



Teacher of Dance (potential Subject Lead) (Maternity Cover)

Pay: **MPS/UPS (Potential TLR: £1,646)**

Hours: **0.6 FTE**

Deadline: **Tuesday 2nd June 2026 (Midday)**

Start Date: **1st September 2026**

We are seeking an exceptional teacher of Dance with the energy, passion and creativity to teach and potentially lead the subject in the Secondary phase of our thriving All-Through school. This is a maternity cover starting from 1st September. Where appropriate, a TLR will be offered for leading the subject.

CFS is a vibrant, collaborative and forward thinking school for 4-16 year olds, where the personal development of our pupils is just as important as the academic curriculum. Our values of ‘nurture, challenge and inspire’ influence everything we do as a school, and genuinely permeate all areas of school life. If you are a strong practitioner who shares our values and ideals, we strongly encourage you to find out more about CFS via a visit to the school or through our school website www.chichesterfreeschool.org.uk.

Whilst this is a Secondary post, there is something extremely unique and special about working in an All-Through environment; the successful candidate will have the opportunity to work creatively with colleagues from both phases helping to develop a cohesive and truly progressive educational experience for all learners.

CFS follows national pay scales; this role would be equally suitable for an early career teacher or more experienced teacher. The Upper Pay Scale would be considered for the right candidate and on the agreement of a whole school responsibility in addition to the role outlined below.

Our Values and Aims





The School

CFS is now entering its second decade and is fully established in our state-of-the-art facilities on the Carmelite Convent Site on the Hunston Road in the south of Chichester. Our PAN is 60 in primary, and 120 in Secondary, but in most year groups we are oversubscribed with waiting lists.

As a Free School, we are the same as any other academy; we are both held and hold ourselves to the same exacting and rigorous standards as all state-funded schools. We follow the national curriculum, and are proud of our ambitious, inclusive and varied curriculum offer. Our pupils engage with SATs and GCSE assessments. Since 2013, CFS has achieved two 'Good' Ofsted Inspections. As a school we are now striving for excellence in all areas, and to achieve above average outcomes in both phases.

CFS is open to pupils of all abilities. We do not have a catchment area, thus ensuring the School is fair and inclusive. We take part in the West Sussex County Council (WSSCC) admissions process. As a school we benefit from longer holidays, specifically at October half term, Christmas and during the summer.

The Performing Arts Team

The Performing Arts team consists of three specialist teachers, one for each of Drama, Music and Dance. Each have their own specialist space within our recently appointed Performing Arts faculty, which is in the heart of the school. The Dance room is a superb space, with a beautiful, vaulted ceiling, a sprung floor, a lighting rig and a wall of mirrors. The team have their own office and meet at least once a fortnight to plan and move forward collectively. Recently the subjects have worked together on the school's all-through performance of Grease, which incorporated over 50 pupils from years 3 up to 11. There will be performances in next year's academic calendar that will collaborative again, in addition to a few that will be specific to Dance. The team also organises trips to local theatres and events to enthuse pupils; Lion King and Sister Act are two of the most recent experiences. In addition, Dance also invites in the Boy Blue Dance Company for a Year 9 taster session after Christmas.

The Role

The successful candidate will be expected to teach Dance at both Key Stage 3 and 4, with a single group for both GCSE years. You will also be expected to take a proactive role in the extra-curricular life of the school.

You will:

- be a well-qualified, enthusiastic graduate of Dance, or a specialist in Dance with a PE qualification
- be a highly skilled and competent teacher who is energetic and totally committed to the ethos of the School
- readily establish excellent relationships with both staff and pupils
- have an up-to-date awareness of current issues relating to Dance teaching, especially AQA GCSE Dance specification



- enjoy pioneering new developments in pedagogy
- embrace the use of new technologies in the classroom
- be skilled in behaviour for learning
- value creating an inspiring learning environment
- explore opportunities to further participation and achievement in your classroom
- possess drive, expertise and enthusiasm
- be well-organised and disciplined when it comes to administrative duties
- possess an optimistic and resilient style when faced with pressure
- be able to communicate well with children and young people, having an understanding of safeguarding and promoting the welfare of young people
- be involved in performances, trips and productions across the academic year

All teachers at CFS commit to fully contributing to the ethos and life of the School in and outside the classroom.

CFS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Child Protection Policy we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bind-overs, including those regarded as 'spent' must be declared when applying. The applicant may post such a declaration in an envelope marked 'Private & confidential for the Executive Principal'. The successful applicant must obtain List 99 clearance and DBS clearance at enhanced level.

The Recruitment Process

For further information and an informal discussion about this post, please do not hesitate to contact us via recruitment@chichesterfreeschool.org.uk or on 01243 792690.

Candidates should complete an application form and supporting statement addressing the criteria presented in the role description and person specification. Completed applications should be sent to recruitment@chichesterfreeschool.org.uk by Tuesday 2nd June 2026 (midday)

Early applications are encouraged, and we reserve the right to interview and appoint prior to this deadline.

A formal contract will be issued once the successful applicant has been appointed. It will be offered subject to a Disclosure and Barring Service (DBS, formerly CRB) check.

Person Specification

The School will seek to identify these attributes through the recruitment and selection process of application, certification, interviews, professional references and observation.

Qualification/Attainment

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| a. Educated to honours degree or above | Essential |
| b. Qualified teacher status, or on route to obtaining this | Essential |
| c. Good honours degree First or upper second | Desirable |
| d. Post graduate qualifications, Masters degree/post graduate diplomas | Desirable |
| e. Evidence of relevant Professional Development | Essential |

Knowledge Base

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| a. Excellent professional knowledge and understanding, specifically in the AQA GCSE curriculum | Desirable |
| b. Models of learning and teaching | Essential |
| c. Models of behaviour and attendance management | Desirable |
| d. Current educational trends and issues | Desirable |
| e. An understanding of assessment strategies and the use of assessment to inform the next stages of teaching and learning | Desirable |
| f. Principles and practice of quality assurance systems, including data analysis, self evaluation and performance management | Desirable |
| g. An understanding of Child Protection procedures and a commitment to promoting and safeguarding the welfare of children | Essential |

Leadership & Management

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| a. Excellent classroom practitioner who can lead by example, with a knowledge of adjacent phases of education | Essential |
| b. The ability to build positive working relationships, negotiate with and influence individuals and relevant groups | Desirable |
| c. Authority and ability to inspire confidence in students, teaching and associate staff and parents alike | Essential |
| d. A strong commitment to continuing professional development | Essential |
| e. Experience of organising and running trips | Desirable |

Experience

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| a. Experience of working with Secondary aged pupils | Essential |
| b. Experience of working alone but part of a wider team | Desirable |
| c. Experience of teaching Key Stage 4 Dance | Essential |
| d. Experience of involvement in performances and productions | Desirable |

Skills Required

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| a. Leadership skills: the ability to lead and manage people to work towards a common goal or focus on pupil leadership if not a middle leader post. | Desirable |
| b. Decision making skills: the ability to solve problems and make decisions | Essential |
| c. Teamwork: the ability to work collaboratively with others | Essential |
| d. Communication skills: the ability to make points clearly and understand the views of others | Essential |
| e. Self-management skills: the ability to plan time effectively and organise oneself well | Essential |
| f. Able to communicate with a wide range of audiences including pupils, parents, teachers and associate staff | Essential |
| g. Analysing and using the full range of evidence, including performance data and to support, monitor, evaluate and improve | Essential |
| h. Ability to be innovative, creative and tenacious. | Essential |
| i. High level ICT skills, including experience of using new technologies in the classroom | Essential |

Attitude/approach

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| a. A deep and passionate commitment to the values and ethos of Chichester Free School in and outside of the classroom | Essential |
| b. Ability to enthuse children and adults | Essential |
| c. Possess a positive attitude and approach to change and development | Essential |
| d. Flexible and firm with the ability to know when to be either | Desirable |
| e. Enjoy rising to the challenges inherent in a school environment | Essential |
| f. Lifelong learner | Essential |
| g. Maintain professional relationships at all times, acting with authenticity and integrity and in accordance with the values and ethos of Chichester Free School | Essential |
| h. Be an ambassador for the School, maintaining visibility, demonstrating impact, presence and self-confidence | Essential |
| i. Developing and sustaining a learning culture that has the Chichester Free School ethos at its core, including high expectations and standards of achievement for all | Essential |
| j. Manage and resolve conflict | Essential |

Safeguarding

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| a. Commitment to promoting the health, welfare and safeguarding of children | Essential |
| b. Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school | Essential |