



DURHAM JOHNSTON
COMPREHENSIVE SCHOOL

DARE TO BE WISE



Subject Leader of Music

MPS/UPS plus TLR 1A (paid at £9782)

Starting date - September 2025

Permanent

Crossgate Moor, Durham, DH1 4SU

www.durhamjohnston.org.uk

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Letter of Introduction

Mrs McFadden
Acting Headteacher

Dear Applicant,

Thank you for your interest in the position of Subject Leader of Music. We are always very grateful when people express an interest in joining the school.

Durham Johnston Comprehensive School is a happy, successful and dynamic community school. We have a national reputation for academic excellence and are well respected in our local community, something of which we are very proud. Teachers often stay at Durham Johnston for a significant period of time as we value staff well-being and allow a significant amount of professional autonomy.

We are looking to recruit a talented and ambitious Subject Leader of Music who is both an expert practitioner and a colleague who is passionate about the creative arts. The study of music is valued at Durham Johnston and as such features significantly in our ambitious curriculum and wider enrichment offer. Our students are able to study Music throughout Key Stage 3 and at GCSE and A Level.

It is important to note that our intake is fully comprehensive. We have many students joining us in Year 7 with the potential to achieve outstanding success academically alongside students who can find accessing education challenging for a variety of reasons. It is truly important to us that all these students benefit from their time here. We are seeking teachers who can offer academic stretch in addition to focused and exciting learning in the classroom. You should also have a genuine commitment to social justice and ensuring that every child you teach benefits from your outstanding subject knowledge.

We encourage colleagues at any stage in their career to apply to work in our school. We will always appoint the best person for our school community regardless of age or experience.

Informal visits to the school are welcome and if you would like to visit the school, please contact Miss Bewley, Leadership Support (j.bewley@durhamjohnston.org.uk) to book a time.

In addition to completing the application form we would like you to outline, in no more than two sides of A4 paper, why your experience and personal qualities make you a strong candidate for this post, especially in relation to the job description and person specification.

The closing date is 12.00pm on **Monday 17th March** 2025. If you are returning your application by email please use the following address: recruitment@durhamjohnston.org.uk

We look forward to hearing from you.

Yours faithfully,

Rosslyn McFadden
Acting Headteacher

Advertisement

Subject Leader of Music MPS/UPS plus TLR1A
September 2025



Subject Leader for Music MPS/UPS plus TLR 1A (paid at £9782)

Required for September 2025

Permanent

Durham Johnston Comprehensive School is a high achieving school that offers high levels of autonomy to staff and consequently has a track record of academic excellence. We are looking to appoint a truly effective practitioner to lead our high-achieving Music Department.

Teachers at our school are passionate about their subject and passionate about social justice. We believe that every child, regardless of social background, has the right to an enriching and rigorous academic education. We all share a commitment to ensuring the children in our care are able to feel safe, happy and supported to achieve their full potential. If these values are ones you hold then we would welcome your application.

An application pack can be downloaded from our main advert online.

Informal visits to the school are welcome, as are requests for a TEAMS meeting or phone call. If you would like to arrange one of these options, please contact Miss Bewley, Leadership Support (j.bewley@durhamjohnston.org.uk) to book a time.

“Durham Johnston Comprehensive School is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check.

As a disability confident employer, we are committed to employing disabled people and people with health conditions making reasonable adjustments to support disabled applicants when required.”

Closing Date: 12.00pm on Monday 17th March 2025.

If you are returning your application by email please use the following address:

recruitment@durhamjohnston.org.uk

Job Description (Cont.)

*Subject Leader of Music MPS/UPS plus TLR1A
September 2025*



At Durham Johnston Comprehensive School everyone's first responsibility is to work towards the fulfilment of the school plan. While job descriptions vary, our common commitment to the welfare and success of our young people does not.

General Responsibilities

- To demonstrate, by professional behaviour, leadership and outcomes commitment to Durham Johnston's ongoing success.
- To fulfil the role of Subject Leader, taking responsibility for achievement, engagement, behaviour and leadership within the department.
- To support, develop and manage colleagues and to create and maintain a strong team ethic.
- To bring issues of concern or success within the department to the attention of the Leadership Group.
- To work with the Leadership Group in promoting high quality teaching, learning and assessment within the department
- To manage the day-to-day tasks within the department such as planning department meetings and preparing cover work for absent colleagues.
- To support colleagues in maintaining discipline and good order both within the department, around school and while on duty.

Specific Responsibilities

- To lead and develop the Music curriculum to ensure learning is presented in a logical and sequential manner across the department and there are smooth transitions between Key Stages 2, 3, 4 and 5. This should be reviewed annually. Currently, the department offers Music GCSE as an 'extra' option as well as in the main timetable. These classes currently take place before the start of student's school day, and it is hoped that the successful candidate would contribute towards delivery of this enhanced KS4 offer.
- To lead the Music departmental quality assurance programme and ensure that teaching and assessment is consistent, accurate and reliable. To work with and support colleagues where this is not so to ensure improvement.
- To take responsibility for achievement through examination reviews, data collections and other monitoring in Music in line with school policies.
- To identify and track the engagement and progress of key groups in Music and to lead intervention in Music liaising with relevant colleagues where appropriate.
- To report to Leadership Group and Governors as required.
- To lead department meetings, discussions with colleagues, implement agreed decisions and development and enable all colleagues to realise these decisions in the classroom.

Job Description (Cont.)

*Subject Leader of Music MPS/UPS plus TLR1A
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- To ensure the department are informed about, and understand developments and current thinking behind, curriculum changes and external assessments affecting all Music qualifications.
- To oversee the creation and distribution of Music resources to the department and to identify where new resources are required, to delegate development of such where reasonable.
- To prepare and lead the presentation of materials relating to Music at whole school events.
- To be a focal point for colleagues concerns about Music and to offer support and advice.
- To promote high quality teaching and learning within the department. To model best practice in Music teaching and to support colleagues to support and develop their own professional practice.
- To collaborate effectively with other schools and supportive networks to share good practice. This includes working with Durham Music Service (DMS) in the delivery of the programme of peripatetic lessons taking place in school, and the management of the visiting teachers from DMS, including oversight of lessons, timetables, billing etc.
- To liaise with colleagues to ensure vulnerable, SEND and EAL students receive appropriate additional support where required and their subject specific learning needs are at the heart of departmental planning.
- To lead on behaviour management and deal with behavioural issues that impact progress of students in the department. To develop trace forms and other monitoring methods. To contact parents and to arrange detentions as appropriate in line with the school behaviour policy.
- Day to day administration including examination entries (in accordance with STPCD)
- To oversee and manage the extensive programme of extra-curricular activities taking place in the department, including the maintenance and organisation of the music library and school instruments.
- To take responsibility for the administration, planning and running of concerts and events both in school and at external venues, including the annual School Carol Service in Durham Cathedral.

This job description is current and was reviewed in February 2025, but following consultation with you, may be altered to reflect or anticipate changes in the job which are commensurate with the salary and job title. All posts will be reviewed annually.

Person Specification

Subject Leader of Music MPS/UPS plus TLR1A
September 2025



Essential Requirements

The following points give a list of qualities which are essential for appointment to this post (with the methods by which they will be assessed indicated in brackets).

- An honours degree in an appropriate discipline. (application form)
- An approved teaching qualification. (application form)
- Excellent practical musical skills, including keyboard skills. (application form, interviews)
- Recent successful teaching experience as a qualified teacher. (application form, reference)
- Passion for your subject and the potential to become an excellent teacher at Durham Johnston Comprehensive School. (letter, reference, lesson, interviews)
- The ability to communicate effectively with young people from a range of backgrounds. (reference, lesson, interviews)
- The ability and willingness to collaborate effectively with colleagues and to lead them. (reference, interviews)
- Strong organisational skills and the ability to meet deadlines. (reference, interviews)
- The ability to teach at Key Stage 3, 4 and 5. (reference, interviews, lesson)

Commitment to Ethical Leadership

All teachers and postholders at Durham Johnston Comprehensive School are expected to exemplify seven virtues of Ethical Leadership. We define these virtues as:

Trust: Leaders should be trustworthy and reliable. They hold trust on behalf of children and should be beyond reproach. They are honest about their motivations.

Wisdom: Leaders use experience, knowledge, insight, understanding and good sense to make sound judgements. They should demonstrate restraint and self-awareness, act calmly and rationally, exercising moderation and propriety as they serve their schools and colleges wisely.

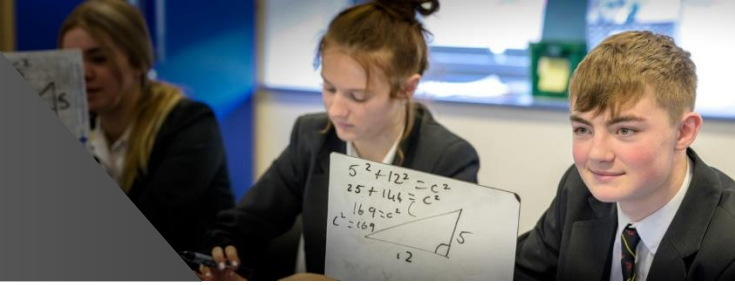
Kindness: Leaders demonstrate respect, generosity of spirit, understanding and good temper. Where unavoidable conflict occurs, difficult messages should be given humanely.

Justice: Leaders should be fair, and work for the good of all children. Leaders should work fairly for the good of children from all backgrounds. They should seek to enable all young people to lead useful, happy and fulfilling lives

Service: Leaders should be conscientious and dutiful. They should demonstrate humility and self-control, supporting the structures and rules which safeguard quality. Their actions should protect high-quality education.

Person Specification (Cont.)

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Courage: Leaders should work courageously in the best interests of children and young people. They protect their safety and their right to a broad, effective and creative education. They should hold one another to account courageously.

Optimism: Leaders should be positive and encouraging. Despite difficulties and pressures, we are developing excellent education provision to change the world for the better.

Department Overview

*Subject Leader of Music MPS/UPS plus TLR1A
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The music department is at the heart of the school community, both in terms of our physical position in the building, but also in terms of the fact that we often have a presence at whole-school events. In the wider world, music can sometimes be considered as an elitist pastime, but we are proud of the fact that here it is a core part of the academic curriculum for all students, ensuring that all students, regardless of background acquire music knowledge, and have the opportunity to build musical skills. Durham Music Service (DMS) play a significant role in this process, providing top-quality professional instrumental/vocal tuition, available to all for less than the cost of private tuition, and available to FSM/PP/PP+ students free of charge.

Key Stage 3

The KS3 curriculum is built around the four musical disciplines of understanding, listening, performing, and composing, which are interrelated. Knowledge, skills and understanding in each of these areas are developed interactively through practical music-making.

Further details of the content that Years 7-9 study for Music can be found on the 'Learning' section of the school website (<https://durhamjohnston.org.uk/learning/introduction>).

Key Stage 4

At KS4, the Edexcel GCSE specification continues to encourage the integration of listening, performing, and composing, and each of these strands is assessed. The content builds on the understanding developed at KS3 as students investigate, analyse, and evaluate music and its features.

As a school, fulfilling the requirements of the EBacc is not compulsory for any students as we encourage our students to pick subjects they are passionate about and those that support their future aspirations.

Sixth Form

At KS5, the AQA A-Level specification allows students to develop particular musical strengths and interests, whilst also ensuring access to higher education courses. Students are encouraged to engage critically and creatively with a wide range of music and musical contexts and reflect on how music is used in the expression of personal and collective identities.

Extra-Curricular

The extra-curricular offer is a particular strength of the Music Department at Durham Johnston School. Through our partnership with DMS, students are offered one-to-one and small-group tuition on Woodwind (Flute, Clarinet, Saxophone), Double Reed (Oboe and Bassoon), Brass (Trumpet, French Horn, Baritone, Trombone, Euphonium, Tuba), Upper Strings (Violin, Viola), Lower Strings (Cello, Double Bass), Guitar (Acoustic and Electric), Orchestral Percussion, Drumkit, and Voice. Over 140 students have weekly lessons in school through this provision. The cost for these lessons is shared between school and parents, and tuition is free for parents and carers in particular circumstances (e.g. Student Premium).

Department Overview

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The department also runs a weekly programme of ensemble rehearsals. Currently, this consists of Junior Choir, Senior Choir, Chamber Choir, Junior Orchestra, Senior Orchestra, Wind Band and Big Band. These groups prepare repertoire for concerts at Christmas and Easter, concerts at which there are also opportunities for soloists and smaller ensembles to perform.

Lunchtime activities are also offered weekly, including a Keyboard Club, sessions for aural training (in preparation for ABRSM and Trinity graded exams), and a Music Theory Club (helping students prepare for ABRSM graded theory exams).

The musical highlight of the year at Durham Johnston is the annual Carol Service in Durham Cathedral. All students experience the performances provided by the school's ensembles, hear the world-famous Harrison & Harrison organ, played by the Cathedral's organist, and take part in the singing of traditional carols.

The school concerts at Christmas and Easter are well attended by parents, siblings and friends of the performers, and these include students from Y7 through to Y13 performing alongside each other and appreciating each other's performance. A small charge is made for tickets at these concerts (currently £4/£2) but this in turn allows the provision of the extra-curricular programme to be completely without charge to all students.

Other smaller-scale events in the school's year similarly attract audiences of parents, siblings and friends, and these currently include the annual Music Festival (a performing competition) and 'Music for a Summer Evening' (a cabaret-style occasion).

Durham Music Service (DMS) also has its own performing ensembles, providing opportunities for students across the county, of which Durham Johnston students are leading members. These groups rehearse weekly and undertake concerts in venues across the North-East.

Students within school also experience live music on an occasional basis, with visiting musicians and groups sometimes delivering cross-curricular content (e.g. PHSE).

Leadership and Staff development

The Music Department is a team of long-serving and highly experienced staff, all of whom remain receptive to continually developing their subject knowledge and pedagogical approaches. Leadership in the department promotes the sharing of good practice and keeping abreast of developments in research. Recent initiatives such as the Music Model Curriculum have been embraced and studied, and this has resulted in modifications and improvements in our curriculum and in our teaching.

Regular staff meetings provide times for the Music team to work together to develop their understanding of key challenges linked to Music teaching, with a recent focus on curriculum design and assessment.

Context of Durham Johnston Comprehensive School



Thank you for expressing an interest in Durham Johnston Comprehensive School. The school website is an excellent starting point if you wish to know what life is like at Durham Johnston and we would urge any prospective candidates to consult that resource to help them decide if our school is right for them.

Core Values

School systems at Durham Johnston are built around five core values which, together, form our ethos and are at the heart of everything that we do.

Academic Excellence: a belief in progress for all.

Acquiring Knowledge: the importance of being an educated person and knowing things.

Social Justice: providing opportunities for all, regardless of background or personal circumstance.

Public Service: the importance of making a contribution to both the school community and wider society.

Diverse Opportunities: a rounded education that 'opens doors' regardless of location or specialism.

It is important to us that anyone wanting to work at Durham Johnston realises that each of our 5 values are of equal importance. We want our students to gain both a high level of academic knowledge, whilst also contributing to the wider community. We also want every child to enjoy such opportunities, regardless of background. Our teachers have a passion for their subject and a determination to ensure that every child, no matter where they grow up, whatever their personal circumstances, whatever life has given or denied them, has the opportunity to fulfil their potential and to be happy.

Leadership

The school is led in a way that seeks to maximise the autonomy of individual classroom teachers and departments, as we recognise that highly dedicated, educated and trained professionals are the people best placed to determine how to teach their subject to the individuals in their classroom. The school Leadership Group look to ensure that departments and classroom teachers are supported in a way that allows them to focus on this as much as possible; we keep good order and let our teachers teach.

Pastoral Care

Our pastoral systems help to ensure that every child feels valued and cared for. We believe strongly in the power of community to help make potentially worried or anxious children feel safe and secure, and to provide a sense of collective endeavour. Our tutors play a vital role in this. Tutors can also help students make the most of our vast extra-curricular programme. We are justly

Context of Durham Johnston Comprehensive School (Cont.)



proud of the range of sports our young people can take part in and the school has regularly been recognised in the top 1% of sport schools nationally by School Sport magazine. This reflects both the range of sports offered, as well as the high standards that many of our students achieve. Our music department lead a series of highly popular orchestras and choirs, with the department being recognised as a Music Mark School Member “in recognition of a commitment to providing high quality music education for all children and young people” as well as holding the PTI Mark for Subject Leadership. However, it is not just in these two areas that children can access a wide range of opportunities, our offer extends from coding to gardening; from film club to Ancient Greek. There are clubs for everyone and our young people always meet students with a shared interest. We actively seek to ensure that all children find something they can enjoy during their time at Durham Johnston.

We are routinely identified as The Sunday Times Northeast State Secondary School of the Year and this year were also awarded State Secondary School of the Year for Academic Excellence in the Northeast. We are very proud that the awards are based upon a wide range of factors, including the opportunities that we provide for students regardless of their backgrounds or personal circumstances.

Staff Wellbeing

The wellbeing of our staff is central to the ethos of Durham Johnston Comprehensive School. We have a strong sense of community within our school and our staff work very hard as a team to support one another. We welcome opportunities to come together as a staff and these can range from tea and scones in the staff room, to the highly competitive end of term departmental quizzes. Many staff socialise both inside and outside of school and have run activities such as sport and fitness clubs and wellbeing sessions. Our staff like each other and enjoy spending time together.

At a leadership level we are committed to the values of ethical leadership and try to model this at all times. As a leadership team we listen and respond to staff concerns and our staff are able to raise problems and tough issues when necessary. In a recent staff survey, an overwhelming majority of our staff said they felt well supported by the school's senior leadership team.

Living in the North-East

Living in the North-East is an attractive proposition within itself. Many of our staff live within our catchment area and house prices in the region mean that it is ideal both for those seeking to establish themselves on the property ladder, or for families in need of more space. As well as the historic city of Durham, the surrounding area offers much in the way of natural beauty for people to enjoy, whether walking in the Wear valley, visiting the Borders or North York Moors, or surfing in the North Sea on the Northumberland Coast. Well served by transport links, the school is close to both Durham train station, a key stop on the East Coast Mainline, and the A1 (M), allowing easy access to Newcastle, York and London.

Durham is a beautiful place to live and at Durham Johnston Comprehensive School we value experience and believe that teachers should be given the professional autonomy to teach and make decisions that work for their students. On that basis, we hope that we are the right school for you.