



Kettering Buccleuch Academy

The best in everyone™

Part of United Learning

Welcome to Kettering Buccleuch Academy

APPLICATION PACK

Head of Drama

Salary: ULT Teacher's Pay Scale (£36,400 - £53,040) + TLR2

Hours: 37.5 hours per week

Start Date: 1 September 2026

Closing Date: 19 April 2026

An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious Head of Drama

An exciting opportunity has arisen for a Head of Drama to join Kettering Buccleuch Academy. We are seeking to appoint an ambitious and passionate Head of Department who will inspire and challenge pupils to achieve their individual potential. Your love of teaching will extend beyond the classroom into our enrichment programme: running weekly rehearsals and organising performance opportunities will give you the chance to spend more time rehearsing alongside the students and to embed the culture of drama engagement across the academy.

Kettering Buccleuch Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people can make a success of their lives. To achieve this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as you.

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Ambition and Determination, and will have a commitment to high quality, innovative Character Education and unapologetically high expectations for all.

“Pupils achieve well at this popular and thriving school. Students perform exceptionally well in the sixth form. Pupils, including children in the early years, benefit from a vibrant learning environment. The school is inclusive.”

(Ofsted, October 2021)



A message from the Principal

Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our KBA family. At KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of unapologetically high standards and ensuring that our students and staff feel equipped, valued, encouraged and cared for. We prioritise ensuring that every student has the support they require to be the best version of themselves and we expect all our students to be intentional in their aspirations. We are committed to the continual development of our staff and to a focused and consistent approach to teaching and learning. KBA is a warm and vibrant place to work where creativity, diversity and a love of learning are at the heart of our moral purpose.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, *“The Best in Everyone,”* reflects our commitment to excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities. Character education is integral to our curriculum and allows students to build confidence, growth mindset and resilience so they can achieve their goals. We strive to be exceptional in all that we do and firmly believe excellence is a habit. Every one of us has untapped potential and our strong culture of encouraging and supporting each other allows us to unleash this potential. We recognise that as individuals we are strong but understand that together we are stronger and we celebrate the diverse nature of our community, working in harmony to achieve our vision.

Trust is fundamental at KBA. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Thank you for considering Kettering Buccleuch Academy where we work together to bring out the best in everyone.

Chloe Buckenham

Principal

“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”

(Staff Survey, November 2025)

Why work for us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013 and since then the academy has continued to go from strength to strength. Our staff are happy and motivated, and we have a supportive culture with plenty of opportunities for personal growth. We offer a range of benefits including a wide CPD offer, wellbeing and workload manifesto, Health Cash Plan, covering healthcare lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year and were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and focuses on ensuring students benefit from disruption free learning.

“Staff morale is highly positive. Staff say that they value leaders’ consideration of their workload and well-being. One member of staff wrote, ‘I have never worked at a school with such inspirational leadership.’”

(Ofsted, October 2021)



Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all students and staff. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing world class education through which all pupils can progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We support colleagues to achieve excellence and act with integrity in all our dealings within and beyond our community, with the best interests of young people always at the heart. We summarise this ethos as ‘the best in everyone’.

This ethos underpins our core values:

RESPECT

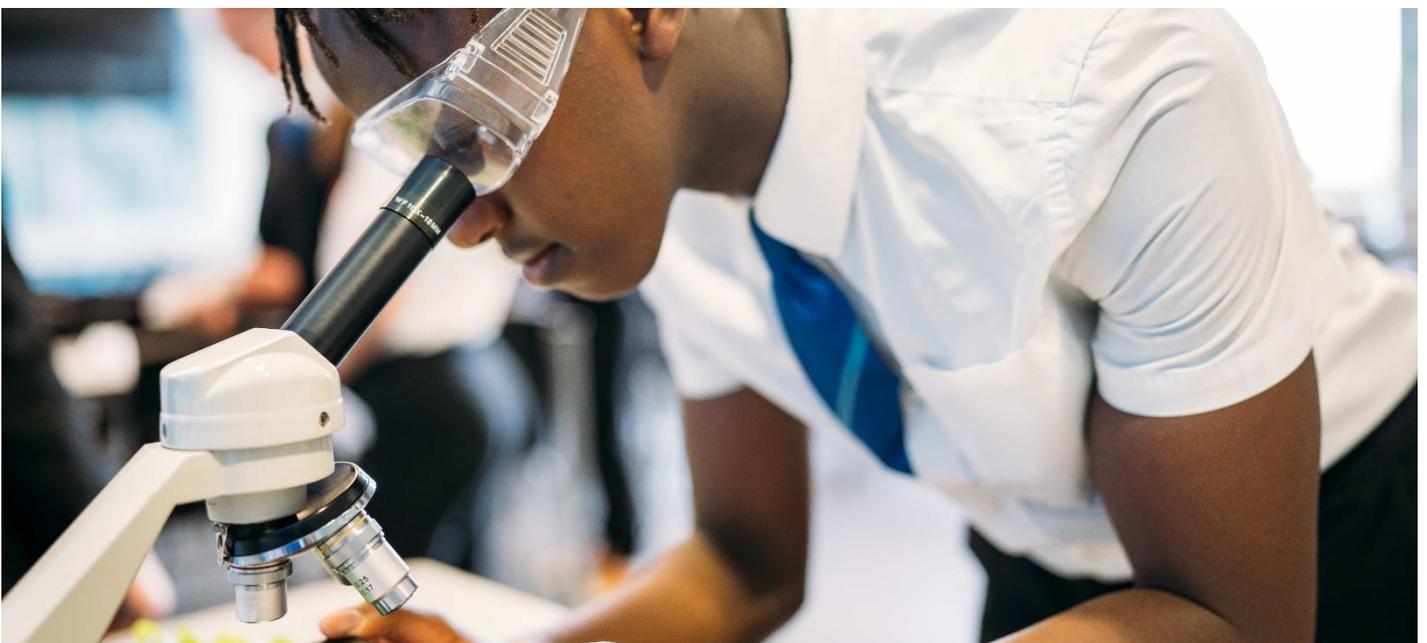
A quality shown through thinking and acting in a positive way about yourself and others.

AMBITION

A strong desire to achieve something.

DETERMINATION

The ability to continue to try, although it may be difficult.



A School of Character

Kettering Buccleuch Academy's Personal Development and Character Education Programme is delivered through the curriculum, assemblies, tutor time reading, PHRSE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

We understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; and to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the pressures of adult life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our CPD programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

“At the heart of leaders’ ambition is a commitment to the professional development of staff.”

(Ofsted, October 2021)



“The staff and students at KBA make it a special place to work.”

(Staff Survey, November 2025)

About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

Job Description and Person Specification

Job Description – Head of Drama

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Reporting to:

Member of Senior Leadership Team

Responsible for:

Teaching and operational staff within the subject areas

Line Management of:

Staff within the subject areas

Professional Responsibilities

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support the curriculum area as appropriate
- To monitor and support the overall progress and development of students as a teacher and tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student attainment
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.

Teaching and Learning

- To assist in the development of appropriate syllabuses, resources, schemes of learning, marking policies and teaching strategies in the curriculum area/class
- To contribute to the curriculum area's Raising Attainment Plan and its implementation
- To plan and prepare lessons
- To contribute to the whole academy's planning activities
- To contribute to the process of monitoring and evaluation of the curriculum area/class in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required
- To review methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy
- To contribute to the development of effective subject links with external agencies
- To be a Form Tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the form group as a whole
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To teach students, according to their educational needs, including the setting and marking of work to be carried out by the student in the academy and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To ensure that ICT, literacy and numeracy are reflected in the teaching/learning experience of students.

Performance Management

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas, including subject knowledge and teaching methods
- To actively engage in the Performance Development Review process

Knowledge, Skills and Experience

- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and the demands of the syllabus

Academy Policy

- To help implement academy quality procedures and to adhere to those
- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the academy
- To follow agreed policies for communication in the academy
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools
- To attend directed time meetings
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
- To apply the behaviour management systems so that effective learning can take place.

Personnel

- To work as a member of a designated team and to contribute positively to effective working relations within the academy.

Student Outcomes

- To maintain appropriate records and to provide relevant, accurate and up to date information for Arbor, registers etc.
- To complete the relevant documentation to assist in the tracking of students
- To track student progress and use information to inform teaching and learning.

Resources and Accommodation

- To ensure the effective/efficient deployment of classroom support
- To contribute to the process of the ordering and allocation of equipment and materials
- To assist others within the curriculum area to identify resource needs and to contribute to the efficient/effective use of physical resources
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, curriculum area and the students
- To report anything unsafe.

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution.

We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.

Person Specification – Head of Drama

The successful candidate will possess all or most of the following attributes: E = Essential D = Desirable
Assessed by: I = Interview A = Application

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	E	A
Qualified to teach in the UK (QTS)	E	A
Qualified to work in the UK	E	A
Evidence of further in-service training	D	A
Further professional education qualifications	D	A
Further relevant qualifications / training	E	A
LEADERSHIP		
Able to work in close harmony with the Extended Leadership Team	E	A/I
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of under performance	E	A/I
Strong interpersonal, written and oral communication skills	E	A/I
Takes personal responsibility for their own actions	E	A/I
Genuine passion and a belief in the potential of every student	E	A/I
Commitment to the safeguarding and welfare of all students	E	A/I
Can maintain effective working relationships with parents and other stakeholders	E	A/I
EXPERIENCE		
Experience of teaching in a school or education setting (secondary)	E	A/I
A track record of effectively leading/motivating students and staff and developing a team approach	E	A/I
Experience of improving student outcomes	E	A/I
Knowledge and understanding of National Educational priorities/developments	E	A/I
Experience of delivering lessons which are consistently at least good to students of all ages and abilities	E	A/I
Experience of implementing behaviour management strategies consistently and effectively	E	A/I
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	A/I
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work	D	A/I
Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.	E	A/I
Experience of running enrichment and extracurricular activities which inspire and motivate learners	E	A/I



Kettering Buccleuch Academy

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Part of United Learning

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