



CANDIDATE PACK

Music Teacher



Start date:
September 2026

Location:
Avalon Road,
Orpington
BR6 9BD



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Bromley campus (BBAB), we cater for 14-19 year olds with a focus on embedding core skills in addition to vocational qualifications including, Music, Food Studies, Construction and Motor Bike.

**BROMLEY
BEACON
ACADEMY**





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Values

Relationship

Integrity

honesty

Trust

Teamwork

Job Description

Job title: Music Teacher

**Salary: M1 to UPS3 on the Outer London Payscale
(+ SEN Allowance)**

Position Status: Permanent

About our Vacancy:

We're looking for a passionate, resilient and dedicated Music Teacher to join our team at Bromley Beacon Academy, Orpington. You'll play a vital role in delivering engaging and therapeutic music lessons that help pupils develop their creativity, confidence, self-expression and emotional wellbeing.

You'll plan and deliver high-quality, differentiated lessons that meet the diverse needs of pupils with Social, Emotional and Mental Health (SEMH) needs. You'll create a safe, supportive and nurturing learning environment where pupils feel valued, can build positive relationships and experience success through music. You'll assess and monitor progress, adapt your teaching to meet individual needs, and contribute to a broad and enriching curriculum that promotes both academic and personal development.

This is a rewarding role where your ability to build trust, inspire engagement and respond flexibly to the challenges and strengths of each learner will be essential. You'll work closely with colleagues, families and external professionals to support pupils in overcoming barriers to learning and achieving their full potential. You'll also contribute to performances, enrichment activities and wider school events, helping to foster a love of music across the school community.

We're keen to hear from qualified teachers with experience of working with children and young people with additional needs, particularly those with SEMH needs, although this is not essential for the right candidate. You'll need strong classroom management skills, a calm and patient approach, and the ability to form positive, professional relationships with pupils. Most importantly, you'll share our commitment to creating a nurturing, inclusive and aspirational environment where every young person can thrive.

Bromley Beacon Academy is an all through Social, Emotional and Mental Health School (SEMH) in Bromley, offering a specialist educational provision to pupils in Key Stages 1 to 5 who have an EHCP or Statement for SEMH as their primary need. The school converted to an academy in February 2016 and joined London South East Academies Trust. London South East Academies Trust, part of the Elevare Group, is a thriving multi-academy Trust consisting of schools offering special, mainstream and alternative provision.

We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels.





Job Description

Main purpose of the role:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- As Music Teacher, the job purpose is to oversee the Music curriculum across the school. This will secure high-quality teaching, effective use of resources and improved standards of learning and achievement for all pupils.



Duties and Responsibilities:

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote excellent progress and outcomes by pupils
- Demonstrate excellent subject and curriculum knowledge
- Demonstrate their quality of teaching is 'good' to 'outstanding'
- Participate in arrangements for preparing pupils for external tests
- Lead, arrange and coordinate Music events for parents and carers and with other local schools and organisations
- To develop the confidence and enthusiasm of children, staff, parents and governors

Accountability of Learning and Training

- Provide the Head of School with appropriate and relevant pupil performance information and analysis
- Monitor pupil standards, progress and achievement against targets
- Help to co-ordinate the expertise available in the school and help practically in the classroom if appropriate.
- Attend relevant courses and meetings and disseminate information gained to the staff
- Liaise with other Music professionals
- Ensure continuity and progression, appropriate differentiation and Equality of opportunity
- Ensure a range of teaching strategies utilised to facilitate the learning of all pupils
- Ensure the effective use of ICT to support Music
- Provide appropriate support for all pupils including SEN and EAL and more able pupils

Whole-school organisations, strategy and development

- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Whole-school organisations, strategy and development

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Health, safety and discipline

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Additional areas of responsibility for the upper pay range (UPR)

- Contribute significantly to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Have extensive knowledge of their subjects/curriculum areas, related pedagogy and assessment
- Provide a critical role in the life of the school/trust
- Be a role model for teaching and learning
- Make a distinctive contribution to the raising of pupil standards
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning
- Lead on [e.g. teaching and learning, and pedagogy and curriculum initiatives in a subject or year group]
- Provide pastoral care as required and being aware of mental health and wellbeing needs
- Provide advice, coaching and mentoring to other teachers in order to help them develop and meet the relevant standards

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person Specification

Criteria	Qualities
<p>Qualifications</p>	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree
<p>Experience</p>	<ul style="list-style-type: none"> • Successful teaching experience (minimum of 2 years) • Two consecutive appraisals or performance reviews
<p>Skills and knowledge</p>	<ul style="list-style-type: none"> • Highly competent in all elements of the Teachers' Standards • Achievements and contribution to educational settings are substantial and sustained • An excellent knowledge of the National Curriculum • An excellent knowledge of effective teaching and learning strategies • An excellent understanding of how children learn • Extensive knowledge of how to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • An excellent knowledge of guidance and requirements around safeguarding children • Extensive knowledge of effective behaviour management strategies • Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum area you teach • A more developed knowledge and understanding of your subject/curriculum area and related pedagogy, including how learning should progress • Good ICT skills, particularly using ICT to support learning • Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum

Personal Qualities

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- High expectations for children's attainment and progress
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the school office manager will carry out. The postholder may be required to do other duties appropriate to the level of the role.

General requirements

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.



How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

