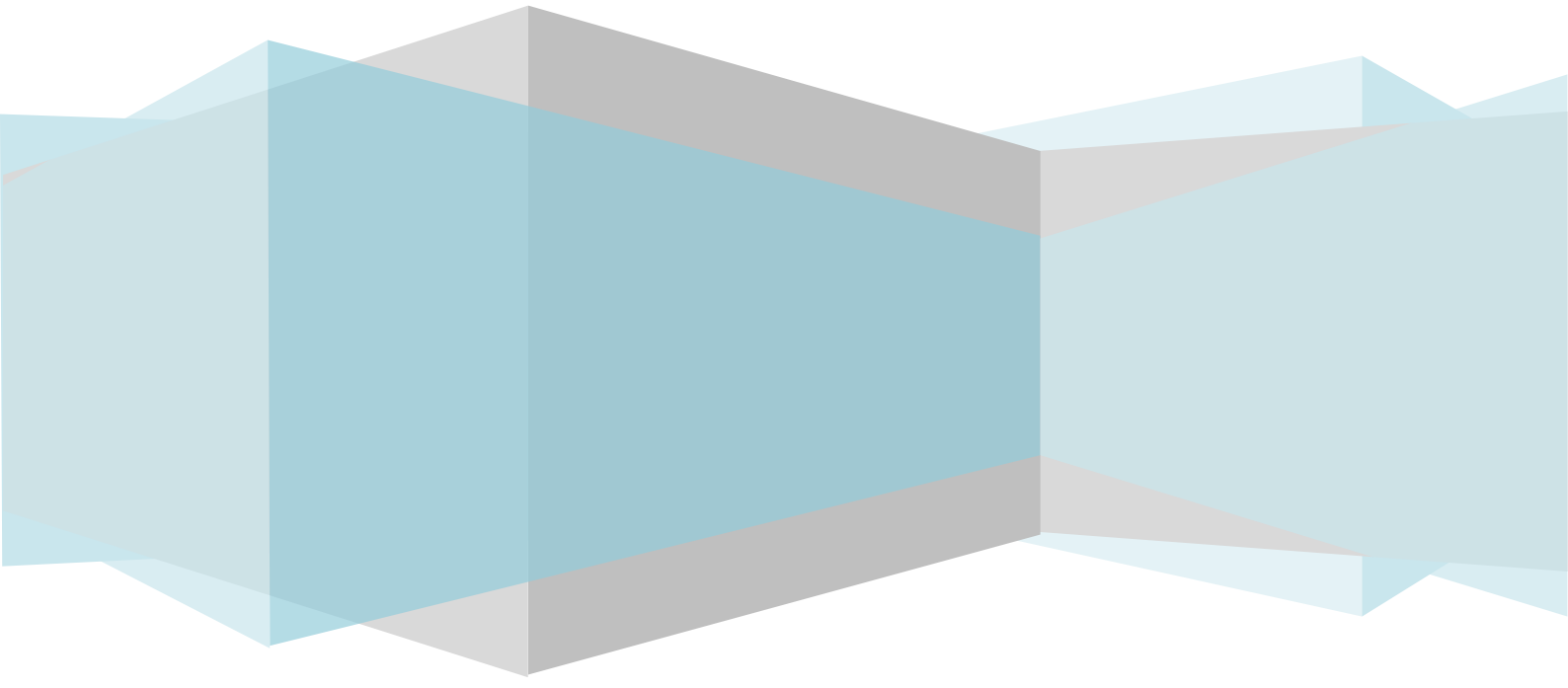
Rye College, Part of Aquinas

www.aquinastrust.org

Application Pack

Teacher of English with Drama

As soon as possible



Teacher of English with Drama

Rye College is seeking to appoint an enthusiastic, energetic and adaptable Teacher of English with Drama. We are seeking a candidate who can demonstrate excellent subject knowledge, to join our highly-motivated team. We are driven by a pursuit of high academic standards regardless of background and a desire for all students to experience an exceptional education. We are open to applications from experienced teachers or ambitious newcomers.

Our ideal candidate will:

- Be an excellent teacher of English with ability to teach Drama, to students of all abilities in key stages 3 and 4;
- Have a love of the subject/s and desire and ability to convey this to students;
- Be enthusiastic, energetic and open to innovation;
- Possess effective communication skills and be emotionally intelligent;
- Possess effective ICT skills and be open to new uses of technology in the workplace;
- Be committed to extra-curricular activities including lunch time activities;
- Be committed to continuing professional learning;
- Have integrity, optimism and a good sense of humour;
- Hold a good honours degree along with qualified teacher status.

In return, we offer:

- A workplace that is future focused with potential for professional growth as we improve.
- A skilled and experienced team of professionals.
- A happy community committed to the professional development of all colleagues.
- A distinctive local context ensuring we place inclusivity at the heart of all we do.
- A motivated leadership team leading rapid improvement to the students' life chances.

We would be pleased to welcome you for an informal visit prior to application.

We are committed to safeguarding the young people in our care and we expect all our staff to share this commitment. The successful applicant will be required to undergo an enhanced DBS check.

The Application Process and Timetable

Closing Date

You are invited to submit an application form, available with this pack, along with a personal statement outlining your suitability for the role against the person specification and job description.

- Closing date for applications: **Monday 30th November 2026**

We reserve the right to close this advertisement at any time

Short Listing

The candidates selected for interview will be informed after short listing and full details of the interview programme will be provided. If you have not heard anything from us after the interview date below, please assume your application has not been successful.

Interviews

Candidates will be invited for interview.

- Interviews: **To be advised**

Appointment

All candidates will be contacted following interview.

- Appointment to commence **as soon as possible**

Applying

Please send your application, outlining your suitability for the role against the enclosed person specification and job description, by email to hrteam@ryecollege.co.uk. Alternatively, submit your application to **HR, Rye College, The Grove, RYE TN31 7NQ**

Please note a signed copy of your application form will be required prior to interview.

Shortlisted candidates will be asked to submit appropriate identification. For the purpose of DBS clearance, only copies of the successful applicant's identification will be retained.

All candidates should provide two references. Permission should be sought prior to including any referee on your application form. Shortlisted candidates may have their references taken-up before any interview – unless explicitly requested in your application.

Rye College is committed to safeguarding the young people in our care and we expect all our colleagues to share this commitment. The successful applicant will be required to undergo an enhanced DBS check. As an employee of the Aquinas Church of England Education Trust you are required to have regard to the character of the Trust and its foundation and to undertake not to do anything in any way contrary to the interests of the foundation.

Dear applicant,

On behalf of our students, colleagues and trustees, I would like to thank you for your interest in a position at Rye College. I hope you find the application pack both helpful and informative.

There is a long tradition of education in Rye that goes back to the foundation of the Grammar School in 1636. At Rye College, we are proud to be a significant chapter in the ongoing story of nearly four hundred years of learning in this ancient town.

There is significant transformational change improving the standard of education and facilities at Rye College – ideal for ambitious and talented teachers to truly make a difference, and build upon our most recent OfSTED good grading. Having seen an impressive rise in progress and attainment outcomes over the last few years, we continue to focus on delivering academic excellence with a commitment to high-quality pedagogy and teacher training. We offer excellent opportunities for those who can deliver in the classroom and wish to progress their career.

We work to instil a sense of responsibility in all our students – a sense of ownership of their learning, of their college, of their actions and of the consequences. In today's complex world, children need both the knowledge and skills to compete in a global market place but also need a sense of their humanity – the ability to respect, to empathise and to be caring and compassionate individuals.

Our curriculum offer is simple: broad and balanced with an academic core. It combines a foundation in the national curriculum subjects, a focus on academic achievement in English, maths, science and the humanities with a broader offer of suitable academic, vocational and technical qualifications. In recent years, our students have found much success in the creative arts – and this is a commitment we see in our curriculum offer for the next academic year.

We are looking to recruit experienced and newly qualified teachers who want to raise standards through the creation of vibrant and innovative classrooms. Central to this is an ability to work in partnership with our families and other professionals to continue our mission to build an amazing college that delivers excellence for every one of our students.

In your application, please outline why you would like to join Rye College, how you meet the person specification and what might make you irresistible. We value honesty.

I look forward receiving your completed application.

With thanks,



Dom Downes
Headteacher

Overview

Details

Remit:	**Teacher of Drama**
Salary:	**Main or Upper Pay Scale**
Hours:	**Full Time or Part Time – to be discussed at the interview**
Accountable to:	**Head of English and Head of Performing Arts, Headteacher**

The College

Our mission at Rye College is to 'create bright futures for all'. With this in mind, we work hard to ensure that every child is happy and well supported on their educational journey with us. We want every child to grow and flourish in our care.

Our college is set in the attractive heart of 1066 country and is a place where students feel safe and have space to learn. We pride ourselves on being a close knit community where students are known as individuals and where their talents are nurtured.

We are part of a family of schools that serve the young people of Rye from two to sixteen years of age, truly making us a 'local community college'. We are driven by a pursuit of high academic standards regardless of start points and a desire for all students to experience an exceptional education.

Our aim is to challenge every learner to exceed their own expectations of themselves; create a can-do culture and the resilience to excel; include all members of our community through shared endeavour; and nurture diverse skills, talents and abilities whilst celebrating excellence.

Since November 2018, Rye College has been part of Aquinas - an educational trust of eleven schools in the south-east; we believe our students will benefit enormously from our shared ambition to excel. We are proud to be working together with Aquinas to build on our reputation for supporting students in realising their potential and going on to lead fruitful and productive lives.

As an organisation we focus on the professional expertise of our teachers and associates, providing continuing professional learning for colleagues in all roles. We believe our students benefit from creative approaches to teaching and a shared ambition to succeed.

We are proud of the positive reputation our schools have for supporting youngsters in realising their potential and going on to lead fruitful and productive lives.

Generic Job Description

Subject Teacher and Form Tutor

This job description has been compiled in accordance with School Teachers Pay and Conditions of Employment.

Curriculum

- Ensure the programme of study is followed and work is planned well in advance of delivery;
- Plan and prepare lessons and resource materials that lead to an appropriately differentiated curriculum to meet the needs of all students;
- Ensure the progress and achievements of each student is monitored and recorded;
- Oversee details of individual and group assessments with reports and references being provided as necessary, to agreed deadlines;
- Take account of students' prior levels of attainment and use them to set future targets;
- Set and monitor homework assignments regularly in accordance with college policy;
- Monitor and assess student achievement in accordance with college policy;
- Ensure students are entered for appropriate examinations consistent with their achievements to date and their potential;
- Prepare constructive and developmental reports for parents, attending relevant parents evenings and meet parents at other times necessary to maximise achievement;
- Maintain data files (e.g. grab files and SIMS) to a high standard making them available for regular review by Faculty and Curriculum Leaders;
- Differentiate work to meet individual needs and promote equal opportunities;
- Set appropriate and challenging work for all students;
- Identify and work appropriately with students with special educational needs and disabilities, the disadvantaged and high attainers;
- Communicate effectively with form tutors, parents and leaders to maximise opportunities for effective learning to take place;
- Set work when required for absent students via ClassCharts;
- Establish a purposeful working atmosphere during all learning activities.

Students

- Ensure the student safety and welfare is accorded top priority in the planning and delivery of each lesson;
- Ensure that any sanctions imposed are in accordance with college policy;
- Ensure that each lesson begins and ends punctually and that students are properly supervised at all times;
- Maintain good discipline by following the college's behaviour management policies and procedures;
- Ensure that students' work is marked, corrected and returned promptly. Provide constructive comments and feedback as appropriate, promoting high standards of content and presentation in accordance with appropriate faculty criteria;
- Monitor any concerns with student achievement and take the appropriate action.

Colleagues

- Work in line with trust, college and faculty policies;
- Support NQT work in the faculty or year team as appropriate;
- Welcome, support and encourage new members of the team;
- Share new ideas and suggestions, reflect on good practice and be involved in lesson and task observation to improve professional practice;
- Produce evaluation reports of all training attended;
- Participate in faculty reviews and work with external consultants to develop practice.

Resources

- Create and maintain a classroom that is a pleasant, tidy and well organised working environment;
- Promote the use of display of work as a means of encouraging students, celebrating success and raising levels of achievement;
- Ensure that books, equipment and other resources are properly cared for and that there use is effectively controlled and efficiently organised;
- Take care of equipment and furniture with any damage or defects to fabric or equipment being reported to the Site Manager and Faculty Leader as appropriate.

Other Duties

- Attend meetings, scheduled training activities and workshops as published;
- Work in support of the trust, college, faculty and related strategic improvement plans;
- Support college activities that benefit the community (e.g. concerts, open evenings, events etc.);
- Take time to read notices, keep to deadlines and carry out duties to the best of your ability.

Role of the Tutor

- Monitor absences, lateness and uniform and maintain accurate details of attendance in accordance with college policy;
- Monitor student planners on a regular basis;
- Ensure that tutorial programmes are planned, recorded and are in accordance with the programme of study provided by the Director of Life Education;
- Complete individual reports for parents and maintain regular contact;
- Promote students' achievements using praise and rewards effectively in line with college policy;
- Maintain effective communication with students and their parents, and with associates, other teachers and leaders as necessary;
- Assist leaders and directors in the organisation of activities and events;
- Ensure that students new to the college are properly inducted.

Appraisal and Professional Development

Every colleague is part of the college's appraisal programme. New employees are allocated an appraiser who sets agreed objectives for the year. The appraiser monitors and reviews performance including classroom teaching. The college supports the continuing professional learning of all colleagues, to ensure that their expertise is being kept up to date. New Qualified Teachers are supported with a tailored programme.

Responsibilities are likely to change over time and you will be expected to perform duties of a similar nature such as the headteacher may reasonably require.

Person Specification

Subject Teacher

[a] TRAINING AND QUALIFICATIONS	Essential or Desirable
Qualified Teacher Status	E
Degree or equivalent	E
Commitment to professional learning activities	E

[b] LEADERSHIP COMPETENCIES	Essential or Desirable
Have high expectations of themselves and their students	E
Hold positive values and attitudes, and adopt high standards of behaviour in their professional role	E
Have commitment to ensure every student achieves their full educational potential	E
Use student data to inform progress and attainment	E
Have a commitment to progress and enthusiasm for learning	E
Have diligence, drive and focus to boost standards	E
Have high quality organisational and communication skills	E
Have a commitment to collaboration and co-operative working	E
Demonstrate exemplary professional and personal standards in all their actions	E
Be able to establish fair, respectful, trusting, supportive and constructive relationships with students	E
Have the ability to inform, advise and guide students to ensure progression	E
Know how to make effective personalised provision for those they teach, including those who have SEN, disabilities, or English as an additional language	E

[c] EXPERIENCE OF TEACHING	Essential or Desirable
In a secondary school	D
As a highly effective practitioner	E

[d] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential or Desirable
Excellent, secure knowledge of their subject and related pedagogy	E
Good, up-to-date working knowledge of a range of teaching, learning and behaviour management strategies	E
Skills in literacy, numeracy and ICT to support their teaching and wider professional activities	E

A range of approaches to assessment, including the importance of formative assessment	E
Assessment requirements and arrangements for the subjects they teach, including public exams and qualifications	D
How to make effective personalised provision for those they teach	E
Up-to-date safeguarding procedures, and the ability to identify and support students	D

[e] PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES	**Essential or Desirable**
Inspire, challenge and motivate colleagues and students towards a shared vision	E
Teach challenging and well organised lessons across the age and ability range	E
Promote and maintain effective relationships	D
Prioritise, plan and organise self and others	E
Think creatively in order to anticipate and solve problems	D
Listen to and reflect positively on feedback	D
Demonstrate an ability to communicate to a range of audiences	D
Willing to be flexible to meet the needs of the college	E
Lead assemblies or collective worship	D

[f] CONFIDENTIAL REFERENCES AND REPORTS	**Essential or Desirable**
A positive recommendation from current Headteacher or employer	E
A supportive reference from one other source	E
Enhanced DBS check undertaken and acceptable to the Headteacher	E

Health & Safety Functions

This section is to make you aware of any health and safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

Using display screen equipment	**X**
Working with children/vulnerable adults	**X**
Moving & handling operations	
Occupational Driving	
Lone Working	
Working at height	
Shift / night work	
Working with hazardous substances	
Using power tools	
Exposure to noise and /or vibration	
Food handling	
Exposure to blood /body fluids	