



RATCLIFFE
COLLEGE

EST. 1847

Appointment of

**TEACHER OF DRAMA AND
HEAD OF ACADEMIC
DRAMA- 0.55-0.7 FTE**

November 2026 - Fixed term for one year

**BEGIN HERE,
GO ANYWHERE.**

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HEADMASTER'S INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,
Headmaster.

BEGIN HERE, GO ANYWHERE.





OUR MISSION STATEMENT

“Learning and Growing in the Light of the Gospel.”

With Christ at the centre of our learning we:

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

Our core Rosminian values:

1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. Rosminian Education pursues the perfection of both human nature and the human person.

Our students’ intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and the living of Christian faith.

3. Intellectual integrity leads us to the Truth.

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

OUR VISION

To be a leading independent day and boarding school, which is financially secure.



SCAN THE CODE
3-YEAR STRATEGY
DEVELOPMENT PLAN
2025-2028.

ABOUT RATCLIFFE COLLEGE

Ratcliffe College is an Outstanding Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

The Senior Leadership Team comprises:

- **Headmaster**
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**
Mr J Rainer, BA, MA
- **Director of Safeguarding**
Mr J Masterton
- **Assistant Head Academic**
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**
Mr B Harrison, BA
- **Head of Preparatory School**
Mrs S Boccaccini, BSc, MEd
- **Deputy Head of Preparatory School**
Mrs M Markham, BMus
- **Director of Finance and Operations**
Mr C Bellamy, HND

Boarding Community

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive.

Our boarding community comprises students from both the UK and overseas, including those who join through our partnership with the Academy at Leicester City Football Club.

The College also offers several short-term international boarding programmes throughout the year, including 3–4 immersion taster experiences and an annual International Summer School, all delivered by Ratcliffe staff.

Boarders benefit from a strong pastoral framework. Each student is supported by a Form Tutor who monitors their academic progress and personal development, alongside the care and guidance provided by a dedicated and experienced boarding team.

“ We witnessed calm classrooms with engaged students working independently, or in covert huddles.

The Good Schools Guide (2024)



Boarding Structure and Co-Curricular Life at Ratcliffe College

The coordination and oversight of all boarding arrangements are the responsibility of the Deputy Head Pastoral, Mr J Rainer, supported by the Housemaster, Mr J Estevez, and Housemistress, Mrs L Webster. All members of the boarding leadership team reside on site with their families, contributing to the warm and inclusive atmosphere of the boarding community.

Ratcliffe College maintains a family-friendly community. This is supported by the enclosed campus and the layout of the main school building, which houses both academic departments and communal boarding facilities, promoting daily interaction between students and staff.

Co-Curricular Opportunities - The 'Big Six'

Ratcliffe operates a ten-day timetable over two academic weeks (Monday to Friday, with no Saturday morning lessons). However, many day students choose to remain on site after lessons to complete their prep or to take part in the School's wide-ranging co-curricular programme. Sport, Music, Drama, Combined Cadet Force, the Duke of Edinburgh's Award Scheme and Caritas are all extremely popular, in addition to which there is a full and varied programme of lunchtime and after-school activities, together with a variety of Sixth Form clubs on offer.

Weekend Activities and Enrichment

An engaging weekend activities programme is in place, including inter-school sports fixtures on Saturdays. Most boarders remain on site over the weekend, attending Sunday Mass in the College's chapel and taking part in the weekly Boarding Community Trip and local excursions.

This high-quality programme is a distinctive feature of life at Ratcliffe, enriching students' overall experience. A variety of day and residential educational visits take place throughout the year, while Activities Week at the end of the Summer Term exemplifies the College's commitment to educating the whole child.



Co-curricular offering is the lifeblood of the College. Pupils say they are never bored.

The Good Schools Guide, 2024.





ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 10% nationally for value added results at A Level.

A Level results achieved in 2025:

- 45% of A Level grades A*/A
- 71% grade B or above.
- Ten percent of students achieved A*/A*/A or better.
- One in four students achieved A Level or BTEC grades equivalent to A/A/A or higher.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.

Scan to view the full ISI Inspection Report.



THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



SCAN THE CODE
VIRTUAL CAMPUS
TOUR.



Free lunch and refreshments



Free parking on-site



TPS or Defined Contributions
Pension Scheme



**Professional Development
opportunities**



Staff Wellbeing

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee



Sport and Leisure

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)





VACANCY

TEACHER OF DRAMA AND HEAD OF ACADEMIC DRAMA - NOVEMBER 2026

The Drama Department is seeking a dynamic, enthusiastic and well-qualified teacher to teach Drama within the Prep and Senior Schools. The successful candidate must be able to teach GCSE Drama and desirably A Level Drama and Theatre Studies. This is a 1 year fixed term part-time position.

Currently, the department consists of five members of staff, Head of Academic Drama, Head of Co-Curricular Drama, Teacher of English/Drama, Theatre Manager (set, costume and props) and Senior School Technician (lighting and sound).

The Drama Department is housed in its own suite of rooms which include a separate theatre for rehearsals and productions; there is also one large Drama studio with an adjoining classroom area. The department is well-resourced in terms of teaching and learning materials.

The department is wholly committed to raising the standards of pupil achievement and to providing students with a learning experience of the highest quality. We are ambitious and innovative and fully recognise the importance of a collaborative approach to curriculum development. Our detailed schemes are regularly reviewed to ensure that all staff contribute to a coherent and supportive programme of study.

In Years 7 to 8, pupils are taught in mixed ability groups, in small classes. Pupil progress is closely monitored using CATS4 data, and by the subject teacher through formal assessment.

GCSE and A Level Drama follow the Eduqas Drama and Theatre Studies syllabus. Year 10 complete internally assessed coursework and devised performance work in a chosen style. They are formally assessed in Year 11 on a performed scripted extract by a visiting external examiner.

They also sit a written examination on a set text and live theatre review at the end of Year 11 worth 40% of the GCSE grade. The A Level is also comprised of three components; a re-interpretation of a set text accompanied by a coursework portfolio, short performances of a devised and scripted piece in the style of a chosen practitioner and a final written examination where students are assessed on acting, directing and design analysis and evaluation on three set texts alongside live theatre review.

The co-curricular life of the Department is thriving, with a considerable range of activities being offered to all students. There is a Drama club as well as a Musical Theatre Club. There are opportunities to become involved in a variety of drama productions; we have very good links with local theatres and theatre companies further afield; we offer numerous drama related activities, such as workshops in or out of school, backstage tours, a wide range of different performances and study sessions which support the curriculum, as well as some for pleasure and cultural enhancement.

JOB DESCRIPTION

Teaching and Learning

- To plan lessons and sequences of lessons effectively in order to maximise the learning needs of students.
- To make use of information and prior attainment to set appropriate and demanding expectations for students' learning and motivation.
- To provide targeted support for students within teaching groups who have special educational needs and/or for whom English is an Additional Language.
- To liaise with the SENCo and teacher responsible for EAL as appropriate regarding students causing concern.
- To use a range of appropriate strategies for teaching and classroom management, which engage students and stimulate intellectual curiosity through the use of effective questioning, clear presentation and good use of resources.
- To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- To assess how well learning objectives have been achieved and use this assessment for future teaching.

Knowledge and Understanding

- To have a thorough up-to-date knowledge of the subject/specialisms and to take account of relevant wider curriculum developments.
- To have a good knowledge and understanding of Health and Safety issues within the subject area and operate to the standards required.
- To understand the assessment requirements of the Eduqas Drama GCSE & A Level Drama and Theatre.

Assessment Recording and Reporting

- To mark and monitor students' class work and homework in accordance with the school and departmental marking policies.
- To involve students in self-assessment within the subject.
- To record and report on students' progress as outlined in the school and departmental assessment policies.
- To produce written reports in line with the school and departmental reporting policies.
- To meet school deadlines for recording and reporting.
-

Pastoral Care

- To promote the well being of students.
- To liaise with the Form Tutor and Head of Year, and Housemaster/Housemistress when appropriate.

Managing own professional development

- To take responsibility for own professional development and to keep up to date with research and developments within the subject(s) taught.
- To understand responsibilities in relation to school and departmental policies and practices, including understanding the School Mission Statement and contributing to it, and maintaining the Catholic ethos.
- To set a good example to students through personal presentation and conduct.
- To use the outcomes of professional development to improve teaching and students' learning.

To undertake any other duties as reasonably requested by the Headmaster.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	Good Honours Degree in Drama and Theatre Studies or related subject. Teaching qualification (PGCE or equivalent)	
Knowledge & Experience	A record of successful teaching or teaching practice	Experience of contributing to the writing of schemes of work
	Understanding of current good practice in teaching and learning, and monitoring of standards	Commitment to, or evidence of, continuing relevant professional development
		Good working knowledge of the National Curriculum
		Experience teaching drama to KS2 age group
		Experience of organising and managing performance events
		Line managing departmental staff and supporting their professional development
Skills	Ability to teach GCSE Drama and Theatre Studies	Ability to teach A level Drama and Theatre Studies
	Excellent interpersonal and communication skills	Ability to contribute to the teaching of Drama in the Preparatory School
	Ability to manage examination entries, coursework administration and assessment processes	Ability to teach Dance or Musical Theatre
	Ability to maintain departmental administration and accurate records.	
	Good organisational skills	
	Knowledge, understanding and competence in ICT	
	Excellent classroom management skills	
	Experience of leading a co-curricular club	
Personal qualities	Commitment to the ethos and aims of the school	
	Initiative and enthusiasm	
	Dedication and commitment	
	Ability to maintain appropriate and supportive relationships with children and staff	
	Confidence in public speaking	
	A willingness to be involved in the pastoral care of pupils	
	Flexibility	

HOW TO APPLY

1

COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

INVITED TO INTERVIEW

If you do not hear anything further within two weeks of the closing date, please assume that you have not been successful on this occasion.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



RATCLIFFE TERMS

Child Protection

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules), in order to assess their suitability to work with children.

For further information, please see the [Recruitment, Selection and Disclosures Policy](#) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

The appointment is subject to satisfactory:

- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





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COLLEGE

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