



REPTON

DIRECTOR OF DRAMA

Full-Time

September 2026





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Welcome From The Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools. Set in the heart of the English countryside, yet within easy reach of major cities, the School is strengthened by a history that stretches back over a thousand years while maintaining a clear focus on the challenges and opportunities of the twenty-first century.

Drama has long held a distinctive place in Repton's educational vision. From the earliest documented productions in the eighteenth century to today's ambitious performance programme, Drama at Repton is both culturally significant and thriving.

Our 400 Hall Theatre provides an exceptional platform for dramatic work. With its RADA-inspired design, flexible staging, and immersive auditorium, it is one of the finest school theatres in the country. Alongside this, the Charlesworth Studio offers a versatile, technically equipped rehearsal and performance space central to the creative life of the School.

As Director of Drama, you will take a leading role in shaping a programme that reflects real ambition - one that challenges pupils academically, gives them the confidence to perform, and brings the whole school together around great theatre. You will work with talented staff and enthusiastic pupils, delivering a rich schedule of productions that demonstrate the breadth of Repton's dramatic ambition - from contemporary plays to large-scale West End-style musicals.

We are a school with ambition and purpose, and we seek to appoint leaders who share our values. Staff at Repton benefit from exceptional facilities, high-quality working conditions and a strong culture of professional development.

The Repton Family of Schools - including successful international campuses in Dubai, Abu Dhabi, China and Egypt - offers a uniquely global perspective and opportunities for meaningful collaboration.

I very much hope that you will read this document with interest, and I warmly encourage you to apply.



Mark Semmence
Headmaster



An Introduction To Repton

Repton is a school rooted in heritage and shaped by ambition. Founded in 1557 by Sir John Port of Etwall, the School stands on the site of a 7th-century Anglo-Saxon Benedictine abbey and, later, a 12th-century Augustinian priory. The ancient village of Repton, once the capital of the Kingdom of Mercia, has been a centre of learning for over a thousand years, and continues to inspire a rich educational tradition.

Today, many of the School's original buildings remain central to daily life. The Guest Chamber, Prior's Lodging, Overton's Tower, Tithe Barn and the iconic Arch, all part of the original monastic estate, provide a distinctive architectural setting that blends seamlessly with state-of-the-art modern facilities. The Arch, once the gatehouse to the Priory, now stands as a symbol of welcome and integrity, echoed in the School's motto: porta vacat culpa - "the gate is free from blame."

Repton educates over one thousand pupils across its Prep and Senior Schools. It is a school large enough to achieve excellence in every sphere (academic, pastoral, sporting and creative) yet small enough to ensure every pupil is known, nurtured and given the opportunity to flourish. At Repton, all pupils - whether day or boarding - belong to one of ten Houses (six for boys, four for girls), each providing a strong sense of identity, belonging, and pastoral care





Academic standards are high and creative activities, including music, art, drama and design, flourish. The School has a national profile in sport, particularly in football, hockey, cricket and swimming. Our pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.

We were delighted that the most recent ISI inspection (March 2024) found Repton to have met *all* standards, and highlighted sport as a significant strength of the school. The inspectors praised the inclusive, expert-led provision and its contribution to pupils' physical and personal development, noting that our approach cultivates "self-confidence, self-esteem and resilience to prepare them well for later life." The ISI inspection praised the School's "knowledgeable and skilled teachers" who deliver "carefully planned lessons that support and challenge pupils of all abilities." Inspectors noted that pupils are "thoroughly prepared for public examinations and achieve well," with teaching that actively encourages intellectual curiosity and independent thinking.

Whilst Repton is undoubtedly modern in terms of practice and outlook, the traditional values of encouraging pupils to aim high whilst showing respect for all are still of utmost importance. The School continues its strong educational vision, recognising the importance of being able to offer a Repton education to potential pupils from all backgrounds by providing scholarships and bursaries in a wide range of subjects.

Repton Prep, located on its own beautiful campus nearby, is an integral part of the Repton educational journey and a key member of the Repton Family of Schools. It shares our values, ambition and standards, and offers a seamless transition for many pupils into the Senior School. Alongside Repton Prep, the School has developed strong relationships with a growing number of other preparatory schools within the Repton Family of Schools, as well as with a wide range of leading feeder schools locally, regionally and internationally. These relationships are carefully cultivated and mutually valued, enriching our intake and creating opportunities for collaboration and shared development.





A Global Family of Schools

The Repton Family of Schools has grown from Repton's belief that what works here can work internationally - and that a wider network of schools strengthens us all. The first international school, Repton Dubai, opened in 2007, making Repton one of the earliest British schools to establish an overseas campus. Since then, the family has grown to include schools in Dubai (2), Abu Dhabi (2), China, and Egypt, with a further four international openings planned in the years ahead.

Repton also currently has five schools in the UK: Repton, Repton Prep, Marlborough House Vinehall, St Hugh's, and St Wystan's - each one offering a distinctive local experience while sharing the core values and educational ethos of the wider group. There is a clear ambition to expand this UK family of schools, increasing access to a Repton education within the UK as well as overseas.

This growth is central to Repton's strategic development. The additional income and intellectual capital generated by the Repton Family of Schools (RFS) directly support the School's aim to widen access through bursaries, invest in outstanding facilities, and strengthen staff development. Furthermore, the group enables Reptonians and staff to participate in collaborative and cultural exchange opportunities across continents, deepening Repton's global perspective and reach.

The Headmaster of Repton School also serves as CEO of the Repton Family of Schools, ensuring strategic alignment, educational quality and a consistent commitment to values across the group. RFS provides a wide range of expertise - from governance and school design to teacher development and quality assurance - supporting both the integrity and ambition of Repton's global brand.



Drama at Repton





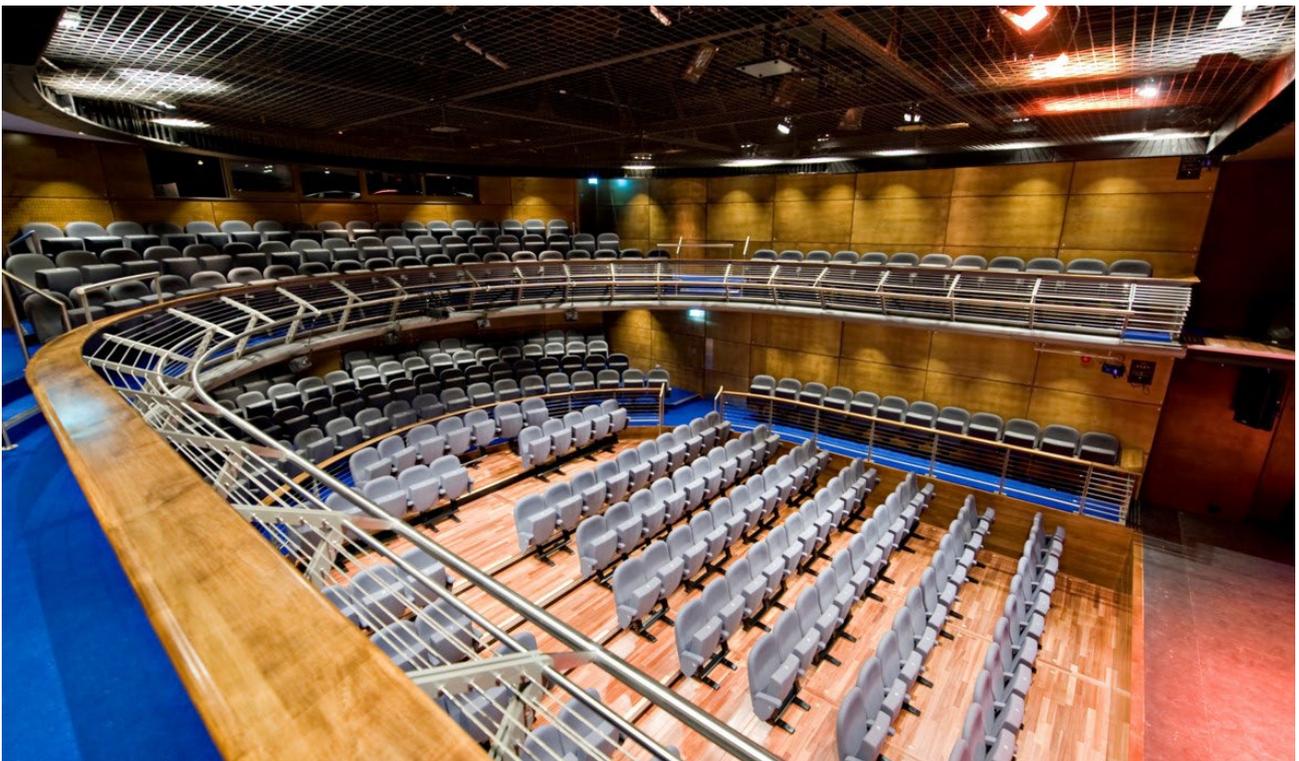
Drama at Repton

Drama is at the heart of Repton. It builds creativity, confidence and teamwork. Through academic study, co-curricular involvement and ambitious performance opportunities, pupils learn to interpret complex texts, understand character and narrative, and develop the self-discipline and teamwork that lie at the heart of great theatre.

Repton stages three major productions each year, including two whole-school shows and a Lower School production in the Summer Term. These productions range from classical drama to contemporary theatre and large-scale musicals, ensuring a vibrant and varied performance calendar. Recent highlights include *The Crucible* and *Frankenstein*, alongside musical productions such as *We Will Rock You* and *Sister Act*, each demonstrating the School's commitment to ambitious, West End-quality performances.

Drama at Repton is inclusive. Auditions are open to all pupils, whether or not they study the subject academically, and backstage and technical pathways are equally valued, with pupils able to train in lighting, sound, stage management and design.

This rich and varied programme enables pupils to experience theatre in its many forms - as performers, directors, technicians, designers and critics - and ensures that Drama plays a central role in promoting confidence, creativity and cultural engagement.





The Drama Department

The Drama Department sits at the heart of Repton's creative life. Pupils in their first year gain experience of Drama through structured curriculum time and co-curricular workshops, while older pupils can pursue academic Drama at GCSE and A Level. The Department currently provides Dance provision as a co-curricular option; however, we may look to add this as a GCSE subject in due course.

The Department benefits from excellent facilities across two performance spaces. The Department is supported by one teacher and technician. Pupils can explore every aspect of theatre - from acting and directing to backstage, design and technical theatre.

The 400 Hall

The 400 Hall Theatre is a 315-seat, award-winning, architect-designed auditorium, created following a multi-million-pound redevelopment. It features:

- RADA-inspired “two intersecting circles” geometry for heightened actor–audience connection
- Stage-levelling and proscenium devices for flexible staging
- Full technical infrastructure for sound, lighting and multimedia
- A contemporary foyer designed for receptions, community events and front-of-house activity

Described as “better equipped than many regional theatres”, it regularly hosts large-scale school productions, external performances, and major events.

The Charlesworth Studio

The Charlesworth Studio is a fully equipped black-box rehearsal and performance space, ideal for:

- studio productions
- drama workshops
- lower-school shows
- small-scale recitals and experimental theatre
- technical training in lighting and sound

The Studio is central to pupil development, especially in B Block, where students experience drama through informal performance workshops and creative exploration.

Together, these two spaces create a professional-grade theatrical environment that enables ambitious performance work and offers an inspiring platform for a Director of Drama to lead from.

The Role





The Role

The Director of Drama is a key artistic and academic leader within the School, responsible for the strategic direction, creative vision and operational delivery of Drama at Repton. The role is line managed by the Assistant Head Co-Curricular.

Strategic Leadership

- Shape and deliver an ambitious artistic vision for Drama and Dance across the School
- Lead the development of productions, performances and co-curricular drama
- Ensure Drama contributes significantly to Repton's cultural and academic identity
- Foster a culture of inclusion, creativity, professionalism and high performance
- Collaborate with other departments (notably Music and Dance) on interdisciplinary work

Academic Leadership

- Lead the Drama curriculum at B Block, GCSE and A Level
- Ensure teaching is innovative, rigorous and engaging
- Line-manage Drama teaching staff, supporting their professional development
- Promote excellence in teaching and learning to ensure all pupils develop their potential and are equipped for life beyond school
- Line manage the dance provision In collaboration with the Director of Sport
- Exemplify in own practice the skills of teaching and learning typified by lead professionals and ensure that good practice is shared throughout the department
- Keep up to date with developments in subject area and education, in general, to ensure that best practice is adopted within the Drama Department
- Lead, mentor, and develop Drama and LAMDA teaching staff and manage recruitment of new staff as required
- Manage budgets and resources effectively, ensuring sustainability and value for money
- Support CPD for staff, embedding a culture of collaboration and professional growth

Production & Artistic Direction

- Direct or oversee major school productions
- Manage creative teams (assistant directors, choreographers, MDs, designers)
- Plan and coordinate the annual performance calendar
- Champion the highest artistic and technical standards in all productions



Technical & Theatre Management

- Line-manage the theatre technical team (lighting, sound, stage management)
- Oversee use of the 400 Hall and Charlesworth Studio for School productions
- Ensure safe working practices in all rehearsal and performance spaces

Co-Curricular Leadership

- Line-manage co-curricular leaders involved in drama activities
- Support clubs, Lower School productions and House drama events
- Develop opportunities for pupils to explore technical and backstage roles

Professional Development & Outreach

- Build partnerships with industry professionals, visiting artists and drama schools
- Support pupils pursuing drama, dance or performing arts pathways
- To promote the provisions and engage with local state and feeder prep schools through workshops and masterclass days

We are looking for someone with real creative ambition who can take Drama at Repton forward into its next chapter.



Key Areas of Responsibility

Repton has a tradition of academic excellence and ambitious plans for further progress. The post of Director of Drama at Repton is an exciting opportunity for the right candidate to lead the department at one of the UK's leading co-educational boarding schools at an exciting time of rapid growth and development.

The focus of the role is to facilitate, manage and deliver first-rate teaching, an enjoyment of the subject and excellent results in the department. In addition, the postholder will provide artistic, academic and strategic leadership for Drama at Repton, inspiring pupils and staff across a thriving co-curricular and academic programme. The successful candidate will maintain their own professional development and subject knowledge, reflecting on their classroom and schoolwide experiences in a critical and analytical manner.

Repton works on a full boarding ethos to which all full-time staff are expected to make an enthusiastic commitment, enhancing the pupil experience not just in the classroom but through regular involvement in a range of sporting and extra-curricular activities, including duty rotas, provision and supervision of social and academic pupil events and trips and tours during holiday periods. Expertise in a particular sport or activity would be an advantage, but a willingness to learn and contribute is essential.

The ten boarding houses (four girls' houses and six boys' houses), into which day pupils are fully integrated, are at the heart of a superb pastoral system

Teaching staff are expected to contribute to maintaining and developing the wellbeing of the pupils primarily through the role of the tutor. The successful candidate will be attached to a boarding house and will do an evening duty one night a week and, as a tutor in that house, be responsible for the personal and academic welfare of a house year group or a group of sixth formers in concert with the Housemaster or Housemistress.

The ability to be a residential tutor, working closely with the Housemaster or Housemistress and living within the boarding house community, would be an advantage.

We are looking for talented staff of character, intellect and energy who will model the qualities we want our pupils to develop.





The Candidate

Qualifications/Attainment

- At least a second-class honours degree (or equivalent) from a recognised university
- Proven track record of outstanding teaching and pupil outcomes
- Experience of working within a boarding school environment is desirable

Experience & Expertise

- A strong record in directing theatre, with experience of large-scale productions
- Expertise in teaching Drama at GCSE and A Level
- Experience working with young people across a range of abilities
- Familiarity with school environments or youth theatre is desirable

Skills & Abilities

- Artistic vision with the ability to inspire pupils and staff
- Excellent leadership and communication skills
- Strong organisational and project-management skills
- Competence in technical theatre awareness (lighting, sound, stagecraft)
- Ability to build a positive and energetic culture within a department
- Willing to take action to confront issues and overcome problems
- Create and maintain strong, supportive relationships with pupils, staff and the community

Personal & Professional Qualities

- Willingness to be involved in the life of a busy boarding school
- Collaborative, warm, ambitious and creatively driven
- Persuasive and influential
- An effective and collaborative team player
- Aspirational and empathetic, with a genuine belief in the potential of every pupil
- High expectations and commitment to excellence
- Empathy, integrity and strong pastoral instincts
- Resilience and adaptability within a busy full-boarding environment



Practical Information





Teaching at Repton

At the heart of Repton's success is the calibre and commitment of its teachers. The School places great value on its staff and the essential role they play in shaping pupils' academic and personal development. As such, Repton is deeply committed to the professional growth of its staff and invests significantly in their ongoing development as teachers and educators. As a full boarding school, our sector-leading provision extends across 7 days, with three academic lessons also being delivered on Saturday mornings.

Full-time teachers also benefit from

- Join our defined contribution scheme (Aviva APTIS) with a 22% contribution
- Housing
- An attractive fee-remission scheme
- Free membership of Repton's Sport Centre
- Health insurance for teaching staff with the ability to extend to immediate family
- Cycle to work scheme
- Electric car lease scheme

Repton combines the historic and the modern with exceptional teaching facilities across its beautiful campus. The heart of the School is a 12th-century Augustinian Priory, but following a major investment programme, teaching now takes place in outstanding, purpose-built environments - including the Science Priory, the 400 Hall Theatre, a Mathematics and PE block, the Digital Priory and our new DT and MFL classrooms.

The School also benefits from a world-class Sports Centre, featuring two full sports halls, a strength and conditioning suite, gym, swimming pool, café and hospitality areas - opened in 2019 by Olympic gold medallist Adam Peaty.

Teachers at Repton work in well-equipped, spacious classrooms and benefit from a collaborative and supportive staff culture. All are actively involved in boarding and co-curricular life, contributing to the strong sense of purpose and community that defines the School.

Please note that we operate a full boarding timetable with Saturday morning academic lessons.





In and around Repton

The Repton Village Community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop. There is an active village hall community which has its own community-run café. In addition, Repton School has its own café at the School Sports Centre.

Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of national interest, such as Chatsworth House, are less than an hour away by car.

Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London. There are also excellent links to local airports, including East Midlands and Birmingham.

Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.





Information For Candidates

Candidates should apply through the Repton Recruitment Hub. To submit your application please upload your documents by visiting <https://jobsearch.repton.org.uk/>

Your application should be accompanied by a covering letter and include the names and addresses of two professional referees. The closing date for applications is 5 pm on Wednesday 4 March.

Interviews will take place, in person, at Repton on Monday 9 March.

If you would like to have an informal conversation about the role please contact Gareth James, Assistant Head Co-curricular, via email: GJames@repton.org.uk





Our Commitment To Safeguarding

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, therefore the following shall be deemed to be included, in addition to the duties that you may be required to perform:

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact

- Under the Sexual Offences Act 2003, it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
- This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





REPTON

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