



# Job Description and Person Specification

## Role

Music Assistant

The Cardinal Vaughan Memorial School

Grade: Scale 1

Reporting to: Director of Music

Saint John Southworth Catholic Academy Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

# Job Description

## Corporate Responsibilities

- To play a supportive role in the delivery of music across the curriculum through musical, administrative and classroom assistant duties as appropriate
- To contribute to a working environment underpinned by the principles of Catholic Social Teaching
- To ensure probity, propriety and adherence to the Nolan Principles both in personal conduct and throughout the Trust
- To comply with policies and procedures relating to safeguarding and report any such suspicions, no matter how small, to the Designated Safeguarding Lead or in the case of concerns about a member of staff, the Headteacher
- To comply with all other policies, procedures, working practices and regulations, in particular, Equality and Diversity, Health and Safety, Confidentiality, Data Protection and Financial Regulations in line with our Scheme of Delegation
- To be accountable to and carry out any reasonable request from the Headteacher(s) / Line Manager

This is a school-based role that will involve contact with children.

## Key Duties and Responsibilities

- To assist the Music Department's teaching staff with curricular and co-curricular music-making
- To prepare resources for use in curricular and co-curricular music-making
- To assist in classroom lessons focusing on advising older pupils with composition and performance work
- To take rehearsals and coach groups of individual pupils including piano accompaniment
- To help with the organising of music events inside and outside of school
- To work closely with the Music Department Administrator to ensure the smooth running of the instrumental teaching provision and other aspects of the Department
- To work with the Director of Music on matters relating to the Schola Cantorum, the school's liturgical choir, including accompanying pupils to external music engagements such as rehearsals at London's opera houses

## Professional Development

- To be committed to their own professional development
- To establish and participate in training opportunities, meetings and networks to support and maintain excellent skills, techniques and knowledge
- To seek feedback and act on it to improve performance within and beyond formal coaching and appraisal opportunities
- To undergo regular observations and participate in regular in-service training (INSET) as part of continuing professional development (CPD)

## **Fluency Duty**

In line with Part 7 of the Immigration Act 2016, the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role, the post holder is required to meet the advanced fluency level. The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly
- Explain difficult concepts simply without hindering the natural smooth flow of language
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in the Trust

We are committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All successful staff will undertake an Enhanced Disclosure and Barring Service Check with Children's Barred List.

This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. The amendments to the ROA 1974 (Exceptions Order 1975, (amended 2013 and 2020)) provides that when applying for certain jobs, certain spent convictions and cautions are protected and they do not need to be disclosed to employers. If they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the [Ministry of Justice website](#) and further information about filtering offences can be found in [DBS filtering guide](#).

The Trust is committed to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Date: March 2025

This job description is illustrative of the responsibility of the post and not necessarily a comprehensive list of tasks.

Post holders are expected to undertake work in line with the level and pay band of the post determined by the Line Manager.

This job description will be reviewed with the post holder in relation to need or on an annual basis through appraisal and whole-Trust review of strategy and effectiveness.



Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Person Specification

	<b>Essential Requirements</b>	<b>Desirable Requirements</b>	<b>How Identified</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A good honours degree in music</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of directing ensembles and choirs</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a school or educational setting</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
<b>Knowledge, Skills and Ability</b>	<ul style="list-style-type: none"> <li>• Good musical skills</li> <li>• Ability to use their initiative and sometimes work unsupervised</li> <li>• Working knowledge of Microsoft Office Software, e.g. Excel and Word</li> <li>• Excellent numerical, analytical and problem-solving skills</li> <li>• A proactive approach to identifying and resolving issues</li> <li>• Ability to communicate effectively both orally and in writing to a variety of audiences</li> <li>• Excellent stakeholder service skills and the ability to understand the needs of the school</li> <li>• Excellent organisational and time management skills and the ability to prioritise work for oneself and others</li> <li>• Ability to disseminate knowledge and good practice to other members of the school</li> </ul>	<ul style="list-style-type: none"> <li>• Good keyboard skills</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of the need to meet internal and external deadlines</li> </ul>		
<b>Character and Values</b>	<ul style="list-style-type: none"> <li>• High commitment to safeguarding and promoting the welfare of children</li> <li>• Excellent record of attendance and punctuality</li> <li>• Ability to relate to and communicate with a wide range of stakeholders (staff, contractors, pupils, etc.) with a calm and courteous manner</li> <li>• Have self-motivation and personal drive to complete tasks to the required timescales and quality standards</li> <li>• Commitment to continuous self-development including undertaking training in key areas</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>• Legally entitled to work in the UK</li> <li>• Ability to perform all duties and tasks with reasonable adjustments, where appropriate, in accordance with the Equality Act 2010</li> </ul>	<ul style="list-style-type: none"> <li>• Flexibility to support out of hours activity on occasion</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Interview</li> </ul>