

JOB TITLE: **HEAD OF DRAMA**

REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: **April 2026**





REIGATE GRAMMAR SCHOOL

Alderman Henry Smith founded Reigate Grammar School in 1675. For over 345 years, young people have been educated on the same site, in the heart of Reigate, an historic market town in the east of Surrey at the foothills of the North Downs in an area of outstanding natural beauty.

RGS is a leading HMC independent co-educational day school. It is a highly successful, happy and exciting school, which aims to provide a broad and balanced education to boys and girls that will prepare them for the modern world. The school song, *To Be a Pilgrim*, reminds our students that they are on a journey of noble purpose, to have an impact and to make the world a better place. We aim to educate the whole child and offer a broad range of experiences for all. We are an inclusive school and, built upon the vision of our founder, are committed to social mobility and the provision of bursaries through wider access and a supportive Reigatian community.

“Happy Kids Great Results” Good Schools Guide 2019

Reigate Grammar School caters for over 1050 students aged 11 to 18. Another 600 students are educated at Reigate St Mary's Preparatory and Choir School and Chinthurst School, RGS's junior and nursery schools – both recently shortlisted for UK Independent Prep School of the Year. RGS offers the very best academic education with equal prominence placed on the arts, sport and a rich extra-curricular programme. RGS has a distinctive educational philosophy and a strong ethos of pastoral care underpinning a well-rounded education. The House system has some clearly defined aims: for everyone to feel part of a team; to allow leadership to be nurtured; talent to shine; confidence to surge; teamwork to flourish; and competitive spirit to develop. In the school's academic culture of intellectual freedom, the structure of the curriculum means that students receive a strong grounding in core subjects but can elect to pursue any area of interest. In the elective curriculum, one student may learn to trade stocks while another deepens their understanding of French literature. It is a challenging and balanced education, equipping students for the opportunities and demands of their future lives and allowing them to explore their personal passions.

The first line of the school's most recent ISI report asserts that 'the quality of the students' achievements and learning is exceptional': the first co-ed day school to achieve this rare accolade. RGS' approach to teaching and learning melds expert teaching knowledge with a modern, innovative approach to pedagogy with a judicious use of technology. Inspirational and personalised teaching and learning is at the centre of the vision and requires expert teachers. The school is one of a small number of world-class schools to have been a global pioneer in High Performance Learning, focusing on the development of global citizens, advanced performers and enterprising learners.

Outcomes at RGS are world-class, with 90% of GCSE entries graded 9–7 in 2025. A Level results remain outstanding, with 95% of entries awarded A*–B. This year, 98% of applicants received offers from top universities, including Oxbridge, Russell Group institutions, and leading medical schools.

Reigate Grammar School has been named The Sunday Times' Independent Secondary School of the Year 2025, following on from being awarded Independent School of the Year 2024 by Education Today. We are also featured in the Tatler School Guide 2025 as one of the top schools in the UK, and were again recognised in the Sunday Times Parent Power league tables as the best co-educational day school in the Southeast.

In addition to academic success, our broader educational impact has been widely acknowledged. In 2025 alone, we were finalists in national awards for Mind & Mental Health, Charitable Work, Diversity, Equality, Inclusion & Justice, and Headteacher of the Year. We were also shortlisted for Independent School of the Year by the TES School Awards 2025.

In 2024, we were proud winners of the Private Education Award for Most Nurturing School, and finalists for Contribution to Social Mobility, Best Learning Support, and Innovation in Education.

Shaun Fenton, Headmaster, recognised as one of the UK's outstanding educational leaders, was elected Chairman of HMC in 2018–2019 and was awarded an OBE by Her Majesty the Queen for Services to Education.





JOB DESCRIPTION

Drama is a very important part of life at Reigate Grammar School (RGS). It is taught throughout the school from First Form (Year 7) to A Level. It is part of the core curriculum in the First and Second Forms, and an option at GCSE, which begins in the Third Form (Year 9). Approximately 50 students take GCSE Drama (EDUQAS) each year, and around 8-10 go on to include Drama (EDUQAS) amongst their A Level options. Results are exceptional: over the past three years an average of 54% of GCSE students achieved a 9 and 93% achieved grades 9 to 7. 100% of A Level students achieved an A* or A in the last two years. Students continue to study the subject at undergraduate level. Recent students have taken up academic courses at Exeter and Warwick. A small group of students each year elect to pursue vocational training at Drama School, with recent pupils studying at Rose Bruford, Bristol Old Vic, Trinity Laban and Guildford School of Acting. There are strong, professional links with ex-pupils currently working in the Performing Arts and the West End.

The department is housed in two fully equipped studio workshops, with sound and lighting systems. The studios are used for both examination and more intimate performances, whilst larger scale school productions take place in the Concert Hall, a versatile performance area that can seat around 200, or at external venues, including London venues and local theatres. Co-curricular drama is a great strength in the school, with a busy programme of theatre events each term. The department currently stages four shows a year. Drama and Music form the Performing Arts Faculty and collaborate closely, staging musical theatre productions annually. Recent productions have included: Peter Pan, Shakespeare In Love, Anything Goes, A Christmas Carol, The Lion The Witch & The Wardrobe, Marmalade Atkins, Treasure Island, Les Misérables and Oliver! Our puppet theatre company tours locally to primary schools and has performed as part of the Brighton Fringe Festival. There are also drama clubs for various year groups and opportunities to be trained in all areas of technical theatre with our two full-time Theatre Technicians. The department runs a programme of masterclasses, and workshops for staff, students and the local community.

More information on the department can be found at www.rgsdrama.net

There are frequent visits to local and national theatres. Touring theatre companies are also welcomed. The department's policy is to encourage students in their development of theatre skills and the discipline of theatre work, through the theoretical study and practical application of as broad a range of influences, conventions and styles as possible.

THE POST

This is an exciting opportunity to join a highly successful, dynamic department as a key member of the leadership team. This new post reflects an evolving, expanding and ambitious department as we grow performing arts opportunities for students at RGS and across our UK group of schools. We are looking for an exceptional practitioner who will be fully involved in leading colleagues to develop the outstanding teaching, learning and co-curricular Drama currently within the school.

This is a rare and exciting role in that the specific responsibilities will be agreed to match the experience, aspirations and other qualities of the person appointed, and will evolve over time. There is a strong team ethos across Performing Arts with all colleagues contributing to the excellence in and beyond the classroom. Within that context, we will develop a personalised role that aligns with the person appointed and considers the contributions of the rest of the team. The main areas for responsibilities of the post will include contributing to:

- **Academic:** Curriculum, learning and attainment for Drama at Key Stage 3, GCSE and A Level – including promoting and encouraging the study of Drama, Theatre and creative learning at RGS (particularly to support retention of students into the RGS Sixth Form) – working with parents and students;
- **Co-curricular:** Activities, clubs, trips, masterclasses, workshops, and the ambitious school productions;
- **Group and community:** Collaborations and opportunities in Drama across the RGS group of schools in the UK and RGS International (our global village of affiliated schools);
- **Student Recruitment and Community Links:** Recruitment activities for 11+, 13+ and 16+ as well as activities including the community beyond RGS such as through a community engagement programme, outreach activity, masterclasses, special events, marketing activities and more;



JOB DESCRIPTION CONTINUED

- **Leadership and Management:** As part of the Performing Arts leadership team, working with the Director of Performing Arts to coordinate the full range of departmental matters such as self-evaluation, appraisal and professional development of staff, development planning, continuous improvement, inspection preparation, health and safety;
- **Production Team:** Technical, Stage Management, Backstage and other relevant support for curriculum and for activities beyond the curriculum such as school productions, community events, marketing activities etc – this will include working with and assisting the Technician Team;
- Directing school productions annually – probably leading one main production and supporting with others throughout the year;
- Helping to promote and encourage the study of Performing Arts at RGS with a focus on retention of students into the RGS Sixth Form – working with parents and students across the Upper School years;
- Support school marketing and recruitment events as needed – such as Open Mornings, scholarship assessments, 11+ interview mornings and taster events.
- Have a full role in the evolving and full range of a school's wider professional responsibilities for teachers such as safeguarding, health and safety, pastoral, duties, cover, exams, house system, special events and other systems and processes, as for other staff.

These responsibilities will require some work in the evenings, at weekends and during school holidays. This list is not exhaustive, and staff are expected to undertake additional tasks, as reasonably requested by the Senior Leadership Team (SLT).

All staff are actively involved in the co-curricular life of the school, and we encourage staff to share their passions with our pupils. Staff who are able to support with a range of MUN, Public Speaking, Student Leadership and Committees as well as our busy Music, Drama, Sport, CCF and DofE programmes would be beneficial.





FURTHER INFORMATION

TERMS AND CONDITIONS

- Reigate Grammar School has its own salary scale which is substantially above the national scales.
- All teaching staff are automatically members of the pension scheme run by the Teachers' Pensions Agency which is transferable between all UK schools.
- Children of staff may be educated at Reigate Grammar School, Reigate St Mary's Preparatory and Choir School or Chinthurst School at substantially reduced rates. Candidates are invited to enquire about this at interview.
- Lunch is provided free of charge during term time.
- All staff have access to the school swimming pool and fitness room at designated times, free of charge.
- Successful applicants will be required to make an enhanced disclosure by the Disclosure and Barring Services and to complete an online Pre-Placement Medical Questionnaire.
- All shortlisted candidates will be required to complete a 'Suitability to work with children: self-declaration form'. This form must be completed, signed and returned to HR prior to the interview taking place.

SAFEGUARDING

This role will involve contact with children. Reigate Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the school's safeguarding policy (available on our website) and are required to declare any criminal convictions, cautions or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Services. Full details are given on the application form.

EQUAL OPPORTUNITIES

Reigate Grammar School is an equal opportunities employer and welcomes applications from appropriately qualified persons from all backgrounds. We are dedicated to creating and sustaining an environment that values individuality and

difference and celebrates the diversity of both staff and pupils by fostering perseverance, tolerance and integrity. We believe in equal opportunity for everyone, irrespective of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation or socio-economic background. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection and recruitment. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive.

APPLICATIONS

Applicants are asked to complete the Teaching Application Form and Supplementary Form (which are also available on our website) and send them with a supporting statement addressed to the Headmaster as soon as possible and by **Monday 19 January 2026, 9.00am** at the latest. Please do not send a separate curriculum vitae. Applications will be considered in the order in which they are received, and the school reserves the right to make an appointment prior to the closing date. Shortlisted candidates will be invited for interview.

Within your application letter we would be grateful if you could indicate where you saw this position, whether it was from the TES or another source.

Applications should be addressed to The Headmaster and sent (by letter or by email) to the address below.

Mrs Dawn Holmes
Head of Human Resources
Reigate Grammar School
Reigate Road, Reigate, RH2 0QS

01737 222231

hr@reigategrammar.org | [reigategrammar.org](https://www.reigategrammar.org)

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants 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.



SCHOOL LOCATION AND DIRECTIONS

The RGS campus is on its original 1675 site in the historic market town of Reigate within an area of outstanding natural beauty. Adjacent to junction 8 of the M25, the school is also easily accessible from central London by train.

The school benefits from excellent facilities, including:

- A new £8m Sixth Form and Learning Resource Centre at the heart of the campus
- Drama studios and Music school
- Swimming pool
- 32 acres of sports ground with two floodlit all-weather hockey pitches, rugby, cricket and football pitches

The school is currently within the planning phase for the construction and development of a state-of-the-art sports centre on the town centre campus.

DIRECTIONS:

By Road

Reigate Grammar School and Reigate St Mary's Preparatory and Choir School are situated on the south side of the A25 about a quarter of a mile east of Reigate town centre, between Reigate and Redhill.

RGS postcode RH2 0QS
RSM postcode RH2 7RN

By rail

The school is approximately ten minutes' walk from Reigate station which is well served by direct trains from London Victoria, East Croydon, Guildford and Dorking. Frequent connections to Redhill station (about one mile away) allow access to Crawley, Horsham and towns to the south along with Nutfield, Godstone and Tonbridge to the east.

WHAT3WORDS

Main Reception: cabin.fire.brave

