



Recruitment Pack

Head of Music

St James School, Exeter

Closing Date: 9 am 24th of March 2023

Ted
Wragg TRUST

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

Our Values



Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

How will we succeed?





St James School

St James is a school with an ambitious curriculum, disruption-free classrooms and great learning.

Our mission is to empower our students to use their education to become their best selves, to thrive in fulfilling careers and to lead great lives.

Our values are outlined in four pillars:

Uncompromising High Standards.

That means that we have a very academic curriculum and, for example, we have very high rates of students completing the suite of EBacc qualifications which is one of the reasons we were selected by the Department for Education to lead a modern foreign languages hub, one of only nine across the country. We're also a DFE behaviour hub so that we can help other schools create a positive school culture.

Outward Facing

We work with two DfE hubs to raise standards locally and nationally and engage in educational research. Our students are also outward facing. They raise money for charities, learn languages and volunteer locally because they know that to feel part of your community, you've got to first be part of your community.

Arts at the Heart.

For a lot of children, music, drama, our art exhibitions are what they truly love about coming to school. We also believe that whilst our academic curriculum teaches a knowledge of the world, the arts engender a knowledge of the self. It helps children explore who they are and who they want to be

Kindness

We want to help our students grow into kind teenagers and kind adults. We teach our children, your children, to do the right thing, because it is the right thing, because that benefits them and their community - and because it feels good to just be a good human being.



Key Details

Job Title: Head of Music

Location: St James

Salary: M1- M6/UPS1-3 plus TLR2

Closing Date: 9 am 24th of March 2023

Interviews: w/c 27th of March 2023

Required From: 1st of September 2023

“We are so incredibly proud of our students and diverse community, we think this is part of what makes us special and so it felt completely natural to celebrate this by sharing some of the traditions from the many cultures represented within our school.”

LINDSAY SKINNER,
HEADTEACHER AT ST JAMES



How to apply

If you would like an informal conversation about this role please contact Emily Harper on EJH@stjamesexeter.co.uk

Please use the application form available on the Trust website and email it to: recruitment@stjamesexeter.co.uk



Job Description

Job Title:	Head of Music
Location:	St James School
Responsible To:	Senior Leadership Team
Salary Grade:	M1-M6/UPS1-3 plus TLR2

Key Purpose of Job

1. In accordance with the School Teachers' Standards, develop and deliver the Music Curriculum, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.
2. To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support positive student progress within the Progress 8 measure.
3. To deliver a robust curriculum that challenges and supports student outcomes.
4. To support the delivery of excellent teaching within the department.
5. To seek excellence in every aspect of the department and act as an outstanding role model for members of the department in all aspects of work in school (teaching, professional conduct, meetings with parents/other agencies etc.)

Anticipated Outcomes of Post

1. Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.
2. To lead a cohesive and forward thinking team to deliver a learning environment and curriculum that is fit for future generations.

List key duties and accountabilities of the post

1. To lead the department towards outstanding by ensuring students make excellent progress and that they have a high quality and consistent experience across the department.
2. To be accountable for student progress and development within the subject area.
3. To develop and enhance the teaching practice of others so that all department members are continuing to be, or work towards being, outstanding classroom practitioners.
4. To challenge under-performance supportively and not accept excuses for poor practice/results (seeking support and advice from DHT when needed)

5. To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department.
6. To enable all students (and especially students from vulnerable groups) to access a broader understanding of the subject through wider cultural experiences, work-related learning, political debate, local and national competitions etc.
7. To be accountable for leading, managing and developing the subject/curriculum area.
8. To manage and deploy teaching/support staff, financial and physical resources within the department effectively to support the department and school development plan.
9. To raise the profile of the department across the school and raise students' aspirations within the subject.
10. To prepare students for the next step of their education at post-16.

Supervision / Line Management Responsibilities of the post

1. To work with the Headteacher to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
2. To ensure that staff in the department are delivering consistently high quality lessons through formal lesson observations and informal learning walks.
3. To make appropriate arrangements for classes when staff are absent, ensuring that appropriate cover has been set, liaising with the cover supervisor/relevant staff to secure appropriate cover.
4. To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
5. To promote teamwork and to motivate staff to ensure effective working relations.
6. To participate in the school's ITT programme.
7. To be responsible for the day-to-day management of staff within the designated department. The post-holder will supervise any technician, teaching assistant or temporarily assigned post within their curriculum area.





Person Specification

Qualifications and Professional Development

Relevant University Degree (2:2 or higher)

Qualified Teacher Status or equivalent

Evidence of Continued Professional Development

Knowledge/Experience:

Recent and relevant teaching of good to outstanding lessons at Key Stage 3 and 4 in Music

Wide knowledge and understanding of Music within the curriculum context and wider world and how this complements other curriculum areas.

Knowledge of current educational issues, an awareness of recent developments in the National Curriculum

Ability to use data effectively to support student progress

Know and use a range of teaching and learning styles

Show an awareness of what constitutes outstanding pedagogy and practice

Understand changes to exams and whole school accountability measures

Demonstrate knowledge of Child Protection and Safeguarding requirements within an education setting and in accordance with the DfE expectations

Personal Attributes

Dedication to working hard

Dedication to being kind

Ability to engage and support students to build an enthusiasm for learning

Excellent communication skills both verbally and written

A passion for ensuring that all aspects of school life demonstrate integrity and respect

An ability to organise, plan and prioritise time effectively

A willingness to challenge others, promote positive outcomes and role model for both colleagues and students in accordance with the Trust ethos

Enhanced DBS clearance, other relevant overseas checks if applicable, satisfactory references covering a minimum of 3 years and certification demonstrating right to work in the UK

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



Dixons Academies Trust – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



Cabot Learning Federation – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



Reach Academy Feltham – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.



Recruitment Pack

Thank you for your interest!

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