



CHANNING

**Teacher of Drama  
From September 2026  
(Permanent, Part Time - 2 or 3 days)**



## Information about the post for candidates

### **Our vision:**

Girls Enjoying Success

### **Our mission:**

We foster fearless learners through inspiring education, exceptional co-curricular opportunities and meaningful partnerships, creating bespoke outcomes for every child:

“Each of us is intended to have a character all our own, to be what no other can exactly be and do what no other can exactly do.”

(William Ellery Channing)

Our Unitarian ethos encourages our pupils to

be intellectually curious, open-minded and

respectful. We build on the power of an all-girls education to develop kind, confident, articulate

young women who are ready for life's challenges.

Girls at Channing enjoy academic success from a tailored educational programme that encourages confidence, independent thinking and provides girls with life skills to take on the next stage of their education as thoughtful, responsive, socially aware adults, prepared for the challenges of the world today.

This emphasis on bespoke outcomes is at the heart of our five new strategic objectives, which you can find here: [Channing 2035](#).

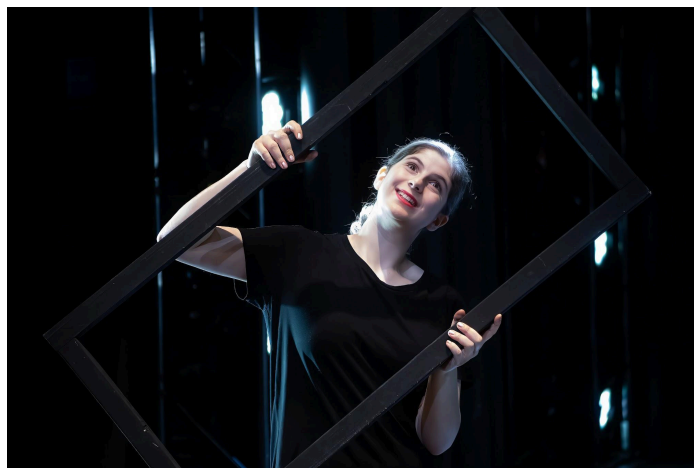
Founded in 1885 by Unitarian sisters Emily and Matilda Sharpe and the Reverend Robert Spears, Channing School, named after notable American Unitarian William Ellery Channing, is well known as a successful, happy community. Remaining true to our Unitarian foundation, the School is an inclusive community that values the individual skills, spiritual beliefs, achievements and contribution of all members of the school community. Our success was endorsed by [our latest ISI inspection in November 2025](#).

### **Academic achievement**

Academic results are excellent. Virtually all our sixth formers go on to University or other higher education institutions, some after a gap year. However, we believe that examination success is not solely the end goal of a pupil's journey through school, rather that it should be an enriching academic and extra-curricular experience that allows girls to develop skills, confidence, creativity and character, instilling in pupils a lifelong love of learning and a firm belief that anything is possible. Experienced, dedicated teachers offer a supportive, encouraging and challenging learning environment that allows pupils to achieve success beyond that which they might have thought possible.

### **Community spirit**

The Headmistress and members of staff know every girl personally and as an individual. We have a strong family tradition and an enthusiastic and supportive parents' association. The atmosphere is calm, focussed and purposeful. We set high standards emphasising concern and respect for the needs



of others. A major feature of the school is the huge diversity of the extra curricular activities on offer to pupils and it is expected that all staff will contribute to this side of the life of the school.

### Exceptional setting

The school is in an attractive part of Highgate, with convenient transport links by road and underground. Visitors are often surprised at how light, green and open our site is. We have preserved the character of the older buildings, but completely refurbished and redesigned them to provide bright and spacious teaching rooms. An ambitious building programme, completed in 2017, provided us with excellent dining facilities, a Music Department, a new Sixth Form Centre, Sports Hall with fitness suite and a state-of-the-art Performing Arts Centre. We are currently developing a STEM building complete with DT facilities which is due for completion in Autumn 2026.

### Teaching & Learning

Channing is a collaborative learning community. We provide an excellent and relevant T&L CPD programme that inspires all staff and pupils to achieve their full potential. We support the ongoing development of outstanding teaching and learning which stimulates and challenges all pupils.

Our current whole-school Teaching and Learning focus is to develop a culture of ambitious and inspirational teaching, alongside a shared understanding of every pupil and how best to support them. Central to this is our use of the [Learning Pit](#), which recognises that deep learning involves challenge and productive struggle, and that pupils make the greatest progress when they are supported to persevere through difficulty.



To promote consistently excellent teaching across the school, we have developed the [Principles of Great Teaching at Channing](#) and the accompanying Trusted Techniques. Together, these provide a shared understanding of what high-quality teaching looks like in practice, using a common professional language. They reflect both educational research and our collective expertise, and emphasise teaching that stretches pupils intellectually and supports them to move from challenge to secure understanding.

In recent years we have had a focus on developing *Fearless Learners*. We believe that it is possible to teach pupils to become more confident, proactive, independent learners in such a way that they become more courageous, fearless learners. To this end we have worked with both teachers and pupils to develop a range of resources that support us all to become more fearless in our learning. These include:

- An Infographic generated from discussions with all teachers ~ [What do Fearless Teachers look like at Channing?](#)
- A student-friendly Infographic based on what our student body thinks [Fearless Learners look like at Channing](#)

'*Spotlight*' is Channing Senior School's Teaching & Learning publication. It supports the professional development of our teaching staff. It is distributed twice monthly and focuses on the development of classroom practice and current educational research. All teaching staff are encouraged to contribute,

and it reflects our commitment to being a collaborative, learning community. The most recent Spotlights can be [found on our website](#).

*T&L Briefings* are held every other Monday. These are an opportunity for teaching staff to come together to discuss educational research and how it might impact on their pedagogy. Recent themes have included: *Protecting Thinking in the Learning Pit, Questioning that Deepens Learning, AI & Tech: Pedagogy First, Integrity, Intelligence, Creativity, and Safety and Strong Starts to Lessons Protect the Flow.*

The *TLC* is our *Teaching & Learning Community*. It is open to all teaching staff. We meet about once a month. It leads on a number of initiatives which support the development of T&L across the school. These include a Journal Club, systems for teachers to share learning with each other, peer observation and the curation The Teaching and Learning Knowledge Interactive Toolkit.

### **Drama at Channing**

On the internal promotion of a member of the department to a middle leadership position, this is an exciting opportunity for an enthusiastic Drama teacher to join a dynamic, hard-working and friendly department. The position would suit a more experienced teacher and will involve teaching Year 7-9 primarily. Availability on Mondays and Tuesdays is highly desirable, with a third day a possibility later in the week. Part of the job role includes supporting directing and assistant directing school productions.

Drama is part of the core timetabled curriculum for Years 7 and 8, and is a very popular option at Year 9. It is a highly regarded GCSE option at KS4 (EDUQAS) and offered as Drama and Theatre at A Level (EDUQAS). Classes at GCSE and A level are small and there are high standards set both for behaviour and for achievement throughout the school. Exam performances and productions require evening and weekend work for both rehearsals and performances. There are frequent visits to professional productions, both matinee and evening performances.



Whole school musicals take place biannually, alternating with a KS4&5 production. Each year, students in Years 7-9 are invited to audition and perform in the Summer term KS3 production. There are other extra-curricular opportunities such as LAMDA lessons for Year 7, 8 and 9 students, led by the Head of LAMDA and a visiting LAMDA teacher, and Drama Clubs at lunchtime for Year 7 and 8 led by enthusiastic Sixth Formers and supported by staff. In addition to the Director of Drama, staffing includes a full time Drama specialist and a part-time English and Drama teacher, as well as a part-time Drama teacher currently being recruited. The running of the department and productions are supported by the Theatre Manager and a Costume/set designer as required.

Art, Drama and Music are all strong at Channing and mutually supportive: girls are highly creative and relish all opportunities for performing, great or small. The completion of The Arundel Centre, a state of the art working theatre, has enhanced the possibilities for a greater range of drama-related activities.

## **Job Description & Person Specification**

All staff are responsible, in every aspect of their work, for implementing and promoting the school's core values of courtesy, care and consideration for everyone in our community. Equally, we all have a responsibility to make sure that each girl is challenged and extended, so that her education is a fulfilling and a satisfying experience for her.

### **Subject teachers are responsible for:**

- Lesson preparation, assessment, record keeping and the setting of and giving feedback on appropriate homework, in line with departmental policy and schemes of work
- Teaching lessons which engage and inspire all learners and are sensitive to and adapted for the needs of all pupils, in line with Channing's Principles of Great Teaching
- Adopting and supporting appropriate safeguarding and health and safety procedures
- Expecting and maintaining a high standard of work, punctuality, good discipline and order and general courtesy from girls at all times and leading by example
- Alerting the Head of Department, Form Tutor and Head of Year as appropriate if there is cause for concern about a girl's behaviour or academic progress
- Assisting as requested by the Head of Department in the preparation and marking of internal examinations, and in the preparation of students for public examinations, as appropriate
- Contributing to the department's programme of self-evaluation and its drive towards improvement by taking a full part in INSET opportunities of all kinds
- Keeping clear records of girls' attendance in lessons
- Setting appropriate work for classes during absence, where possible
- Completing any reports/grade-sheets/reference requests punctually, both external and internal
- Attending INSET, departmental and staff meetings, parents' consultation meetings and any other similar meetings requested by the Head
- Leading at least one co-curricular activity within or beyond the department
- Taking a full part in the department's programme of trips and visits, organising them and/or accompanying the group if the Head of Department so requires
- Treating school equipment and resources with care and reporting any problems immediately to the Head of Department/support staff/Bursar, as appropriate

- Covering lessons for absent colleagues
- All full time and part-time teaching staff are expected to be a Form Tutor or Co-Tutor, with the commensurate responsibilities for pastoral care, form times and teaching of PSHE
- Undertaking such other duties as the Head may reasonably request

## Person Specification

<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>● Degree and teaching qualification in Drama, Theatre Studies or related fields.</li> <li>● An experienced teacher with suitable qualifications who can motivate and inspire children and young people.</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>● Proven ability to inspire, challenge and support young people to achieve their full potential.</li> <li>● Experience of delivering high-quality teaching and learning, with evidence of strong student outcomes.</li> <li>● Understanding of, and commitment to, safeguarding, child protection and promoting the welfare of students.</li> <li>● Awareness of data protection and confidentiality in an educational setting.</li> </ul>
<b>Attitude and Approach:</b>	<ul style="list-style-type: none"> <li>● A passion for working with young people and a belief in their potential.</li> <li>● Alignment with the school's Unitarian ethos, vision and values, and a willingness to contribute to the wider life of the school.</li> <li>● Personal integrity, resilience, adaptability and professional curiosity.</li> <li>● Positive, collaborative and open-minded, with the ability to both give and receive constructive feedback.</li> <li>● Enthusiastic about innovation and embracing new ideas in teaching and learning.</li> <li>● Able to provide evidence of recent, relevant professional development.</li> <li>● Demonstrate commitment to the Channing vision of Fearless Teachers and Learners.</li> </ul>
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>● Sound understanding of 11-18 curriculum</li> <li>● Demonstrate a commitment to continuing professional development in order to provide up to date leadership.</li> <li>● Awareness of current educational research and evidence-informed practice.</li> <li>● Commitment to continuous professional learning and reflective practice</li> <li>● Knowledge of effective teaching, learning and assessment strategies that meet diverse learner needs.</li> </ul>
<b>Leadership and management:</b>	<ul style="list-style-type: none"> <li>● A person willing to work as a team member – giving as well as receiving advice, discussing ideas and experiences as a shared purpose.</li> <li>● An experienced teacher who is able to implement change in a sensitive way, and able to gain the commitment of others to the school's vision.</li> <li>● Ensure the maintenance and development of a high quality curriculum where teaching and learning are at its heart.</li> </ul>

	<ul style="list-style-type: none"> <li>● Ability to lead by example, demonstrating high standards of professionalism and commitment.</li> <li>● Strong organisational skills, including the ability to plan effectively, prioritise and delegate where appropriate.</li> <li>● Confidence in using data and digital tools to support teaching, monitor progress and drive improvement.</li> <li>● Capacity to contribute to curriculum development and support the strategic direction of the department.</li> </ul>
<b>Relating to and Influencing others:</b>	<ul style="list-style-type: none"> <li>● Excellent interpersonal and communication skills, with the ability to engage confidently with students, staff, parents and the wider community.</li> <li>● A team player who contributes positively to a supportive, inclusive culture.</li> <li>● Ability to build strong, respectful relationships and manage them with professionalism and empathy.</li> <li>● Confident in promoting the school and department within the community and beyond.</li> </ul>
<b>Organisational Skills:</b>	<ul style="list-style-type: none"> <li>● Demonstrate a high level of organisational skills and the ability to plan and organise effectively.</li> </ul>
<b>Decision Making:</b>	<ul style="list-style-type: none"> <li>● Reflective and evidence-informed in decision-making.</li> <li>● Able to balance initiative with consultation, seeing both the immediate and long-term impact of decisions.</li> <li>● Solution-focused and calm under pressure.</li> </ul>
<b>Communication Skills:</b>	<ul style="list-style-type: none"> <li>● An effective and open communicator - with children, adults, colleagues and professionals.</li> <li>● A firm commitment to consultation and communication both internally and externally supported by excellent communication skills.</li> <li>● Able to promote the school and the department.</li> <li>● Excellent IT skills (Channing is a Google and Apple school) and proficiency in data analysis.</li> </ul>

## Salary & Benefits

- Competitive salary scale, point dependent on qualifications and experience
- Enrolment into the APTIS pension scheme with a 10% employer contribution and minimum 2% employee contribution
- Laptop and iPad provided
- Free lunch and refreshments throughout the day
- Use of School sports facilities when available
- Annual Flu Vaccination
- Employee Assistance Programme provided by Education Support
- Extensive budget for INSET and CPD, with opportunities for internal progression

## Applications

Applications are to be made via **TES.com in the first instance**. A CV will not be accepted in place of the completed application form.

Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. If you are unable to submit your application via TES please contact the HR department at [recruitment@channing.co.uk](mailto:recruitment@channing.co.uk).

Please note that once you submit an application via TES the system will automatically retain your details for a period of six months.



**Deadline for applications: 4pm on Thursday 4 June 2026**

**Interviews: Tuesday 9 June 2026**

*Channing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff which adheres to the recommendations of the Department for Education (DfE) in "Safeguarding Children and Safer Recruitment in Education" and the school's Child Protection Policy. A copy of this procedure is available on request.*

*Subject to statutory provisions, no applicant will be treated less favourably than another on the grounds of a protected characteristic. Ability to perform the job will be the primary consideration.*

*In line with our Safer Recruitment Policy, all shortlisted candidates will be subject to online searches including social media and third party Safehire.*

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