



APPLICATION PACK

POSITION:
TEACHER OF MUSIC



**Churston Ferrers
Grammar School**

Learning to create a better world




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CONTENTS PAGE

Welcome from the Student Presidents	3
Welcome from the Headteacher	4
Advertisement	6
How To Apply	7
Job Description	8
Department Information	10
Contact Details and Local Information Links	11

WELCOME

FROM THE STUDENT PRESIDENTS

First of all, thank you for expressing an interest in joining our school community! We're Charlotte and Lucas, your Student Presidents at Churston Ferrers Grammar School, and along with our brilliant Vice Presidents - Riddha, Ella, Ben, Jo, and Faith - our Student Presidential Team focuses on several portfolios representing our school values. We'd love to share what makes Churston a supportive and hardworking environment.

If asked what makes Churston different, we could point to our high academic attainment or our beautiful location on the edge of Torbay. But, truthfully, what makes Churston extraordinary is the people and the sense of community. Teachers here share ideas, ask questions back and encourage us to look at the world from new angles. Likewise, students are intensely curious, always on the look out for how they can give back and make the world a better place - both near and far. That energy - that curiosity - is what defines Churston.

At Churston, we take immense pride in celebrating the contribution made by students and staff to the school and wider community. Our school strikes a balance between academic excellence, which we value deeply, and individual growth and wellbeing. Our dedicated pastoral system nurtures students' wellbeing, supporting them with both in-school struggles and external challenges. Churston's inclusive approach creates a warm environment which feels like a second home to many of us, setting us apart from other schools and workplaces.

Churston's mission - learning to create a better world - is a promise that we try to live out every day. Whether that's by volunteering in the wider school community, leading sustainability projects, mentoring younger students, or simply showing kindness when it is most needed, every small action contributes to the bigger picture of who we are as a school.

Churston offers enriching opportunities beyond the classroom through sports teams, theatre productions, trips and a variety of clubs and societies. We believe these opportunities are essential for discovering our passions and challenging our comfort zone. We both have grown tremendously as individuals since first arriving at Churston, due to our involvement in extracurricular activities and the ongoing encouragement of staff.

If you're considering joining our staff here at Churston, know our values are embodied and our wonderful students are bright and kind. Churston's warm spirit thrives on supporting one another during the challenges (like exams!) but also the triumphs. If you share our commitment to supporting others wellbeing, passion for education and drive for personal growth, we cannot wait to meet you!

Best wishes,

Charlotte and Lucas

Student Presidents 2026/27



WELCOME

FROM THE HEADTEACHER



James Simpson
Headteacher



Welcome to Churston Ferrers Grammar School, and thank you for your interest in the position teacher of Music.

Churston Ferrers is the most westerly of England's co-educational grammar schools, sitting in a beautiful location at the bottom of Torbay with easy access to stunning coast and countryside as well as excellent transport links to Plymouth, Exeter and beyond. We work in partnership with other schools in the area, as well as nationally through the Grammar School Heads Association.

Churston is a school where we all believe in the importance of a truly rounded education that combines academic excellence with outstanding personal development and pastoral care. As an academically selective school, we work with motivated and hard-working students who want to achieve: our students embody the school's expectations that they Be kind, Aim high, Work hard and Take responsibility. Our outstanding student services team and well-established culture of pastoral support mean that Churston students are able to achieve their goals in a caring, nurturing environment. The school's outcomes are outstanding and we were proud to be named Highly Commended State School of the Year by the Sunday Times in their 2026 School Guide.

The school's commitment to the development of our students' wider interests and passions is evidenced by a thriving scene of clubs, societies, sports, arts and trips. Our students leave Churston with a clear understanding of the positive impact they can have on the world around them. The passions and interests of the Churston staff are central to our development of our students' awareness of the importance of Social Justice, Sustainability and Active Citizenship.

We are committed to recruiting and retaining the very best staff to give our students the education they deserve. We have a strong reputation for employee wellbeing; the staff body is a cohesive and welcoming one and our working culture is explicitly protective of family and private time. We are also committed to staff personal and professional development, dedicating resources and support to ensure that everyone feels a strong sense of autonomy, relatedness and competence in their work.

We look forward to hearing from you.

OFSTED VIEWS

'Leaders provide a broad and ambitious curriculum. There are high expectations for what all pupils can achieve, including those with special educational needs and/or disabilities (SEND). Leaders have a clear vision for the intent of the curriculum.'

'Pupils are happy at school and enjoy strong relationships with staff. They are positive about the education they receive, both in and beyond the classroom.'



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SCHOOL VALUES

SCHOLARSHIP

Through learning, we can create a better world; academic high performance is the result of aspiration, curiosity and taking personal responsibility.

SELF DEVELOPMENT

Through seizing opportunities and being positively self-reflective, we confidently learn, grow and thrive at school and beyond.

SUSTAINABILITY

We have a responsibility to the future of our school, community and planet to care for our resources and seek solutions to the challenges we face.

SOCIAL JUSTICE

We are committed to promoting fairness, to challenging intolerance and prejudice, and to advancing equality of opportunity at school and in the wider community.

ACTIVE CITIZENSHIP

We believe that the world will become a better place through the ideas, actions, advocacy and impact of Churston students today, and in the future.

TEACHER OF MUSIC

To commence 1st September 2026

Part-time permanent contract (approx 3 to 4 days per week)

0.6 - 0.7 FTE

MPS/UPS

School Roll 1061 (283 in Sixth Form)



Churston Ferrers Grammar School

Learning to create a better world

Churston Ferrers Grammar School is a high performing selective school with a long-standing reputation for exceptional pastoral care and personal development. Academic standards are high, both in terms of attainment and progress, and the school is recognised for its innovative and inclusive classroom practice.

The school is well known in the local area for its distinctive family feel, backed up by exceptionally strong pastoral care, which ensures that all students feel able to do their very best academically. This emphasis on student welfare is underpinned by a wide range of extra-curricular activities to build confidence and self-esteem.

We are seeking to appoint a well-qualified, enthusiastic and accomplished teacher to work within our Music Department who feels comfortable using technology to enhance teaching and learning. The successful candidate should have relevant Music experience and the energy and commitment to share their passion for the subject with students. The ability to inspire and motivate very able students is particularly important. Applications from Early Career Teachers as well as experienced teachers are welcome.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check, and references will be taken for all shortlisted candidates.

Further details are available from the school website <https://churstongrammar.com> or if you would like to find out more information and visit the school, please contact Mrs Nicola Austin (Head of Music) nicola.austin@churstongrammar.com.

Please submit your application and supporting document via the online form on the vacancy page of the school website.

Closing date is 9.00 am on Wednesday 25th March 2026.

Interviews will be held on Wednesday 1st April 2026.

We reserve the right to interview prior to the closing date of this advertised post and we also reserve the right to withdraw an advertised post at any time.

HOW TO APPLY

Please read the enclosed job description very carefully.

Please complete the Teaching Staff application form which can be accessed from our school website <https://churstongrammar.com/information/vacancies>. Please email the completed form to vacancies@churstongrammar.com.

Please ensure your supporting statement relates to the competencies outlined in the job description.

CLOSING DATE FOR APPLICATIONS: 9.00 am on Wednesday 25th March 2026.

INTERVIEW DATE: Interviews will be held on Wednesday 1st April 2026.

References

References will be taken for candidates shortlisted for interview prior to the interview date.

Churston Ferrers Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service check.

Queries

If you have any queries regarding this job vacancy or would like to discuss this post in further detail, in the first instance, please contact Mrs Nicola Austin (Head of Music) nicola.austin@churstongrammar.com.

Thank you for your interest in our school. We look forward to receiving your application.

JOB DESCRIPTION

TEACHER OF MUSIC

Reporting to: Head of Department

1. Core Purpose and Mission

To implement and deliver a high-challenge, "inclusive by design" music curriculum that empowers students to fulfil the school's mission: "Learning to Create a Better World". You will facilitate learning experiences that prioritise intellectual curiosity and personal growth, aligning all pedagogical practice with our five core values: Sustainability, Active Citizenship, Social Justice, Scholarship, and Self-Development.

2. The "Churston Standard"

As a teacher at Churston, you are expected to model our four foundational principles in every interaction:

- **Be Kind:** Foster a supportive, inclusive, and collaborative classroom environment that values every student's contribution to musical performance and composition.
- **Aim High:** Set ambitious expectations for all learners, providing the challenge necessary for students in a selective environment to excel in performing, composing, and appraising.
- **Work Hard:** Demonstrate dedication to high-quality planning, assessment, and the continuous improvement of disciplinary literacy within the musical context.
- **Take Responsibility:** Lead by example in safeguarding, professional conduct, and the promotion of a sustainable, socially just school community.

3. Teaching, Learning, and Scholarship

- **Curriculum Delivery:** Deliver a curriculum that develops musical skills—performing, composing, listening, and appraising—through a differentiated programme that acknowledges cultural diversity.
- **Disciplinary Literacy:** Champion literacy across the music curriculum by explicitly teaching subject-specific vocabulary and complex academic structures, fostering the Scholarship required for advanced study at GCSE (OCR J535) and A level (Eduqas).
- **Pedagogical Innovation:** Utilise a variety of delivery methods to enhance learning, helping students compose and experiment with their own musical outcomes.
- **Careers & Gatsby Benchmarks:** Actively link subject learning to careers in the creative industries to demonstrate how musical Scholarship and academic rigour translate into Active Citizenship and professional contribution.
- **Adaptive Teaching:** Plan lessons that are "inclusive by design," ensuring that Social Justice is reflected in the equitable access to the curriculum for all students, including those with SEND.

4. Extra-Curricular and Enrichment

Churston Music is a vibrant hub of activity. The successful candidate will be expected to support:

- **Ensemble Direction:** Contribute to the department's weekly extra-curricular programme, which includes the orchestra, choir, funk band, and string orchestra.
- **Performance:** Support the organisation and delivery of termly concerts, community performances, helping students build confidence and self-esteem through teamwork.

JOB DESCRIPTION continued

TEACHER OF MUSIC

- **Mentorship:** Encourage student leadership by supporting music clubs and mentoring student music leaders.

5. Operational and Strategic Planning

- **Data-Informed Practice:** Use assessment data to track attainment in performing, composing, and listening, identifying where students need further support to reach their full potential.
- **Professional Development:** Engage actively in the Professional Review process, focusing on Self-Development as a practitioner and contributing to the wider school development plan.
- **Communication:** Communicate effectively with parents and carers to ensure our mission is understood and supported at home.

Note: This job specification outlines the duties required to indicate the levels of responsibility. It is not a comprehensive list and the Headteacher may vary the duties from time to time.

DEPARTMENT INFORMATION

MUSIC AT CHURSTON



Nicola Austin
Head of Music

Music is a popular and vibrant subject with many students also taking advantage of the varied extra curricular provision. Students begin studying Music in Year 7 for an hour a week and this continues into Year 8. They have the option to continue studying Music into Year 9 and at GCSE. Music is offered to A Level and is enjoying a growing uptake within our thriving Sixth Form.

We follow the OCR GCSE music specification, which encourages confident performers and composers whilst developing a secure theoretical knowledge through the appraising element of the course. The GCSE assesses listening, performing and composing skills with an emphasis on developing the whole musician through fostering musical interests and studying a wide range of musical genres. At A Level we study the Eduqas syllabus where students explore the development of the symphony, rock and pop music and music from the 20th century whilst further developing the key skills of performing, composing and analytical and independent learning skills.

The Music department is led by Mrs. Austin, whose specialisms lie in brass and singing. In addition, Mrs. Byford also teaches across the keystages and leads the funk band with her specialisms in piano and woodwind. The department is further enhanced by a dedicated team of peripatetic staff who offer individual lessons in all musical disciplines.

Music plays an active role in the wider life of the school, with weekly rehearsals for the choir, orchestra, funk band and string group, all of which attract a large number of students. Student leadership opportunities are provided through enrichment activities such as guitar club and recording studio club which are currently run by some of our sixth form students. Concerts are held termly and the music groups also perform within the wider community at events such as the Devon County Show and various music festivals. A music tour to Europe is run biannually, offering an opportunity for students to develop their performance and teamwork skills combined with an understanding of other cultures.

The department promotes a learner-centred approach that fosters musical interests and builds confidence and an appreciation of different musical genres. The Music Department is looking forward to welcoming another member to the team who can further develop the enrichment opportunities for students and positively impact the learning of all students.



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Telephone: 01803 842289

vacancies@churstongrammar.com

<https://churstongrammar.com>

Headteacher

Mr James Simpson, BA(Hons), MA, FCCT

Chair of Governors

Mr Alex Foley