



LEICESTER
GRAMMAR
SCHOOL

Director of Drama

Full-time
September 2025

THE SUNDAY TIMES

SCHOOLS GUIDE
2024

INDEPENDENT SCHOOL
OF THE YEAR FOR
ACADEMIC PERFORMANCE
EAST MIDLANDS

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2024

INDEPENDENT SECONDARY
SCHOOL OF THE YEAR
EAST MIDLANDS

A message from the Principal

Many thanks for your interest in Leicester Grammar School Trust. I hope that the following introductory notes will give you an impression of our thriving and ambitious schools and will help you to decide whether or not to submit an application. You will gather from the Trust's remarkable history that it is an inspiring and vibrant place both to learn and to work, with a commitment to preparing young people for a lifetime of challenge and fulfilment. Staff share high expectations not only of what children can achieve but, above all, of who they can become – when enthused through dynamic teaching, provided with outstanding opportunities and supported through attentive pastoral care.

I hope you may wish to be part of this warm and happy community as it goes from strength to strength.

John Watson
Headmaster of Leicester Grammar School and Principal of Leicester Grammar School Trust



Leicester Grammar School Trust

Leicester Grammar School Trust (LGST) is a forward-thinking family of schools, underpinned by a strong sense of values. Its mission is to be an inspiring centre for co-educational excellence in academic and personal development, within a Christian ethos. We attract and encourage enthusiastic, dedicated and innovative teachers and support staff who all contribute to our pupils' progress and happiness.

At the heart of the Trust is Leicester Grammar School, founded in 1981 in response to the demise of the maintained grammar schools in the area. The Junior School was added in 1992, which broadened the educational offering of the Trust. The defining milestone in the Trust's development was the bold and inspired decision in the mid-2000s to move the two schools from the heart of Leicester to the edge of Great Glen, a rural village some seven miles to the south of the city. Since September 2008, the two schools have occupied a very attractive, 75-acre campus, which was officially opened by Queen Elizabeth II.

The acquisition of nearby Stoneygate School in 2016 brought a third educational institution under the umbrella of the Trust, offering greater choice to parents in Leicestershire and surrounding areas who seek an independent education for their children. In September 2021, Stoneygate was relaunched as LGS Stoneygate, with its own unique ethos and identity within the Trust's family of schools.

Situated on the outskirts of one of the most multicultural cities in the UK, all three LGST schools are proud to draw children from city and country, and to welcome pupils and staff from a rich range of cultural and religious backgrounds.



Leicester Grammar School

Leicester Grammar School won the accolade of Sunday Times East Midlands Independent Secondary School of the Year in both 2020 and 2024, as well as achieving ST 2024 East Midlands School of the Year for Academic Performance. The school was also in 2024 shortlisted as one of eight finalists for the TES Independent Senior School of the Year award and, most recently, for Independent School of the Year for Student Well-being. In its last inspection (January 2024), the importance of pupils' well-being was seen as a significant contributory factor to their success.

Our pupils enjoy exceptional opportunities within and beyond the classroom; we have high expectations, but the success of our community stems above all from a culture of aspiration and care.

The school, indeed the Trust as a whole, is financially strong and led by a very committed leadership team and an open, collaborative and well-qualified board of fourteen local Trustees. We attract positive, polite and 'grounded' children, who display a strong sense of respect for one another and for staff. Concerns over behaviour are rare; our pupils thrive in a calm and purposeful community.

Examination results in the last two years since a return to pre-pandemic standards have been excellent: in 2023, 69% of A levels were graded A*/A, making us the top-performing co-educational independent school in the Midlands, and 30th independent school nationally (The Telegraph). GCSE results at 9-7 were 81% in 2024, and pupils typically proceed to a range of highly coveted courses at university (including Oxbridge and overseas) or win degree apprenticeships. A recent Telegraph article ranked the school within the top five in the Midlands for value for money (based on the ratio between fees and examination outcomes).

The school has very good local transport links, with both London and Birmingham under an hour away by train. It is nestled in the glorious countryside of the East Midlands with many beautiful villages in the surrounding area. The market town of Market Harborough, situated 10 miles to the south of Great Glen, offers a strong sense of community and regularly features in the top 10 of lists such as 'the Most Liveable Place in England' and 'the Sunday Times Best Places to Live'.

The school's aims are to:

- Promote intellectual curiosity and academic excellence.
- Provide a broad, balanced and stimulating curriculum.
- Offer a rich range of co-curricular opportunities which enhance pupils' physical, cultural and personal development.
- Equip pupils with the self-belief, consideration and skills required for a principled and fulfilling life.
- Create a happy and mutually-supportive community of learners and staff, in which each individual is encouraged and enabled to do and be their best.
- Care for the mental and emotional well-being of pupils, and be proactive in the promotion of a healthy lifestyle.
- Welcome pupils of diverse backgrounds and faiths, nurturing their social and spiritual development.
- Foster a generous contribution to charity, community service and society.



Campus and Facilities

The new-build scheme, completed in 2008, provided the Grammar School and the Junior School, housed in the same building, with excellent facilities, outstanding equipment and a beautiful and practical space in which to learn and work together.

Accessed from the main entrance foyer of the Grammar School is St Nicholas' Hall which seats over 900 and hosts assemblies, chapel services, school concerts and large drama productions. An extension was added in 2015, providing additional science and lecture facilities, meeting and office space and an enhanced Sixth Form common room. We have recently installed a new Medical Suite and extended Well-being and Learning Development hubs, as well as a new Sixth Form Study Centre.

In addition, there is an indoor sports complex which offers multi-use courts for Badminton, Basketball and Netball. Indoor Cricket nets and Table Tennis are available, along with a well-equipped and supervised fitness suite, a Gym/ Dance Studio and a 25-metre, six-lane, heated swimming pool. With 75 acres of land, including several full-sized rugby pitches, cricket pitches and nets, two all weather artificial hockey pitches, eight floodlit hard tennis and netball courts, it is no wonder that the site has been used as a team training base for national teams, including the Canadian Rugby team and the West Indies Ladies' Cricket teams.



Drama Department

The Drama Department is a dynamic and creative environment that fosters the development of pupils' confidence, communication, and performance abilities, in addition to their academic progress.

It offers a wide range of curricular and co-curricular opportunities, including several productions: the main school production this year was 'Beauty and the Beast', while this term the lower school are about to perform 'School of Rock'. Furthermore, there is a 'play in a day' for our Prep (Y6 Senior) form and the department lends support and encouragement to house drama. A very high standard of performance is achieved, and auditions are oversubscribed. The department nevertheless embraces an inclusive approach, so that pupils have ample opportunity to participate in ensemble, backstage and technical team roles too. There is very healthy liaison with the Music department over musical productions and a conspicuous sense of confidence-building joy throughout the team of pupils and staff!

In class, pupils engage with diverse theatrical styles, practitioners, and texts, enabling them to enhance their acting, directing, and technical theatre skills while promoting teamwork, creativity, and critical thinking. Good numbers of pupils opt for GCSE and A level, with 31 pupils in two groups in the current Year 10 and five in Year 12. The WJEC Eduqas specification is followed in both cases. They are very well supported by dedicated teachers, who give generously of their time to secure best outcomes. Results are strong, and pupils will often proceed to Drama School or University to study Drama or a related subject. The department also oversees LAMDA lessons, delivered through specialist teaching, and pupils again achieve high standards.

From September 2025, the core department team will consist of Director of Drama and Assistant Director of Drama, supported by a wider team of staff who help with the production, direction and other aspects of the school's 'dramatic' life. The AV Manager will continue to provide an excellent level of support and expertise, with pupils also playing a key role. Drama Prefects and other senior pupils assist staff with organising rehearsals, supporting younger pupils, and encouraging participation in drama activities across the school. Their contributions are crucial in creating an inclusive and vibrant drama community, inspiring others to engage and to develop a passion for the performing arts.

The department benefits from exclusive use of a purpose-built drama studio, with main productions occurring in the school's larger auditorium, St Nicholas' Hall. It maintains strong connections with local theatres, including the prestigious Curve Theatre in Leicester, and organises a programme of theatre visits throughout the year. These outings provide pupils with an excellent opportunity to experience live theatre.



The Post

Starting in September 2025, an exceptional opportunity awaits a passionate, visionary leader to join us as Director of Drama at Leicester Grammar School. The successful candidate will shape the future of our Drama Department, ignite creativity in pupils, and lead an inspiring programme of academic lessons and drama performances.

As Director of Drama, you will oversee the teaching of Drama across all ages in our school. You will also be the driving force behind an exciting and diverse co-curricular programme that blends academic excellence with boundless creativity, including a range of performances and other co-curricular opportunities.

A talented extended team will work alongside you to further enhance the quality of teaching and to support the direction and production of exceptional Drama performances.

If you are a dynamic leader with a passion for drama, a commitment to inspiring young talent, and a desire to create something extraordinary, we invite you to apply and to make a lasting impact on the academic and creative future of our pupils.

Job Description

The Director of Drama at Leicester Grammar School will be required to:

Leadership of staff

- Lead and manage the Drama team.
- Lead the department to the highest standards of professionalism as a role model for colleagues and pupils across the school.
- Create an effective departmental team with a strong sense of purpose in which responsibilities are appropriately allocated, devolved and shared.
- Oversee the allocation of teaching for departmental colleagues, ensuring teachers have proper resources and schemes of work.



- Assist departmental staff in their professional development, including leading and organising CPD.
- Chair Department Meetings which enable all staff to contribute to planning and ensure that records of such meetings are kept and distributed accordingly.
- Keep staff informed of curriculum developments and of thinking on whole school issues.
- Monitor and evaluate the work of the department: conduct lesson observations, development review and regular work scrutiny.
- Lead in consultation with the Headmaster on staff recruitment.

Leadership of pupils

- Plan and deliver outstanding Drama lessons up to and including A Level.
- Ensure that pupils are very well prepared for external examinations.
- Deliver excellent pupil academic outcomes.
- Provide a programme of activities that inspires and challenges our pupils, enhancing their studies (including trips related to the curriculum).
- Support pupils as they apply for Drama School and higher education.
- Lead delivery of a stimulating and varied curriculum, designed to maximise pupils' engagement with Drama and ensure they make excellent progress.
- Lead and coordinate the arrangement of a wide range of inspiring internal and external events, designed to support ongoing pupil engagement and enthusiasm.
- Monitor pupils' involvement and progress in Drama.
- Support and encourage pupil leadership in class and across the department.
- Ensure clear provision is made for pupils of different abilities, including the most able and those who find the subject challenging.

Departmental responsibilities

- Direct and produce a major annual Drama performance, supported by the Assistant Director of Drama.
- Manage the Drama Department's facilities and equipment.
- Oversee the design and construction of theatre sets (in conjunction with the Assistant Director of Drama).
- Foster good relations with the wider staff body, to enlist the support of colleagues with different aspects of school productions.
- Develop links with external partners.
- Display innovation in implementing fresh initiatives to support our Drama offering at the school and take responsibility for the department's development plan.

- Promote the Drama department at Open Day and recruitment events.
- Oversee the Drama curriculum, including all programmes of study.
- Keep abreast of subject material and examination requirements, as relevant
- Work closely with other colleagues across the school to ensure that the vision for Drama is coherent throughout the Trust.
- Develop and maintain the Department Development Plan.
- Ensure the Departmental schemes of work are regularly reviewed and updated.
- Manage the departmental budget.
- Attend and contribute to the Head of Department Committee.
- Implement Health and Safety Regulations as they apply within the department; ensure that statutory procedures for safeguarding and promoting the welfare of children are followed.
- Provide the point of contact on all departmental matters for pupils, staff, parents and outside agencies.

It is recognised that this job description is not comprehensive and will alter for each head of department, so as to reflect his or her own interests, aptitude and involvement in the various activities and roles in operation at the school.

Additional Duties

- Work in accordance within current safeguarding guidance and legislation
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships
- Monitor, review and evaluate departmental plans and strategies
- Support the School's well-being approach
- Be committed to Leicester Grammar School Trust's vision and ethos.



Person Specification

Essential Qualifications, Experience and Skills

- Have a recognised teaching qualification: PGCE or equivalent (QTS)
- Have a degree in Drama or a highly related subject
- Have experience of teaching KS3 through to A Level
- Be an inspirational and experienced teacher of Drama
- Be well organised, with an eye for detail and the ability to forward-plan
- Demonstrate commitment to high academic standards
- Demonstrate the ability to build strong working relationships with pupils, other professionals and parents
- Have strong written and oral communication skills, and relate effectively and sensitively to pupils, staff and parents
- Possess excellent time management and organisational skills
- Demonstrate the ability to follow instructions, policies and procedures
- Be capable of leading the Drama department whilst also enjoying working alongside other Heads of Department and their line managers
- Demonstrate commitment to your own professional development
- Work well under pressure and be able to manage conflicting priorities
- Be wholly supportive of school aims, ethos and policies/ procedures
- Have an understanding of the benefits of co-education
- Enjoy involvement in the pastoral and co-curricular life of a busy and ambitious school community
- Have a strong understanding of safeguarding
- Possess good ICT skills, and the willingness and ability to learn new systems, as required by the post

Above all, the successful candidate will have an infectious enthusiasm for the value and relevance of Drama in young people's lives.

Please note this job description outlines the main duties and responsibilities of the position and is designed for the benefit of both the post holder and Leicester Grammar School Trust in understanding the prime functions of the post. It should not be regarded as exclusive nor exhaustive as there may be other duties and requirements associated with and covered by the post.

Original certificates will be required as proof of qualification. All other attributes will be assessed using the contents of the application form, at interview and with professional references.



Working at Leicester Grammar School

Staff are well qualified and enthusiastic, and have high expectations of themselves and their pupils. The school has a strong reputation for pastoral care, and teaching staff are committed to co-curricular activities. Fee remission for the children of permanent staff is available at all schools across the Trust. There is an excellent and loyal support staff, who understand their vital role in contributing to pupils' growth and achievements.

The salary for this full-time post will be commensurate with the applicant's experience, based on the LGS Trust's own salary scale. The Trust participates in the Teachers' Pension Scheme.

Other benefits enjoyed by our staff include:

- Daily lunch allowance provided by Sodexo Catering during term-time
- Access to Medicare health plan
- Free on-site parking
- First class sports facilities, including gym and pool
- Regular theatre trips & social events
- On-site coffee house

Please refer to our website www.lgs-senior.org.uk for a fuller description of the school, and our latest news.

Child Protection

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she is responsible, or with whom he/she comes into contact will be to adhere to and ensure compliance with the school's Safeguarding Policy at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he/she must report any concerns to the school's Designated Safeguarding Lead or to the Headmaster



Application Details

The **closing date for applications is Tuesday 18 March, 9:00am**, any incomplete applications or applications received after the deadline will not be considered. Interviews will take place week commencing Monday 24 March.

If you are interested in applying for the position of Director of Drama, we encourage you to submit your application as soon as possible, as we reserve the right to close the vacancy earlier than the stated deadline should a suitable candidate be found.

Shortlisted candidates will have the opportunity to tour the school as part of the interview process. References will be requested prior to the interview.

Leicester Grammar School Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must undergo safer recruitment checks, including checks with past employers, online searches and the Disclosure and Barring Service (DBS). This role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the Trust is therefore permitted to ask you to declare all convictions and cautions (including those which would normally be considered "spent") in order to assess your suitability to work with children.

If you are successful in being shortlisted for this role, you will be required to provide information about your suitability to work with children by completing a self-declaration form. In this form you will be required to provide details of all spent and unspent convictions and cautions. However, you will not have to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules.

Please refer to the Data Privacy Notice and Annexes on the Policies page of the school's website for the Data Privacy Notice for individuals applying for work within Leicester Grammar School Trust (Annex 3).



Equal Opportunities

Leicester Grammar School Trust is an equal opportunities employer and is committed to equality of opportunity for all staff. The Trust takes very seriously its duty to safeguard children, to remove discrimination, to advance equality of opportunity and to foster positive and caring relationships, by integrating safety and equality into each school's core priorities and functions.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupils. We consider the most important factors to be the right skills, abilities and aptitude for the job which will ultimately improve the education and well-being of our pupils. We also encourage applications from staff at all stages of their career, and regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage / civil partnerships.

Applicants must have the right to work in the UK.





LEICESTER GRAMMAR SCHOOL

Independent Co-educational Day School
for children aged 3-18

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