



Welcome to our Trust

**Head of Music / Teacher of Music
Maternity Cover
Recruitment Pack**



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Welcome to Anglian Learning

Thank you for your interest in the position of Head of Music / Teacher of Music (maternity cover)

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact HR team at hrrhub2@anglianlearning.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning



Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

11,100

pupils

Employing over

1,650

members of staff

3

counties

22

academies

About Sawston Village College



Thank you very much for your interest in a position at Sawston Village College. We hope the information in this pack will encourage you to apply.

Sawston Village College is a highly successful and welcoming 11–16 academy where pupils are at the centre of all that we do. We work collaboratively to provide a positive, safe and calm learning environment in which all pupils can thrive.

The College was named the State 11–16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Our focus is the achievement and wellbeing of our 1,198 pupils within a culture based on community, ambition, respect and endeavour.

In 2025, the College achieved outcomes above national averages, including 61% gaining grade 5+ in English and Maths, 37% at grade 7 or above across all subjects and a positive P8 score, with pupils progressing successfully to their preferred post-16 pathways.

This success is based on a firm belief that all pupils, whatever their background or ability, can achieve their potential. We are determined to recruit, develop and retain excellent staff through high-quality professional development and a caring, supportive culture. As noted by our Ofsted report in May 2023, Sawston Village College is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach.

Thank you, in anticipation, for the time you will give to your application.

Mr Jonathan Russell
Principal



Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact HR team at hrhub2@anglianlearning.org

Benefits

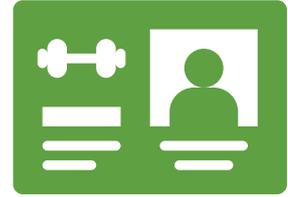
Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



Role Summary

We are seeking to appoint an inspirational Head of Music as a temporary maternity cover for our current postholder. This is a rare and exciting opportunity to build upon the current excellent leadership, to sustain the wonderful reputation that Music at Sawston Village College has, both locally and across Cambridgeshire, and to take the subject to the next level in terms of performance, pupil participation and enjoyment.

The purpose of the role is to lead, manage and develop Music to ensure high-quality teaching and learning; to provide an appropriately broad, balanced, relevant, inclusive curriculum that motivates engages and enriches pupils' understanding of the subject; and, to monitor and raise standards, enabling pupils to achieve strong academic outcomes and personal growth.

We also welcome applications from strong Teachers of Music who are keen to contribute to a thriving department and support its continued success. Music, and the arts more widely, are very much at the heart of all that we do at the College, and this appointment is integral to our vision, ethos and ambition as a successful school.

The Music Department

Music matters at Sawston Village College. Over the past years, the Department has established an enviable reputation for excellence in the County, and we enjoy consistent support from our Senior Leadership Team, the Governing Body and our Arts Development Manager as well as from parents and carers. We are pleased that our contribution to the ethos and the reputation of the College is recognised and appreciated. We have 1 full time and 2 part time members of staff in the Department alongside a large team of visiting instrumental teachers.

Accommodation and resources

In September 2004, the Music Department moved into purpose-built accommodation in the Performing Arts centre. There is a large room used for both teaching and rehearsals, a secondsizeable teaching room, an instrumental teaching room, 5 practice rooms (all of which are equipped with pianos), a small Music Technology room, 2 storerooms and an office.



Music Department Continued...

Pupils have ready access to a wide range of percussion during lessons, and many choose to supplement the choice by using their own instruments where appropriate. The Department has an enthusiasm for a wide variety of musical traditions so, in addition to the usual classroom instruments, there are a good number of djembes, a large set of steel pans, a good-sized Samba kit and an authentic Balinese gong.

Curriculum

Music is studied as a discrete subject by all pupils in years 7, 8 and 9. The curriculum is essentially practical, aiming to extend the experience of all pupils in the central activities outlined in the National Curriculum and to help pupils sing and play their way into an understanding of key musical concepts. Pupils are taught in mixed ability groups throughout KS3 with class sizes of between 30 and 32 students. Every pupil receives a one-hour lesson each week.

Music is a popular option at KS4. The broad scope of the OCR syllabus encourages pupils with a wide variety of musical interests and strengths to continue their study of the subject and around 40 pupils are currently working towards this examination. Results have been consistently high in recent years with a high percentage of pupils gaining grades 8 and 9. Each year a pleasing number choose to pursue the subject further when they move on to Sixth Form College or higher education.

Instrument lessons

The Department benefits from the services of an excellent team of 14 visiting teachers, some of whom come to us from Cambridgeshire Music. Around 200 pupils are receiving tuition in school this year on a wide range of instruments. Singers and instrumentalists are prepared for Associated Board, Trinity Guildhall and Rock School examinations where appropriate. We typically run two private examinations visits a year for ABRSM exams.



Enrichment and Performance

Music is highly valued within the wider life of the school, with a vibrant programme of extracurricular activities. These include a wide range of ensembles such as choirs, concert bands, jazz band, samba group, string orchestra, steel pan bands and various chamber groups. Opportunities are open to all students, with some groups by audition.

Students regularly perform in concerts and events both within school and at prestigious external venues. Highlights include performances at Great St Mary's Church, Saffron Hall, Ely Cathedral and Cambridge colleges. The department has strong links with leading musical organisations and has collaborated on major projects, including performances with the Cambridge University Choral Society and King's College Choir. Sawston Village College is proud of its inclusive and ambitious music programme, offering students exceptional opportunities to develop their skills, creativity and confidence through music.

Job Description

Head of Music/Teacher of Music



SALARY:	Classroom Teacher Pay Scale M1 (£32,916) to U3 (£51,048), plus TLR2.3 if applicable
HOURS:	Full time , term-time
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	Sawston Village College
RESPONSIBLE TO:	Deputy Principal

MAIN RESPONSIBILITIES: HEAD OF MUSIC

Responsible for Leading and Managing

- Lead and manage the department and its ongoing development
- Lead review of the department and identified areas for improvement
- Maintain a shared ethos, positive culture, vision and ambition
- Act as a role model for excellent classroom practice and share subject and pedagogical expertise
- Provide leadership, management, support and professional development (including appraisal) of staff
- Promote staff wellbeing and manage workload effectively
- Ensure compliance with safeguarding, health and safety, GDPR and statutory requirements
- Allocate and manage resources (staff, budget, materials) to ensure effective delivery and value for money
- Contribute to whole-school strategic development, policies and systems
- Promote the College through events, partnerships and external engagement
- Maintain a visible presence across the College to support behaviour and operational needs
- Continue to develop personal leadership and contribute to whole-school initiatives

Responsible for Curriculum

- Ensure the curriculum meets the needs of all pupils, including SEND and disadvantaged learners
- Deliver a broad, balanced, ambitious and well-sequenced curriculum at KS3 and KS4
- Ensure curriculum intent and implementation lead to strong progress and outcomes
- Ensure effective and appropriate use of digital technology
- Promote CEIAG opportunities within the subject
- Provide extracurricular opportunities and enrichment to support cultural development

Job Description Continued...

Responsible for Assessment, Recording and Reporting

- Ensure examinations are administered in line with JCQ regulations, including access arrangements
- Ensure assessment is robust and supports improved attainment and progress
- Maintain accurate assessment and progress records for pupils and reports for parents
- Oversee departmental assessment, intervention and data-driven approaches

Responsible for working with Stakeholders

- Liaise with primary schools and post-16 providers to support effective transition
- Act as the main link with senior leaders, governors, external agencies and parents
- Engage with Trust networks and subject improvement initiatives
- Build strong partnerships with parents and stakeholders
- Manage parental concerns, Subject Access Requests and Freedom of Information requests

Responsible for Quality Assurance

- Monitor, evaluate and report on teaching, learning, progress and outcomes
- Lead rigorous self-evaluation of departmental performance
- Keep up to date with developments in education, including CPD, exam boards and subject associations

Responsible for Pupil Behaviour, Support and Intervention

- Lead and coordinate departmental intervention programmes
- Maintain a positive, safe and productive learning environment
- Promote a culture of pride, achievement and high expectations
- Ensure high standards of behaviour for learning
- Support colleagues with classroom and behaviour management
- Promote and uphold safeguarding and child protection procedures
- Lead and coordinate departmental behaviour management systems.
- Oversee pupil wellbeing and personal development within the subject

Additional Responsibilities

- Oversee, implement and review the Department Improvement Plan
- Analyse assessment data across key stages and plan interventions and additional support
- Conduct lesson observations and appraisal meetings, completing relevant documentation
- Mentor, support and induct new staff
- Lead, engage in and monitor the CPD programme for the department
- Set cover and manage essential departmental organisation
- Complete health and safety documentation and maintain safe working practices
- Support recruitment processes for departmental appointments
- Organise peripatetic provision, including timetabling and administration
- Organise music events and performances
- Maintain, secure and procure music instruments

Professional Expectations

- Fulfil duties in line with STPCD and teaching standards
- Demonstrate Anglian Learning leadership behaviours
- Take accountability for sustained additional responsibilities (TLR)
- Engage in school and Trust improvement and evaluation processes
- Comply with safeguarding, equality, health and safety policies

MAIN RESPONSIBILITIES: TEACHER OF MUSIC

Teaching

- Ensure a high quality learning experience for pupils which meets internal and external quality standards.
- Teach pupils according to their educational needs, including the setting and marking of work.
- Assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- Provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- Mark, grade and give written/verbal and diagnostic feedback as required.
- Undertake assessment of pupils as requested by external examination bodies, departmental and school procedures.
- Ensure that Literacy, Numeracy and school subject specialisms are reflected in the teaching/learning experience of pupils.
- Prepare and update subject materials.
- Use a variety of delivery methods which stimulate learning appropriate to pupil needs and demands of the syllabus.
- Maintain a safe and productive learning environment for all pupils, taking a relational approach and demonstrating positive regard when dealing with behaviour issues.
- Maintain high expectations with regard to punctuality, behaviour, standards of work and homework.

Additional duties

- To take responsibility for a group of pupils whether as mentor or co-mentor.
- To take part in the school's professional learning programme by participating in training and professional development.
- To co-operate with other staff to ensure sharing and effective use of resources to the benefit of the school, department and the pupils.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a team and to contribute positively to effective working relations within the school.
- To communicate effectively with the parents of pupils as appropriate.
- To follow agreed policies for communications in the school.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner schools.
- To be aware of and comply with policies and procedures related to child protection and safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person, and attend compulsory safeguarding training as a priority of your role.
- To undertake duties according to the rota and discharge the responsibility proactively
- To contribute to good order across the College by responding proactively where there is a cause for concern.
- To play a full part in the life of the school community.
- To support its aims and values and to encourage staff and pupils to follow this example
- To promote actively the school's policies.
- To attend staff meetings and briefings.
- To undertake any other duty as specified by STPCD not mentioned in the above.

Qualifications and Training

Essential:

- Qualified Teacher Status (QTS)
- Good honours degree in Music or a related subject
- GCSE grade C/4 or higher in Maths and English

Desirable:

- Evidence of further professional development or leadership training
- Higher degree at Masters level or above
- Leadership qualifications, e.g. NPQs

Experience

Essential:

- Recent experience of teaching Music to at least GCSE (or equivalent) level
- Experience of involvement in extracurricular Music activities
- Excellent knowledge of primary and secondary curriculum developments
- Evidence of the effective use of ICT in teaching and learning
- Experience of using music software such as Sibelius and/or GarageBand
- Ability to build positive and effective relationships with pupils, staff, parents and wider stakeholders
- Proven record of raising standards of achievement and improving pupil outcomes

Desirable:

- Experience of leading and managing staff
- Experience of leading curriculum development across key stages
- Experience of budget management
- Experience of quality assurance activities (e.g. lesson observations, data analysis, work scrutiny, pupil voice)
- Experience of leading whole-school music events
- Experience of leading others

Personal Qualities

Essential:

- Reflective and analytical approach to professional practice and development
- High level of integrity, honesty and fairness
- A liking and respect for young people
- Approachable, friendly and patient

Desirable:

- Good sense of humour

Skills and Knowledge

Teaching & Learning

Essential

- High standards of literacy, with the ability to develop similar standards in staff and pupils
- Ability to work effectively with pupils, parents and external agencies
- Excellent communication skills, both oral and written
- Ability to establish productive working relationships and work effectively as part of a team
- Excellent subject knowledge and awareness of best practice in Music teaching
- Commitment to promoting equality of opportunity for all
- Commitment to safeguarding and promoting the welfare of young people
- Excellent teaching, pastoral and behaviour management skills, with evidence of strong pupil outcomes
- Effective use of assessment and feedback strategies to support high-quality teaching and learning
- Commitment to professional development to improve teaching practice and pupil outcomes

Leadership and Management (Head of Music only)

- Able to clearly articulate a strong sense of ambition and ethos
- An inspirational, imaginative and creative leader
- Able to hold self and others to account, addressing underperformance and providing appropriate support
- Able to lead, manage and motivate a team to deliver outstanding provision and high levels of ambition

Teaching & Learning

Desirable

- Awareness of new technologies, including their use and impact

Leadership and Management (Head of Music only)

- Ability to plan, implement and manage change to drive improvement
 - Ability to use data effectively for benchmarking, target setting and intervention
 - Experience of leading and managing whole-school development
- Understanding of budget management and effective use of resources

How to apply

Dates

CLOSING DATE: Monday 20th April at midnight

INTERVIEW DATES: Friday 1st May 2026

START DATE: 1st September 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about Head of Music Maternity Cover/Teacher of Music role and meet the person specification we invite you to apply for this exciting opportunity via our [Recruitment Link](#)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via Hrhub2@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



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