



TRUE LEARNING PARTNERSHIP



Poynton High School
Head of Drama – Permanent

<https://www.truelearning.org.uk/vacancies>



ASPIRATIONAL

We encourage everyone to dream big and pursue excellence.



COLLABORATIVE

We work together, valuing diverse perspectives and shared success.



COMPASSIONATE

We act with kindness, respect, and a genuine desire to serve others.



CURIOUS

We foster innovation and a love of learning for all through inquiry and creativity.



INCLUSIVE

We ensure everyone feels valued, supported, and able to contribute fully.



TRUE LEARNING PARTNERSHIP

Our Mission

To inspire and empower every individual within our trust to achieve their fullest potential.

We are committed to providing a safe, inclusive, and innovative learning environment where compassion and collaboration thrive. Encouraging high aspirations, courage and curiosity, we equip all members of our community with the skills, confidence, and character to make a meaningful, positive impact in their communities and beyond.



Inspiring the best in everyone

Welcome to Poynton High School, part of the True Learning Multi-Academy Trust

Dear Candidate,

Thank you for your interest in working at our school. Poynton High is a great school, full of inspirational young people and exceptionally talented staff. As Headteacher I am proud to have such a supportive, expert and engaged staff team and I hope that you will wish to move forward on your application and look to join us in due course.

We are looking for an enthusiastic and inspiring Head of Drama to join our highly skilled colleagues. The successful candidate will be passionate about Drama as an academic subject and be committed to extra-curricular Drama opportunities for young people. They will lead the delivery of high standards of teaching and learning for all. This post is available because of the retirement of a long-standing colleague and provides an opportunity to build on very strong foundations in the subject.

Our school serves the families of Poynton, Disley, Adlington and surrounding areas and we lie at the heart of this community's learning needs. We pride ourselves on being a community where every young person is challenged to reach their full potential and experience success, regardless of their background or ability. We believe that all stakeholders - students, staff, families, and the wider community of which we are a part - share the responsibility of contributing to the growth and achievement of our students. Recognising that every young person is unique, we are committed to building strong relationships and fostering an inclusive environment that values individuality, celebrates all achievements, and empowers our students to thrive academically, socially, and personally.

We have approximately 1500 students in Years 7 to 13 and offer a wide range of A levels in our large and successful Sixth Form. We are proud of the academic excellence achieved by our students and of their involvement in wider school life. We hope that as a prospective member of staff you will share our mission to "inspire and empower all within our learning community to fulfil their individual potential and ambitions so that all are able to be active and successful citizens in our global society".

I would encourage you to visit our website (<https://www.poyntonhigh.org.uk/>) to get a better understanding of life here at Poynton High and if you have any questions that you would like to ask please do not hesitate to contact me directly on head@poyntonhigh.org.uk. I very much hope that you want to join our team and I look forward to receiving an application from you in due course. Good luck!

Matthew Dean
Headteacher

Job Description & Person Specification

Head of Drama

Salary Range: TLR 2b

Permanent - Full time (part time would be considered)

Start Date: September 2026

Overall purpose of the role of Curriculum Head of Subject:

To provide leadership and management for the subject within the curriculum area to secure:

- Improved standards of learning, teaching and achievement
- A shared vision of strategic development which supports and enhances subject and whole school development
- Effective and efficient use of resources

To translate the school's vision and strategic plan into action.

To contribute to whole school strategic development of the curriculum

Responsibilities

Specifically, the post holder, working with colleagues, will have responsibility for:

1. Improved Standards of Learning, Teaching and Achievement

Curriculum Heads of Subject secure high standards by:

- Modelling excellence in teaching as the lead practitioner in the subject
- Securing high quality teaching from colleagues through leading research-informed professional development and support for colleagues in the department
- Sharing best practice on how students learn and leading the implementation of adaptive teaching strategies.
- Monitoring and evaluating the quality of learning and teaching and implementing strategies to improve performance for all students, especially disadvantaged students and those with SEND needs.
- Establishing and implementing effective policies for assessing, recording and reporting students' achievements; using this information to recognise achievement and address gaps in learning through teaching and intervention
- Setting expectations and targets for students to effect improvement.
- Ensuring communication with students and parents about learning, teaching and progress.
- Setting expectations and targets for staff to effect improvement.
- Encouraging staff in the development of good working relationships with students.
- Improving behaviour for learning through monitoring and implementing appropriate actions.
- Liaising effectively with other professional teams in the school.
- Developing partnerships beyond the school to enhance the learning process.
- Work collaboratively with the SEND and PP leadership teams to ensure inclusive practice, adaptive teaching and appropriate support for all learners that closely matches student needs.
- Lead effective Quality Improvement to ensure effective monitoring of teaching and learning and the implementation of clear strategies to ensure excellence in the subject.

- Analyse attainment and progress data to identify strengths, gaps, and priority groups and to lead and implement strategies for improvement, especially for students from disadvantaged groups.

2. Development of an effective and ambitious Curriculum

Curriculum Heads of Subject secure high standards by:

- Overseeing the strategic development of a clearly planned and well-sequenced curriculum that ensures continuity and progression for all students.
- Monitoring the effective implementation and review of the curriculum to ensure it meets needs and reflects national and local objectives.
- Contribute to whole school development of the curriculum through attendance at leadership meetings

3. A Shared Vision of Strategic Development Which Supports and Enhances Whole School Development

Curriculum Heads of Subject secure high standards by:

- Developing and implementing department policies and plans which reflect whole school aims and developments.
- Visioning, prioritising and planning effectively.
- Monitoring the progress made in achieving subject plans and targets, evaluating the effects on learning and teaching and using this to guide further improvement.
- Representing the interests of the subject within whole school development.
- Being aware of the national context and developments which affect the curriculum area.
- Working closely with senior leaders and governors to promote department development.
- Ensuring effective marketing of the department's work internally and externally.

4. Effective and Efficient Deployment of Staff and Resources

Curriculum Heads of Subject secure high standards by:

- Ensuring a safe learning environment by implementing school and department health and safety policies and monitoring practice of the department.
- Ensuring the professional development of staff through audits of training needs and the establishing professional development to meet those needs, including ECTs and non-specialists.
- Recruiting the best staff.
- Effective line management of staff in the subject.
- Establishing a shared subject culture and identity.
- Promoting teamwork through motivating, supporting, trusting and empowering staff.
- Using accommodation to provide the most efficient and stimulating learning and teaching environment for all.
- Ensuring the effective and efficient management of learning resources.
- Managing department finances to achieve value for money.
- Advising senior leaders of expenditure priorities, including long term needs.
- Deploying staff effectively.
- Efficient administration.

Person Specification

Qualifications and Training
Essential
1. To be a qualified teacher.
2. To have a degree or equivalent in drama or a related subject.
3. To have recent experience of teaching students in the secondary sector of education.
4. To provide evidence of professional development relevant to teaching and leadership.
5. To have experience of leadership in school.
Professional Skills and Experience
Essential
1. To have proven excellent classroom teaching and examination success teamed with a commitment to high standards of achievement for students of all ability levels.
2. To have experience of target setting and improvement planning.
3. To have the ability to use ICT effectively in teaching and leadership.
4. To demonstrate the ability to analyse problems, reach judgements and resolve issues.
5. The ability to analyse data for the purpose of school improvement.
6. To develop strategies for raising achievement, achieving excellence and improving standards of teaching, learning and assessment.
7. To demonstrate the ability to analyse problems, reach judgements and resolve issues.
Knowledge and understanding
Essential
1. To have effective behaviour management strategies.
2. To be able to teach drama at KS3, 4 and 5.
3. To have the ability to input into personalising the curriculum in order to meet the needs of all students and knowledge of current thinking in teaching and learning within drama.
Abilities
Essential
1. To be able to lead and motivate students, setting high standards and providing a focus for improvement.
2. To foster an open, fair, equitable culture.
3. To be able to prioritise, plan and organise yourself and students
4. To use high quality interpersonal and communication skills which acknowledge excellence and challenge poor performance.
5. To demonstrate the ability to lead, direct and co-ordinate the work of others, inspiring, motivating and supporting high performance teachers.
6. To make decisions based upon analysis, interpretation and understanding of relevant data and information.
7. To have the ability to work as a member of a team and to lead and support other colleagues.
Commitment
Essential
1. To be committed to the promotion of Poynton High School, a school at the heart of learning in the community.
2. To believe in equality and celebrate diversity.
3. To be committed to inclusion and the right for all to fulfil their potential.
4. To be committed to the development of the professional effectiveness of all staff within the department.
5. To ensure that all students reach their full potential in drama in the classroom and in extra-curricular provision.
6. To provide the choice and flexibility in learning to meet the personalised learning needs of every child.

The Performance Team Including Drama

The Performance Team is a highly successful and vibrant team, consisting of three departments; Drama, Music and Physical Education, which includes Dance.

All students follow a curriculum in these specialist subjects during KS3. At KS4, students can choose to take GCSEs in Dance, Drama, Music and PE or the Cambridge National in Sport. At Sixth Form, options include A level Dance, Music, Drama and Theatre Studies, PE and BTEC Sport.

Drama results are very strong at both GCSE and A level. At GCSE in 2025, 50% gained a grade 7+ and 92% a grade 4+. At A level 100% gained grade A-B. Students in KS3 have a Drama lesson each fortnight through the year. At GCSE, students follow the Eduqas curriculum and have five lessons a fortnight. At A level, they again follow the Eduqas curriculum and are taught for 9 hours a fortnight. The department is committed to developing opportunities for students to participate in extra-curricular opportunities and these include whole school shows and Play in a Week for Year 8 students.

Clubs in Dance, Drama and Music take place at all Key Stages, providing all students with the opportunity to further their interests, skills and to enjoy the arts. We run many theatre trips to venues around the North West and have touring theatre and dance companies and music bands in School to support various curriculum areas. Our students are also successful in auditioning for The National Youth Theatre and Musical Theatre, Cheshire's Homegrown Youth Dance Company, Cheshire Dance Youth Company and various orchestras including the Halle and Stockport as well as bands across the region, such as Poynton Youth Brass Band.

We have a professional, large well-equipped Dance studio and a number of other purpose-built spaces; a Drama studio, Performing Arts studio, two recording studios and several practice rooms. The school Hall is fitted with retractable tiered seating and has lighting and curtains to transform it into a theatre for public performances.

We are committed to raising standards in our subject areas which are already outstanding and contribute considerably to the social, cultural, moral and spiritual ethos of the school. We are also actively involved in the wider community, both in terms of projects in partnership with local arts groups, organisations, theatres, schools, and universities and by supporting and providing access to our facilities, resources and expertise.

The Performance Team consists not only of highly qualified specialist teachers but also has a resident technician.

Core Responsibilities for all Trust Employees

Health & Safety

All staff within True Learning Partnership are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' Health and Safety, report all accidents and incidents, and raise concerns through their line manager, the Director of Business & Operations, the site management team or another member of SLT as appropriate.

Equality & Diversity

Staff employed by True Learning Partnership are expected to promote equality of opportunity for all students and staff, both current and prospective, and to support an environment that values diversity and respect. True Learning Partnership believes that all individuals are of equal value and we are committed to equal opportunities for all.

Data Protection

All staff within True Learning Partnership have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the organisation, and that they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role in the Trust shall not be kept for longer than is necessary for that purpose or those purposes, in accordance with GDPR 2018.

Safeguarding & Child Protection

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the Trust's Safeguarding and Child Protection policy and procedures at all times.

Notwithstanding the detail in this job description, in accordance with the Trust's Flexibility Policy the job holder will undertake such work as may be determined by the CEO from time to time, up to or at a level consistent with the main responsibilities of the job.

Key Information regarding the Application Process

To Apply

Completed application forms should be submitted via My New Term.
Please **do not** include your name when completing your supporting statement.

Only completed application forms will be submitted for shortlisting, CVs will not be accepted.

Key Dates

Closing date for applications: Wednesday 22nd April 2026 at 10am

Interviews will take place week commencing 27th April 2026

Benefits

At True Learning Partnership, we're proud to support our staff both in and outside of work. We're committed to your wellbeing, professional growth, and maintaining a healthy work-life balance.

Our benefits package includes a wide range of support and resources, such as wellbeing tools, a confidential Employee Assistance Programme (EAP), learning and development opportunities, and access to discounts on everyday spending and lifestyle services.

Other benefits include;

- Pension Scheme
- Cycle to Work Scheme
- Eye Care Vouchers
- Seasonal Flu Jabs
- Access to free CPD courses
- Strava – True Learning Runners

Safer Recruitment Information

True Learning Partnership is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, ethnicity, disabled or veteran status, or any other characteristic protected by law. We welcome applications from all individuals regardless of individual background or circumstance. Please note if you are shortlisted, an online search will be carried out before interview which may identify any incidents or issues that have happened, and are publicly available online, which we might want to explore with you at interview.

True Learning Partnership is committed to safeguarding and promoting the welfare of all children and young people and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (one of which must be from the current/latest employer) and evidence of the formal qualifications required for the role.

Trust Safeguarding Statement

True Learning Partnership recognises the important role that our schools and their staff have in the wider safeguarding system for children. ALL staff have a responsibility to provide a safe environment in which children can learn. True Learning Partnership fully adopts statutory guidance "Keeping Children Safe in Education" (September 2025).

True Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our schools are a safe place for children, where our responsibilities for safeguarding children are taken seriously. As a Trust, we are responsible for ensuring that all our schools have thorough and robust child protection and safeguarding policies and procedures.

Should you have safeguarding concerns regarding any pupil at any of our schools, please speak to one of the Designated Safeguarding Leads at that school.

True Learning Partnership Designated Safeguarding Officer is Catherine Holyland, Deputy Head Teacher at Poynton High School. If you wish to contact her directly please e mail Cholyland@truelearning.org.uk

TLP's Trust Board safeguarding representative is currently TBC. If you wish to raise a concern, please email info@truelearning.org.uk stating that the email relates to a safeguarding issue.

Our schools' Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices by the relevant school Head Teachers, and other members of the Senior Leadership Team. This information is reported to the Trust Board.

For further details on roles and responsibilities, and recording information regarding Safeguarding, please see the Safeguarding Policy and Procedures documents held by each school in our Trust.



**TRUE LEARNING
PARTNERSHIP**

Contact Us



True Learning Partnership

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W: www.truelearning.org.uk/

E: recruitment@truelearning.org.uk

