



Leader of Music / Teacher of Music

Worthing High School
Recruitment Pack
April 2026





Welcome

Thank you for your interest in joining South Downs Education Trust. As a cross-phase multi-academy trust based in the heart of West Sussex, we are proud to offer a unique blend of pastoral care and high-quality, inclusive education.

We believe every child and young person reaches their full potential - regardless of their starting point. Our core values guide everything we do:

We are excited to welcome passionate and dedicated professionals who share our vision and values. Whether you are at the start of your career or looking for your next challenge, South Downs Education Trust offers a supportive, ambitious, and collaborative environment where you can truly thrive.

We look forward to the possibility of welcoming you to our team.

Warm regards

Pan Panayiotou

Chief Executive Officer South Downs Education Trust





About us

South Downs Education Trust (SDET) is a dynamic and growing Multi-Academy Trust (MAT) committed to delivering exceptional educational outcomes across our schools.

Currently comprising two schools, we have ambitious plans to expand by incorporating at least two additional schools in the near future. We are seeking a skilled and proactive People Manager to drive our people strategy and support our growth.

- **Community** – By working as one, we share expertise and achieve more for our schools.
- **Resilience** – We prioritise the wellbeing of students and staff, fostering a culture of care, balance, and strength.
- **Integrity** – We act with honesty and stay true to our values in all that we do.
- **Respect** – We celebrate individuality and encourage everyone to bring their unique strengths and perspectives.
- **Excellence** – We are committed to delivering the very highest standards in education.





Welcome

Thank you for your interest in joining Worthing High School. As Headteacher, I am proud to lead a vibrant, inclusive and ambitious community where every student is supported to achieve their very best.

At Worthing High School, we believe in high standards, mutual respect and a relentless focus on both academic excellence and personal development. Our dedicated staff team works collaboratively to provide a rich curriculum, a wide range of opportunities beyond the classroom and a culture where wellbeing is valued for both students and colleagues alike.

We are a school rooted in strong values: **Community, Resilience, Integrity, Respect and Excellence** and these principles guide everything we do. We are committed to developing both our students and our staff, offering professional growth, trust and the chance to make a lasting impact.

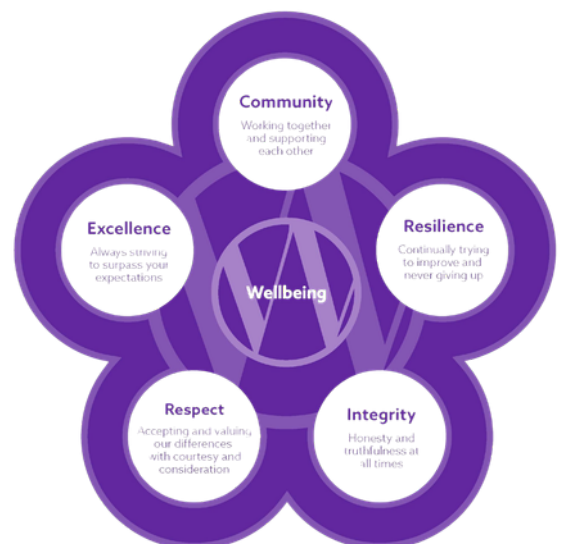
I hope this pack gives you a clear sense of our vision and ethos. We look forward to welcoming talented, motivated professionals who share our commitment to making Worthing High School the very best it can be for every student.

Warm regards

Adrian Cook

Headteacher

Worthing High School





Job description

Job title	Leader of Music / Teacher of Music
Salary	MPS + TLR2b (currently £5,858) for leading Music
Location	Worthing High School
Contract	12 months, Fixed Term contract. May be scope to extend.
Accountability	Reports to SLT Lead, and ultimately to the Headteacher

Role description

- To lead the Music Department ensuring high standards of teaching and learning
- To foster an engaging and dynamic music curriculum that supports all pupils in reaching their full potential.
- To promote and enhance the school's music provision and extracurricular activities.

Qualifications and Experience

A qualified and experienced Teacher of Music who is confident in their subject knowledge and is able to motivate and enthuse students.
Experience teaching at KS3 and KS4.



Key Responsibilities

Curriculum Development, Leadership and Management

- Design and implement a broad, balanced, and inclusive music curriculum.
- Ensure the curriculum meets the requirements of the national curriculum and other examination specifications and check that it contributes to the school's Mission and Strategic Objectives.
- Regularly review and update schemes of work and resources
- Keep abreast of developments with subject specialism relevant to teaching and the progress of students.
- Lead and manage the music department team effectively (where there is a team under you).
- Conduct regular department meetings and ensure effective communication within the department (where there is a team under you).
- Manage the department budget and resources efficiently including instruments, equipment and specialist spaces.
- Create the department's development plan and its implementation

Teaching and Learning

- Plan and deliver outstanding teaching and learning and assess pupil progress regularly.
- Support and develop other music staff (where you have a team) through coaching and mentoring.
- Implement strategies to improve pupil attainment and engagement in music.
- Lead and carry out policies and practices to promote positive student behaviour and achievement in Music within the framework of the managing behaviour policy.
- Ensure that department policies and practices are developed and implemented consistently including assessment, reporting and recording, equal opportunities, health and safety and the welfare and learning of students, differentiation and behaviour.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures to mark, grade and give written/verbal and diagnostic feedback as required
- To track student progress and use information to inform teaching and learning
- Be a Form Tutor when required to an assigned group of students
- To promote the general progress and well-being of individual students
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To liaise with a Pastoral Leader to ensure the implementation of the school's Pastoral System
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved
- To contribute to the PSHE, and enterprise education according to school policy



Extracurricular Weekly Activities

- Lead the School's Music enrichment programme including organising and promoting concerts, performances, and music-related events.
- Encourage pupil participation in extracurricular music activities.
- Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example

Collaboration and Partnerships

- Work with other departments, including working with colleagues in other performing arts subjects, and collaborate with peripatetic music teachers and external music hubs to enhance music education.
- Foster partnerships with parents, carers, and the wider community to promote music at the school and discuss progress of individual students
- To ensure the effective/efficient deployment of classroom support where available
- Lead Music to prepare for OFSTED inspections.
- Attend all relevant and appropriate meetings as documented on the school calendar
- Represent the school in external Music networks, partnerships or events where appropriate.

Safeguarding

- Promote and safeguard the welfare of children and young people in accordance with the school's safeguarding policies.

Personal development

- Participate with CPD and Performance Management review processes
- to continue personal development in the relevant areas including subject knowledge and teaching methods
- Undertake such other duties as reasonably required by the Headteacher.

Person Specification

Skills and personal qualities

- **Inspirational leadership style**, able to motivate students and colleagues with enthusiasm and high expectations
- **Strong interpersonal skills**, with the ability to build positive relationships across the school community
- **Excellent communication**, both verbal and written, tailored to students, staff, parents, and external partners
- **Creative and innovative mindset**, bringing fresh ideas to curriculum, enrichment, and departmental development
- **Highly organised**, able to manage multiple priorities, deadlines, and events with calm efficiency
- **Collaborative approach**, working effectively with colleagues in and beyond the department
- **Resilience and adaptability**, able to respond positively to challenges and change
- **Reflective practitioner**, committed to continuous improvement and professional growth
- **Strong problem-solving skills**, able to make sound decisions and implement effective solutions
- **Commitment to inclusivity**, ensuring all students feel valued and able to participate fully in Music
- **Ability to inspire confidence**, particularly when leading performances, public events, and external partnerships
- **Professional integrity**, demonstrating reliability, discretion, and a strong sense of responsibility
- **Passion for music education**, with the ability to convey that passion to young people
- **Empathy and pastoral sensitivity**, able to support students' wellbeing and personal development
- **Positive role model**, embodying the school's ethos and contributing to a supportive culture

Values and Professional Conduct

- Commitment to safeguarding and promoting the welfare of children.
- Respect for confidentiality and professional boundaries.
- Alignment with the school's ethos and values.
- Willingness to engage in training and continuous development.
- Commitment to providing excellent service to pupils, families, and other staff.



What We Offer

- A unique opportunity to shape the people strategy of a growing Multi-Academy Trust.
- A collaborative and supportive working environment, with access to senior leadership and decision-making processes.
- Opportunities for professional development and career advancement.
- The chance to make a lasting impact on the lives of staff and students.
- Competitive salary package and benefits aligned with sector standards.
- The chance to work in a DfE Attendance and Behaviour Hub Lead school.

Benefits

- A friendly and supportive environment.
- The opportunity to work with well-motivated students and supportive parents and staff.
- A location on the coast very close to main line railway services and road networks.
- Free well-being and medical support cover.
- The opportunity to be part of the South Downs Education Trust MAT.
- Free use of our fitness suite.

How to apply

If you feel you have the necessary skills for this position and would like further information, an application form and job description can be downloaded from the links provided on the school website at www.worthinghigh.net/vacancies.

Completed application forms should be sent to Mr Adrian Cook, Headteacher at Worthing High School at vacancies@sdetrust.net.

The vacancy will close on **24 April 2026 at 5pm**. Interview dates will be notified to shortlisted candidates.

NOTE FOR RECRUITMENT AGENCIES: We prefer to hire people directly but we do have a preferred supplier list for when we need a helping hand. We will be in touch if we need you.

Please note, because of the nature of this job, if you are successful in your application, you will be subject to an enhanced Disclosure and Barring Service with barred list check. This will be done by means of applying for a DBS certificate through the Disclosure and Barring Service. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent. Clearance will be obtained before employment commences. We will also complete media searches as part of due diligence and safeguarding checks in line with KCSIE guidance.

- South Downs Education Trust (SDET) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Worthing High School & Clapham and Patching C of E Primary school are part of SDET, which is an academy trust and a charitable company limited by guarantee and registered in England and Wales with company number 8276210. The Registered Office is at: South Farm Road, Worthing, West Sussex BN14 7AR
- We recognise continuous service from academy/non-academy schools



"Becoming a teacher at Worthing High School has been a great opportunity. From my first day as a trainee to now as a qualified teacher, I have always felt valued and supported. The staff are approachable, experienced, and genuinely invested in helping each other, which has been vital to my development. The school offers some great opportunities for professional growth and personal development.

Last year I was asked to join the MFL trip to Paris. This was an amazing experience, and it was great to see the students picking up skills away from the classroom. This year I have also started to run a Volleyball club. This is a great way to build great relationships with students and give them more opportunities to learn new skills outside the classroom."



Sophie Downham, Science Teacher and Year 7 form tutor