



ATHENA
LEARNING TRUST

Music Teacher

Application Pack

Closing date:

21st June 2023, 9am

Interview date:

W/C 22nd June 2023

www.athenalearningtrust.uk





Job Title: Music Teacher

School Base: Bideford College

Closing Date: 21st of June 2023 @ 9am

Interview Date: Week Commencing 22nd of June

Vacancy Start Date: Sept 2023

Contract Type: 1.0 FTE

Salary: £28,000 to £43,685 , TLR £5,188 for the correct candidate

We may close the vacancy early for an exceptional candidate.

Suitable for New Qualified Teachers.

At Athena Learning Trust, we are inspired by wisdom, creativity, collaboration, innovation and learning. At our six schools - Altarnun Primary, Atlantic Academy, Bideford College, Egloskerry Primary, Launceston College, and Launceston Primary School – we are dedicated to providing a learning environment that develops all to their full potential.

We believe that education is the key to unlocking a better future, and our mission is to support all schools and their communities in achieving world-class education. With many years of experience in the field, we understand that knowledge brings freedom - freedom from illiteracy, innumeracy, and exclusion from learning. We are passionate about helping schools to provide the education to bring opportunity, choice and freedom to all.

Bideford College is looking for a passionate and enthusiastic music teacher to deliver a balanced and differentiated music curriculum in all key stages. This exciting post will also lead on musical performances and events, and extracurricular activities for the College choir and band.

We are seeking applicants who are aligned with our values and have the talent and passion to deliver our vision successfully. You will be joining a team of dedicated individuals who are committed to fostering a positive school culture and community that encourages interaction, friendship, collaboration, understanding, and cultural diversity among students and staff.

If you want to make a meaningful impact and support the leadership and improvement of the trust while taking advantage of the lifestyle that our beautiful coastal settings provide, we want to hear from you. Apply now and be a part of our dedicated team working towards a brighter future for all of our students.



These are just a few of the reasons to join Athena:

People:

Our teachers, leaders and staff are great people and a great team together

10 inset days:

We love learning together; we devote 10 inset days a year to all-staff CPD

No burnout:

We cut low-impact workload and champion staff wellbeing

Distraction-free:

We help bring about distraction-free learning

Backing:

We back our teachers 100%, with access to practical support when it's tough

Impact:

We improve our children's reading, revision, results and life chances

Leaders:

We see every staff member and student as a future leader

Time:

We value staff time really highly and devote ourselves to always investing it well

Balance:

We want staff to enjoy holidays to do things that make us happy and healthy

Wellbeing:

We give all our staff access to a range of wellbeing and employee benefits

Why Athena?

At Athena Learning Trust, we pride ourselves on creating an inclusive and diverse work environment where staff happiness and wellbeing are a top priority. As part of our team, you'll also have access to a range of benefits, including:

- Competitive pay and opportunities for professional development, as we are a growing trust
- Generous holidays and access to the outstanding teacher pension scheme
- Perkbox, our benefits scheme that offers a wide range of savings and perks
- An employee assistance programme to support your health and wellbeing
- Modern, well-equipped schools, with outstanding facilities and on-site parking
- The option to participate in a nationally recognized cycle to work scheme
- Access to quality CPD to ensure professional success and personal satisfaction
- A team of dedicated staff who are passionate about supporting teaching and learning
- A trust culture which is creative, innovation, fun, fair, developmental, values diversity and inclusion and which is supportive of staff and pupils

Join our team and be a part of an organisation that is committed to providing an excellent education for all students, regardless of their background or circumstances. Apply now and experience the difference in a rewarding and meaningful career in education.

Thank you for your interest in the position of Music Teacher Lead at Athena Learning Trust.

If you have any questions, or if you would like a further discussion about the role, in the first instance please contact our

People team: Tel: 01566 701683 E-mail: people@athenalearningtrust.uk



Job Description:

Job Title: Music teacher
(with leadership responsibilities for the correct candidate)

Grade: MPS/UPS Plus
TLR2b for the correct candidate

Responsible to: Principal and Head of Faculty

Main Purpose of Job:

- To actively develop progress in all key stages.
- To lead and organise musical performances for whole school events.
- To track, monitor and support the overall progress and development of students within the subject and across all key stages
- Promote and lead extracurricular activities including the College choir and band.

Main Duties and Responsibilities:

Operational/Strategic Planning

- To contribute or lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies for the designated subject and key stage with regard to faculty policy, procedures and developments
- The day-to-day management, control and operation of the designated subject and key stage within the faculty
- To assist in monitoring and following up student progress
- To assist in the implementation of College policies and procedures, for example Equal Opportunities, Health and Safety, COSHH, Accommodation Strategy, etc
- To work with colleagues to formulate aims and objectives for the Key Stage/subject which have coherence and relevance to the needs of students and to the aims and objectives of the College
- To assist in the management of the business planning function of the Faculty, and to ensure that the planning activities of the Faculty reflect the needs of the students and the aims and objectives of the College

Curriculum Provision and Development

- To liaise with the Head of Faculty to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the faculty's and College's strategic objectives
- To support curriculum development within the whole faculty with particular emphasis on the relevant subject and key stage
- To keep up to date with national developments in the subject and key stage and teaching practice and methodology
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels
- To liaise with the Head of Faculty to maintain accreditation with the relevant examination and validating bodies



Staffing: Development; Recruitment and Deployment

- To work with the Head of Faculty to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs
- To contribute to performance management and to act as reviewer for a small group of staff within the faculty
- To promote teamwork and to motivate staff to ensure effective working relations
- To ensure the effective and efficient deployment of classroom support including the music technician.
- To recruit and coordinate the employment of peripatetic lessons.
- To participate in the College's ITT programme

Quality Assurance:

- To assist in the process of the setting of targets within the faculty and to work towards their achievement
- To help to establish common standards of practice within the faculty and develop the effectiveness of teaching and learning styles in the relevant subject and key stage within the faculty
- To contribute to the college procedures for lesson observation
- To participate in the monitoring and evaluation of specific aspects (related to the post) within the curriculum area in line with agreed college procedures including evaluation against quality standards and performance criteria

Management of Information

- To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area on the management information system
- To assist in the use of analysis and evaluation of performance data
- To help to produce reports within the quality assurance cycle
- To assist in the production of reports on examination performance, including the use of value-added data
- To assist in the identification of exam entries within the department



Assessment

- To implement the Faculty policies and procedures for assessment across the subject and key stage
- To assist in the identification of underachievement and to develop effective strategies to tackle it
- Where required by the Head of Faculty, arrange and organise internal examinations and tests where those are necessary, and to assist with external examinations (such as GCSE)

Communications

- To ensure effective communication/consultation as appropriate with the parents/carers of students.
- To liaise with partner schools, higher education, industry, examination boards, Awarding Bodies and other relevant external bodies when required
- To contribute to the College liaison and marketing activities, eg, the collection of material for press releases and the College news page.

Management of Resources

- To assist the Head of Faculty to identify resource needs and to contribute to the efficient/effective use of resources
- Day to day management of the Elgar block – a specialist music block with 9 practice rooms, 30 computers each with Cubase 7.5 and Sibelius 7 software.

Pastoral System

- To monitor and support the overall progress and development of students within the curriculum area
- To help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary
- To act as form tutor and carry out the duties associated with the role as outlined in the generic job description
- To contribute to PSHE, citizenship and enterprise according to the College policy
- To assist in the implementation of the College behaviour policy in the faculty so that effective learning can take place and be available to help members of staff as problems arise
- To liaise with Head of Faculty over more major problems



Teaching

- To undertake and appropriate programme of teaching in accordance with the duties of a standard scale teacher as laid out in the School Teacher's Pay and Conditions Document

Additional duties

- To play a full part in the life of the Academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To support the Academy in meeting its legal requirements for worship.
- To actively promote the Academy's corporate policies.
- To continue personal development as agreed.
- To comply with the school's Health and safety policy and undertake risk assessments as appropriate.
- To engage actively in the performance review process.
- To undertake any other reasonable duties as requested.
- Possibly support the Head of Faculty and to deputise when and where appropriate
- Possibly to lead and manage those staff within the faculty who are involved in delivering the relevant subject and key stage curriculum
- To take a leading role in the very successful annual College production and other whole school events.
- To possibly contribute to the leadership and management of the College through relevant leadership meetings.
- Possibly support the Head of Faculty and to deputise when and where appropriate.



Person Specification

Qualifications

Must be a qualified teacher. Ideally, the Head of Music will hold a Bachelor's degree in Music, or a related field.

Experience

- Experience in leading and managing a Music department.
- Implementation of knowledge around Music education and pedagogy.
- Demonstrable experience of working collaboratively with other departments and stakeholders including industry partners, academic institutions and government agencies.
- Have a strong knowledge of Music curriculum, pedagogy and assessment practices.
- Experience in analysing and interpreting data related to student achievement and using it to inform teaching and learning strategies.
- Consistently deliver outstanding teaching, demonstrating knowledge and understanding of effective teaching practices and best practices.

Skills and abilities

- Passion for and knowledge of Music education and pedagogy.
- Excellent written and verbal communication skills as well as the ability to communicate across groups of stakeholders.
- Have the ability to motivate and inspire colleagues, and to build positive working relationships across the school.
- Demonstrate excellent communication and interpersonal skills, with the ability to communicate effectively with a wide range of stakeholders.
- Maintain a positive, calm and purposeful learning environment through effective use of behaviour management systems.
- Show an awareness and commitment to the school's values and vision for excellence in education.
- Demonstrate a proven record of raising attainment and improving progress, preferably in a leadership or mentoring capacity.
- Expects challenge and have the ability to inspire enthusiasm and confidence in others
- Model high professional standards, demonstrates resilience, determination, and a positive outlook
- Communicate effectively, demonstrating empathy, care and compassion to students.
- Follows safeguarding procedures, priorities and best practice at all times.
- Demonstrate positivity, professionalism and is able to demonstrate an understanding and commitment to equal opportunities and diversity.
- Create a happy, stimulating, inspiring and challenging learning environment.
- Demonstrate confidence and competence in using technology.
- Seek out opportunities for professional development, aspires to lead on innovation or act on research-based professional development.
- Demonstrate willingness and ability to contribute to the wider co-curricular offer.



We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are warmly invited.

Safeguarding Statement:

Athena Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to DBS clearance and appropriate pre-employment checks.

