



CURRICULUM LEADER OF PERFORMING ARTS

Backwell School has a fantastic opportunity for a creative and driven teacher to lead our Performing Arts Department – which has one of the best reputations in the South West. This is a full time position from 1 September 2022. The current post holder is leaving at Easter so there is the possibility of an earlier start if convenient for the right candidate.

The successful candidate will be able to teach Music at all key stages, lead and manage Music as Subject Leader as well as the wider Performing Arts department as Curriculum Leader. It would be beneficial if the successful candidate has experience of teaching another subject within Performing Arts but this is not essential.

We are looking for someone has a proven track record of providing excellent outcomes for students and leading and developing staff along the way to improve the quality of education. You will work with all staff in the department, especially the Drama subject leader, and the post includes responsibility for leading teaching and learning within the area as well as managing staff (including organisation of peripatetic lessons), resources and budget, modelling and ensuring participation in school initiatives and processes. Compliance with Health and Safety rules, regulations and school guidelines is particularly important within this department. Curriculum Leaders at Backwell School have a specific member of the Senior Leadership Team to work with for support. The Performing Arts Curriculum Area covers Drama, Music, Music Technology and Dance and the Subject Leader for Drama is already in post at the school.

The Curriculum Area is a small but passionate team of six dedicated staff and a department technician. At KS3 students have both Music and Performing Arts (Dance and Drama) lessons on their timetables and Drama and Music subjects are popular at both GCSE and A Level. We are the only school in the local area to offer Music Technology at A Level. Performing Arts at Backwell School has a strong reputation in the wider community.

Co-curricular activities connected to Performing Arts are popular, wide ranging and very important to the school. Staff run multiple orchestras, bands and drama clubs during and after school hours for all ages. Concerts are held at least three times a year and the department managed to move these online during previous periods of lockdown; these are well attended popular events enjoyed by the local community. The Performing Arts Department is the lynchpin to our biennial whole school production with staff filling producer, director, musical director and choreographer roles. Again our school productions are incredibly popular, highly regarded and of very high standard. Our most recent production was The Sound of Music and our next production is Billy Elliot (February 2022).

Backwell School students are polite, friendly and many are very enthusiastic and talented performers. We strongly believe that the skills and benefits gained by partaking in performance activities thoroughly enhance a young person's sense of self and improve confidence. For example all year 7 students take part in a concert within their first few weeks at Backwell School.

This is an exciting time to join our school as a Curriculum Leader. Our school development priorities focus on establishing a shared 'toolkit' of research-based pedagogy, effective use of assessment, the progress of vulnerable students and a whole school ethos around anti-discrimination. The successful candidate should be excited by the prospect and challenge of developing a curriculum and culture which enables pupils of all abilities to excel in this essential aspect of their education.

Backwell School is a large comprehensive school with over 1700 students of which 350 are in the Sixth Form. Judged by Ofsted as Good in January 2020 the school has an excellent reputation in the local area and is oversubscribed in regards to student applications. Our latest Ofsted report can be read [here](#).

Backwell School offers its staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. At Backwell School, we prioritise staff wellbeing; planning time is generous with full time teachers teaching a maximum of 51 lessons out of 60. There is considerable support available from other Curriculum Leaders as well as the Senior Leadership Team.

We also provide a fantastic benefits package to our employees including a contributory pension scheme, a broad employee assistance programme and benefits (offering discounts on shopping), cycle to work scheme and on-site parking.

Backwell School is part of the Lighthouse Schools Partnership. This offers us curriculum collaboration and support opportunities with Chew Valley and Gordano School. We also have a Trust wide Professional Development Team organising a wide range of staff training and development.

All members of teaching staff are expected to act as tutors within the pastoral unit system. We have a 20 minute tutor period at the start of each school day which comprises of student wellbeing checks, administration and teaching of Personal Development (PSHE) materials as well as assemblies from the Heads of House and the School Leadership Team.

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed on the job and person specification below.

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the Backwell School Charter.

To make an application please visit the: [Backwell School Eteach page](#)

The closing date for applications is **9.00 am on Monday 24 January 2022**. Those who are successful following shortlisting, will be contacted regarding interview arrangements. Interviews will take place before the end of Term 3.

Due to the ongoing COVID-19 situation prospective visits to the school, prior to application, are being limited. You are welcome to contact the Head's PA ecapeldavies@backwellschool.net to arrange an informal phone conversation, or possible visit, if you so wish. We are also happy to arrange an online meeting for candidates based outside the local area who wish to know more about the school and the role. Please be assured that all shortlisted candidates will be given the opportunity to look around the school as part of the interview process.



Backwell School

Job specification: Curriculum Leader of Performing Arts (Subject Leader of Music)

Teaching and Learning responsibility: 2C

Responsible for: Subject Leader of Drama and all other staff within the Department (Music, Drama and Dance) including a technician.

Responsible to: SLT Link > Deputy Headteacher (Curriculum)

JOB PURPOSE: To lead and manage the Teaching and Learning of Performing Arts and to ensure maximum progress and learning outcomes of students in those subjects

DUTIES

Teaching and Learning

As Curriculum Leader:

- To take a strategic role in the planning and delivery of the subject areas in the curriculum area.
- To take a principle role in the self-evaluation, monitoring and improvement processes with regard to the subject areas in the curriculum area.
- To lead and develop teaching and learning in the Curriculum Area
- To liaise with other colleagues, agencies, organisations and schools regarding matters specific to the Curriculum Area.
- Within school policies, to ensure that effective systems for behaviour management are in place in the Curriculum Area.
- To oversee and promote recruitment at Ks4 and Ks5 for subjects in the Curriculum Area

As Subject Leader:

- To monitor, lead and develop teaching and learning in Music.
- To monitor student progress in Music and ensure that effective interventions are made to raise standards, in particular in eliminating any gaps between identifiable cohorts of students.
- To plan and implement the curriculum and manage change, whether brought about following discussions in school, or following external direction.
- To liaise with other colleagues, agencies, organisations and schools regarding subject specific matters.
- Within school policies, to be responsible for the management of student behaviour in Music.
- To oversee and promote recruitment at Ks4 and Ks5 for Music and Music Technology.
- To oversee and promote recruitment of peripatetic lessons.

Team Leadership and Management

- To implement the school's Appraisal policies in respect of staff in the Curriculum Area.
- To monitor, support and guide Subjects Leads within the Department.
- To have oversight of the deployment of teaching and support staff and to organise the induction of new staff.
- To take part in the recruitment and appointment of new staff.
- To take responsibility for own continuing professional development.
- To manage and deploy the budget, accommodation, resources and equipment in Music.
- To be responsible for assessment (internal and external) and reporting within Music.
- Organisation and management of instrumental lessons and liaison with the peripatetic teaching team (both individuals and the local authority).

Whole School

- To take a high level collaborative role in school management and the development and delivery of whole-school initiatives and developments.
- To represent the Curriculum Area and Subject area relevant Department meetings.
- To plan and manage and Curriculum and Subject Area meetings as appropriate.
- To be aware of and work within all school policies, particularly those on Race Equality and Cultural Diversity and on Health and Safety.
- To contribute to the ethos of positive achievement of learning, high expectations of behaviour and respect for the environment.
- To carry out such other duties as are required and as are commensurate with the grade of the post.



Backwell School

Person Specification: Curriculum Leader of Performing Arts

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.		Application
EXPERIENCE	Current successful secondary school experience. Experience and proven expertise of curricular leadership in Music/Performing Arts Record of very good classroom practice including at public examination level.	Music technology to KS4/5 Piano Skills	Application References School Data
TRAINING AND PROFESSIONAL DEVELOPMENT	Excellent knowledge of current educational thinking and developments in Education. A balanced programme of relevant INSET in the last three years. Experience/knowledge of Ofsted and School Self Evaluation processes	Experience of leading successful professional development activity.	Application References Interview
PERSONAL QUALITIES	Enthusiastic, perceptive and fair. Knowledge and expertise in how people learn. Ability to both support and challenge students and staff. A personal commitment to high quality and excellence that will match and extend the school's proven record. A proven desire to ensure all students achieve their best regardless of background.	Evidence of wider school engagement and leadership.	Application References Interview

	Smart appearance at all times.		
LEADERSHIP AND MANAGEMENT	<p>Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.</p> <p>Evidence of involvement in/commitment to extra-curricular activities.</p> <p>Evidence of involvement in managing change.</p> <p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the school stakeholders and community.</p> <p>Ability to work independently and as a team leader and team member</p> <p>Respect for the professional expertise of others.</p> <p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p> <p>The ability to use data effectively to inform actions.</p>	Evidence of innovative and effective curriculum development.	<p>Application</p> <p>References</p> <p>Interview</p>
COMMUNICATION SKILLS	<p>Good communicator to a range of audiences</p> <p>The ability to chair and contribute to the success of meetings.</p>		<p>Application</p> <p>References</p> <p>Interview</p>

REASONS TO WORK FOR

BACKWELL SCHOOL

We respect your professionalism

Subject areas are encouraged to develop and design a knowledge rich curriculum suitable for all pupils. Teachers teach in their specialist areas and are not required to submit lesson plans. Lesson observations do not carry a formal judgement. Departments are encouraged to share and centrally store resources. We encourage an evidenced pedagogical approach rather than following educational fads.

Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We no longer have detailed written reports. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including extra-curricular activities.

Staff say that they have strong and supportive working relationships with their colleagues. We have a dedicated staff room, affordable catering, a staff wellbeing group and CPD bookshelf in our library.

High expectations for behaviour

We have a behaviour system that enforces high expectations for classroom behaviour. High profile SLT and our Behaviour Manager take the lead in following up any instances of poor behaviour and in running daily same-day detentions leaving teachers free to focus on their teaching in a positive learning environment.

Fantastic development opportunities

As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools as well as access to Trustwide CPD training. We are also a member of the 5 Counties Teaching Hub offering teacher training and development. As a large school and sixth form there are many opportunities to develop your experience and for internal promotion.

Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in our examination results.