



The  
**Castle**  
School

# HEAD OF MUSIC

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



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Thank you for your interest in the role of Head of Music at The Castle School. This is an exciting opportunity for you to lead a thriving department with an excellent reputation both locally and beyond, in addition to working within the industrious Castle Community.

The Castle School is a mixed comprehensive school with over 1400 students, situated in the leafy suburbs of Thornbury. We are proud of our strong track record of academic achievement and pastoral care for our students across all key stages. Passionate about teaching and learning, student leadership and opportunities within and beyond the curriculum; our students' experience of education has a long-lasting impact and prepares them for life beyond school.

Our core values of aspiration, fairness and kindness are underpinned by the vision to have "An exceptional school at the heart of the community, where every student has the curiosity, skills and confidence to make the world a better place". We set high expectations to ensure that every student excels across each aspect of school life, encouraging all to "Work hard, be kind, be respectful".

I consider the opportunity to educate other people's children as a privilege, bringing with it a huge responsibility to provide the best all-round education possible. The children of today are the leaders of tomorrow and it is our shared ambition to ensure that we prepare all our young people for both success and happiness in their adult lives. At The Castle School we care deeply about the individual and pride ourselves on the warmth of a community in which all our students feel valued and supported, whilst receiving the opportunities essential to achieving excellent academic outcomes.

Unashamedly values driven, with a passionate and dedicated staff, united by our vision to be "an exceptional school at the heart of the community", I am proud of The Castle School. Not only for its academic success and wealth of extra-curricular opportunities but because it is a safe, happy and vibrant community within which to learn.

Thank you for your interest in our school. If you would like to find out more, please do not hesitate to get in touch.



Headteacher, The Castle School



The Castle School is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst The Castle retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



# Role information

**Job Title:** Head of Music

**FTE:** 1FTE

**Contract type:** Permanent

**TLR:** 2A, £3,391

The Castle School has an exciting opportunity for a permanent Head of Music to join us from September 2026. This is an excellent opportunity to join a committed team which actively promotes and supports creativity and the arts.

## About the Role

The role of head of music is central to the school's vision for creativity and the growth of cultural capital for our most vulnerable students. At The Castle School we believe that students should feel inspired through creativity and should enjoy a wide range of creative experiences to broaden their understanding of the world: through the curriculum and beyond the curriculum. As Head of Music, you will work closely with the Head of Art and Drama to create a cohesive and effective curriculum offer, growing the numbers of students taking the subjects at Key Stage 4 and, more importantly, growing the creative confidence and resilience of our students through enrichment opportunities. This supports our Artsmark offer alongside our links to the local community.

## About You

You will uphold our School values and ensure you are a role model for staff and students. You will be a strategic thinker and a dynamic and an innovative leader, who can plan and implement change effectively. You will be personable, supportive and see the value in working collaboratively. You will be able to build effective relationships with peers so that your team can look to you for support and guidance. You will embrace diversity, value intellectual curiosity and understand the importance of evidence-based teaching.

### About us:

Here at The Castle School, situated in the leafy suburbs of Thornbury, we are proud of our strong track record of academic achievement and pastoral care for our students. We are passionate about teaching and learning; our students' experience of education has a long-lasting impact and prepares them for life beyond school.

At the heart of what we do is our vision to be an exceptional school at the heart of the community where every student has the curiosity, skills and confidence to make the world a better place. We value kindness, fairness and aspiration for all, and expect that our students and staff will work hard, will be kind and will be respectful to one another.

We're proud of our vibrant, thriving Sixth Form that continues to demonstrate and sustain academic and vocational success.

Following our latest Ofsted inspection in November 2021, we remain a 'Good' school. The report said of the Headteacher and Senior Leaders: 'together they have ensured high standards in pupils' behaviour. They have gained the confidence of the staff.'

Our school is easily commutable from Bristol, Bath, Gloucester and South Wales.

### We can offer you:

- A commitment to **CPD and development** of allow all staff to thrive, including **collaborative support within the school and the Trust**
- A **clear curriculum vision** and focus on evidence-based practice
- Commitment to **inclusivity** and fostering of **diversity**
- Values, ethos and vision that are lived
- An **open** and **honest** culture
- An established programme of support in place and access to a wider support network across the **Trust**
- The opportunity to work within an accomplished faculty who are dedicated to working together collaboratively
- Up to 30% discount with Microsoft & Dell
- Discounted gym membership
- Life Assurance - 3 x Death in Service
- Cycle to work scheme
- Dedicated counselling service

### Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children's workforce and a Children's Barred List check.

# Job Description

## Role profile

You will be working with the Headteacher to create a vision for the subject area and be an inspirational lead to your staff and students, to enable them to fulfil their full potential. To line manage, monitor and evaluate the work in the department, including the quality of curriculum, teaching and learning, assessment, homework and student attainment; and enabling all departmental staff in their teaching so as to ensure standards are met. This role will also involve working with creative departments and the wider community to develop our Artsmark offer and engage the wider community.

## Role Responsibilities

- Teaching lessons which you have planned or organised
- Line management responsibility for the music department, so that it achieves the departmental and school objectives
- To line manage the quality of curriculum, teaching and learning, and assessment across the department effectively, ensuring that underperformance is addressed
- To line manage the provision of high quality subject-specific CPD within the department and sometimes sharing with other creative departments
- To support the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum and/or extra curriculum programme which complements the School's Strategic Objectives
- Enable self and team with understanding of any relevant national changes to ways of working, including curriculum and implement any necessary changes.
- To maintain accreditation with the relevant examination and validating bodies as necessary.
- Build and maintain effective relationships with families, partner schools, primary schools, Higher Education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies
- Effectively line manage the department's resources
- To complete other work in line with this post which the headteacher requires.

# Person Specification

- You will be a dynamic innovator who can make things happen in their department and across the school and wider trust.
- You will be personable and see the value in working collaboratively with your peers across the school and trust.
- You will be able to build effective relationships with peers and will be someone who your team can look to for support and guidance.
- You will be passionately committed to inclusive education and be values driven, being clear about the moral imperative of school leadership.





# How to apply

## COMPLETE

An application form via Eteach, ensuring to complete your full employment history

## VISIT

[thecastleschool.org.uk](http://thecastleschool.org.uk) for more information about our School, our values, results and much more. To arrange a school visit please email [cset-recruitment@cset.co.uk](mailto:cset-recruitment@cset.co.uk)

## CONTACT

[cset-recruitment@cset.co.uk](mailto:cset-recruitment@cset.co.uk) if you have any additional questions