



Salvatorian
College

CANDIDATE INFORMATION PACK

Head of Vocal & Choral Music
for September 2022



FROM THE HEAD OF SCHOOL

Dear prospective candidate,

I am delighted that you have taken an interest in a vacancy at Salvatorian College. This pack is designed to brief you about both the opportunities and the demands of working as part of a team relentlessly focussed on providing the very best education to the pupils in our care.

The College has a long and proud history; founded in 1926 by the Society of the Divine Saviour, a Roman Catholic religious order, the school has evolved over the years to meet the changing needs of pupils, the local, and the national educational context. Salvatorian College remains, nevertheless, at the heart of the local community.

Teachers and leaders at Salvatorian College are committed to a carefully structured and enriching curriculum intended to empower pupils to develop the knowledge and skills they need to become effective leaders of good influence.

In addition to academic learning, we foster the spiritual growth of the pupils in our care. They develop a sense of their own worth as unique human beings, are provided with a wide range of opportunities to develop their gifts and talents.

Teachers and leaders build quality relationships with pupils within the context of firm boundaries. Effective systems of behaviour management and leadership support free up staff to focus on delivering quality of education. The learning environment is calm, respectful, and conducive to learning.

Staff at Salvatorian College are highly valued. In return for your outstanding contribution to our community, we can promise you with rapid career development opportunities, a wide-ranging CPD programme, non-salary benefit schemes, and concessions to work life balance including work-from-home days and lower than average timetabled teaching hours.

I encourage you to read through our website, review our history of examination success, and take a look at our YouTube and other social media channels, to get a feel for school life. You are most welcome to visit us, whether you have decided to make an application or not – I would encourage you to do so. We hope that you discover a community whose values you share, and that you make an application with the same excitement with which it will be received.



With my best wishes,

A handwritten signature in black ink that reads "Alan Bryant". The signature is written in a cursive, flowing style.

Alan Bryant
Head of School



OUR HISTORY



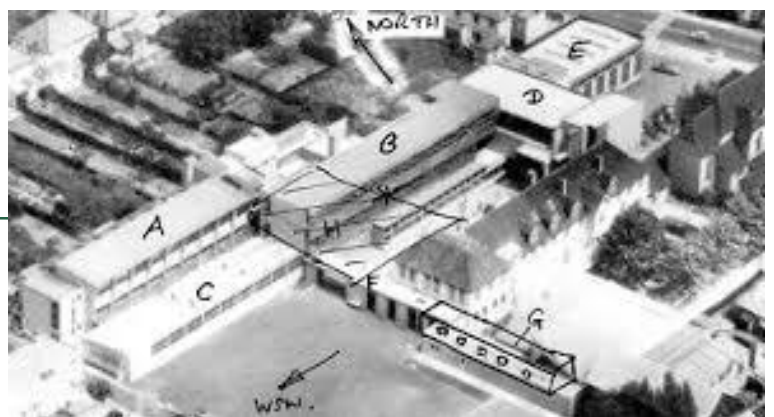
An English province of the Salvatorian Order was founded in 1901, having purchased a large house in Wealdstone, in what was then rural Middlesex. The Order opened a small private school in September 1926 prompted by the wishes of the local Catholic community. An initial group of thirteen boys entered the school.

By the late 1940s, it became clear that the school was outgrowing its original accommodation which was provided in a series of extensions to the Salvatorian Community House. The decision was taken to construct a purpose-built facility for the growing student population.



By the late 1950s the school was again expanding, and the new extensions were opened by the Rt. Rev. David Cashman, Bishop of Caetano in 1961. At this time the school became a Voluntary Aided Grammar School.

In 1979, the sixth form was closed and the College became a comprehensive school for boys aged 11 to 16. The first lay headmaster was appointed in 1981.





In 2012, the College became an Academy, and plans were announced for the complete rebuilding of the campus under the Department for Education's Priority Schools Building Programme.

The school underwent a complete rebuild between 2017 and 2021, and was opened by Bishop John Sherrington in October 2021.



JOB DESCRIPTION

Salvatorian College is growing rapidly and wishes to seize a golden opportunity to create a culture of singing and choral excellence.

Consequently, the College is seeking to appoint a talented, ambitious, and inspirational musician and teacher, who can communicate to young people a passion and enthusiasm for singing. The Head of Vocal & Choral Music will nurture the talents of pupils of all abilities through inspirational coaching and teaching.

The Head of Vocal & Choral Music will form and direct a 'Schola Cantorum' to sing at school liturgies, as well as other ensembles formed at their discretion. The Head of Voice will explore opportunities for the Schola Cantorum to perform outside of the school context.

The Role

Job title:	Head of Vocal & Choral Music (Part Time)
Contract:	Part-time, term-time only, 0.2 FTE (with potential to increase towards full time)
Salary:	NJC Scale points 33-37 for support staff in Outer London (£39-£43k FTE), actual gross salary £5.8–6.4k)

Key Responsibilities

As a singing teacher you will:

- teach pupils, ranging from complete beginners to those of a high standard, the technique and musicianship required to sing effectively, offering encouragement, support and guidance as necessary;
- prepare pupils for music exams and auditions;
- prepare pupils for concerts, festivals, and competitions; and
- assess, record and report as required on the development, progress and attainment of pupils.

As Director of the Schola Cantorum you will:

- organise, promote, rehearse, direct and perform with the Schola Cantorum;
- work collaboratively to develop a termly programme of rehearsals and performances; and
- explore performance opportunities outside of the College context

In general, you will:

- promote the progress and well-being of pupils;
- maintain good order and discipline according to the school's Behaviour Policy;
- promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you came into contact;
- make a positive contribution to the wider life and ethos of the school;
- undertake such training as may be reasonably required by the College; and
- undertake such other duties from time to time as the College may reasonably require.

This Job Description is non-contractual which means that the Headteacher may require variations in line with the changing needs of the school within the competence of the post holder.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
1 Suitable qualification(s) for the role	✓	
2 GCSE in English & Mathematics	✓	
3 Evidence of continuing professional development		✓
4 Competent keyboard skills for accompanying pupils and ensembles	✓	
5 Ability to coach and develop young people's voices	✓	
6 An understanding of the breaking/broken adolescent voice		✓
7 Confident and outgoing personality		✓
8 Adept at teaching a range of musical styles	✓	
9 Broad knowledge of choral music and repertoire, including sacred choral music	✓	
10 Cheerful and collaborative attitude	✓	
11 Excellent interpersonal & communication skills	✓	
12 Professional outlook, detail orientated and able to multitask	✓	
13 Calm and professional under pressure	✓	
14 Flexible attitude towards work and willingness to go 'above and beyond'	✓	
15 Robust awareness of Keeping Children Safe in Education, noticing safeguarding and welfare concerns, and an understanding of how and when to take appropriate action	✓	



BENEFITS

We offer generous remuneration commensurate with the experience of the successful candidate. In addition, we offer the following:

- Access to Local Government Pensions Scheme
- Cycle to work scheme
- Complimentary Friday breakfast
- Staff fitness classes
- Additional pay available for lunchtime and morning duties
- Occasional work-from-home days
- Employee Assistance Programme



WHAT OUR STAFF SAY

What do you like about working at Salvatorian College?

- "Collegiality and centralised behaviour systems. Calm and well-resourced environment."
- "The students are good and behave well. They are thoughtful."
- "Friendly staff - Effective and clear systems/procedures - Strong teaching resources - New and spacious classrooms"
- "Sense of community support from Head of School and other members of the Senior Management Team"
- "Very friendly and understanding management and supportive team."
- "Excellent leadership, discipline, instilling humanity and Catholic values, good relationship with the community and feeder schools, cares about staff and their well-being."
- "Clear expectation and policies. Promoting the common good. Creating a caring community among students."
- "Motivated staff completing statutory duties and offering wide enrichment programme. Good sets of Progress 8, Attainment 8 results."
- "My contribution and ideas are taken seriously."
- "Consistent effort from everyone in the school. Strong communication around individual students. Effective behavioural strategies. Lots of Senior Management Team visibility. Good lesson resources. Consistent, flexible, and well-planned CPD."
- "Leadership team that are approachable who care and support their staff. I feel confident to ask for support if I need it."

APPLICATION PROCESS

To apply, please complete the 'Application Form' along with the 'Rehabilitation of Offenders Act 1974 Disclosure Form' available on the school website, ensuring that your referees include your current or most recent employer.

[Visit Online Page](#)

Send your completed application to:

POST

Recruitment
Salvatorian College
High Road
Harrow
HA3 5DY

EMAIL

recruitment@salvatorian.harrow.sch.uk

KEY DATES:

Applications must be received by 11.59 pm on Thursday 30th June 2022.

The school withholds the right to make an appointment before the closing date.

The School of First Choice
salvatoriancollege.com

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020 8863 2706
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