
- Knowledge of safeguarding, child protection, and health and safety procedures relevant to working with young people.
- Adapt teaching to meet the needs of all learners.
- Engage in ongoing professional development to maintain subject knowledge.

Person Specification

QUALIFICATIONS, EXPERIENCE AND SKILLS

- Very strong subject knowledge in Dance, supported by relevant qualifications or professional experience.
- Ability to teach Key Stage 3 and 4, with an understanding of GCSE Dance (or willingness to develop this).
- Commitment to ongoing professional development.
- Evidence of being an excellent and creative dance teacher who inspires students.
- Leadership and the capacity to develop and lead dance within the school.
- Strong communication, interpersonal, and organisational skills, with good IT competence.
- Ability to work collaboratively and lead projects, performances, or initiatives as required.



ADDITIONAL PERSONAL ATTRIBUTES AND VALUES

Personal Qualities

- High levels of initiative and energy and readiness to work hard
- Ability to manage and thrive on intensity and tolerate and overcome frustrations
- Ability to exercise self-care and prioritise wellbeing
- Enthusiasm, positivity, a readiness to believe in and work towards the best
- Supportive, generous and sympathetic attitude
- Constructive and imaginative approach to problems
- Readiness to learn, share ideas and listen
- Willingness to adapt and change and demonstrate the growth mindset we encourage in students
- Motivated by high standards: taking satisfaction in doing things really well
- A sense of school spirit and recognition that positive and cheerful capability in the face of challenge is at the heart of strong communities
- Recognising the importance of work as a source of meaningful satisfaction and fun

Safeguarding and Young People's Interests

- A commitment to the highest standards of safeguarding in all aspects of practice
- Genuine interest in children and young people
- Genuine interest in pastoral issues and wellbeing
- Commitment to responding to and supporting each student as an individual

Teaching Attributes

- Genuine love and passion for the area of subject expertise and interest in wider teaching such as PSHE and independent projects
- Genuine enjoyment in sharing knowledge with enthusiasm and consideration
- Readiness to be involved in co-curricular life, including a substantial commitment such as involvement in sports teams or equivalent, alongside support for the clubs programme
- Ability to treat each learner as an individual and find ways to support and challenge them
- Ability to build relationships with all students and readiness to listen and offer support and encouragement
- Ability to support, energise and inspire students across the age range of the College



KINDNESS



COURTESY



HONESTY



RESPECT



PERSEVERANCE



INDEPENDENCE



CONFIDENCE



LEADERSHIP



HUMILITY



GIVERS,
NOT TAKERS

Terms and Benefits

- **Competitive Salary & Benefits Package**
- **Contract:** Part Time (0.6), Permanent
- **Expected Start:** September 2026 or earlier
- **Location:** Thomas's College, Richmond

The role will be subject to the successful completion of the required employment checks, including an enhanced DBS and reference. Full details of all checks that will be carried out are detailed in our recruitment policy.



Key Dates

Applications are invited from experienced, dynamic and enthusiastic leaders excited by the scope of this opportunity. For further details visit the Thomas's London Day Schools website: [thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team) or email hr@thomas-s.co.uk

To apply for this post please go to [thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team) and click apply by Monday, 9 March 2026. Should you wish to send a covering letter or supporting statement following your application, please forward it to hr@thomas-s.co.uk

The first round of interviews will take place over the week commencing Monday, 16 March 2026. Please note that referees will be contacted prior to the interview.

SAFEGUARDING

Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures.

All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here www.thomas-s.co.uk/policies/ under the 'Thomas's Policy' tab.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.





Be Kind
Be Thomas's