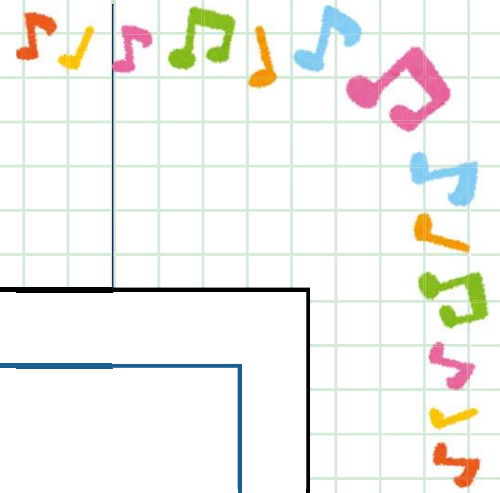
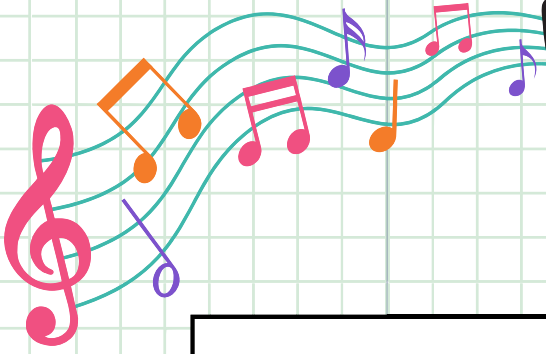
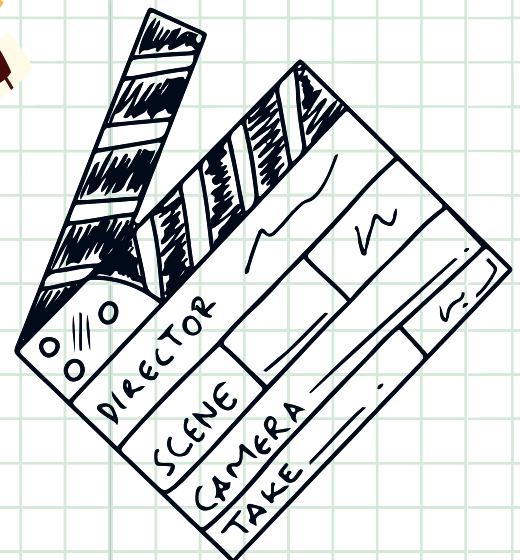
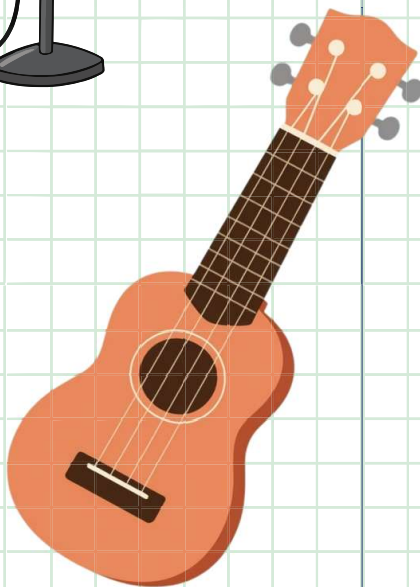
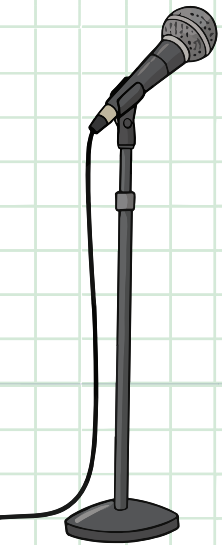


Wootton
Academy Trust

DIRECTOR OF PERFORMING ARTS (PART TIME)

Job Pack



Welcome

from the Executive Headteacher

Dear Applicant,

Thank you for your interest in the post of Director of Performing Arts at Wootton Academy Trust.

We are at an incredibly exciting time in our development. From September 2026, Wootton Upper School will become Wootton Academy, expanding to become a Year 7-11 secondary school and growing from approximately 850 to 1,150 students. In addition, our popular and oversubscribed sixth form Kimberley Sixth Form College will also change as it focuses on getting students into the country's top universities and degree apprenticeships. The opportunities that come from this are huge, and we need to grow our staff body in key subjects as a result.

Both settings have been inspected in recent times and found to be "Good" across the board – Wootton in November 2024, and Kimberley in May 2023.

However, we have lots of things we must do better right now for our students and the wider community. We want to run superb schools with great outcomes for all students, enabled by a high-performing, happy staff body, and a reputation as a great place to learn and work. We are working hard to build a strong culture based on great attendance and behaviour by students. And we are developing a curriculum that is ambitious and knowledge-rich, recognises the importance of subject disciplines, and immerses students in the best that has been thought and said.

If you share our passion for knowledge and handing it on to future generations, and are motivated to find out more about us, then please visit our website or get in touch with us for a chat. We'd love to show you around and have you see for yourself a place where teachers can teach and students work hard. Details of the application process are at the end of this recruitment pack.

We look forward to receiving your application.

Yours sincerely,



Mark Lehain
Executive Headteacher

About WAT

TRUST VALUES

Wootton Academy Trust is committed to the pursuit of **excellence**, with an unrelenting drive to ensure that every student makes great progress, achieves exceptional standards and realises their potential.

It is important to us that all students are able to access a wide range of **enrichment** activities in our academies, to realise their full potential and to be able to operate with great **independence** in adult life. Therefore, we are committed to providing all students with a diverse range of **opportunities** including developing their awareness of the importance of British values, of upholding the rule of law, tolerance, respect, democracy and **equality**.

We are committed to providing our students with skills to enable them to play active roles in our **community** and in the wider networks in which we all operate, in **partnership** with others.



"The pursuit of excellence underpins everything we do"



Our **vision** is to operate academies which are genuinely inclusive; Wootton Academy Trust (WAT) strongly believes that its provision should be judged by how its academies nurture the most vulnerable students in their communities to maximise their future social mobility.

We operate caring and supportive communities where everyone is encouraged to flourish. We are committed to providing all our learners with the best education possible. We, therefore, nurture high aspirations and work collaboratively with others to provide outstanding opportunities.

It is important to us that everyone knows they are valued, and we will celebrate each student's individual journey as they take their next steps, well prepared for life in modern Britain.

Performing Arts

Wootton Academy Trust has a long and proud tradition in the performing arts. Over the past 50 years, generations of students have taken part in music, drama and dance, whether performing for enjoyment, developing their confidence and creativity, or pursuing their talents beyond school. As we enter our next chapter, we want to build on that heritage with an ambitious vision for the future. Our aim is to develop an outstanding performing arts provision that is recognised across the region for its quality, breadth and ambition.

At the heart of that vision is opportunity. We want every student to have meaningful opportunities to participate in the performing arts, from those discovering an interest for the first time to talented and ambitious young people considering further study or a professional career. We want our students to perform, create, collaborate and experience the very best that the arts can offer. To achieve this, we have developed an ambitious Performing Arts Plan encompassing Music, Drama and Dance. We are now seeking a Director of Performing Arts to provide the strategic leadership needed to turn that plan into reality.

Reporting to the Executive Headteacher, the Director will work in partnership with Performing Arts colleagues across the Trust to develop a coherent and exciting programme of performances, productions and enrichment opportunities. They will help ensure that our provision combines broad participation with artistic excellence, while creating pathways through which students can develop their talents and ambitions.

A central part of the role will be looking beyond the Trust. We want to build strong and productive relationships with professional artists, theatres, music services, cultural organisations, community groups, schools and other partners. The Director will help connect our students and staff with the wider arts community, bringing new expertise, experiences and opportunities into the Trust while establishing Wootton Academy and Kimberley Sixth Form at the heart of the local and regional cultural landscape.

We are therefore looking for someone who combines a deep understanding of the performing arts with the ability to bring people together and turn ambitious ideas into reality. You may have developed your career in education, the professional arts, arts administration or community and cultural organisations. What matters most is that you understand how excellent performing arts provision is created and share our determination to give young people exceptional opportunities to participate, develop and excel.

You will join talented and committed colleagues across Music, Drama and Dance, and a Trust that genuinely believes in the educational and transformative power of the arts. We are committed to investing in our provision and to creating something distinctive: an inclusive, ambitious and thriving performing arts culture of which our students, staff and wider community can be proud.

If you share that ambition and are excited by the opportunity to help shape the next chapter of Performing Arts at Wootton Academy Trust, we would be delighted to hear from you.

Key Facts

	 Wootton Upper School	 Kimberley Sixth Form
Last Ofsted	Nov 24	May 23
Ofsted Judgement	Good in all areas	Good (Section 5)
PAN	297 students 10 forms of entry	350 students (2024)
Year Established	1975	2013
Type of School	Converter Academy part of Academy Trust	Sixth Form Free School part of Academy Trust
Age Range	11-16	16-19
Number of Students on Roll	875 (rising to 1150 from September 2026)	750
Number of Students in Sixth Form	N/A	As above
% of SEND Students	16%	6%
% of EAL Students	7%	18%
% FSM Students	18%	7%
% of Pupil Premium Students	21%	8%
School Website	https://www.woottonupper.co.uk/	https://www.kimberleycollege.co.uk/

About the role

To provide strategic leadership for Performing Arts across Wootton Academy Trust, leading the development and implementation of the Trust's Performing Arts Plan and creating an outstanding, inclusive and ambitious arts offer across Music, Drama and Dance. The Director will expand opportunities for students, develop external partnerships and build the Trust's reputation as a regional centre of excellence for the performing arts.



Job Description

Job Title	Director of Performing Arts (Part time, fixed term)
Reporting to	Executive Headteacher, Wootton Academy Trust
Location	Wootton Academy and Kimberley Sixth Form College (as required)
Hours	2 days per week - TTO
Salary	Competitive



Key Accountabilities/Responsibilities:**Lead the development of Performing Arts across the Trust**

- Lead the implementation and further development of the Trust's Performing Arts Plan, establishing clear priorities, milestones and measures of success.
- Work closely with the Executive Headteacher and colleagues across Music, Drama and Dance to develop a shared vision and coherent approach to Performing Arts.
- Identify opportunities to strengthen and expand the Trust's existing provision, balancing broad participation with opportunities for students who wish to develop their talents further.
- Champion an inclusive, ambitious and enjoyable Performing Arts culture across Wootton Academy and Kimberley Sixth Form.

Develop a coherent programme of opportunities

- Work with Performing Arts colleagues to develop a Trust-wide programme of productions, concerts, showcases and other performance opportunities.
- Help identify opportunities for students to participate in high-quality extra- and super-curricular activities across Music, Drama and Dance.
- Support colleagues in identifying and nurturing students with particular talent, potential or ambition, including opportunities for progression beyond the Trust.
- Identify where additional expertise, resources or external support could strengthen the Performing Arts offer.

Build partnerships and raise the profile of Performing Arts

- Develop strong relationships with local and regional arts organisations, professional artists, theatres, music services, cultural institutions, schools and other potential partners.
- Create opportunities for external partners and practitioners to enrich the experiences available to students and staff.
- Develop links with former students and the wider Trust community to support the growth of Performing Arts.
- Act as an ambassador for the Trust's Performing Arts provision, building its profile within the local and regional arts community.

Develop capacity and secure future opportunities

- Identify potential sources of external funding, grants, sponsorship, donations and support in kind that could help develop the Trust's Performing Arts provision.
- Work with colleagues to identify the staffing, technical expertise, facilities and resources required to deliver the Performing Arts Plan successfully.
- Advise the Executive Headteacher on priorities for future investment and development.
- Help establish effective systems and ways of working that will enable the Performing Arts programme to grow sustainably over time.

Review progress and demonstrate impact

- Monitor progress against the Performing Arts Plan and report regularly to the Executive Headteacher on achievements, challenges and next steps.
- Develop appropriate measures of success, including student participation, quality and breadth of opportunities, partnerships, progression and external engagement.
- Gather feedback from students, staff and partners to inform the continuing development of the programme.
- Ensure that the development of Performing Arts reflects the Trust's commitment to excellence, inclusion and safeguarding.

General Responsibilities

- Promote and safeguard the welfare of children and young people at all times.
- Work collaboratively and professionally with students, colleagues, families and external partners.
- Ensure activities developed through the Performing Arts Plan comply with relevant safeguarding, health and safety and risk-assessment requirements.
- Undertake other reasonable duties consistent with the strategic nature and level of responsibility of the post.

As this is a new role, its priorities will evolve as the Trust's Performing Arts Plan develops. The job description will therefore be reviewed with the postholder as the programme becomes established.



Person Specification

CRITERIA	In assessing these criteria, the focus will be on demonstration of the necessary experience/knowledge to fulfil the overall strategic function as Director of Performing Arts	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
		E	D	
A	EDUCATION/QUALIFICATIONS & PROFESSIONAL DEVELOPMENT			
1	Grade 4 / C or better in English and maths GCSE			A
2	Degree in a relevant subject or area			A
3	Evidence of personal/professional development			A
4	Post-graduate qualification in a relevant subject or area			A
B	KNOWLEDGE & EXPERIENCE			
6	Significant experience within the performing arts, arts education, cultural sector or a closely related field.			A, I, R
7	Experience of developing and delivering successful projects, programmes, productions or initiatives.			A, I, R
8	A strong understanding of the performing arts sector and the opportunities it can provide for young people			A, I, R
9	Leadership and management of teams of professionals, peripatetic tutors, and other performing artists.			A, I, R

10	Working with local, regional and national performing arts organisations			A, I, R
11	Have an understanding of the educational system and current developments			A, I
12	Have a detailed understanding of the performing arts sector and current developments there			A, I
13	Working with young people with exceptional talent in the performing arts.			A, I, R
14	Experience of life as a performing arts professional			A, I, R
15	Leading community arts initiatives, partnerships, or programmes.			A, I, R
16	Securing donations, grants, or other resources in support of arts activities			A, I, R
C	SKILLS & ABILITIES			
16	Ability to think strategically and translate an ambitious vision into a realistic and deliverable plan.			A, I, R
17	Excellent organisational and project-management skills, with the ability to establish priorities and deliver agreed outcomes.			I, R
18	Excellent interpersonal skills and the ability to build positive relationships with students, staff, senior leaders and external partners.			I, R
D	PERSONAL COMPETENCIES & QUALITIES			

19	Have a genuine enthusiasm for the performing arts and a strong belief in their value within education.			A, I, R
20	Be ambitious for young people and committed to creating opportunities for students of all backgrounds, abilities and levels of experience.			A, I, R
21	Combine creativity and imagination with the organisation and determination needed to make things happen.			A, I, R
22	Be able to maintain appropriate professional relationships with colleagues and pupils			A, I, R
23	Be confident, credible and able to influence others positively.			A, I, R
24	Be resourceful, flexible and willing to take the initiative in establishing a new area of work.			A, I, R
25	Maintain appropriate and professional relationships with students, colleagues, families and external partners.			A, I, R

THE SUCCESSFUL CANDIDATE MUST DEMONSTRATE:

- A clear understanding of their responsibility to safeguard and promote the welfare of children and young people.
- An understanding of appropriate professional boundaries when working with young people.
- A willingness to undertake all required safeguarding checks and training.

Key: A = Application I = Interview R = References

PLEASE NOTE: The Selection Panel will use the Person Specification criteria above to shortlist. Please demonstrate how you meet the criteria in order to be shortlisted

EMPLOYEE BENEFITS



- COMPETITIVE SALARIES



- TPS AND LGPS DEFINED CONTRIBUTION PENSION SCHEMES



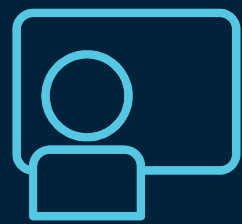
- A COMPREHENSIVE EMPLOYEE ASSISTANCE PROGRAMME



- HIGH QUALITY CPD PATHWAYS



- GENEROUS HOLIDAYS



- AN EXCEPTIONAL ECT INDUCTION PROGRAMME



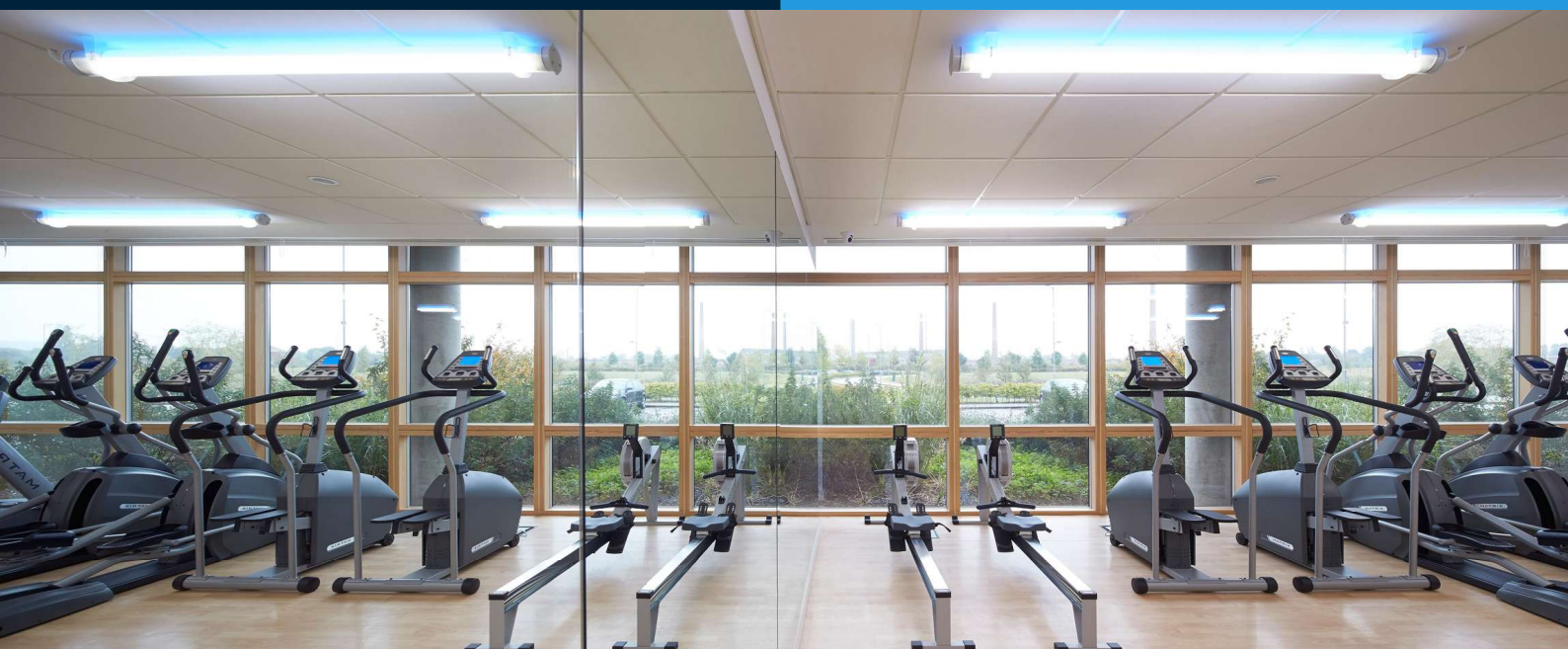
- FREE GYM (AT KIMBERLEY COLLEGE)



- REFER A FRIEND SCHEME



- FREE TEA AND COFFEE IN THE STAFF ROOM





How to Apply

APPLICATION PROCESS

To apply, please send the completed Application Form via My new term

Your supporting statement should demonstrate how you meet the requirements set out in the Person Specification.

CLOSING DATE

Sunday 06 September 2026

INTERVIEWS

TBC - interviews will be arranged as suitable applications are received. We reserve the right to interview and prior to the closing date and therefore encourage early applications

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form.

NOTIFICATION & FEEDBACK

Candidates who have been interviewed will be notified of the outcome as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached. Unsuccessful candidates will also be given constructive feedback.

SAFEGUARDING

The Wootton Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Candidates are expected to demonstrate a sound understanding of the leadership of and contribution to a safeguarding environment. The successful candidate will be required to undergo an enhanced DBS with barred list check followed by safeguarding training as part of their induction.

DATA PROTECTION

As part of our recruitment process, Wootton Academy Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this and to read our Data Protection and Freedom of Information Policy, please visit the school's website.

Thank you for your interest