



Head of Performing Arts

Welling School, Elsa Road, Welling, Kent DA16 1LB

Pay point: MPS/UPS (Outer London) with TLR 2

Closing date: 30th April 2026

Interview date: 12th May 2026

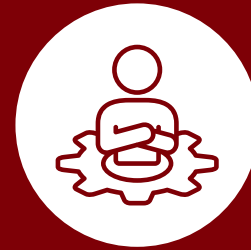
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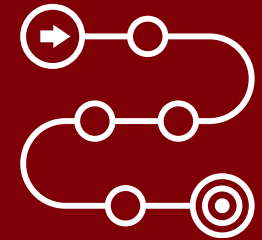
Introduction



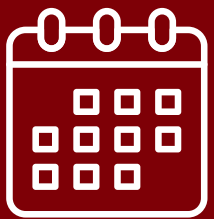
Who are we?



The role



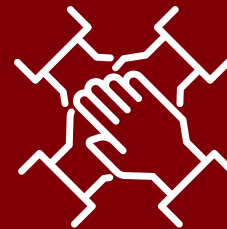
Application process



Expected timeline



Why join us?



Diversity and inclusion



FAQs & contact details

Who We Are

Join the Welling School Team: Where Your Growth is Our Priority



At Welling School, we believe that an exceptional education for our students starts with an empowered, supported, and energised staff. We are a forward-thinking community that balances high standards with a genuine commitment to the people who make it all happen. When you join Welling, you're not just joining a school; you're joining a culture that treats "wellbeing" as a practice.

We are an extremely ambitious school community and believe there are no excuses to achieving our absolute potential. Our school values of being kind, ambitious and active underpin our high expectations for both staff and students and the opportunities they have to excel here.

Choosing Welling School means joining a community that values your time as much as your talent. At Welling, we lead by example, from our teaching Headteacher to our history-rich House system. We provide the structure of a large Trust with the creative freedom to teach "our way." If you are looking for a school that invests in your health, your professional mastery, and your future, your next move is right here.

Brian

Brian Griffen
Headteacher

The role

Role:	Head of Performing Arts
Hours:	Full Time (32.5)
Salary:	MPS/UPS Outer London + TLR 2.3 at £8,393
Contract :	Permanent

Role Purpose

As Head of Performing Arts, you will be the driving force behind a dynamic team that inspires creativity, performance, and achievement. You will lead on Drama while line managing Music and Art, ensuring a coherent and ambitious vision across the Performing Arts faculty.

You will work closely with the Associate Assistant Headteacher (Dance specialist) to ensure that Performing Arts remains at the heart of our school community. Your role will combine strategic leadership with artistic vision, ensuring that every student benefits from high-quality teaching, exceptional opportunities, and outstanding resources. You will champion our values of Ambitious, Kind, and Active, empowering students to exceed expectations and ensuring that Performing Arts continue to flourish as a central part of school life.

Key Responsibilities

Impact on Educational Progress

- **Target Setting:** Ensure all students in Performing Arts are set measurable, challenging, and achievable targets based on Welling School's assessment data.
- **Tracking & Reporting:** Lead termly systematic student progress tracking; ensure data is followed up with interventions and reported to parents/carers in line with the Welling reporting schedule.
- **Inclusion:** Liaise with the SENDCo and Associate Assistant Headteacher to ensure the needs of students with SEND and all Prior Attainers are met through tailored schemes of work.
- **Literacy & Numeracy:** Drive the effective development of students' literacy, numeracy, and ICT skills through the Performing Arts curriculum.

The role

- **Examination Prep:** Oversee the rigorous preparation of students for KS4 and KS5 assessments and examinations (GCSE, A-Level, and Vocational pathways).
- **Personal Development:** Organise trips, school performances, concerts, and workshops that provide rich creative opportunities beyond the classroom, enhancing students' cultural capital, deepening engagement, and supporting improved confidence, motivation, and overall educational progress.

Leading, Developing, and Enhancing Others

- **Team Leadership:** Lead and manage staff involved in Performing Arts through induction, guidance, and continuous professional advice.
- **Pedagogical Oversight:** Take responsibility for teaching and learning within Drama, and support Art and Music to ensure consistent high-quality practice across the faculty. Ensure all schemes of work are up to date, effectively sequenced, and reflect current best practice in education.

- **Quality Assurance:** Lead the observation and assessment of Performing Arts teaching, celebrating Kindness and best practice while robustly challenging underperformance.
- **Professional Development:** Identify staff development needs and facilitate appropriate CPD; participate in the TKAT Performance Management scheme as both team leader and reviewee.
- **Staffing:** Advise on staffing needs and ensure high-quality cover work is provided during staff absences.

Strategic Curriculum Leadership

- **Curriculum Design:** Lead curriculum development in Drama ensuring alignment with Welling School's Learning, Teaching, Marking, and Assessment policies.
- **Faculty Collaboration:** Contribute to the Faculty Self-Evaluation Form (SEF) and ensure Drama development reflects the School Improvement Plan (SIP) and Faculty Improvement Plan.

The role

- **Line Management:** Provide strategic oversight of the Music and Art curricula as line manager, ensuring high standards of teaching, learning, assessment, and curriculum development across both subjects.
- **Inclusion:** Ensure the Drama, Art and Music curriculum is fully inclusive, meeting the needs of all learners through adaptive teaching, targeted support, and high expectations for every student.
- **Professional Standards:** Act as a role model for colleagues and students, presenting yourself professionally and upholding the Respect and Equality pillars of the school.
- **Initial Teacher Training (ITT):** Participate in the school's Initial Teacher Training (ITT) programmes to mentor the next generation of educators.
- **ArtsMark:** Drive the school's ArtsMark journey, ensuring high-quality provision, strong cultural enrichment, and sustained development of the arts across the curriculum and wider school community.

Operational Management

- **Learning Environment:** Take responsibility for the condition of studios/teaching rooms, ensuring strict adherence to Health and Safety requirements.
- **Resource Management:** Manage the departmental budget effectively to ensure resources are utilised to maximise student impact.
- **Communication:** Utilize school communication policies effectively to engage with staff, students, families and the wider community.
- **Stakeholder Engagement:** Develop and sustain strategic relationships with arts organisations, theatres, and visiting professionals to enhance provision and enrichment opportunities. Actively promote the department within the wider community to continue raising its profile and strengthening engagement.

The role

Extracurricular: Promote the Belonging value by leading a vibrant events programme and organising performances that celebrate student achievement throughout the year.

Person Specification

The Head of Performing Arts will demonstrate the following qualifications, experience, knowledge, skills and personal qualities:

Education and Qualifications

- A good first degree in Drama or equivalent
- Qualified Teacher Status.

Experience

- Ability to teach Key stage 3, GCSE and A-Level Drama
- Proven track record of delivering outstanding teaching and securing strong student outcomes
- Experience in managing a budget and resources
- Experience of leading a department or subject area
- Experience directing performances or productions

Knowledge

- Expert understanding of current educational issues in Drama and Performing Arts
- Strong understanding of Equal Opportunities and Inclusion

Skills

- Strong interpersonal skills to build relationships
- Ability to innovate and lead CPD for colleagues
- High-level ICT skills for teaching and administration

Qualities

- Ambition to progress further in school leadership
- Determination to unlock the potential of every young person

Desirable

- Understanding of ArtsMark or similar cultural accreditation frameworks
- Connections with arts organisations, theatres, and creative industry practitioners.
- Experience of teaching a second Performing Arts discipline such as Art, Dance or Music.

Application process



Application:

To apply, please complete the Trust's online application form using the link provided in the advertisement. We do not accept standalone CVs. Ensure your application is submitted by **9.00am on Thursday 30th April 2026**.



Shortlist:

A panel will evaluate applications based on the essential and desirable criteria outlined in the job posting to identify candidates who best fit the role's requirements.



Assessment:

If you are shortlisted, you will be asked to take part in an assessment through the recruitment process. This is designed to support the panel's decision making and highlight areas to explore further at interview.



Panel Interview:

Shortlisted candidates will participate in a structured panel interview that focuses on their experience, professional competence, and alignment with the Person Specification. Comprehensive details and guidance will be provided beforehand to help candidates prepare and showcase their best abilities.



Selection:

The panel will make selection decisions based on merit, extending an offer to the candidate who achieves the highest overall score during the interviews.



Offer:

We will inform you promptly about the outcome following the final interview. Please note that any offer will be conditional upon the successful completion of the Trust's pre-employment checks.

Expected timeline

We publish all key recruitment dates in advance to support a clear, fair and efficient selection process and to respect the time and commitments of everyone applying.

We ask candidates to review the timetable carefully and make arrangements to be available for the dates listed

The anticipated timetable is as follows:

 Advert closing date	9.00am 30th April 2026
 Shortlist	5th May 2026
 Tours and questions	15th to 29th April 2026
 Panel interviews	12th May 2026



Why join us?



Headspace

We provide free, full access to a well being app that supports exercise, mindfulness, and everyday healthy practices.



Retail and Lifestyle Discount Scheme

We provide access to a national discount scheme offering savings both online and in store, supporting everyday living costs, and beyond.



Professional development opportunities

TKAT colleagues have access to high quality professional development. Through our learning pathways, we provide a variety of high quality opportunities for all staff at all stages of their career.



Cycle To Work Scheme

We offer a cycle to work scheme, supporting affordable access to bikes and promoting active, sustainable travel.



Family Friendly Leave Policies

This is a Term Time Only role, enabling you to work during the school year with most school holidays free from work, supporting balance and recovery.



Counselling Support

We provide confidential counselling support 24 hours a day, 365 days a year for employees and their eligible immediate family members.

Why join us?



Teachers Pension Scheme

Your pension is a valuable part of your total reward package. A competitive contributory pension scheme where your pension will provide valuable benefits for you and your family if you are too ill to work or die before you retire.

A Strong Pension For Members

- A defined benefit pension, based on your career-average earnings.
- Secure, inflation-linked income payable for life.
- No investment risk for you - benefits are guaranteed by the scheme.
- Pension build-up of 1/57th of your pensionable earnings each year.
- Annual revaluation of your pension in line with CPI inflation.
- Option to take a tax-free lump sum at retirement.

- Member contribution rates are tiered by salary and deducted before tax.

Our employer contribution

We make a significant contribution towards your pension, reflecting the value we place on long-term financial security for you.

- The Teachers' Pension Scheme is funded through employer and member contributions and set by government valuation.
- Our current employer contribution rate is 28.68% of your pensionable pay.

Protection for you and your family

- Enhanced benefits if you retire due to permanent ill health.
- Death in service: a tax-free lump sum of three times your pensionable pay.
- Pensions for your spouse, civil partner or eligible partner.
- Pensions for eligible children, providing ongoing financial support following your death.

Diversity and Inclusion

Commitment to Diversity and Inclusivity

Kemnal is dedicated to being an inclusive employer. We aim for our workforce to reflect the communities we serve and welcome applications from people of diverse backgrounds.

This includes those who have faced barriers to opportunity and underrepresented voices in leadership.

We believe leaders who understand lived experiences, either personally or through empathy, offer deeper insights into institutional functioning. This leads to better judgment, thoughtful decisions, and a vision for fostering belonging and enabling everyone to thrive.

A Culture of Belonging at Kemnal

At Kemnal, belonging is of utmost importance. We strive to create an atmosphere where everyone feels welcomed and respected, where expectations are high, and genuine support is provided.

Here, colleagues are trusted to lead, contribute, and grow in alignment with our mission. If you share our commitment to high aspirations for every child and believe in education as a pathway to agency, opportunity, and meaningful contributions, we invite you to apply and join us in creating positive and enduring ripple effects for our students and communities.



FAQs and Contact details

Who will be on the interview panel?

Panels usually include a mix of senior leaders and relevant specialists, chosen to reflect the role and ensure a fair and balanced assessment.

Will there be an assessment or task?

Some roles include a practical task or presentation. If this applies, you will be told in advance and given clear guidance on what to prepare.

How will I be informed of the outcome?

We will contact all candidates to confirm the outcome of each stage. Successful candidates will be contacted directly.

Will I receive feedback if I'm not successful?

Yes. We provide role- and candidate-specific feedback to all interview candidates. We do this to

support individual development, offer clarity on the decision made, and ensure a fair and transparent recruitment process.

Are reasonable adjustments available during the process?

Yes. We encourage candidates to let us know if they require any reasonable adjustments so we can support them throughout the recruitment process.

Are references and checks required?

All offers are subject to satisfactory references and relevant pre-employment checks, including safeguarding checks.


Who can I contact if I have more questions, or if I want to organise a tour of the school?

Please email: recruitment@wellingschool-tkat.org





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The Atkins Centre
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 www.tkat.org