



The Stanway School



Head of Department - Music

Information on the role,
the School and the Trust

The Stanway School

Take a virtual tour
of the school

The Stanway School is a popular and over-subscribed 11-16 school located in North-East Essex. We offer a modern learning environment with the latest facilities, including a brand new Music block opened just 5 years ago.

Dedicated to student success, Stanway consistently achieves positive Progress 8 scores and boasts a team of dedicated and passionate teachers who empower students to thrive and confidently transition to their next step.

Ofsted recently rated us Good in all areas, highlighting our commitment to academic excellence and holistic development.

At Stanway, students don't just succeed in the classroom. We offer a diverse range of clubs catering to various interests, from sports to board games. We also provide exciting opportunities in music and drama, with regular performances, trips and visits for every year group. Through The Stanway Experience, all students have the chance to travel abroad, participate in residential, and engage in various cultural events.

Join a thriving school within the supportive Sigma Trust

Stanway School is seeking passionate and dedicated individuals to join our team. We offer a rewarding and collaborative environment where you can make a real difference in the lives of young people.

Benefits of working at Stanway:

- Be part of a supportive network: Stanway is a member of the Sigma Trust, a multi-academy trust in NE Essex. This offers you:
 - Collaboration and support: Learn from and share best practices with colleagues across the trust.
 - Increased career opportunities: Explore professional development and career progression within the wider trust network.
- Make a real impact: Contribute to the success of our students in a stimulating and nurturing learning environment.

We're seeking passionate individuals from all backgrounds to join our school community!

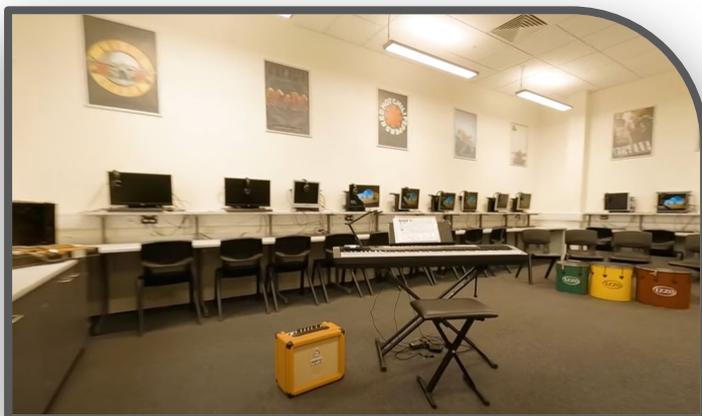
The Sigma Trust is proud to be an equal opportunity workplace. We are committed to equal employment opportunities regardless of any protected characteristics. This is embedded in our vision 'To Be Greater Than The Sum Of Its Parts', where we believe we are strong and more successful working together, creating a workplace which celebrates diversity

Interested in learning more? We encourage you to reach out with any questions about the position or our school. You're also welcome to schedule a visit to meet our team and experience our vibrant learning environment firsthand.



Meet the Music Team

Lead our vibrant Music Department at Stanway, where you'll find purpose-built, modern classrooms equipped with two cutting-edge teaching spaces and a spacious ensemble room perfect for orchestras and larger groups. Benefit from a recent £40,000+ investment in a suite of Macs for each teaching space, unlocking exciting curriculum opportunities. Our facilities also include six dedicated practice rooms and a professional recording space. Drive a rich extracurricular program with numerous clubs, peripatetic opportunities, and regular performances, including our popular "Stanfest" outdoor festival, Christmas concerts, KS2 primary showcases, and ambitious musical theatre productions. With strong senior leadership team backing, you'll champion the arts and inspire the next generation of musicians.



One of the best bits about our Music Department is the excitement and enthusiasm around performances!

Ryan, current Head of Music:

"I'm Ryan, and I am Head of Music at The Stanway School. Music has always been a huge part of my life, and being able to share that passion with our students is incredibly rewarding. The level of musicianship here is fantastic, and it's a joy to see students grow in confidence as performers. One of the best things about working at Stanway is the Performing Arts team – a group of talented, supportive, and creative colleagues who make every day exciting. Our musical productions are of an exceptionally high standard, with our most recent show, Little Shop of Horrors, being a real highlight. The concerts and performances throughout the year showcase just how much music is valued in the school, and it's a privilege to have been part of it all."

Jon, Executive Headteacher:

"I am Jon, and music has been a huge part of my life, all through school days and beyond. That's why this role is so important to me; I want a flourishing department to nurture those who have already started to learn to play an instrument whilst also giving great opportunities to those who have not yet had that privilege. Seeing students perform is one of the best highlights of my year!"

Head of Music

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records, online checks and other vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

We are seeking to appoint a qualified, enthusiastic and organised Head of Music to continue to lead a dynamic, supportive and successful team and to further develop the delivery of the 2 courses - GCSE Music and a vocational equivalent - at The Stanway School.

Hours/Weeks: Full-time or part-time considered

Pay: Main/Upper Pay Range

TLR: £5,649

The start for this post is from 1st September 2025, the closing date for applications is: 21st March, interviews will be held w/c 31st March

The role will involve:

- Taking overall responsibility for KS3 curriculum design and implementation, GCSE Music, and another vocational qualification for KS4
- Carrying out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of The Stanway School and the Department.
- To be accountable for the highest standards of pupil achievement within the Music Department, monitoring and evaluation of pupil achievement and setting targets for improvement.
- Maintaining/increasing current provision of extra-curricular clubs / trips.

We're looking for you if you have:

- Qualified Teacher Status
- A degree in the specialist subject
- The ability to teach great and inspiring lessons
- Experience of supporting staff and students in maintaining high standards

(The full details can be found in the attached Job Outline and Role Specification).

What we can offer:

- An exciting opportunity to teach in a successful, oversubscribed school;
- A competitive salary;
- Employee benefits: Pension Scheme, Holiday Pay, Employee Assistance Programme, 2 INSET days in the Autumn term for opportunities to travel;
- A full Continuous Professional Development Programme;
- Training and Support Opportunities through our membership of Sigma Trust.



Job Description

Post Title:	HEAD OF MUSIC	
<p>The Professional duties of all teachers, (other than the Headteacher) are set out in the STPCD and describe the duties required of all main scale posts. In addition, the description of the requirements of the post of Head of Music at The Stanway School, in accordance with the criteria for the award of a Teaching and Learning Responsibility Payment, along with the particular duties expected of the post holder have been set out below:</p>		
Purpose: <i>(a – d relate to the TLR Criteria)</i>	a) b) c) d)	<p>To be accountable for the highest standards of pupil achievement within the Music Department, monitoring and evaluation of pupil achievement and setting targets for improvement.</p> <p>To lead, develop and enhance the teaching practice of all teachers of Music, evaluating the quality of teaching and securing and sustaining effective teaching of the subject.</p> <p>To be accountable for the strategic direction, leadership and management of Music, the development and implementation of subject policies, plans, targets and practices within the context of the school's aims and policies.</p> <p>To effectively line manage teaching staff and deploy teaching and support staff, in the Music Department.</p>
Responsible to:		Senior Leadership Team
Responsible for:		All teachers of Music, schedule of peripatetic teachers/tutors
Scope:		The strategic leadership of the Foundation subject of Music
Salary/Grade:		TLR2b (£5,649)

Person Specification

The Governors would like to appoint an inspirational Head of Department who has the capacity to drive up standards of achievement and enjoyment.

The ability to teach across a range of disciplines will be required. Excellent leadership and management skills are required as well as a commitment to developing the profile of the subject within the schools. We would also anticipate the HOD to join other middle managers in a structured programme of CPD.

The person appointment will be someone who:

- Is appropriately qualified and has **sound subject knowledge**.
- **Enjoys** working with young people.
- Is a committed and **enthusiastic** teacher who sets high standards within the classroom.
- Uses a variety of teaching strategies in order to **meet the needs** of all students.
- Has sound **behaviour management** skills and discipline both inside and outside the classroom.
- Has the ability to **motivate** students, act as a role model and form **good relationships** with them.
- Is **innovative and dynamic**.
- Has the **capacity to lead** and manage a team of teachers.
- Has the ability to establish and sustain **effective working relationships** with all colleagues.
- Is able to communicate orally and in writing to students, parents, governors, staff and other members of the school community.
- Will be generous in time and **energy** devoted to the job.
- Has a **sense of humour** and equitable temperament.
- Is in sympathy with and contributes to the philosophy, ethos and practices within the School and Trust.
- Has an appropriate range of relevant experience in education.
- Has a successful track record in teaching.
- Has the ability to be prepared to monitor and evaluate the work of their staff.
- Has the intellectual capacity and self confidence to generate, implement and sustain innovation and manage change.
- Has the potential and ambition for further promotion.