



THE SAINT JOHN HENRY NEWMAN  
CATHOLIC SCHOOL



# APPLICATION PACK 2022

Subject Teacher of  
Music



Our School was formed in 1987 from the amalgamation of St Angela's Catholic School for girls and St Michael's Catholic School for boys. We serve the North Hertfordshire Catholic community but our catchment area extends to Bedfordshire, East Hertfordshire and parts of Cambridgeshire. Originally, a 6-form entry School, the intake was increased to 210 in 1999 and increased to 8 form entry in September 2015. There is a high retention rate into the Sixth Form and many students apply to join our Sixth Form from other establishments. Consequently, the School has grown in size from 830 in 1993 to approximately 1550 in September 2019, with 350 students in the Sixth Form. The School became an academy as part of the Diocese of Westminster Academy Trust in 2012 and has benefitted from considerable investment in its buildings as a result, including a new £3.5 million Sports and Performing block (The Pavilion). A major refurbishment of the school estate is currently being undertaken with the provision of two new blocks. This will include new teaching accommodation, a dedicated sixth form suite, a greater number of computer rooms and improvements to the Library, Dining and Hall facilities. Two existing blocks and some temporary accommodation are being demolished and the final phase of the works includes relandscaping the school site. The first of the new facilities will be available in September 2022 and the work will be completed in 2024.

Our Mission Statement emphasises the practical nature of our religious character. We seek to offer a living Christian experience as a community in which each pupil is valued as an individual and is encouraged to achieve success in school life. Our Chapel is a central part of school life but it is in the day-to-day operation of school life that the School sees its aims being fulfilled. We want pupils and students to enjoy the experience of being part of the Saint John Henry Newman Catholic School community, to gain in self-confidence and to become young adults instilled with a sense of personal responsibility, social commitment and, hopefully, an awareness of their own distinctive spirituality. We want them to be equipped to change their world.

The pupil population is almost 100% Catholic and the School is heavily over subscribed for places. Although not all staff are Catholic (teaching staff 45.9% are Catholics), all maintain and support the distinctive Catholic nature of the School and



support the Headteacher in implementing the School Mission Statement. There is presently the equivalent of 91 full time members of teaching staff and there is a generous complement of support, technical, clerical and maintenance staff. Governors have for many years invested much of their revenue income to allow for relatively small teaching groups and relatively low contact ratios for teaching staff.

In years 7 to 9 pupils follow a broad and balanced curriculum based on the National Curriculum. Pupils in Year 10 and 11 follow a core curriculum of English, Maths, Science and RE with three subject choices.. At Key Stage 4 we encourage students to follow the EBAC where this is appropriate, but we offer a wide range of GCSEs and the creative subjects (Art, Drama, Dance and Music) are very popular option. We offer a range of vocational courses for pupils for whom this is appropriate. Our current provision offers vocational courses in iMedia, Child Development, Catering and Sport. We have a large sixth form of approximately 400 students and there is a very wide range of A-level provision. Advanced Vocational courses are also offered in Art and Design, Production Arts, Digital Music Production, Music Performance. Applied Science, Sport and Health and Social Care. There are currently 306 pupils on the SEN register, of whom 27 have an Educational Healthcare Plan.

The School has an excellent academic reputation. With pupils achieving an Attainment 8 score of 54.7 in 2018-19 which is well above the local and national average and 9-4 with English and Maths was 80.2%. 30% of all GCSE grades were 9-7. At A-level the pass rate for the last three years has been over 99%. 55.3% of all A level grades were A\*-B. The pass rate for Vocational courses has consistently





been 100%. We are, however, conscious that we have the capacity to improve further and we are determined to do this on behalf of our pupils and students. Exam results, important though they are for opening doors for pupils in the future, do not determine success and happiness. Therefore we have a strong enrichment and wellbeing programme that encompasses every pupils and student and a comprehensive career curriculum. We have been awarded with the Kitemark for emotional health and wellbeing for our work supporting students, their families and staff.

The number of pupils entitled to free school meals is relatively low (3.5%) with 10% of pupils receiving Pupil Premium. The ethnic composition of the School's population reflects the community which it serves. It is predominately white British (57%) but with significant proportions of ethnic minorities reflecting the Church's world wide mission and the growing number of new migrants employed primarily in health care and scientific research. Attendance is above the national average with very low unauthorised absence figures.

A Diocesan Section 48 inspection in November 2019 concluded that we are an "Outstanding Catholic School".

The 2018 Short OFSTED inspection concluded; 'We were immediately struck by the many smiling faces of pupils, who enjoy coming to school. When

speaking to them, pupils universally highlighted how their teachers 'go above and beyond' to help them achieve well. Pupils display a real pride in their school. They talk enthusiastically about their strong relationships with staff and the sense of community where 'everyone goes out of their way to be friendly and make you feel welcome'.

Consistent with its aim of encouraging everyone to reach their full potential, the School places great emphasis on its pastoral care.

We operate at a very human level and recognise that it is our good and caring staff who sustain and develop our school. Our challenge is to maintain high quality provision, hopefully to continue to make changes to improve this, but above all, to honour the promise we make to every parent who chooses to send their child to our School - that each child will be recognised and loved for who they are and that they will be offered excellent learning opportunities in a safe, caring and inspirational environment. We are looking to appoint individuals who will enjoy being part of this distinctive community and who will contribute to it by sharing their individual talents, character and commitment and, hopefully, sense of humour!

The Saint John Henry Newman School is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to a satisfactory enhanced DBS check.





## Benefits of working at The Saint John Henry Newman School

### Superb working conditions

- Excellent transport links – close to the A1 and 30 miles to central London. Stevenage to London is just over 20 minutes on the train.
- Stevenage is an area with more affordable housing, than other areas of Hertfordshire. Staff also choose to live in the beautiful villages and market towns of North Hertfordshire.
- Secure free car parking for all members of staff
- Excellent staff facilities including free tea and coffee and microwaves and fridges in the staffrooms
- Staff association which provides gifts, flowers and cards for leavers and staff with significant life events
- Social activities e.g. Friday after school football, staff choir, staff book group, running club, Christmas party, informal nights out, staff pantomime
- Child care voucher scheme
- Flu vaccinations for all staff
- Excellent teaching facilities with the new and refurbished buildings
- Supportive of flexible working
- Ensuring equality and diversity is a priority
- Governors focused on Staff wellbeing

### A thriving community where you can enjoy teaching

- Oversubscribed school with close link with the community and supportive parents
- Exemplary student behaviour which is always commented on by visitors
- Extensive range of extracurricular activities and enrichment – much of which takes place within the school day so there is no expectation to give up free time
- All teachers are issued with a laptop



- Workload is constantly being reviewed e.g. email protocols to reduce number of emails, assessment policy to reduce time spent marking
- Generous non-contact time
- Very large sixth form so many opportunities to teach this age group
- Lessons are taught by subject specialists
- Many opportunities to work with students and participate and support in local, national and international fundraising and awareness opportunities

### A serious commitment to professional development

- New staff induction programme – September-November
- Performance Management that is focused on developing teacher's careers in the areas that they wish
- Bespoke professional development opportunities – Masters, NPQs, Educator Led Development Programme, exam board training, in school opportunities to develop teaching and leadership, ECT and ECT + 1 programme
- Whole school CPD focuses on teaching and learning and there are many opportunities for staff to become involved in the design and facilitating of INSET



## Information on the Music Department

### Staffing

There are currently three full time Music staff, one part time teacher and eleven visiting peripatetic instrumental teachers in The Saint John Henry Newman School music department.

### Accommodation and Resources

After gaining Specialist Status in Music Drama and Art in 2006, the Music Department was been able to expand by purchasing some state-of-the-art instruments and equipment. In 2016, the department relocated into a purpose-built performing art new-build and they occupy the first floor of the pavilion.

The department consists of two mac suites, used for whole-class teaching, a recital room and four practice rooms used for outbreak work. Each practice room has a full-size Drum Kit, Electric and Bass Guitars, 2 keyboards and mini PA/ amplification. These four rooms are known as Musical Futures rooms and are intended to promote good pupil centred learning based around giving pupils more say over instrument and repertoire choice. All three class teaching rooms have digital projectors and sound systems for listening activities.

### Key Stage 3

We have a three year Key Stage 3 where pupils are taught in mixed ability forms and are encouraged to use an extremely wide range of pitched and un-pitched percussion instruments from around the world. In addition to these instruments, the pupils use all the instruments and equipment in the practice rooms. Some KS3 music lessons take place in the mac suites where pupils develop composition and keyboard skills through their use of garage band. Our Year 7 learning programmes include study of the elements of music, instruments of the orchestra, African drumming, musical theatre singing and music for media. The schemes of work have been developed to make practical music-making engaging and relevant to the age of pupils. In Year 8 and 9, we follow the Musical Futures national strategy, encouraging all pupils to learn to play as an ensemble, taking responsibility for decision making and their progress towards the desired outcome. The outcome of our KS3 learning experience is approximately 40-60 pupils opting to study music at GCSE Level.

### Key Stage 4

At present we have over 100 pupils studying the OCR GCSE music course across Years 10 and 11. The pupils are extremely self-motivated and are

encouraged to use the department's extensive range of equipment to develop their listening, performing and composing. The music department has enjoyed a very high GCSE exam success rate over the past years, 100% 9-4.

### Key Stage 5

The department has a fine reputation of success at A level with many students going on to study Music at Conservatoire or University level. We currently have 7 students studying Music at A Level, following the OCR specification. We also enjoy great success with the Edexcel Btec Music courses that we offer. We currently offer the Extended Certificate in Digital Music Production and in Music Performance, each worth one A Level. The sixth form music students are central to the musical and spiritual life of the school.

### Extra-Curricular and Spiritual Life involvement

The department runs many bands, choirs and other ensembles and has an enviable reputation in the area for an extremely high standard of performing which has been mentioned in the national press as: 'A strength of the School'. The School Wind Band, Jazz Band and Choir depart on a European concert tour every other year and have performed in Salzburg, Geneva, Barcelona, Venice, Luxembourg, Prague, Bonn, Vienna, Budapest, Rhineland, Croatia, Bruges and Salzburg. The department also stages musicals every year which have included Calamity Jane, Grease, Godspell, Les Miserables, West Side Story, Fame, The Wizard of Oz, Jesus Christ Superstar, Little Shop of Horrors, Scrooge, My Fair Lady and Oliver. We work closely with drama and dance departments to ensure these musicals have a wide, whole school impact, involving over 150 students. We are fully involved in supporting the fundraising efforts for the various charities supported by the school. This academic year the department Christmas Concert raised over £1,500 for the Garden House Hospice Care, Letchworth and the Jazz Nights in January raised over £11,000 for the school charity KISS. The department are fully committed to developing the spiritual life of the school through choice of repertoire for school liturgy and through leading the music at whole school assemblies. The Catholic ethos of the school underpins all performing, with all our singers and instrumentalists involving themselves fully in the school liturgy. 10% of pupils at the school receive instrumental tuition through the Herts County Music Service who teach during the school day and are very much part of the school.



## Person Specification for Subject Teacher of Music

Essential	Desirable
<b>Qualifications</b> <ul style="list-style-type: none"><li>• Qualified Teacher Status (or will be gained this year)</li><li>• Good specialist subject knowledge through degree – Music</li><li>• High standard of written and oral communication</li></ul>	<ul style="list-style-type: none"><li>• Evidence of recent relevant professional development</li></ul>
<b>Teaching and Learning</b> <ul style="list-style-type: none"><li>• Ability to teach Music from KS3 through to KS4.</li><li>• Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice</li><li>• Ability to contribute to a culture of high expectations amongst students and staff within their curriculum area, both academic and in terms of behaviour and attitudes</li></ul>	<ul style="list-style-type: none"><li>• Ability to teach Music at KS5</li><li>• Experience as a Form Tutor</li><li>• Experience of contributing to curriculum planning and development, and the organisation of resources</li><li>• Good understanding of the recent and upcoming changes to the curriculum</li></ul>
<b>Personal</b> <ul style="list-style-type: none"><li>• Genuine passion and a belief in the potential of every pupil</li><li>• Resilience and determination</li><li>• Motivation to continually improve standards and achieve excellence</li><li>• Ability to communicate effectively and relate well to others</li><li>• Good team player who contributes positively to teams</li><li>• Effective time management and organisational skills</li><li>• Commitment to equality of opportunity and the safeguarding and welfare of all pupils</li><li>• Fully support for the School's aims, values and Catholic ethos</li><li>• Demonstrate excellent attendance, punctuality and professional appearance</li></ul>	





## Job Description for Subject Teacher of Music

**Postholder:** .....

**TLR Allowance:** N/A

**Date:** September 2022

You are accountable to the Governing Body through the line management structure shown in the Staff Handbook.

### Part 1

You are required to maintain and develop the Catholic character of the School in accordance with the direction given by the Governors and expressed in the Mission Statement. You are required to support the Headteacher in implementing the Mission Statement and in maintaining the distinctive Catholic nature of the School.

### Part 2

You are required to carry out the duties of a school teacher as set out in the current School Teacher Pay and Conditions of Service Document. This requires you to carry out such duties as the Headteacher may reasonably direct from time to time.

### Part 3 - Job Purpose

- To contribute to the teaching of Music under the direction of the Subject Leader
- To deliver the National Curriculum as outlined in KS3 and KS4 activity timetables provided by the Subject Leader
- To participate fully in the extra-curricular life of the school
- To be responsible for assisting in the development of schemes of work
- To carry out both Formative and Summative assessment procedures as outlined in the Department Handbook
- To effectively record assessments undertaken using the Department's central record systems
- To complete whole school data collection tasks as directed
- To contribute to monitoring and learning ideas during department inset and participate in practical training days focused on sharing good practice where appropriate.



### Part 4 - Accountabilities

You are responsible to the Headteacher, the Leadership Team Member with responsibility for your Department and the Subject Leader.

You are required to:

- Undertake all reasonable precautions to safeguard the health and safety of students and staff at all times within the departmental area.
- Ensure that all students are treated fairly, consistently and with respect, that opportunities for reinforcing positive self-images are sought, that gender and race discrimination are actively discouraged.
- Encourage an environment and ethos which underpins and enhances students; learning and rewards students; achievements.
- Take active responsibility for formulating fair and consistent standards of discipline and follow up concerns according to the school's procedures.

### Part 5 - Key Responsibilities and Duties

- To help in the organisation and supervision of departmental trips, visits and extra-curricular activities where appropriate
- In line with Department policy regularly liaise with parents on matters such as behaviour, participation levels and pupil achievement and anything relevant to the Department. Where necessary provide feedback through department concern and/or praise letters, telephone calls and/or messages through the pupil diary.
- Implement the Department's Rewards and Sanctions policy (as outlined in the Department handbook).
- Attend Parent Consultation Evenings.

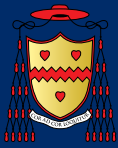
### Monitoring

- To keep an accurate and up to date register for all classes taught
- Regularly mark pupils work in line with the School's marking policy.  
Monitor pupil progress and address underachievement using Departmental policies.
- To contribute to the development of self-evaluation procedures within the department.

Signature of Postholder: .....

Date: .....





# MISSION STATEMENT

Our mission is to be:

*A Living, Christian Experience*



## INSPIRED BY

- love of the Creator
- faith in Jesus Christ
- hope from the Holy Spirit.

## IN SERVICE TO

- the needs of our students
- the parents and guardians of Our students
- the educational mission of the Catholic Church

## WE BELIEVE

- in the goodness and beauty of God's creation
- in the goodness, dignity and worth of each person
- that everyone has a unique spiritual identity which they are called to fulfil
- in loving one another and yourself for the person that you are
- that all have rights, roles and responsibilities for which they are accountable
- in discovering and nurturing our God-given gifts
- in celebrating the personal development of each individual
- that the quality of teaching and learning is of fundamental importance
- in developing informed minds. capable of making informed and considered decisions
- that everyone thrives in a secure, safe and structured environment
- in forgiveness and being forgiven
- in celebrating and living our faith, and reaching out to others

and that learning is a life-long journey through which each person should aspire to make the world a better place.