



EPSOM  
COLLEGE

# *Appointment of a Director of Drama*



REQUIRED FOR SEPTEMBER 2025



# Welcome...

---

Epsom College is an inspiring place to work, renowned for excellent all-round education. Founded in 1855 on the principles of ‘benevolence and excellence’ kindness, ambition, integrity and community are at the heart of everything we do. Named ‘the UK’s most-improved school’ by The Sunday Times in 2024, we educate 1,150 girls and boys aged 11-18.

---

The College has grown significantly in the past seven years, with pupil numbers rising 40% as the result of the opening of our Lower School in 2016, and growth throughout the rest of the College. We admit pupils into Years 7, 9, and 12, and each year around 220 new children join our community, with an average of five pupils applying for every space.

Epsom is a happy school. Almost all our pupils remain with us for their A-levels, and staff retention is equally strong. Around 60% of staff live onsite, which lends the College a real sense of community and togetherness.

From 8am until 6pm, our 72-acre campus is alive with learning; academic lessons also take place on Saturday mornings meaning that pupils have time each day to learn and develop outside the classroom. Our co-curricular programme – which features a vast array of clubs, societies and activities each week – is award-winning (picking up the ‘Best of the Best’ accolade from The Week for six consecutive years); our CCF is one of the largest in the UK; and our Duke of Edinburgh programme currently has over 100 pupils completing their Gold or Silver award.

In addition, our timetable features wellbeing lessons, an award-winning Personal Social Development offering, and an hour each week for volunteering in the community. Last year Epsom pupils gave 9,830 hours of their time to help local charities, schools, and community groups.

When pupils aren’t busy with all of the above, they can relax and catch up with friends in their House. We have 13 single-sex Houses for all our pupils from Year 9 upwards (whether they are day pupils or boarders).

This combination of single sex accommodation within a co-ed environment gives us the best of both worlds.

The fact our houses are physical buildings, where pupils can step through the door into a space that’s entirely their own, is key to the success of our pastoral programme. This was part of the reason why Epsom was named Independent School of the Year for Student Wellbeing (2022-23).

Sport is central to the College. We have been named the top co-ed school for sport in south east England, and compete in county and national finals in all our major sports across all age groups. Over 22 sports are offered to our pupils, and the aim is to encourage participation for all – we regularly field D and E teams, and see an average of 90% of pupils playing competitive fixtures.

Our focus on delivering an all-round education, that develops the whole child, is regularly celebrated. In the past four years, in both the TES and Independent School of the Year Awards, we have been a finalist in the categories of Boarding School of The Year, Co-Ed School of the Year, SLT of the Year, Creativity in Teaching, Student Wellbeing, Community Initiative, and Sporting Achievement.

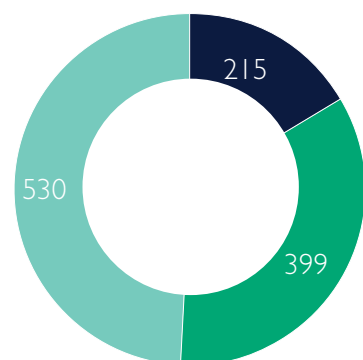
It is an exciting time to be joining the College, with Mark Lascelles having taken up the Headship from September 2024.

We hope that you are excited by the opportunity to come and join the fantastic teachers and support staff who work here.



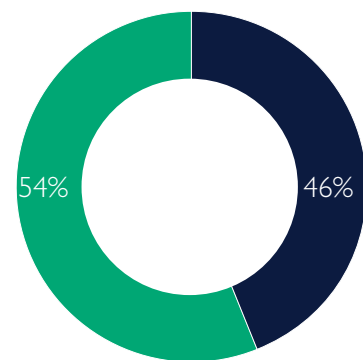
# Epsom In Numbers

1,144  
PUPILS



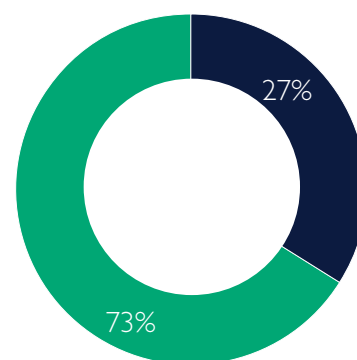
■ Lower School (Years 7-8)  
■ Sixth Form  
■ Years 9-11

100%  
CO-EDUCATIONAL



■ Female  
■ Male

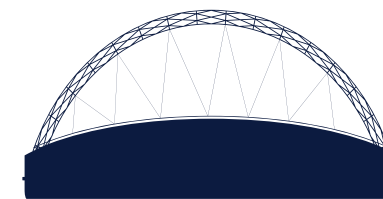
DAY & BOARDING  
FROM YEAR 9



■ Boarding  
■ Day

## 72-ACRE CAMPUS

It is rare for a College this close to London to have such an abundance of green space. To give you a sense of the size of our stunning grounds, the College can easily accommodate:



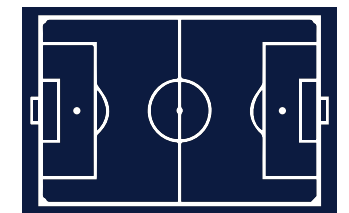
8

Wembley Stadiums



30

Trafalgar Squares



55

Football Pitches

## ONE OUTSTANDING COMMUNITY

Every pupil at Epsom belongs to a House. Lower School pupils are day only and placed into four co-ed Houses. From Year 9 onward, all pupils join one of 13 single-sex Houses - whether a day pupil or a boarder.



■ Girls - 70-80 pupils in each House



■ Boys - 70-80 pupils in each House

£20m +

spent modernising all Houses  
in the last six years

## BREADTH OF OPPORTUNITY



25

Subjects Offered



100+

Charities and Projects  
Supported



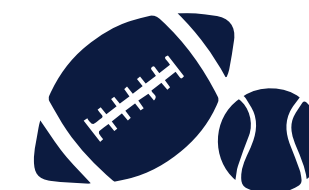
15

Miles from  
Central London



150+

Clubs, Societies &  
Activities Every Week



22

Sports Played  
Competitively



90%

Pupils Represented Epsom In The Last  
Two Years Of Competitive Fixtures



# A Great Place To Work

One of the happiest places to live in Surrey, surrounded by open space, a beautiful campus and supportive colleagues. Epsom College is the Independent School of the Year, and a great place to work. Here are five reasons why...

## REASON 1: HAPPINESS

- The second happiest place to live in Surrey – according to the ONS (2021)
- The seventh happiest place to live in the UK – according to Rightmove (2017)
- Independent School of the Year: Student Wellbeing (2022-23)
- One of only four UK boarding schools to win Gold from the Carnegie Centre for Excellence in Mental Health in Schools, for the wellbeing of our staff and pupils
- 60% of staff live on-site, creating a warm welcoming community

## REASON 2: LOCATION

- Two train stations walking distance from the College, with trains to Victoria and Waterloo
- Only 15 miles from Central London
- 30 minutes from Gatwick
- 45 minutes to Heathrow

## REASON 3: OUR CAMPUS

- Nestled on the edge of the Surrey Downs, and the Surrey Hills Area of Outstanding Natural Beauty (AONB)
- Epsom College itself is situated within a 72-acre Victorian estate
- The perfect marriage of proximity to the capital, and access to the countryside

## REASON 4: OPPORTUNITIES

- One of the UK's leading Independent Schools
- Strong co-curricular programme provides many opportunities to develop skills and experience
- Full commitment to supporting ECTs
- Funding of up to 50% of a training course may be available if there is a clear benefit to the College.
- A strong culture of CPD and career progression, including a renewed Leadership Development Programme
- Staff are encouraged to subscribe to external CPD courses (alongside INSET run throughout the year by Epsom staff and external providers)

## REASON 5: BENEFITS

- Significant discount on school fees
- Private Health Care plan
- Free meals and refreshments during working day
- A number of other lifestyle benefits available to staff
- Competitive salary - we offer a 22-point salary scale, above the national scale. The basic salary ranges from £35,302-£67,808 pa across the 22 point salary scale for teaching staff
- A generous flexible pension scheme is offered
- Staff are also paid emoluments for taking on additional responsibilities (from minor roles such as running a minor sport, to major responsibilities such as Head of Department or House).
- Staff accommodation may be available – 60% of staff currently live onsite





# About The Role

## DEPARTMENTAL INFORMATION

The Department currently has four teachers including an Assistant Head of Drama, plus two Drama Technicians, with the subject being taught to all pupils in the first three years before being given the option to study GCSE Drama and A-level Drama and Theatre.

Drama in the Lower School (Years 7 and 8) and M4 (Year 9) offers all pupils an exciting platform to explore their own creativity and develop their acting and design skills collaboratively; the subject is delivered in a weekly single period of 50 minutes taught in specialist Drama studios. At GCSE and A-level students follow the Eduqas board and have the opportunity to specialise as actors, or designers, attend professional productions and participate in professional workshops from visiting companies.

The Department has two fully equipped technical boxes, with the latest lighting, sound and multi-media equipment and resources and a growing collection of costumes, masks, puppets and props, with a wide selection of set items. The professional technicians regularly make bespoke items of set, liaising directly with students who act as directors in the designing process of staging and production.

Co-curricular drama thrives at the College and four major productions span the year. A senior play, open to members of Years 10-13, is performed in the Michaelmas term, followed by a musical in the Lent Term and in the younger years, the Lower Fourth (Year 8) and M4 (Year 9) combine for a production performed in May. Additionally, the entire 3<sup>rd</sup> Form (Year 7) participate weekly in a Performing Arts carousel which combines music, drama, puppetry and dance, and culminates in a showcase in June.

Smaller theatrical events, and activities, occur throughout the year, inspired by student or staff interests. We enter the National Theatre New Views playwriting competition each year and *The Vickers' Project* is an annual production which is entirely student-led. Members of the department

are encouraged to explore and expand their theatrical passions through contributing to the productions. The department also offers Stage Tech Club and Costume Club for all year groups.

The productions this academic year include: *Shakespeare in Love*, *Les Misérables* and *Wind in the Willows*, and previous productions include: *The Addams Family*, *The Lion King*, *Our Country's Good*, *Tartuffe*, *The Murders at Argos*, *Beauty and the Beast*, *Matilda Jr.*, *My Fair Lady*, *Jekyll and Hyde*, *Cabaret*, *A Midsummer Night's Dream*, *The Comedy of Errors*, *Footloose*, *The Government Inspector*, *I3*, *Spamalot*, *Grimm Tales*, and *Evita*.

LAMDA lessons are a popular addition to the performing arts provision and there are senior and junior showcases each year to celebrate their performances. Dance is currently offered as part of the PE curriculum in KS3 and as a co-curricular activity. The College is looking to expand its dance provision in the coming years.

## DEPARTMENTAL PRINCIPLES AND AIMS

- To encourage a genuine enjoyment of and appreciation for drama based on informed personal responses.
- To enable pupils to become confident and experimental performers and/or designers.
- To foster students' understanding and use of a wide variety of dramatic forms and concepts.
- To enable every individual to be an effective group member in making, performing, and responding to drama.
- To develop pupils' appreciation and review of live theatre experiences as well as develop their evaluation of their own and others' contributions, ideas and performance in drama.
- To develop pupils' ability to write clearly and accurately, using vocabulary precisely, and structuring sentences, paragraphs and whole texts effectively.

- To develop pupils' personal, social, cultural and historical awareness and understanding through their study of drama.

## DISTINCTIVE CHARACTERISTICS OF THE DEPARTMENT

- Each individual feels safe, valued and confident to be themselves.
- Students take responsibility for making informed choices about the form and direction of their work.
- Students are encouraged to become active agents in interpreting what drama communicates and thereby finding new ways to communicate.
- There is a purposeful atmosphere of collaboration in the department in which all colleagues work together and support each other to review and refine schemes of work and teaching practices.
- As a department, we pride ourselves on the wealth of opportunities that we provide for our pupils, both inside and outside the classroom, from 1-2-1 support and activity sessions to arranging a wealth of visiting workshops, theatre trips, clubs, and competitions for all year groups.

## THE ROLE OF DIRECTOR OF DRAMA

The successful candidate will build on the outstanding reputation of the Department in delivering a wide range of opportunities for all pupils to be involved in drama performances in the school and will nurture the talents of the top pupils in delivering performances of the highest quality. He or she will lead the co-curricular drama provision and shape the direction of drama at the College at an exciting time.

*Key responsibilities of the post-holder will include:*

- Lead the teaching of drama at KS3, GCSE and A-level;
- Teach a reduced timetable;
- Lead the provision and administration of a rich and varied programme of co-curricular drama;
- Take a lead in the future development of the drama department and show strategic vision, liaising with the Senior Leadership Team as appropriate;
- Provide inspirational teaching within the academic drama department and help foster excellence in all that the department does;

- Line manage the Assistant Head of Drama, including involvement in recruitment, professional development and appraisal;
- Oversee the calendar of dramatic events through the year, and liaise with other teaching and support staff to ensure those events run smoothly;
- Collaborate with the Director of Music in the staging of musical productions;
- Lead in the future development and vision of Dance at the College.

The Director of Drama is responsible for the smooth running and success of all academic and co-curricular drama at Epsom College and for providing the artistic vision which will inspire all those who work in the theatre.

*The role has a number of specific areas of responsibility, each of which is a key component of the job:*

## Strategic Direction and Development of Drama & Dance at Epsom College

- Contribute to whole school policy-making and strategic planning as required by the Head;
- Prepare, monitor and update annual departmental plans in consultation with the Assistant Head of Drama and other colleagues;
- Take the lead in ensuring that school policies and strategies are embedded in schemes of work and departmental plans;
- Encourage pupils of all abilities to make contributions to school drama.

## Leadership and Management of Others

- Line manage the Assistant Head of Drama and other teachers of Drama to ensure the highest quality of teaching and learning and, ultimately, GCSE and A-level results;
- Liaise with other staff involved in drama and dance performances at the College, ensuring that they have clear expectations of their roles, establish positive relationships with pupils and staff and ensure that high performance standards are achieved and maintained;
- Empower members of the department to develop their leadership potential to ensure continuous improvement within the department;



- Lead the department's Departmental Development Plan in line with the school vision and objectives as outlined in the School Development Plan.

### Teaching and Learning

- Promote excellence in teaching and learning to ensure all pupils develop their potential and are equipped for life beyond school;
- Exemplify in own practice the skills of teaching and learning typified by lead professionals, and ensure that good practice is shared throughout the department;
- Keep up to date with developments in subject area and education, in general, to ensure that best practice is adopted within the Drama Department.

### Co-curricular Drama

- Actively promote interest in drama outside the immediate physical and timetabled confines of the department;
- To be creative with performance planning so that students have different challenges and experiences during their school careers;
- Contribute to the broader life of the school by supporting and leading curricular and co-curricular events;
- Work with the relevant members of staff to support the College Extravanzas and House events as appropriate;
- Organisation of a range of co-curricular activities in drama throughout the school, encouraging a range of students to attend;
- To encourage representative achievements, putting forward pupils for regional and national representation as appropriate.

### Marketing and External Links

- Actively promote the Drama department within the College community to encourage pupils' interest in the subject area;
- Contribute to the positive promotion and marketing of the College in the local and wider community, including effective liaison with feeder schools, and fostering links with competitor schools and dramatic associations;
- Support school marketing events, both in person and by arranging appropriate solo and group performances by the pupils;

- To review and update all literature about drama at Epsom College;
- Lead the department's contribution to marketing events and external links.

### Management of Resources

- Monitor and control the Drama department's allocated budget and purchasing arrangements, to ensure the efficient and effective use of all resources;
- Use the accommodation to create a stimulating learning environment;
- Identify future resourcing needs and aspirations for the Drama Department for consideration in the school budget planning process;
- Ensure that all resources are fit for purpose and used in accordance with health and safety guidelines.

### Monitoring, Evaluation and Assessment

- With support from the Assistant Head of Drama, ensure that within the department individual pupil progress is regularly assessed, recorded and reported and used to inform future teaching, as well as monitoring the progress and contributions of drama scholars.

### Training and Development

- As a lead professional set personal targets and take responsibility for own continuous professional development;
- Be proactive in identifying training needs within the department, ensuring that they are appropriately met, and that all members of the department are active in their own personal and continuous professional development;

**Epsom College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

This job description is indicative of the expected duties and responsibilities of a teacher and Head/Director of Department at Epsom College. Given the dynamic and evolving nature of teaching and learning this job description is fluid and would expect to alter as the College's teaching and learning strategy and academic developments evolve.





## CRITERIA FOR APPOINTMENT

### Essential Criteria

- An excellent degree in Drama;
- Possess an impressive track record of GCSE and A-level results;
- Demonstrate outstanding classroom practice capable of inspiring pupils with a love of the subject, with an innovative, imaginative approach to teaching and learning;
- Show evidence of an ability to contribute to whole school thinking on the co-curriculum and the processes of learning and teaching outside the classroom;
- Display evidence of an inclusive approach to drama education and an interest and competency in a wide range of dramatic styles;
- Demonstrate a commitment to safeguarding and the welfare of pupils
- Demonstrate a clear and comprehensive understanding of the contribution of Drama to a school's wider development and improvement;
- Show evidence of a recognised ability to motivate and encourage participation in Drama by both pupils and staff;
- Provide evidence of an ability to command the respect of pupils, staff and parents, and to establish clear expectations and constructive working relationships with staff, parents and pupils;
- Display excellent interpersonal skills, oral and written communication skills to engage with pupils and the wider College community;
- Display an ability to work effectively as part of a team and also to be able to work independently;
- Demonstrate strong organisation and administrative skills;
- Provide evidence of confidence, tenacity, flexibility and adaptability with passion, energy and commitment to learning outside the classroom;
- Demonstrate high level emotional intelligence with a sense of humour and an enabling attitude;
- Display a drive and determination for delivering success;
- Provide evidence of a proven ability to understand the need, challenges and opportunities in an independent school boarding community;

- Display strong IT skills and a proven ability to embrace new technology.

### Desirable Criteria

- Post graduate qualifications, a Masters degree or post graduate diplomas;
- Experience of participating in or leading a whole school initiative;
- A strong background in performance training, in order that they may help coach performance skills and deal effectively with performance anxiety;
- Evidence of a continuing interest in performance.

In order to arrive at a decision, the selection panel may enhance any or all of the desirable criteria and we reserve the right to appoint at any time during the recruitment process.

The post of Director of Drama will carry a timetable reduction and the salary that attends this position reflects the significance of the responsibility.

Anyone wishing to discuss these details further may contact Mrs Becky Brown, Deputy Head Academic, [rebecca.brown@epsomcollege.org.uk](mailto:rebecca.brown@epsomcollege.org.uk) and/or Mr Andy Bustard, Assistant Head Total Curriculum, [andy.bustard@epsomcollege.org.uk](mailto:andy.bustard@epsomcollege.org.uk)

The College has its own salary scale and offers a generous fee remission for the sons and daughters of staff along with numerous other benefits including private health care and accommodation may be available.

The offer of the role would be made subject to receipt of references, proof of relevant qualifications, Teaching Regulation Agency and other relevant checks for teaching positions in the UK, obtaining a letter of professional standing from the professional regulating authority for teachers who have worked outside the UK where appropriate, a check of online search engines and websites of publicly available information that does not identify the candidate as potentially unsuitable to work within a school setting, sighting of birth certificate, Enhanced Disclosure and Barring check at management level, an overseas check, if appropriate, and pre-placement medical assessment that are all satisfactory to Epsom College. Proof of entitlement to work within the United Kingdom will be required. Prior to interview, an online search of internet search engines, websites and other

publicly available and publicly accessible platforms to ascertain applicant's suitability to work within a school environment will be undertaken on applicants that have been shortlisted.

All employees are required to ensure that all duties and responsibilities are discharged in accordance with the College's Health and Safety Policy. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the College, including personal protective equipment in accordance with training and instruction.



Candidates are asked to complete an Application Form available from our website [www.epsomcollege.org.uk](http://www.epsomcollege.org.uk) or 'quick apply TES' along with a letter of application and submit these as soon as possible. Applications will be assessed in order of receipt and interviews and subsequent offer may occur at any stage after applications are received. We therefore invite interested candidates to apply as soon as possible.

Please contact Vikki Stroud, Recruitment and HR Manager, with any queries regarding the application process [vikki.stroud@epsomcollege.org.uk](mailto:vikki.stroud@epsomcollege.org.uk)

Closing date: 9am, Tuesday 18 March 2025.





# EPSOM

COLLEGE

COLLEGE ROAD, EPSOM, SURREY, KT17 4JQ T: 01372 821000  
ADMISSION ENQUIRIES: T: 01372 821234 E: [MORVEN.MCDONALD@EPSOMCOLLEGE.ORG.UK](mailto:MORVEN.MCDONALD@EPSOMCOLLEGE.ORG.UK)

[EPSOMCOLLEGE.ORG.UK](http://EPSOMCOLLEGE.ORG.UK)