



United Learning
The best in everyone™

Briefing Pack for Applicants

Teacher of Music

September 2025

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Section 1 – Post Advertisement

Job title:	Teacher of Music
Location:	Fir Vale Academy, Owler Lane, Sheffield, S4 8GB
Starting salary:	Highly competitive United Learning Teachers Pay Range
Contract:	Full-time, permanent
Start date:	January 2026

Fir Vale School is a large 11-16 mixed Secondary School located in the North of Sheffield. We are seeking to appoint a dynamic, committed and inspirational Teacher of Music starting January 2026 or sooner. The successful candidate will be a passionate individual with strong leadership skills.

Applicants should be versatile and enthusiastic to meet the Fir Vale Standard for the ongoing development of our unique school. They should have an appetite to inspire young people and be driven to ensure progress for students of all abilities is a priority.

We welcome applications from candidates who are passionate about bringing great music and music education to all young people.

To fulfil this, applicants should be willing to positively contribute to the school's extra-curricular programme and provide enrichment opportunities within the subject.

We will offer you:

- Highly competitive pay above national average.
- Excellent facilities and resources.
- Access to an outstanding professional development programme.
- A respectful working environment.
- Supportive, friendly colleagues who are committed to each other's professional development.
- A chance to become part of United Learning, one of the largest groups of academies in the country.
- Opportunities to work collaboratively with colleagues in each academy across the Cluster and United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions.
- Access to training through the Apprenticeship Levy.
- Westfield benefits platform.
- Free on-site parking.
- Access to an Employee Assistance Programme (EAP).
- We encourage open and regular conversations about work-life balance.

Please see the job description and person specification for further detail.

To apply, please click the 'Apply online' button at the top of the advert on our website using the following link to our vacancies page: [Fir Vale Vacancies](#) and complete our online application form. Alternatively, please email hr@unitedlearningyorks.org.uk to request a Word version of the application form. Please note that CVs are not accepted.

The closing date for this post is midnight on Sunday 12 October 2025. Interviews will take place soon after.

If you have any queries regarding this role, please email hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, Right to Work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

Section 2 – United Learning

The Yorkshire Cluster is part of United Learning which is a large and growing group of schools aiming to offer life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us to share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better and provide excellent career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We also invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of four Secondary Academies: Barnsley Academy, Fir Vale Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Laura Moore
Regional Director
United Learning

Section 4 – Letter from the Principal of Fir Vale Academy



Dear Candidate

Thank you very much for your interest in joining Fir Vale Academy. I am delighted to introduce you to our Academy and I hope that this application pack provides you with an overview. You are welcome to telephone and chat with me prior to applying and come and visit if you can.

Fir Vale Academy is a diverse and dynamic 11-16 Academy. We are delighted to be part of United Learning and we work closely with our Cluster schools.

We fully subscribe to the ethos and values of United Learning, they are very much values we subscribe to here at Fir Vale Academy.

Good luck with your application and thank you again for considering Fir Vale Academy as the next stage in your career.

Best wishes,

Danny Bullock
Principal
Fir Vale Academy

Section 5 – Job Description



Job Description

Post title	Teacher of Music
Salary	United Learning Teachers Pay Scale
Responsible to	Subject Leader of Music
Role purpose	To provide an innovative and stimulating education for all students and ensure all are given the opportunity to reach their full potential.
Relevant qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree or equivalent academic qualifications

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

The post-holder will:

To provide an innovative and stimulating education for all students and ensure all are given the opportunity to reach their full potential.

Key Responsibilities

Although not an exhaustive list the following gives an indication of the role and associated responsibilities.

Main Responsibilities

Direction and Development

- Actively promote the school's values: Determination, Togetherness, Achievement, Respect, Kindness and Opportunity
- Work with determination to provide the best education for all pupils, relentlessly looking for the best ways to impart knowledge to 'the whole child' whatever their needs or starting points
- Take the initiative to develop your own teaching – be a reflective practitioner
- Use the Faculty Action Plan to help you plan for current school and faculty priorities
- Routinely analyse assessments and other data to identify strengths and development areas for pupils

- Regularly promote the profile of your subject within the school and beyond; be an active advocate for your subject
- Be cognisant of key subject developments in terms of both content and assessment
- Attend and play an active role in all meetings
- Effectively and consistently implement all school policies
- Ensure appropriate cover is set when absent
- Adhere to the Teachers' Standards and Fir Vale Standard as laid out below

Teaching and Learning

- Plan and deliver interesting and effective lessons, taking into account literacy development, fostering independence, and the need for cultural capital to be woven into our teaching
- Ensure you are aware of the needs of all of our cohorts (e.g. SEND, EAL, HA, LA) and that your teaching addresses the needs of all of these pupils
- Develop and maintain a stimulating and interesting learning environment
- Help your line manager maintain a positive and regular profile on social media platforms, consulting the school's marketing manager where necessary and keeping them informed of all your newsworthy events
- Develop effective behaviour for learning routines and maintain good discipline by using a firm but fair approach, using de-escalating techniques whilst maintaining appropriate professional boundaries. Be consistent in implementing our standards
- Mark and moderate coursework. Take part in external verification and moderation within your faculty area
- Ensure all data inputs are on time and accurate
- Ensure you are up to date and adhering to JCQ regulations
- Ensure the effective and efficient deployment of classroom support
- Liaise with Subject Leader to ensure the implementation of department policy and best practice

Pastoral Duties

- Be an effective Form Tutor to an assigned group of pupils
- Promote the general progress and well-being of individual pupils and of the Form Tutor Group as a whole
- Liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system
- Register pupils, prepare them for and accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- Alert appropriate staff to problems experienced by pupils and make recommendations as to how these may be resolved
- Communicate, as appropriate, with parents of pupils and persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with appropriate staff
- Contribute to PSHE and Citizenship according to school policy.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition it may be amended at any time after consultation with you.

Information

The need to adapt working hours around the business need of the academies and Cluster is an expectancy of the job role.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to undertake in the organisation. However, it should be noted that whilst every effort has been made to outline all duties and responsibilities, a document such as this does not permit every item to be specified in detail. Broad headings have therefore been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the postholder. Elements of this job description and changes to it may be negotiated at the request of either the postholder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification



Person Specification

Post title	Teacher
Salary	United Learning Teachers Pay Scale

Education and Qualifications	Essential	Desirable
Qualified Teacher Status (QTS).	X	
Degree or equivalent academic qualifications.	X	
Evidence of further/higher study.	X	
Ability to teach the subject area.	X	
Experience	Essential	Desirable
Raising student achievement.	X	
Good teaching at secondary level.	X	
Inspiring staff and students and establishing successful relationships.	X	
The ability and experience to develop a vision and put this into practice.	X	
Establishing and maintaining high standards and expectations.	X	
Appropriate professional development (particularly linked to raising achievement).	X	
Knowledge and Skills	Essential	Desirable
Evidence of a commitment to continuing professional development.	X	
Willingness to actively participate in professional learning.	X	
Willingness to stay abreast of national developments in education and contribute to developing resources and pedagogy to reflect the changing landscape.	X	
Ability to plan and teach engaging, motivating lessons with clear objectives and student learning outcomes matched to departmental schemes of work.	X	
Ability to teach to Advanced Level, although experience of this is not essential.	X	
Ability to effectively deploy a range of teaching and learning styles to suit the nature of the course content and the ability and attainments of students.	X	
Capacity to manage the learning environment and student behaviour in a manner, which is conducive to productive learning for all students.	X	
Ability to assess student achievements against course objectives and provide outstanding feedback, which enables students to maximise their talents and abilities.	X	
Ability to keep excellent administrative and student achievement records.	X	
Ability to relate well to students, staff and parents in a professional manner.	X	
Ability to use ICT as an integral part of teaching and learning programmes.	X	

Teamwork	Essential	Desirable
Recognises the contribution and achievement of colleagues.	X	
Keeps colleagues, stakeholders and/or customers informed of progress.	X	
Treats others fairly, openly and consistently.	X	
Expresses disagreement or challenges views calmly, constructively and tactfully.	X	
Supports and co-operates with colleagues.	X	
Personal Attributes	Essential	Desirable
Maintains confidentiality and discretion	X	
Able to make connection between their work and the benefits to students.	X	
Good written and verbal communication skills.	X	
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X	
Good interpersonal skills and ability to work with staff and stakeholders at all levels.	X	
Organised and good attention to detail.	X	
High expectations of self.	X	
The ability to act on advice and be open to coaching.	X	
A commitment to extra-curricular activities.	X	
A continued interest in developments in teaching and learning.	X	
The ability to motivate others.	X	
The ability to establish effective working relationships with individuals, groups and organisations.	X	
The ability to remain calm and diffuse situations.	X	
The demonstration of a concern for excellence in one's professional work and the achievement of students.	X	
A commitment to support the school's aims, vision and ethos.	X	
Adaptability and resilience, with the ability to cope professionally with periods of work pressure with a sense of proportion.	X	
Energy and commitment to professional responsibilities and to the betterment of all students.	X	
A willingness to contribute to the wider life of the school.	X	
Maintains confidentiality and discretion	X	
Able to make connection between their work and the benefits to students.	X	

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment

When completing this section it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. References will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the academy website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the academy during which time they will have the opportunity to meet staff and students and see the academy at work.

Feedback

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts



Fir Vale Academy

The best in everyone™

Part of United Learning

Fir Vale Academy
Owler Lane
S4 8BG

Website: <https://www.firvale.com>

Email: enquiries@firvale.com

Telephone: 0114 2439391

As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.