



HEAD OF MUSIC

Candidate Information Pack





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Welcome from the Chief Executive Officer

Thank you for your interest in the position of Head of Music at Sawston Village College, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being the new Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning 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 important 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 providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact HR team via email at recruitment@sawstonvc.org.

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see the contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin
Chief Executive Officer



Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work – to be the very best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow and thrive in the local, national and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17th school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sports centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education, and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

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 a team within their school and can rely on colleagues for support when needed.

Our four core values and principles guide our work to achieve our vision:



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

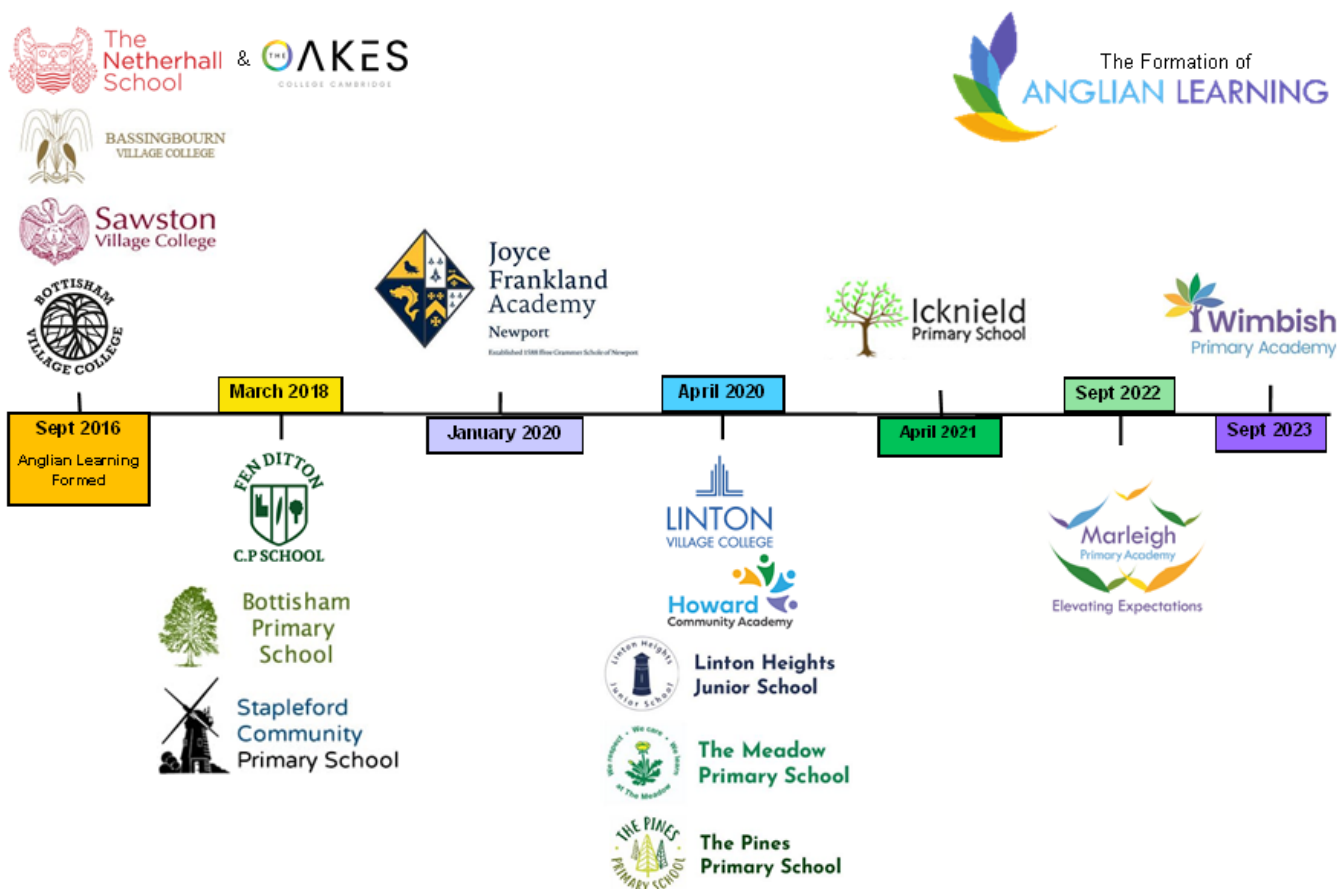
Empowerment

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

It is an exciting time to join our growing community of schools.



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high-quality professional learning opportunities for staff at all levels in the Trust.



Sawston Village College

Thank you very much for your interest in a position at Sawston Village College. We sincerely hope that the information below and enclosed within this pack will encourage you to apply to our friendly and vibrant school.

We are a very welcoming and highly successful school, one in which all staff are valued, and all contribute to our strong caring ethos. The College is named the State 11-16 Secondary School of the Year in The Sunday Times Parent Power list (The Sunday Times, 8 December 2024). Pupils are at the centre of all that we do but we can only succeed when all professionals work together, collaboratively and supportively, to ensure a positive, safe and calm learning environment in which all pupils can thrive. We ensure our staff have the resources, development and opportunities to fulfil their roles and responsibilities. Staff wellbeing is vital to our success, and we consider workload and the working environment very carefully. We want staff to feel happy, secure and enjoy their work.

Sawston Village College is an inclusive, comprehensive 11-16 academy, set on a picturesque open campus, a few miles south of the culturally iconic and aspirational city of Cambridge. It was the first purpose-built Village College in England, and we are proud of the fact that it is still heralded as a model for community education and remains true to Henry Morris' founding principles. Many members of the local community visit each week to participate in learning, sporting or leisure activities. We are proud to be a member of Anglian Learning, a family of like-minded schools serving over 8000 pupils from ages 3-19 in this region.

Our focus is the achievement and wellbeing of our 1180 pupils within a school culture based on community, ambition, respect and endeavour. In 2024, the College achieved above national averages at all levels including 73% gaining grade 5+ in English and Maths, 47% at grade 7 or above across all subjects and a very positive P8 score. Pupils secure their preferred post-16 pathway having achieved grades significantly well above average. Academic success, of course, is only one measure and, as an Artsmark Platinum accredited school, we are equally proud of our extensive extra-curricular offer as well as our aim to help all pupils leave with confidence, enriched experiences and hope for the future. Our code of conduct demands that our pupils also understand and appreciate the need for kindness, humility, politeness and good grace.

This success is based upon the following key principles. Firstly, a firm commitment to the belief that all pupils, regardless of ability or background, are able to achieve their potential and have the best opportunities to succeed in education, employment and life. Secondly, a determination to recruit, develop and retain the very best staff, by providing varied and exciting personalised opportunities for professional development, and a caring, supportive environment with an emphasis on teamwork, collaboration and staff well-being. Thirdly, a firm conviction that teaching and learning can only flourish where pupils are well behaved and respectful. Therefore, we have very high expectations and set exacting standards enabling staff and pupils to feel safe and happy. We provide outstanding pastoral care of our young people. Each pupil is a member of a vertical tutor group and a House. Non-teaching pastoral leads work very closely with our inclusion team, safeguarding team and SLT, to ensure that all pupils are known, valued, cared for and encouraged to do and be the best they can. We pride ourselves on the professionalism of our staff and our commitment to ethical leadership; as role models for the young, how we behave as leaders is as important as what we do.

Sawston Village College, as noted by our recent Ofsted report in May 2023, is a highly professional and exceptionally friendly, caring and enjoyable place in which to work and teach. Our staff surveys are highly positive and reflect the care and attention we pay to looking after staff and making the College the success it is for staff and pupils alike. During these turbulent times, we are keen to recruit people with resilience, adaptability and optimism for a better future. Above all, we are looking for staff who take pride in their work, enjoy the company of children and can harness the power of education to transform lives and inspire our future generation.

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

A handwritten signature in black ink, appearing to read 'J Russell', written in a cursive style.

Mr J Russell
Principal



HEAD OF MUSIC

Location: Sawston Village College

Contract Type: Permanent

Hours: Full-time Teacher, Term-Time

Working Pattern: Monday to Friday

Basic Salary: Classroom Teacher Pay Scale M1 (£31,650) to U3 (£49,084), plus TLR2.2

Sawston Village College is a very successful school and part of Anglian Learning, a high-performing multi-academy trust responsible for 16 schools in West Suffolk, Cambridgeshire and Essex, educating over 8000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We are committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making adjustments to ensure you thrive in your role with us.

The Vacancy

We are seeking to appoint a Head of Music, following the news that after many years of service to the College, our current postholder is relocating. 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. 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.

Application process

If you have any enquiries regarding this opportunity, please contact the HR team at recruitment@sawstonvc.org

To apply for this vacancy please complete the application process via our website at <https://sawstonvc.org/vacancies/>, outlining how your skills and experience will enable you to be successful in this role. Please note that CVs will not be accepted.

If for any reason you need to apply via an alternative accessible format, please contact us by emailing recruitment@sawstonvc.org

Those applying would be warmly encouraged to attend the College's West Road Concert on Friday 28th March, to get a sense of the quality of music and strong community around the subject.

Closing date: Sunday 9 March 2025 at midnight
Interview date: Friday 21 or 28 March 2025 (to be confirmed)
Start date: Monday 1 September 2025

Please note that applications are reviewed upon receipt, and we reserve the right to interview prior to the advertised date.

Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all [Anglian Leisure](#) Sports Centres – Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall
- 20% discount on Adult Education classes run by Anglian Learning schools
- Employee assistance programme via Health Assured
- Cycle to work salary sacrifice scheme
- Discounted eye care vouchers
- Annual flu jab vouchers
- Perkbox staff discounts
- Investment in personal development

Health & Safety

All employees have general health and safety responsibilities both under criminal and civil law. Staff must be aware that they are obliged to take care of their own safety and health whilst at work along with that of others who may be affected by their actions (Section 7 Health and Safety at Work Act 1974).

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility. The job description will be reviewed through the appraisal process.

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

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. Flexible working will be considered for all roles deemed suitable.

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 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. 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 second sizeable 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. The drama/dance studio is located within the same building.

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. Although the emphasis is on practical music making throughout the school, many GCSE students make use of music technology to realise and present their composition coursework. The Department is equipped with 14 Apple computers with PC suites and Chromebooks shared across the school.

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.

In addition to the GCSE qualification, the Department also offers a twilight class that works towards the RSL Level 2 Extended Certificate in the Creative Music Industry.

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.

The extended curriculum

Music is highly valued at Sawston, and the Department offers a wide range of regular music making opportunities for enthusiastic players and singers. The current programme includes Junior Choir, Senior Choir (upper voices), Barbershop Choir, Chamber Choir (SATB), Senior Concert Band, Junior Concert Band, Brass Ensemble, Jazz Band, Samba School, String Orchestra, Recorder Group, Folk Group, Guitar and Ukulele Group, Percussion Ensemble, Saxophone Ensemble, two Steel Pan Bands and Flute Choir. Most of these groups are open to all; membership of others is by audition or invitation. Less formal groupings are encouraged too, and several independent bands and ensembles meet regularly to rehearse. There is also an after-school class leading to qualifications in Music Theory. Trips to concerts, gigs and workshops, both local and further afield, are a regular feature of our provision.

There are many opportunities for public performances during the year. Highlights include the College Carol Service in Great St Mary's Church, Cambridge, the College Concert held each spring at the University Music School on West Road and the Summer Concert presented by musicians from years 7, 8 and 9. We have links with various local arts venues including Saffron Hall, Michaelhouse and Stapleford Granary providing further opportunities for chamber concerts and other projects.

The strong reputation established by the Music Department has resulted in a number of invitations to take part in events further afield. The past few years have seen musicians from the College performing in venues such as Selwyn College Chapel, Saffron Hall, Trinity College Chapel, Corpus Christi College Chapel and Ely Cathedral. We have provided the Children's Choir for the Cambridge University Choral Society on several occasions and have performed with the choir of King's College, providing the Ripieno Choir for Bach's St Matthew Passion and the Gallery Choir for Britten's St Nicolas. We were delighted subsequently to be invited to take part in the King's recording of this work. We have performed the Knabenchor part in Mahler's 8th Symphony and formed the children's choir in a new work, 'The Pelicantata', narrated by Tony Robinson. In summer 2023 and 2024 we took a group of singers to participate in the Gabrieli Choir Roar project. This involved a week-long residential course before a performance of the Dream of Gerontius (2023) and Verdi's Requiem (2024) at Ely Cathedral. This Spring we will be performing at Saffron Hall as part of Jonathan Dove's new opera 'Uprising!' alongside the Royal Scottish National Orchestra. Musical theatre is not overlooked; under the umbrella of Sawston Youth Drama, part of the College's youth provision, mount musical productions each year. Recent shows have included Fame, Les Misérables, Singin' in the Rain, Oklahoma!, Joseph, Bugsy Malone and Guys and Dolls. We enjoy a close relationship with the Drama Department and run an Arts Week with Year 8 during which we compose and perform music for a Shakespeare production. Several of our pupils are also involved with county and national ensembles such as the National Youth Choir of Great Britain.

Head of Music - Job Description

Anglian Learning and Sawston Village College are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This job description is set in the context of the Teachers' Standards which may be found at <https://www.gov.uk/government/publications/teachers-standards>.

Core Purpose	To be responsible for raising the standards of achievement for all pupils in Music through the oversight of a highly ambitious curriculum for all, development of high-quality teaching and learning, and to contribute significantly to whole school improvement at a strategic level.
Core accountabilities	<ul style="list-style-type: none"> • Responsible for curriculum oversight and high-quality implementation. • Responsible for raising standards of attainment and levels of progress • Responsible for self-evaluation and strategic development • Responsible for staff deployment and development • Responsible for pupil wellbeing and their social, moral, spiritual and cultural development • Responsible for efficient use of resources
Reporting to	Deputy Principal
Responsible for	Music teaching team and other relevant personnel within the department, such as peripatetic teachers
Liaising with	Principal, Senior Leadership Team, other subject leaders, pastoral leaders and relevant staff with cross-school responsibilities, relevant non-teaching support staff, parents
Salary/Grade	Classroom Teacher Pay Scale M1 (£31,650) to U3 (£49,084), plus TLR2.2

Key Tasks	
Responsible for standards of achievement levels of progress and competency in Music	<p>Oversee the Music and Music Technology curricula, ensuring intent is clear and considered, implementation is high quality and impact is outstanding.</p> <p>Ensure that the quality of teaching and learning is the focus for all work in Music, implementing best practice in the subject and whole school policies and initiatives.</p> <p>Ensure that Music classrooms are inclusive and underpinned by extremely high expectations for all learners.</p>

	<p>Ensure that targets for pupil attainment are met in line with performance indicators (school and national) including those eligible for the Pupil Premium, with special educational needs and able, gifted and talented.</p> <p>Evaluate the standards being achieved by analysing the performance of all pupils.</p> <p>Implement intervention strategies as appropriate to ensure all pupils make progress towards their targets.</p> <p>Ensure that departmental procedures are robust, follow agreed College policy to support pupil learning and achievement, and are used consistently by all staff.</p> <p>Take responsibility for recording and reporting pupil attainment including the preparation of data for examination and test entries in good time.</p> <p>Ensure that the work of the faculty is stimulating and engaging for all pupils.</p>
<p>Responsible for self-evaluation, quality assurance and strategic development</p>	<p>Maintain and act upon accurate self-evaluation of the department's performance through regular lesson observations, work samples, pupil voice and other mechanisms.</p> <p>Produce, cost and implement a Department Improvement Plan that reflects whole school improvement priorities while remaining abreast of local and national developments in the teaching of Music.</p> <p>Evaluate and develop the Music curriculum to ensure effective progression, success in public examinations and to incorporate whole school initiatives including literacy and also develop in pupils a lifelong passion for Music.</p> <p>Develop, maintain and promote strong partnerships with parents and the wider community to support teaching and learning.</p>
<p>Responsible for staff deployment and development</p>	<p>To maintain and develop a shared ethos, vision and ambition for Music and whole school improvement with the department team, establishing the department as a beacon of best practice in the school and locally.</p> <p>Act as a role model for outstanding classroom practice for other teachers and maintaining personal expertise in Music, sharing knowledge, understanding and skills with colleagues.</p>

	<p>Plan and implement individual and department training programmes to ensure that teaching and learning is of high quality and high impact.</p> <p>Review the performance of staff, recognising and celebrating success and being prepared to address robustly any underperformance.</p> <p>Plan for the deployment of staff into the curriculum in the most effective and efficient manner and leading the recruitment of new staff as appropriate.</p> <p>Have full consideration for staff wellbeing and morale, promoting teamwork and supporting colleagues as required.</p> <p>Demonstrate positivity, professionalism and the ability to motivate colleagues and pupils.</p>
Responsible for pupil wellbeing and their SMSC development	<p>Maintain a safe and productive learning environment for all pupils, dealing with discipline issues in accordance with the College's behaviour policies.</p> <p>Implement whole school behaviour management sanctions as required and develop the relevant skills in colleagues to ensure effective behaviour for learning takes place.</p> <p>Instil a sense of pride, worth and achievement.</p> <p>Promote and lead social, moral, spiritual and cultural opportunities, including those which are extracurricular in nature.</p>
Responsible for efficient use of resources	<p>Use the available accommodation to create a stimulating environment to support teaching and learning, planning for future development.</p> <p>Monitor the use of the Music teaching areas to ensure a high standard of condition is maintained, acting as necessary to improve provision.</p> <p>Prepare and oversee the budget for the Music department, adhering to the principles of best value at all times and acting always with probity and integrity.</p>
Leadership	<p>Contribute to the strategic development of the College, helping to develop, implement and evaluate systems, policies and procedures.</p> <p>Actively promote the academy, attend meetings and events as required and liaise with outside agencies to support the delivery of the school's aims.</p> <p>Maintain a presence around the College site to ensure that the highest standards of behaviour are upheld, supporting and contributing to the operational needs of the school as required.</p> <p>Evolve and develop personal leadership skills, contributing and leading whole school initiatives as appropriate.</p>

<p>Additional duties</p>	<p>To play a full part in the life of the school community, to support its distinctive ethos and to encourage staff and pupils to follow this example.</p> <p>To promote Music as an extra-curricular activity, lead rehearsals, arrange music and conduct ensembles.</p> <p>To lead, organise and participate in whole school music concerts, including the annual West Road concert and the Carol Concert at Great St Mary's Church.</p> <p>To take responsibility for a mentor group as appropriate, actively promoting the whole school and specific house and year group aims and objectives.</p> <p>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.</p>
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<p>Other Specific Duties</p> <ul style="list-style-type: none"> • To continue personal development and engage in professional learning as agreed. • To engage actively in the performance management process. • To undertake any other duty as specified by STPCD not mentioned in the above. <p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>This job description is current at the date shown but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.</p>

Head of Music - Person Specification

Anglian Learning and Sawston Village College are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Education	Essential	Desirable
Good honours degree in Music	✓	
Higher degree at Masters level or above		✓
PGCE or recognised teaching qualification	✓	
GCSE grade C/4 or higher in Maths and English	✓	
Leadership qualifications, e.g. NPQs		✓
Qualifications and experience in a range of musical instruments	✓	

Experience	Essential	Desirable
Recent experience of teaching Music to at least GCSE or equivalent level	✓	
Experience of involvement in extracurricular Music activities	✓	
An excellent knowledge of primary and secondary curriculum developments	✓	
Evidence of the successful use of ICT within teaching, learning and strategic leadership and management	✓	
Experience of a range of music software packages such as Sibelius and/or Garage Band	✓	
Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders/pupils	✓	
Proven record of raising standards of achievement and sustaining improvement and eliminating underachievement	✓	
Experience of working with and effectively leading and managing staff		✓

Professional Qualities	Essential	Desirable
High standards of literacy and the knowledge, understanding and skill to develop similar standards with staff and pupils	✓	
Ability to work effectively with pupils, parents and outside agencies	✓	
An excellent communicator, both orally and in writing	✓	
Able to establish productive working relationships and work well in a team	✓	
Excellent subject knowledge and aware of best practice in Music teaching	✓	
Commitment to the promotion of equal opportunities for all	✓	
Evidence of a commitment to the safeguarding of all young people	✓	
An awareness of new technologies, their use and impact		✓

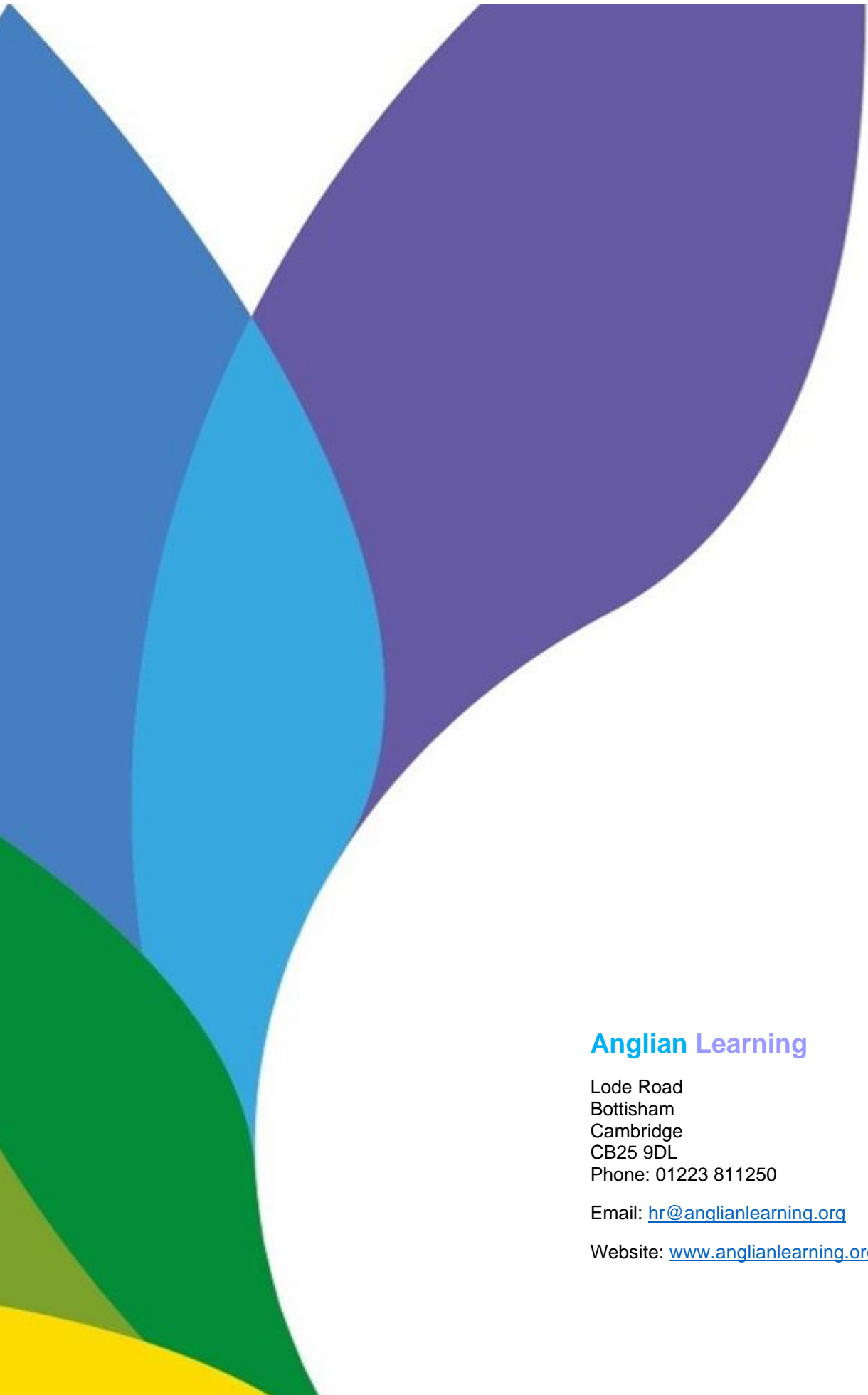
Personal Qualities	Essential	Desirable
Enthusiasm, resilience, energy and personal dynamism	✓	
Approachable, friendly and patient	✓	
Good sense of humour		✓
A liking and respect for young people	✓	
Appropriate professional relationship with colleagues, parents and children	✓	
High level of integrity, honesty and fairness	✓	
Demonstrate personal enthusiasm for the learning process	✓	

Teaching & Learning	Essential	Desirable
Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes	✓	
Excellent use of assessment and feedback strategies in teaching and learning within the classroom	✓	

Teaching & Learning	Essential	Desirable
A personal commitment to the continuing development of teaching skills to have a positive impact on pupil outcomes	✓	

Leadership & Management	Essential	Desirable
Able to clearly articulate a sense of ambition and ethos	✓	
An inspirational leader who is imaginative, creative and visionary	✓	
Able to plan, implement and manage change to effect improvement		✓
Able to hold self and others to account, challenge underperformance and offer support or other action when appropriate	✓	
Able to lead, manage and enthuse a team to become outstanding in terms of provision and ambition, to push themselves and pupils to be the best they can be	✓	
Can use comparative data for benchmarking, target setting and intervention purposes		✓
Evidence of leading and managing whole school development		✓
Has an understanding of budgetary control and resource management		✓

February 2025



Anglian Learning

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