



# West London Free School

## Director of Music

Start Date: Monday 1<sup>st</sup> September 2025



## Director of Music

Start date:	1 <sup>st</sup> September 2025
Contract Type:	Full time
Contract Term:	Permanent
Salary:	Competitive, with a TLR of £9,733
Reports to:	Headteacher



### The West London Free School

The West London Free School is one of the country's pioneering free schools, renowned for academic excellence, high standards of behaviour and a wide choice of co-curricular clubs. Since our foundation in 2011, we have provided all children with a rigorous, knowledge-rich education irrespective of their background. We believe that knowledge is a good in and of itself, empowering pupils to understand and take an interest in the world around them. The education we offer is not just a preparation for work, but a preparation for life. As such, we value the knowledge of our teachers, and the passion for their subject that they bring to the classroom.

We offer a challenging curriculum, with a supportive environment, underpinned by fantastic teachers. Through this combination, pupils at the West London Free School excel. In 2024:

- **A-level:** 52% of entries were graded A\* to A, and 83% were graded A\* to B.
- **GCSE:** 51% of entries were graded 9 to 7, and 90% of entries were graded 9 to 4. Our Progress 8 was 0.96, and our Attainment 8 Grade was 6.4, placing us in the top 1% of comprehensive schools in the country.
- *The Sunday Times* named us 'London Comprehensive School of the year' for 2025.

At the West London Free School, we aim to build a culture of sustainable success. We have a stable body of staff who feel supported and fulfilled.

- Senior leaders are highly visible and approachable.
- The pastoral team take responsibility for ensuring all teachers can teach without disruption. School rules are non-negotiable, and poor behaviour is met by escalating sanctions.
- Our staff surveys have regularly shown staff morale and other indicators of professional satisfaction at the WLFS to be significantly higher than national benchmarks.

As well as a knowledge rich education, the WLFS runs an extensive co-curricular programme that encourages children to develop outside the classroom. The school specialises in music and offers a range of sporting opportunities as well as general interest clubs. All staff are encouraged to share their co-curricular enthusiasm by committing one hour a week to running a school club.

## The Music Department

The WLFS has been a music specialist school since its foundation, and Director of Music is one of the most valued roles within the school. At Key Stage 3 pupils have two hours a week of classroom music teaching, and around half the pupils participate in either an after-school music club or instrumental lessons. Our proportion of pupils taking music GCSE in Years 10 and 11 is among the highest for any secondary school in the country. At A-level we offer both Music and Music Technology, and former pupils often go onto study music at the country's most prestigious universities, with some recent alumni winning choral scholarships. The music department run a school orchestra, a string group, a wind group, and choirs in every year group. Each year, the music department put on two formal concerts, three residential trips, and multiple performances of pop and contemporary music. As such, music is central to the life of the school. Fundamentally we believe that music makes our pupils' lives, and our school community, richer in spirit. In this the music department is fully supported by all of our senior leadership team.



Key characteristics of the role of Director of Music include:

- to imbue the school and its pupils with a love for and appreciation of music, making music central to the life of the school.
- To manage a full time music team, as well as a team of part-time peripatetic music teachers.
- to impart your passion for music to the pupils you teach, whilst also ensuring their mastery of the subject.
- to oversee the planning and delivery of music schemes of work for Key Stages 3, 4 and 5, and monitor their effectiveness.
- to monitor the progress of pupils according to the department and school assessment policy.
- to enhance the quality of teaching and learning in the department by taking part in collaborative planning, sharing resources, mentoring and observing teachers, and participating in continuing professional development.
- to be a form tutor, and work collaboratively with your year group team.

The successful candidate will have:

- strong subject knowledge, a passion for music, and an ability to communicate that passion to others;
- an ability to teach music at Key Stages 3, 4 and 5 to all ability levels, including pupils with SEND;
- a proven track record of excellent music teaching and, where relevant, outstanding outcomes for pupils at both GCSE and A-level;
- an understanding of the ethos of the West London Free School, and a commitment to teaching a knowledge-based curriculum;
- high expectations of pupil conduct and behaviour;
- excellent team working skills;
- excellent communication skills with both pupils and staff;
- a willingness to contribute to the school's co-curricular programme.



## Rewards & Benefits

People are at the heart of our success. We look for talented and ambitious individuals who share our vision for creating an exceptional school, and are committed to ensuring that every child has access to the best possible education. Pursuing a career at the WLFS also gives you the chance to work alongside a highly capable and committed Senior Leadership team. Senior Leaders at WLFS all teach, pay due attention to workload pressures and are highly visible 'in the corridors'.

We have developed a positive and supportive staff culture at the WLFS, and we invest in our staff with support, coaching and mentoring as well as external training programmes. To that end, we offer:

- Teachers' Pension Scheme for teaching staff
- Cycle to Work Scheme
- Complimentary drinks
- Employee counselling
- Recommend a teacher bonus scheme
- Staff children have priority admission into the school (after 2 years' service)
- Season ticket travel loan

## Closing date and interviews

The closing date for applications is **23<sup>rd</sup> February 2025**. If you would like a conversation about the role, or a tour of the school, any time prior to that date, please contact Robert Peal at [r.peal@wlfs.org](mailto:r.peal@wlfs.org).

Please apply either via the jobs portal through which you found this advert, or by completing the application form on the WLFS website and returning it to the Joint Headteachers Ben McLaughlin and Rob Peal via [r.peal@wlfs.org](mailto:r.peal@wlfs.org). The School reserves the right to commence or complete the interview process at any time prior to the start date.

## Equal Opportunities

The Knowledge Schools Trust is an equal opportunities employer. The Trust is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. 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 in order to assess their suitability to work with children.

The West London Free School and the Knowledge Schools Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the Trust, ensuring our staff body reflects the diversity of our students and local community.