



Teacher of Drama

Bassingbourn Village College

Candidate Information Pack



Contents

Welcome from the Chief Executive Officer.....	3
Anglian Learning.....	4
Bassingbourn Village College – About Our School	6
Teacher of Drama– About the role	7
Teacher of Drama – Job Description.....	12
Teacher of Drama – Person Specification.....	15

Welcome from the Chief Executive Officer

Thank you for your interest in the position of Teacher of Drama at Bassingbourn Village College, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Keeley Burgess, Office Manager, at kburgess@bassingbournvc.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin
Chief Executive Officer



Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17th school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

Our four core values and principles guide our work to achieve our vision:



Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

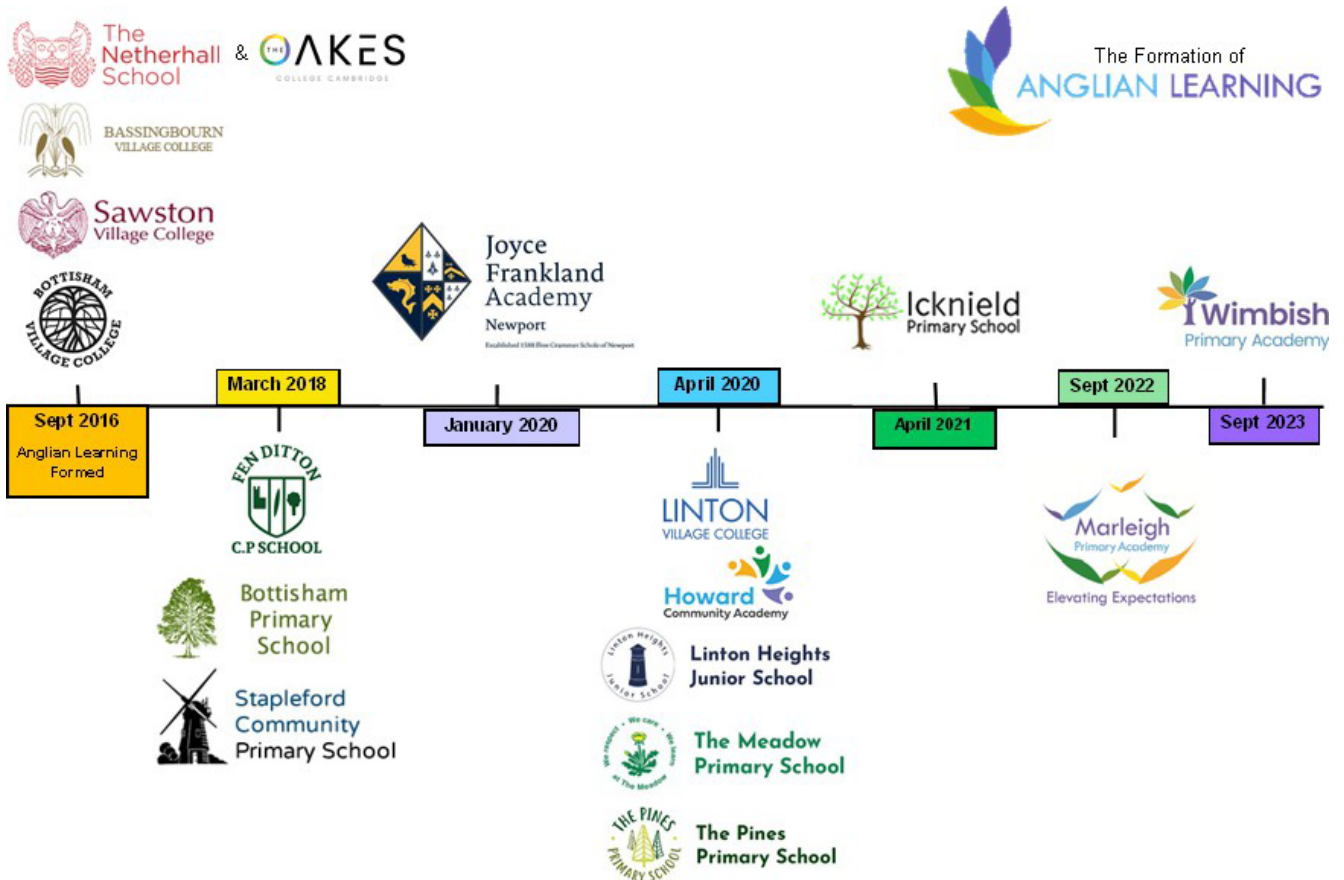
We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

It is an exciting time to join our growing community of schools.



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

Bassingbourn Village College – About Our School

Bassingbourn Village College is a popular 11-16 mixed comprehensive academy set in South Cambridgeshire. There is a strong positive ethos, where all students are known as individuals and achieve well-earned qualifications. Our current role stands at 674 with a waiting list for a number of year groups.

We are very proud of our school and the educational opportunities that it provides for our wonderful students. We like to ensure that each student achieves his or her full potential while enjoying an education that focuses on their own individual skills, strengths and aptitudes. We want our students to become responsible, respectful, resilient and healthy members of the local community, contributing greatly to the society in which they live. It is important for us to give our students a voice and the confidence to use it, both during their time with us and in their life ahead.

We value every member of our community and are passionate about the importance of outstanding achievement for all. We help our students to make the most of their talents, and to develop a sense of responsibility and an understanding of those things which matter most in an increasingly complex and demanding world.

We believe that education is most successful when the college, the students and their parents form a strong partnership. In its last inspection in April 2023, the college was rated “Good” by Ofsted.

We have an exciting future ahead of us, one which we hope you will want to be part of.

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school.



Teacher of Drama– About the role

Hours: Full Time, Term Time

Contract Type: Permanent

Working Pattern: To be agreed.

Salary: MPS/UPS with potential for TLR 2a for the right candidate

Location: Bassingbourn Village College, Bassingbourn, Royston, Hertfordshire, SG8 5NJ

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We are committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making reasonable adjustments to ensure you thrive in your role.

Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all [Anglian Leisure](#)'s Sports Centres - *Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall*
- 20% Discount on Adult Education Classes run by Anglian Learning School's
- Employee Assistance Programme via Health Assured
- Cycle To Work Salary Sacrifice Scheme
- Discounted Eye Care Vouchers
- Annual Flu Jab Vouchers
- Perkbox
- Investment in Personal Development

Application

If you would like to arrange a visit to our school please contact Keeley Burgess, Office Manager, at kburgess@bassingbournvc.org.

To apply for this vacancy please complete the application process via My New Term, outlining how your skills and experience will enable you to be successful in this role. Please note that CVs will not be accepted. If for any reason you cannot apply via My New Term and need to

apply via an alternative accessible format, please do contact us to arrange by emailing kburgess@bassingbournvc.org .

If for any reason you need to apply via an alternative accessible format, please do contact us on hr@anglianlearning.org

Closing Date: Tuesday 9th July 2024

Interview date: date and time to be confirmed

Start date: 1st September 2024

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school

Teacher of Drama– Job Description

Salary	MPS/UPS with potential for TLR 2a for the right candidate
Hours	Full Time, Term Time
Benefits	<ul style="list-style-type: none"> • Free membership to all of Anglian Learning's Sports Centres • Employee Assistance Programme • Cycle To Work Salary Sacrifice Scheme • Annual Flu vaccines • Discounted Eye Care Vouchers • Perkbox platform • Personal development training
Disclosure Level	Enhanced DBS
Location	The post holder will be based at Bassingbourn Village College but may be expected to work across the Trust and to travel between sites.
Responsible to	HOF

In accordance with the school's policies and under the direction of the Principal:

Teach

Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the students in any class or group assigned to you:

- 1 *Plan and prepare courses and lessons*
- 2 *Teach, according to their educational needs, the students assigned to you*
- 3 *Set and mark work to be carried out by the pupil in school and elsewhere*
- 4 *Assess, record and report on the development, progress and attainment of students*

Other activities

- 5 *Promote the general progress and well-being of individual students and of any class or group of students assigned to you*
- 6 *Provide guidance and advice to students on educational and social matters and, where appropriate, on their further education and future careers, include information about sources of more expert advice on specific questions; make relevant records and reports*
- 7 *Make records of and reports on the personal and social needs of students*
- 8 *Communicate and consult with the parents of students*
- 9 *Communicate and co-operate with persons or bodies outside the school and*
- 10 *Participate in meetings arranged for any of the purposes described above*

Assessments and reports

- 11 *Provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students*

Appraisal or review of performance

- 12 *Participate in arrangements made in accordance with the 2002 Regulations or the 2006 Regulations for the appraisal or review of your performance and that of other teachers*

Review, induction, further train and development

- 13 *Review from time to time your methods of teaching and programmes of work*
- 14 *Participate in arrangements for your further training and professional development as a teacher including undertaking training and professional development which aims to meet needs identified in planning and review statements*

Educational methods

- 15 *Advise and co-operate with the head teacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements;*

Discipline, health and safety

- 16 *Maintain good order and discipline among the students and safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere;*

Staff meetings

- 17 *Participate in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements;*

Cover

- 18 *To supervise, and so far as is practicable teach any students, whose teacher is not available to teach them (you will not be required to provide such cover for more than 38 hours in any school year).*

External examinations

- 19 *Participate in arrangements for prepare students for external examinations, assess students for the purposes of such examinations and record and report such assessments; and participate in arrangements for students presentation for, and conduct, such examinations;(you are not required routinely to participate in any arrangements that do not call for the exercise of a teacher's professional skills and judgement, such as invigilation)*

Management

- 20 *Contribute to the selection for appointment and professional development of other teachers and support staff, include the induction and assessment of new teachers and teachers serving induction periods*
- 21 *Assist the head teacher in carry out threshold assessments of other teachers for whom you have management responsibility;*
- 22 *Co-ordinate or manage the work of other staff; and*
- 23 *Take such part as may be required of you in the review, development and management of activities relate to the curriculum, organisation and pastoral functions of the school;*

Administration

- 24 *Participate in administrative and organisational tasks related to such duties as are described above, include the direction or supervision of persons provide support for the teachers in the school; and*
- 25 *Attend assemblies, register the attendance of students and supervise students, whether these duties are to be performed before, during or after school sessions.*
- 26 *You are not required routinely to undertake tasks of a clerical or administrative nature which do not call for the exercise of a teacher's professional skills and judgment.*

Management time

- 27 *A teacher with leadership or management responsibilities shall be entitled, so far as is reasonably practicable, to a reasonable amount of time during school sessions for the purpose of discharge those responsibilities.*

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school



Teacher of Drama – Person Specification

This specification is informed by the TDA Professional Standards for Teachers

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Successful teaching experience during ITT placements and/or as a fully qualified teacher 	
Skills, Knowledge, and Aptitudes	<ul style="list-style-type: none"> • Able to work collaboratively with others • Able to form good relationships with students. • Able to motivate students • Energy and enthusiasm • Flexibility • Excellent organisational and classroom management skills • Excellent communication and interpersonal skills • Expertise in the teaching of the relevant subject including evidence of excellence in own work as a practitioner • Good knowledge and understanding of current issues in learning and teaching • A reflective practitioner • Clear indication of leadership potential • Able to conduct a conversation and answer questions for an extended period of time where necessary in English 	<ul style="list-style-type: none"> • ICT competency • Willingness to get involved in the broader life of the college through extra-curricular activities • Excellent time-management
Qualifications and Training	<ul style="list-style-type: none"> • Degree in related subject • QTS 	<ul style="list-style-type: none"> • Further qualification &/evidence of continuing professional development
Personal Attributes	<ul style="list-style-type: none"> • High standards of behaviour in the professional role • Commitment to form and maintain appropriate relationships and personal boundaries with young people • Commitment to safeguarding and promoting the welfare of young people • Satisfactory enhanced DBS check, Medical Clearance and 2 References. 	

Anglian Learning

Lode Road
Bottisham
Cambridge
CB25 9DL
Phone: 01223 811250

Email: hr@anglianlearning.org

Website: www.anglianlearning.org

