



BALLARD

BESPOKE EDUCATION



Appointment of

## Dance Teacher

Maternity Cover – Full or Part-Time  
(minimum of 0.4FTE)

Information for candidates

“Simply the best school everyday”  
(Parent)

Independent Co-Educational School of the Year  
2024/25 (ISOTY)

# Introduction - *“Simply the best school every day.”* Parent

Ballard is a thriving co-educational day school from Nursery to GCSE, set in 34 acres on the Dorset/Hampshire border. Ballard’s dynamic leadership has turned ‘excellent & outstanding’ (ISI) into exceptional. Putting families first, Ballard offers wrap around care and has been helping families with the VAT on school fees - paying it all in 2025 and paying 14% this academic year. With lots of exciting plans in place, there has never been a better time to join.

Ballard is a multi-award-winning school - crowned **Co-educational School of the Year Award 2024/25** in the Independent School of the Year Awards. This follows Ballard reaching the finals for Sport in 2023 and Performing Arts in 2022. In 2025, we have won the ISA Award for Fine Arts and Design, retained our School Games Mark Gold status, and were finalists for the MTI Award for Musical Theatre Provision. Our Eco-Ambassadors also achieved Eco School’s Green Flag status with Distinction and took part in the recent COP30 summit, interviewing Professor Matt Frost for the COP30 Virtual Ocean Pavilion. As well as team success, individual pupils have succeeded in the academic world, Sport and the Performing Arts to a high level and our alumni include four Paris Olympians, three Olympic medallists, world champions, successful authors, actors, an international opera star, and a pop band amongst others. So, what makes an award-winning education?

We are already seeing excellent results, as Ballard continues to buck the national trend with half of all exams passed at the highest grades (9-7), more than double the national average and 14.3% at Grade 9, almost three times the national average. Almost 42% of pupils gained a Grade 9 in one or more of their exams. On average value added, each pupil achieved +0.87 of a grade higher than expected (based on their baseline assessment) in every subject, with 48% of pupils gaining on average, at least a whole grade higher per subject. Furthermore, we are still gaining enquiries from prospective parents across all age groups.

At Ballard, we believe abilities and intelligence are not fixed – all can flourish and excel when given the tools and environment to develop self-knowledge and resilience. We provide a vast array of opportunities, including over 175 co-curricular weekly activities, but it is how we empower and inspire our pupils to seize them, that we believe, sets us apart.

Co-education is at the heart of our inclusive philosophy. All pupils are equal - boys and girls learn with and from each other, through collaboration and lively competition. In an atmosphere of inclusivity and kindness, every child is stretched in their talents and encouraged to tackle what doesn’t come easily. Boy, girl, expert, novice - no subject nor interest is beyond reach.

We pride ourselves on our forward-thinking curriculum, providing an aspirational, academic and holistic education. Our staff inspire and guide our young people, challenging and supporting them in equal measure. The school’s drive to deliver a first-class education, with a close eye on the future, is shaping our ambitious investment and development plans.

Our pastoral care is rooted in kindness and respect and underpinned by Christian values. The Ballard family’s wellbeing is central to the ethos of the school. Our inclusive approach to school life values individuality and fosters generosity of spirit; our young people look out for each other and the wider community. Ballard educates the whole child, providing a wide range of sporting, cultural, artistic and academic clubs and activities. Our aim is to ignite passions and develop skills, identifying and unlocking every child’s inner genius.

It is an exciting time to be joining Ballard, with our Leadership Team moving the school forward with confidence. The school places great emphasis on supporting and developing its staff so that the best possible educational provision is provided throughout the three pillars of the school: Pastoral, Academic and Co-curricular.

***“Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate.” ISI***



## Mission Statement and Aims

### Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

### Our aims:

1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded and resourceful members of society and prepared for their future working lives
2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting and other co-curricular activities.
3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect and co-operation within an atmosphere of friendship and trust promoting an appreciation of the needs and gifts of others.

4. To offer scope for spiritual, moral and personal development within a disciplined and mutually supportive environment which affirms Christian values.
5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
6. To celebrate our achievements, gifts and diversity irrespective of individual differences.
7. To respond to the wider needs of society through community projects, charitable fundraising and outreach and by increasing awareness of local, national and world issues.
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## Department Details

Our award winning Performing Arts department has an excellent reputation in the area and is at the heart of Ballard's holistic educational provision. Productions are large scale and happen several times a year, whether for individual sections of the School, or as whole School performance opportunities. Our Contemporary Dance Company provides opportunities to stretch and challenge our most able dancers and there are also inclusive opportunities for all our pupils.

Ballard Performing Arts comprises the Music, Drama and Dance departments and all subjects are taught by specialist teachers as single discipline subjects throughout the School. GCSE Dance, Drama and Music are all offered, and results are consistently excellent.

Dance is delivered by a specialist teacher from Nursery through to Year 11. Pupils in Pre-Prep receive a single lesson each week, supported by Pre-Prep staff. All pupils in Years 3 to 6 enjoy Dance, alongside Music and Drama, as part of their Expressive Arts curriculum. In Years 7 to 9, pupils receive Dance lessons for half the year and are then able to opt for it at GCSE level. The Dance department forms an integral part of the strong Performing Arts provision contributing to School productions and showcases at every stage of the School.

We seek a colleague who is passionate and knowledgeable about their subject, who is enthusiastic, energetic and wants to work in a busy, thriving department providing a range of performance and curriculum opportunities to our pupils.



# The Role

## General

This is a Maternity Cover role to start from September or October 2026, most likely for three terms until August 2027 but could be longer or slightly shorter depending on when the colleague returns.

The full Teacher of Dance role is a 0.9FTE position, but we are open to consider a job share with two part-time positions so invite applications from candidates who are looking for anything from **0.4FTE** to full time. You will need to be available on a Thursday and Friday. The role is to teach Dance throughout the School ensuring that each pupil is positively encouraged to develop their potential in

this subject to the full, both within lessons and as part of a busy and varied Performing Arts programme. This role also includes teaching GCSE dance.

# Main Responsibilities

- To teach a well co-ordinated programme of Dance and co-curricular activities for all pupils aged 2-16 years.
- To keep up to date with Dance National Curriculum/qualifications changes, implementing suitable changes where deemed appropriate and necessary.
- To monitor standards of achievements, ensuring that assessment of pupils' work is regular and thorough and that full records of work done, and marks given, are kept.
- To foster an ethos of high expectations, professionalism and enthusiasm throughout the department.
- To represent the department at full staff meetings, liaising with other departments in the School, and with the Leadership Team in all matters concerned with the timetable and curriculum.
- To liaise with the Director of Performing Arts, Head of Lower Prep and Pre-Prep and those teaching in those departments to ensure continuity and progression throughout the key stages.
- To oversee the setting of examination papers for internal examinations and to organise GCSE Level examination entries with the Examinations Officer.
- To have regular meetings with the Director of Performing Arts.
- To be responsible for Health and Safety practices as detailed in the School's Health and Safety Policy.
- To liaise with the Co-curricular Administrator regarding external examinations and support preparation for these as needed.
- To liaise with the Director of Performing Arts and ensure provision of a range of opportunities at all stages of the School, including choreography for School musicals, the Nativity performance, Dance shows and Pre-Prep and Lower Prep showcases.
- To liaise with relevant parties over production requirements as needed, including sound and lighting and costumes.
- To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact. Foster an ethos of high expectations and enthusiasm for both pupils and staff.

# Additional Responsibilities

- To attend regular whole staff meetings, INSET days, departmental meetings and School functions as published in the yearly calendar.
- To contribute to the School's co-curricular programme by offering a range of activities for all sections of the School.
- To attend parents' evenings and communicate and consult with parents of pupils, when necessary, throughout the year.
- To carry out any additional responsibility which the Headmaster or Leadership Team may reasonably request from time-to-time.
- To take part in the Professional Development Programme including the opportunity for personal development.

## Other

- Promoting high standards of work and behaviour inside and outside the classroom.
- Contributing to the pastoral and co-curricular life of the School and involvement in the form tutor programme where needed.
- Carrying out the normal supervision duties as laid down in School policies



## Person Specification

### Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"><li>• Good honours degree, or equivalent, and recognised teaching qualification</li></ul>	<ul style="list-style-type: none"><li>• Evidence of continued CPD</li></ul>
Experience	<ul style="list-style-type: none"><li>• Experience in secondary school teaching N.B. For NQTs, a placement will suffice</li></ul>	
Knowledge, skills and abilities	<p><u>Job Related</u></p> <ul style="list-style-type: none"><li>• Excellent and motivational teaching skills</li><li>• Ability to teach a wide and varied ability range</li><li>• Knowledge of requirements of curricular Dance at all Key Stages particularly GCSE</li></ul>	<ul style="list-style-type: none"><li>• Links with professional arts organisations and practitioners</li></ul>

	<ul style="list-style-type: none"> <li>• The ability to adapt to and offer a variety of dance styles and choreography</li> <li>• Expected to teach a variety of ages from Pre-Prep through to GCSE</li> </ul> <p><u>Personal</u></p> <ul style="list-style-type: none"> <li>• Excellent organisational skills</li> <li>• Reliability, energy, resilience and enthusiasm</li> <li>• Ability to form good relationships with staff and pupils</li> <li>• Ability to work well in a team</li> <li>• Versatility</li> <li>• IT competent</li> <li>• Someone who understands children and wants the very best for them academically, whilst being fully committed to their safety and wellbeing</li> <li>• Willing to be fully involved in the life of a busy and purposeful independent school which will mean taking co-curricular activities and being involved with a form group.</li> <li>• Willing to commit to an extensive co-curricular programme at lunch times and after School</li> <li>• Involvement in School productions, outside competitions, festivals and events, which can involve extra evenings and weekend time</li> <li>• Willing to take on three after School activity slots per week.</li> </ul>	
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## The Appointment

- We are flexible on the number hours and welcome applications from candidates looking for full time or part time. **Availability on Thursdays and Fridays is essential.**
- Salary is on the Ballard Pay Scale dependent on experience.
- Normal School hours are Monday to Friday 8.30am – 5.00pm, on three afternoons you would be expected to offer an afterschool activity until 5.00pm, the other two days you could normally leave at 4.00pm or earlier based on a 0.9FTE. Activities would be pro rated if you were working less hours.
- Contributory pension scheme with 16% employer contribution.
- School lunch and refreshments are available for all staff during term time.

## Applications

### How to apply:

Applicants are asked to complete a Teaching Application Form, along with their letter of application, and send it, addressed to the Headmaster ([recruitment@ballardschool.co.uk](mailto:recruitment@ballardschool.co.uk)), to arrive no later than **9am on Thursday 2<sup>nd</sup> July 2026**

Interviews: Week Commencing 6<sup>th</sup> July 2026  
Start date: September or October 2026

**The school retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.**

Shortlisted applicants will be invited to the school for interviews and will also have the opportunity to see the department, meet departmental staff, and demonstrate their teaching skills in the classroom.

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the school will undertake digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

**Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.**

For further details and an application form, please visit: [www.ballardschool.co.uk/vacancies](http://www.ballardschool.co.uk/vacancies)