



Saint GREGORY'S
Bath



An education for the whole person

Academically, personally and spiritually

Application pack for the post of:

Head of Music

To start September 2024, temporary maternity cover.

MPS/UPS + TLR 2a £3,724

Closing date: Midnight, Monday 15 April 2024

Interviews: Week commencing Monday 22 April 2024

“In Christ we flourish”

Saint Gregory's, Bath
Combe Hay Lane, Bath, BA2 8PA
T 01225 832873
www.st-gregorys.org.uk

Welcome

Dear Prospective Applicant

Thank you for your enquiry regarding the post of **Head of Music** at Saint Gregory's, starting on **1 September 2024**. This post is offered on a full time, temporary maternity cover basis. This contract will end either on the return to work or end of employment of the current post holder.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our motto is 'In Christ We Flourish' and we place great emphasis on our inclusive 'family' atmosphere where all are nurtured to develop their God-given gifts and virtues.

Our most recent Ofsted inspection judged as 'Good' with 'Outstanding' features in both 'Behaviour and Attitude' and 'Personal Development'. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

We are a school community which prioritises the safety and wellbeing of our students and staff. Everyone at Saint Gregory's is responsible for the safeguarding and wellbeing of our staff and students and we are committed to following safer recruitment practices to ensure we provide a safe environment for our students.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential. This role involves teaching Music across the Key Stages. As our Head of Music you will deputise for our Head of Performing Arts and support the Head of Performing Arts in running the Performing Arts faculty. If you are successful you will be joining an established and highly skilled team. Please note we welcome applications from ECT's.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. By working together we aim to provide the very best opportunities for all our students and staff.

If you possess the necessary skills and experience and would like to apply for this post, please submit your application by midnight on **Monday 15 April 2024**. Interviews will be held **week commencing Monday 22 April 2024**.

If you have any further questions please do not hesitate to contact Mrs Richards, Head of Performing Arts by email at richardsc@st-gregorys.org.uk.

Yours faithfully

Mrs M George
Headteacher

Mission Statement

“ As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.

Head of Music

Post: Head of Music to start on 1 September 2024
Contract type: Full time, temporary maternity cover basis
Salary: MPS/UPS + TLR 2a £3,724 for Head of Subject responsibilities
Closing date: Midnight Monday 15 April 2024
Interview date: Week commencing Monday 22 April 2024

This is an excellent opportunity for a talented and enthusiastic Music specialist looking for their next career move in a high-performing and oversubscribed school. We are seeking to appoint an inspiring colleague who is creative, innovative and open to new ideas to continue to drive the department forward under the overall direction of the Head of Performing Arts. This is also a fantastic opportunity to act as a Deputy in the department which will offer our Head of Music the opportunity to gain a wider picture and understanding of the faculty in which Music resides.

We encourage all candidates, including ECT's interested in applying for this post, to submit their application before the deadline of midnight on Monday 15 April.

Saint Gregory's is a popular 11-18 co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The governors are seeking to appoint a well-qualified, inspirational and talented individual who will maintain and enhance our very high academic standards delivering an outstanding curriculum for all students.

Candidates must be able to demonstrate:

- A track record of exceptional teaching in Music
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- A willingness to participate in the wider life of the school including enrichment and PSHE delivery
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning

In return the successful candidate can expect:

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- Free Parking
- The opportunity to take an unpaid "career break" after five years of continuous service
- Access to the Teachers' Pension Scheme
- A positive student body who love learning



“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”

Parent

About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. We are a popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

In 2022, we were rated Good overall with Outstanding Behaviour & Attitudes and Personal Development by Ofsted. We are also recognised as an 'Outstanding' secondary school in our Section 48 Inspection, highlighting Saint Gregory's as a flourishing educational community where every child is valued and encouraged to grow as individuals.

Our GCSE and A Level results are excellent and not just in raw terms but also in the context of value-added. Such measures seek to identify the progress that every child makes during his or her time with us and show that our students make outstanding progress.

The achievement of our students consistently places our school as one of the top achieving state schools in the country. Students leaving Saint Gregory's progress to some of the very best academic institutions including Oxford, Cambridge and the Russell Group but, more than this, they leave having acquired the academic success, confidence and skills they need to continue their educational or career journey of choice.

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

Behaviour for Excellence



The Performing Arts Faculty

Thank you for your interest in the position of Head of Music at Saint Gregory's.

Staffing and Accommodation

We are an outstanding faculty who work extremely well together, sharing best practice regularly with one another and always looking for new initiatives to support the learning and progress of our students.

Our department

Accommodation is excellent with four dedicated practical classrooms to enable students to explore the work. We have a purpose built mirrored dance studio with lighting rig and curtained areas which also doubles up as our examination performance space. Our Drama Studio has a basic rig, sound desk and interactive whiteboard. Our Hall is another rigged space, with a proscenium arch stage, sound equipment and plenty of space for students to explore their lessons creatively. Our fourth space is a music studio equipped with apple macs and keyboards, with a planned outdoor area to provide further space for practical performance and peripatetic lessons.

Curriculum

Music, dance and drama are compulsory subjects at Key Stage Three. With one lesson a week in Drama and Music and one a fortnight in Dance. The aim here is to balance the understanding of subject content with the confidence and key skills to develop as young people. GCSE is a popular subject choice.

Our faculty currently studies the following boards for GCSE's:

Drama: Eduqas

Music: Edexcel

Dance AQA.

We also run A Level courses Drama and Theatre Studies (Edexcel)

We are immensely proud of our traditions in producing high quality and inclusive extra-curricular work. Our school productions aim for the highest of standards in both performance and tech. Previous productions have been 'We Will Rock you', 'Into the Woods', 'Les Miserables', 'West Side Story' and 'Sound of Music'. 'We have just had finished a successful run of 'Beauty and the Beast' to a sold out and appreciative audience. With over 120 students involved as a team we pride ourselves on the inclusive nature of all productions here at St Gregory's.

As a faculty we are regularly involved in both national and local opportunities with theatres, orchestras and dance companies as well as forging strong links with Bath Spa University and Threeways School. Last April we took 60 students to New York City on tour. There they had the opportunity to see incredible theatre, visit famous landmarks and participate in a musical theatre workshop at Ripley-Grier Studios with performers from the original cast of Hamilton.

This year we celebrated a strong set of results across the faculty and pride ourselves on the intervention, challenge and support we provide for all our classes. We work closely to ensure there are multiple opportunities with super-enrichment across all subject areas. The arts are highly valued at St Gregory's and we believe that engagement across Performing Arts subjects supports the wellbeing of our students encouraging them to push boundaries, think creatively and develop as well-rounded individuals.

St Gregory's Catholic College at a glance

RE

- Religious Education
- Philosophy and Ethics
- Chaplaincy

English

- English Language
- English Literature
- Literacy and Oracy

Maths

- Maths
- Computer Science
- Business and Economics

Science

- Biology
- Chemistry
- Physics

Performing Arts

- Music
- Dance
- Drama

PE

- Physical Education

Technology

- Food technology
- Design and Technology

Leadership

- Headteacher
- Director of Studies (Deputy Head Academic)
- Director of Pastoral Care (Deputy Head Pastoral)
- Assistant Headteacher Director of Sixth Form
- Assistant Headteacher Literacy and Oracy
- Assistant Headteacher Wider Participation and Enrichment
- Assistant Headteacher Behaviour and Attendance
- School Business Manager
- Facilities and ICT Manager

Careers

- Careers

Art and Photography

- Art
- Photography

MFL

- French
- Spanish
- Mandarin

Humanities

- History
- Geography
- Politics
- Sociology
- Psychology
- Child Development (until August 23)

Inclusion

- SENCo
- One to one and small group support

Pastoral

- DSL, DDSL
- Behaviour and Attendance
- Heads of Year
- Alternative provision
- Medical

Business Operations

- Attendance
- Admissions
- Data
- Exams
- Finance
- HR
- Sixth Form
- Main Office
- Secretariat

Facilities and ICT

- ICT
- Facilities



“Inspiration from the Gospel values are the ‘hallmarks’ of the education that pupils receive. Pupils reflect positively on their own beliefs and opinions, as well as those of others. Interactions between staff and pupils and between pupils are warm and respectful.”

Ofsted,

Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

The Governors of Saint Gregory's are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced certificate from the Disclosure and Barring Service is required for this post prior to commencement.

Key Areas of Responsibility

1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To contribute to a Faculty Mission Statement.
- 1.3 To support the Head of Faculty and lead on Music by managing and developing the Music curriculum at all key stages.
- 1.4 To raise standards of student attainment and achievement within the faculty and to monitor and support student progress across all key stages.
- 1.5 To support the Head of Faculty and lead on Music in the academic progress, attainment, intervention, safety, well-being and development of each student within the subject area.
- 1.6 To develop and enhance consistently effective high quality teaching and learning in the subject area and to develop and enhance the teaching practice of others.
- 1.7 To support the Head of Faculty in ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students.
- 1.8 To deputise for the Head of Performing Arts in the event of his/her absence as required and support the Head of Faculty in all aspects of running the faculty as appropriate.
- 1.9 To demonstrate excellent subject knowledge, engaging and supporting learners in performance opportunities.
- 1.10 To support the Head of Faculty in the development of the Music provision of the school in liaison with SLT.
- 1.11 To take the lead in providing music for corporate acts of worship included Masses and assemblies, working in close collaboration with the RE department.
- 1.12 To develop the performing arts provision of the College by enabling performances both musically and in collaboration with Dance and Drama.
- 1.12 To engage in outreach work with our partner schools and the wider community.
- 1.13 To lead the Peripatetic team including informing each staff member of the individual needs of pupils; timetables and preparation of ensemble developments.
- 1.14 To continue to foster close links with the West of England Music Alliance and the extensive range of ensemble provision, actively signposting opportunities to gifted and talented learners.
- 1.15 To support the wider Performing Arts faculty with whole school productions and events.
- 1.16 To be a form tutor as deployed by the Headteacher.

2. Monitoring, Evaluation and Planning

- 2.1 To contribute to the Faculty exams analysis annually and identify strengths and weaknesses of Music attainment through regular monitoring.
- 2.2 To contribute to an annual Development Plan for the Faculty.
- 2.3 To actively monitor and follow up student progress in Music.
- 2.4 To contribute to lesson observations.

- 2.5 To produce reports on student progress, intervention strategies, quality of teaching, student discipline, or curriculum developments as required by the Head of Faculty or Headteacher.
- 2.6 To attend, contribute to and/or lead faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.7 To ensure the effective implementation of all school policies.

3. Curriculum

- 3.1 To develop appropriate syllabuses/specifications, resources, schemes of work, assessment, and teaching and learning strategies in the subject area.
- 3.2 To develop the curriculum provision in line with the school aims and aspirations and to advise the Head of Faculty and Headteacher on changes to syllabuses or programmes of study.
- 3.3 To support the Head of Faculty in the day to day management of course provision and effective deployment of staff and physical resources.
- 3.4 To support the Head of Faculty in being responsible for the development and delivery of the subject.
- 3.5 To keep up to date with national developments in the subject area, teaching practice and methodology.
- 3.6 To ensure that the spiritual, moral, social and cultural aspects of the Music curriculum are well covered.
- 3.7 To work with the Head of Faculty to formulate aims, objectives and strategic plans for the faculty/department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school.
- 3.8 To ensure that all statutory requirements in Music are met, especially with regard to citizenship and careers.

4. Assessment

- 4.1 To ensure the implementation of the school Teaching and Learning, Curriculum and Marking and Feedback policies in Music.
- 4.2 To be responsible for the development and implementation of Music schemes of work and assessments at all key stages, which are appropriately differentiated to meet the needs of all students with special educational needs, including gifted and talented.
- 4.3 To support the Head of Faculty in ensuring that subject area targets are met.
- 4.4 To be responsible for preparing and entering students for public examinations in the subject area at the appropriate level.
- 4.5 To be responsible for the organisation and delivery of internal examinations in the subject.
- 4.6 To make use of analysis and evaluate performance data provided and report results of data analysis to the Head of Faculty.
- 4.7 To support the Head of Faculty in identifying and taking actions on issues arising from data, including leading the identification of and intervention with students who are not achieving their targets.
- 4.8 To ensure effective reporting of student progress to parents and to convene meetings with parents outside of parents' evening when necessary.

5. Discipline

- 5.1 To support the Head of Faculty with behaviour management in the faculty and throughout the school.
- 5.2 To implement the school Behaviour for Excellence Policy in the faculty and to support colleagues in its implementation.
- 5.3 To create a positive learning environment in the faculty by rewarding and encouraging good behaviour and effective learning.
- 5.4 To arrange suitable sanctions for students who disrupt the learning of others in line with the school Behaviour for Excellence Policy.

6. Professional Development

- 6.1 To undertake the annual performance review of those colleagues you line manage in accordance with the school Performance Policy.
- 6.2 To intervene and support as appropriate when the performance of colleagues is deemed to be unsatisfactory.
- 6.3 To support the Head of Faculty in ensuring the efficient and effective deployment of the faculty/department support staff.
- 6.4 To keep abreast of developments, including research and development in the area of effective teaching and learning.
- 6.5 To work with the Head of Faculty and Director of Studies to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- 6.6 To assist the Headteacher and Governing Body in the recruitment and selection of relevant teaching and support staff and to ensure effective induction of new staff with the Head of Faculty.
- 6.7 To promote team work to ensure effective working relations and to act as a positive role model.
- 6.8 To deputise for the Head of Faculty at school meetings within directed time if required.

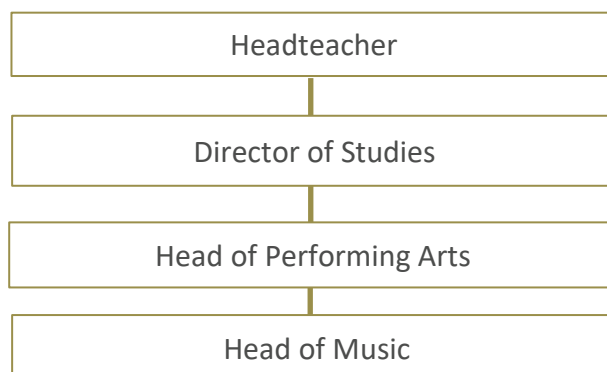
7. Additional Responsibilities

- 7.1 To actively participate in, and support the development of, the extra-curricular and/or enrichment activities in the Performing Arts faculty and across the whole school.
- 7.2 To be present for all school productions including those in the evenings and other community performing arts events.
- 7.3 To be responsible for planning and managing the music for Mass and Church services.
- 7.4 To perform, in accordance with any direction which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

8. Special Notes and Conditions

- 8.1 All employees of Saint Gregory's are expected to be supportive of the Christian ethos of the school, its aims and Mission Statement.
- 8.2 This job description will be reviewed annually or more frequently if necessary by the Headteacher in consultation with the post holder.

9. Organisational Management Chart



Person Specification

Head of Music	Essential	Desirable
Safeguarding Children		
A clear understanding and commitment to safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
Appropriate attitudes to the use of authority and maintaining discipline.	✓	
Qualifications and Professional Development		
Qualified teacher status (QTS) or pending	✓	
Good honours degree in subject	✓	
Evidence of relevant and recent CPD	✓	
Further study or post graduate work		✓
Other work with young people		✓
Experience/Knowledge		
Effective Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to A Level	✓	
Clear understanding of, and ability to implement, personalisation	✓	
Skills and attributes		
The ability to analyse data, identify patterns and devise meaningful targets	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents/carers, colleagues, governors and the community	✓	
Excellent IT skills	✓	
Excellent management skills	✓	
Excellent communication skills	✓	
Excellent organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	
Personal Attributes		
A positive role model for students and staff	✓	
Willingness to listen to, reflect and act on feedback	✓	
Supportive of Catholic (Christian) ethos of school	✓	
Emotionally intelligent	✓	
Motivated	✓	
Enthusiastic and positive	✓	
Willing to contribute to the wider life of the school	✓	



“The high quality of pastoral care shown to all members of the community, both students and staff, is outstanding.”

Clifton Diocese Section 48 Inspection Report



Why work for us?

An inclusive and diverse workplace

We are fully committed to sustaining a positive and mutually supportive working environment free from harassment, discrimination, bullying and victimisation where staff can work collaboratively and productively together, and where all staff are equally valued and respected.

Through working collaboratively with Staff, Students, Parents, Volunteers and Governors we aim to remove barriers that you may face and promote equality of opportunity so that you can achieve your full potential in our school.

Applications

Closing date: Midnight, Monday 15 April 2024

Interviews: Week commencing Monday 22 April 2024

Applicants are asked to submit their application online via the TES at [TES.com](https://www.tes.com).

We are not currently able to accept postal applications at this time.

No other material (such as testimonials, résumés or CVs) will be considered during the selection process.

To discuss the role further with our Head of Performing Arts, please contact her by email richardsc@st-gregorys.org.uk.

We are an equal opportunities employer and are committed to safeguarding and promoting the welfare of children.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory professional references, qualification verification including certificates of good standing, overseas certificates of good conduct and social media check.

Please note that you must have the existing right to work in the UK to apply for this post.

All staff are expected to undertake comprehensive child protection training and must share in the school's commitment to the safeguarding and wellbeing of our students and staff.

A copy of the Safer Recruitment Policy and our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

School Creed

“ At Saint Gregory’s, we are a family.

We believe in the living presence of God
in our school, our community and world.

We are all equal and worthy of dignity and **RESPECT**,
In a community founded on inclusion and diversity.

We support each other and recognise our potential to thrive.

ASPIRATION and quality education are at the heart of our mission.

We walk together in the footsteps of Jesus and witness to the Gospel.

Our **RESPONSIBILITY** is to always be kind and caring to all,
And to be stewards of creation.

We all have **VIRTUES** and are valued and loved in the sight of God.

Each of our lives is a gift to be nurtured

As we journey together towards our true vocation.

In Christ we flourish.

Amen.



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