



Head of Music

Permanent
Full Time

Closing Date 9.00am Monday 19 May 2025



Dear Candidate

I am delighted that you have requested further information regarding the position of **Head of Music** at Unity College. This is a full time, permanent appointment.

I have been the Headteacher at Unity College since September 2022. Unity College has a very positive, friendly atmosphere. The staff care passionately about the well-being of our children and students are vibrant, enthusiastic and affable. Although Unity College is a large school, we strive to maintain a 'family feel' and a powerful sense of community in which every member of our community feels that they belong, are valued, and contributes positively to College life.



Our primary focus is, and will always be, developing a superb curriculum across all areas of the College. At Unity College we share a belief that the curriculum - and the enactment of that curriculum - is the single most important factor in closing the disadvantage gap. The curriculum is the key lever in accumulating advantage year-on-year and is the most important mechanism that we have to privilege those who are presently or previously experiencing disadvantage. Curriculum and pedagogy underpin all we do and all staff at Unity College are committed to their own learning as well as their teaching.

The Head of Music will play a central role in shaping a curriculum that is rich, inclusive, ambitious and engaging. This is a post for someone who understands how curriculum can transform lives.

We are looking for a highly skilled and reflective leader with a passion for music and a deep commitment to curriculum excellence. The successful candidate will be able to articulate and implement a clear vision for music education that excites and inspires students across all key stages. They will be an outstanding classroom practitioner with the leadership skills needed to support, develop, and inspire others. They will understand the power of extracurricular opportunities and how these can enrich student experience, support wellbeing, and foster aspiration.

Music is a vital part of our cultural and creative identity as a College. We are proud of our students' achievements in music, and the successful candidate will further build on this tradition, leading an exceptional programme of curricular and extra-curricular music that is open to all.

Working at Unity College is tremendously rewarding, and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College, we are firmly committed to continuous professional development for all, and we invest heavily in developing our staff at all levels.

You are very welcome to visit Unity College to help you decide if this is the school and the role for you; I'd be delighted to meet you. Please contact our HR Manager for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, which appears to read 'J. Richardson'.

Jane Richardson
Headteacher

The College

Unity College is a co-educational, 11-16 college. With 1500 students on roll, we are one of the largest secondary schools in Lancashire. The College's intake is diverse.

Unity College lies within the beautiful grounds of Towneley Park with breath taking views of the local countryside. The College was part of the Building Schools for the Future project. Our main building opened in September 2010. Due to the huge demand for places at Unity College there has been a large expansion programme which has included a new build of 19 classrooms and some internal structural changes. The new building opened in April 2022.

The College's roll has grown significantly in recent years. In January 2021, there were 1244 students on roll; in January 2022 there were 1299 students; in January 2023 there were 1380 students and in January 2024 there were 1432 students on roll. The College roll has continued to grow and there are now 1500 students on roll. This is a very exciting, but challenging, time for the College as we work hard to ensure that such rapid expansion does not detract from our core business of offering the very best possible education for every student at the same time as knowing our children and families really well.

Burnley is an area with significant levels of social deprivation. In 2023/2024, 66.3% of Unity College students came from areas with E/E* overall multiple deprivation indices; 68.5% of student came from IDACI Bands A-F. The school location deprivation indicator is 'above average' and the pupil deprivation base is 'well above average' (IDSR). The percentage of students in receipt of Free School Meals is 'above average' (IDSR). The challenges of this context are manifest in the College and this is one of the reasons that we place such emphasis on excellent teaching and high levels of pastoral care to remove barriers to achievement for all students.

The percentage of SEND support students is 'well above average' (IDSR). The percentage of students with an EHC Plan is 'close to average' (IDSR), having historically being been 'below average'. The number and percentage of students identified as having Social, Emotional and Mental Health needs is above that of other Lancashire secondary schools and is increasing rapidly.

The percentage of students classified as White British (82.6%) is 'well above national average' (61.4%). The percentage of students classified as Asian or Asian British – Pakistani (6%) is 'slightly above national average' (4.5%). The increase in the College roll to accommodate 'new to country' families has resulted in a significant increase in the numbers of students who speak English as an additional language. Whilst the percentage of EAL students (8.0%) is now close to average (IDSR) it has, historically been below average.

The percentage of children who are looked after (CLA) at Unity College (1.0%) is above the local authority average (0.8%). The percentage of children who are looked after (CLA) with SEN Support (66.7%) is above the local authority average (29.6%).

At Unity College, we are united by a desire for our students to be happy. Academic progress is obviously vital, but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident, considerate, happy young adults. Underpinning all of this are excellent standards of pastoral support and care that enable children to feel safe and valued. At Unity College, we are proud of the extensive and expert support systems that we have in place for our students. These comprise a wide range of people

and processes (both within college and involving outside agencies). We currently have 11 DSLs trained and operational at Unity College.

We believe that our children need to be challenged to think hard, work hard and behave well but we always seek to challenge with compassion: every student will be given the opportunity to achieve academic success in an inclusive, supportive, creative environment. We are committed to ensuring that every student at Unity College experiences a sense of belonging at the same time as creating a culture and ethos that is utterly committed to achievement.

The Role

As Head of Music, you will play a pivotal role in the strategic development of a high-quality, ambitious and inclusive music curriculum that reflects the needs and aspirations of all students. You will be responsible for shaping a curriculum that is both broad and deep: one that develops students' skills in performance, composition, theory, and music technology while fostering a love of music and supports students in reaching their full potential, both academically and creatively.

Central to this role is the continual review and refinement of the curriculum across all key stages. You will ensure that schemes of learning are well-sequenced, coherent, and aligned with current educational thinking and examination specifications. You will also embed opportunities for cross-curricular collaboration, enrichment, and stretch and challenge, ensuring that the curriculum remains relevant, engaging, and aspirational.

As a curriculum leader, you will work closely with teaching staff to drive excellence in classroom practice. You will lead on the development of teaching and learning within the department, supporting colleagues through collaborative planning, coaching, and the sharing of best practice. You will monitor and evaluate the effectiveness of the curriculum, using data and student voice to inform improvements and celebrate success.

As a leader, you will oversee the effective use of departmental resources, including budgets, teaching spaces, instruments, and technology. You will also coordinate the work of peripatetic music staff to ensure consistency, high standards, and a seamless experience for students receiving instrumental or vocal tuition.

In addition, you will be expected to lead an ambitious and inclusive programme of extra-curricular music, including ensembles, clubs, performances, and major school productions. You will play an active role in the wider creative arts faculty, contributing to the cultural life of the school and building strong links with the local community and external partners.

This is a rewarding opportunity for an enthusiastic and strategic leader who is enthusiastic about evidence-informed music education and committed to inspiring both students and colleagues alike.

The Music Department

The Music Department comprises a dedicated team of two full-time specialist teachers, one part-time teacher, and four peripatetic staff who provide instrumental and vocal tuition. The department benefits from excellent facilities, including specialist music classrooms, multiple practice rooms, a dedicated recording space, a suite of department laptops, and access to a professionally equipped 198-seat theatre.

A vibrant programme of extra-curricular activities is integral to the department's ethos, with opportunities including a vocal ensemble, keyboard club, music theory club, and the annual college musical. In addition, students regularly participate in a variety of performances and events throughout the academic year, enriching the musical life of the school.

The Music Curriculum

Our music curriculum offers a broad and diverse programme that equips students with a strong foundation in music theory, performance, composition, and music technology. It is designed to foster a lifelong appreciation for music and to inspire a genuine enthusiasm for musical learning across a wide range of styles and traditions.

At Key Stage 3, students explore a variety of musical genres, with a particular focus on classical, jazz and blues, popular, film music, ensemble performance, and music technology. All students receive one dedicated music lesson per week.

At Key Stage 4, we offer two distinct pathways: the Eduqas GCSE Music qualification and the NCFE Technical Award in Music Technology. Students opting for music at this level receive five lessons per fortnight, allowing them to develop their skills in greater depth and prepare effectively for further musical study or career pathways.

Why work at Unity College?

Every Headteacher will say good things about their own school and so we asked our staff to contribute to this brochure to give you an honest view 'from the chalkface'. Furthermore, interviews always provide opportunities for candidates to talk frankly with a range of staff.

"I feel so proud and privileged to have worked with so many amazing children over the years. There is nothing more satisfying than seeing children who deserve to achieve great results do so. The fact that we, at Unity College in Burnley, can help students achieve high grades of 8s and 9s shows the true value and quality of our teaching and curriculum. It gives me joy to know our students from Burnley can not only rival the grades achieved by children at grammar schools/private schools but beat them too. (It also makes me feel quietly smug!) We have, and continue to have, a positive impact on the life chances of young people across our community in Burnley."

"I genuinely enjoy coming to work and love what I do. I enjoy teaching and being part of such an amazing team who are more than just work colleagues but are genuine friends. I have worked in a few schools but none of them have ever felt like home in the way that this school does. Here are just a few reasons why I love teaching at Unity College.

1. Many students here at Unity College come from challenging backgrounds, but I feel that I make a difference in their lives by working here. I love working with the dedicated team of staff in our department.
 2. This school has a sense of community where students, staff and our parents and carers work together to look after each other.
 3. We have access to incredible facilities that allow us to offer our students a broad curriculum that is not only engaging but also provides fun experiences that no other local school can genuinely match. As a result, we can offer students of all abilities access to opportunities to lead an active, healthy lifestyle.
 4. I feel proud to be a member of the Unity College family because we have an excellent reputation for the quality of our teaching and excellent behaviour of our students."
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"I believe that Unity College has a genuine desire to do the best for all the students. The staff within the department are a good team who work together, and the staff have an excellent spirit. When I first came to the school, the staff and pupils were warm and welcoming and accepting of new staff and pupils. I feel as I can discuss any issues with any other member of staff (SLT or class teacher) and will not be judged or questioned but supported to find a solution that is best for everyone."

"I have worked at Unity for six years now and commute here every day from Yorkshire. One of the many reasons I am still here is the excellent working relationships I have with other members of the mathematics department. There is a very friendly feel to the department, and everyone just "gets on" with each other. I have worked in several other schools where there was not the same cordial atmosphere in the staffroom. As for the students I have found that they take a little bit of getting used to but once you have gained their respect, they are a great bunch of young people to work with. The diverse range of student backgrounds makes it a very rewarding job where you can feel that you are really making a difference to the lives of the students in your care."

"Unity College is a modern, successful, and well-respected school with great facilities based in beautiful surroundings – but none of that to me is truly important. The reason I work at Unity College is because I love the great team dynamic in the supportive, professional department that I'm part of; it was also immediately obvious when I interviewed here that the whole of the college really cares about the future of our children. The fact that the school is within easy reach of a variety of vibrant places to live doesn't hurt matters either!"

"There are so many reasons why I love working at Unity College. Here are just a few:

1. There is a whole school approach to behaviour management: staff are supported by Heads of Department and SLT to maintain a positive learning environment.
2. Teachers are respected as professionals.
3. Although some students face real challenges outside of school, when they see that you as a teacher are staying here and not giving up on them, they behave well and work hard. I find this one of the most rewarding things about working here.
4. We have such a range of students from different backgrounds.

There is never, ever a dull day!"

"You really should choose to work at Unity College because it is a school where staff are valued and made to feel welcome, truly act as part of a team, and are encouraged to develop themselves as practitioners. As the College expands and grows, it is an exciting time to join to help shape the future of more young people in Burnley and make a difference to their lives every day."

"I have travelled 6121 miles from my hometown and have taught for half my life at Unity College. I absolutely love being part of the 'Unity' family. It is one of the most rewarding experiences playing a part in educating young people in Burnley, watching them grow in confidence, develop a love for Mathematics and achieve success."

Why work in Burnley?

A big warm Northern welcome to Burnley. After all, we weren't voted the friendliest town in Britain without good reason! From world-renowned, cutting-edge brands to affordable living and housing and spectacular countryside to explore, we truly believe we have it all in Burnley.

Burnley is conveniently located on the uncongested M65, providing easy access to the M62, M66, M6 and beyond. There are three international airports within an hour's drive, as well as Manchester, Leeds, Preston, Blackpool, The Lake District and Liverpool being a short drive away.



Burnley offers affordable housing: the mean house price in Burnley is £106,199, which is 36% of the national average. Not only does your money go further when you live in Burnley, but there is a wide range of properties at your fingertips. From quality modern newbuilds and contemporary apartments to quaint cottages and impressive Victorian terraces, there's something for everyone's budget and taste. 80% of Burnley rural, making it the ideal place to wind down and explore.



Job Description

Dates	Apply by 19 May 2025 - To start September 2025
Accountable to:	Assistant Headteacher
Salary	MPR/UPR + TLR 2.2
Contract Type	Permanent

Introduction

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the college to respond to changing priorities and also support and enhance individual professional development. It is the practice of the college to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder.

Overall Purpose and Accountability

- To meet the requirements of the Schools Teachers' Pay and Conditions documents and to support students in making outstanding progress
- To support and uphold the ethos, principles, policies and rules of the College in all respects and at all times
- To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners
- To lead and manage the Music Department, ensuring the highest quality curriculum, teaching and learning and, thus, the best possible outcomes for all learners

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Post-Specific Responsibilities

Responsibilities common to the Extended Leadership Team (ELT)

In particular you will:

- Be a member of the Extended Leadership Team in which everyone is committed to securing outstanding outcomes for our students and our community
- Assist the Headteacher in leading Unity College in such a way that the highest standards are secured amongst staff and students in all areas of the College's performance and practice
- Act as a role model for staff, providing support and advice to them whilst holding them accountable
- Lead on improvement strategies, coach and support staff, ensure quality, monitor and evaluate performance

- Ensure that all students across the full prior attainment range enjoy maximum support and opportunities to reach their full potential, achieving a position where they can become effective and valued stakeholders in the College and in the wider community
- Contribute to all self-evaluation measures and quality assurance processes

As **Head of Music** you will:

- Evaluate and review all aspects of the Department's work as part of an annual cycle and action plan for all improvements needed
- Lead the Music Department to meet all targets in the departmental improvement plan
Develop an appropriate Music curriculum for Key Stages 3 and 4, manage its delivery and assure its quality and impact
- Lead on the implementation of high-quality Schemes of Learning
- Lead on the quality of Teaching and Learning in the Music Department, ensuring that all students are both engaged and challenged in all lessons
- Closely monitor and track student progress at all levels, and implement appropriate intervention strategies to prevent underachievement
- Ensure reporting on student progress in the Music Department is consistently of a good standard
- Scrutinise the progress of different groups of students, including the more able, disadvantaged children and students with SEND, and intervene where necessary to ensure all learners can make at least expected progress and no child is left behind
- Actively identify and remove barriers to learning in the Music Department including managing student behaviour within the department
- Design an appropriate timetable for the Music Department in consultation with the Deputy Headteacher responsible for timetabling
- Co-ordinate the peripatetic lesson timetable
- Take responsibility for high quality staff appraisal of the teachers in the Music Department
- Ensure all staff in the Music Department access high quality professional development to support both individual and departmental needs
- Support and manage trainee and early career teachers
- Administer all necessary examination procedures
- Manage the Music Department's budget and resources effectively to ensure best value and highest impact for money.
- Create a happy, dynamic, innovative culture in the Department and ensure all staff are performing to at least a good standard and are happy and motivated in doing so

As a **Teacher**, you will:

- Meticulously plan and teach engaging and challenging lessons
 - Meet the needs of all students through high quality planning and teaching
 - Set and feedback upon appropriate homework
 - Use regular, measurable and useful assessments of teaching
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- Complete all reporting on time
- Closely monitor progress and attainment of students and use this to inform planning and teaching
- Provide content for and, where necessary, deliver high quality student interventions
- Support all students to achieve college targets
- Work alongside colleagues on self-evaluation measures, quality assurance processes and department improvement strategies
- Support department leaders in the implementation of high-quality Schemes of Learning
- Maintain regular and productive communication with parents about students' learning
- Organise and participate in trips and events as appropriate
- Take responsibility for your own professional learning through participating in the College's appraisal processes and CPD opportunities

College Culture

- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships
- Help develop a college culture and ethos that is utterly committed to achievement
- Become an effective PD Tutor (teachers will usually be required to perform the role of form tutor)
- Create and sustain a positive learning culture

Health and Safety

You will:

- Adhere to college health and safety policies/procedures and current statutory health and safety requirements
- Attend training as and when required for the purposes of safeguarding children and corporate safety
- Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS)

**This post is subject to satisfactory enhanced level verification by the
Disclosure and Barring Service**

Person Specification

		Essential	Desirable
Qualifications	A good honours degree	✓	
	A teaching qualification and QTS	✓	
Professional Experience and Knowledge	You have substantial teaching experience	✓	
	You have a proven track record of school improvement	✓	
	You have experience of leading change in schools	✓	
	You have experience of leading teams and raising standards	✓	
	You have experience of curriculum development		✓
	You have knowledge of cognitive science and effective learning		✓
	You have experience of developing inclusivity	✓	
	You have experience of using evidence to inform actions	✓	
	You have experience of using self-evaluation to drive school-improvement	✓	
	You have experience of developing the work of colleagues at various professional stages	✓	
	You are able to show how you have used performance management and accountability systems to improve performance		✓
	You have experience of working with and presenting to governors		✓
	You have experience of working with external agencies		✓
	You have an up-to-date knowledge of the emerging issues in school leadership and a record of appropriate CPD	✓	

Skills and Attributes	You are an excellent teacher with a proven track record of excellent outcomes	✓	
	You have proven leadership skills and the ability to motivate and inspire others	✓	
	You pay close attention to detail and adopt a meticulous approach to record keeping	✓	
	You have the ability to inspire high levels of student performance	✓	
	You can work under pressure and prioritise according to need	✓	
	You are a skilled communicator, both orally and in writing	✓	
	You are a skilled presenter, able to engage and inspire others	✓	
	You are effective at building strong partnerships with parents, carers and other agencies	✓	
	You have excellent literacy and numeracy skills	✓	
	You have excellent behaviour management skills	✓	
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective	✓	
	You have a sense of humour and good interpersonal skills	✓	
	You have high levels of energy and enthusiasm	✓	
Beliefs	You are a committed, highly competent, reflective and resilient individual	✓	
	You believe inclusivity and equality	✓	
	You are committed to raising aspirations in the College and believe in the potential of all young people to achieve highly	✓	

How to apply



Please complete an application form **and** write a letter of application of no more than three sides of A4 (please use font size 11 or 12 and double spacing for this). Your letter of application should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Joanne Lever, the College's HR Manager, **by 9.00am on 19 May 2025**, preferably by email to j.lever@unity.lancs.sch.uk

If you do not receive an acknowledgement of your application by the deadline, please contact the College.

Interviews will be held during the week commencing 19 May 2025.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the College's HR Manager via the email above or telephone number below.

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