



TEACHER OF MUSIC

START DATE: AS SOON AS POSSIBLE



September 2024



Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Music at Sturminster Newton High School.

Accompanying this letter is information about the school which we hope will provide you with everything you need to know to apply for the post. The school website also gives further details about us.

This is a full-time, permanent role commencing as soon as possible. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed. Our new music teacher will be responsible for driving forward the subject within the school and will be timetabled to teach both Key Stage 3 and our GCSE Music course at Key Stage 4. In addition they will need to support our thriving extra-curricular and enrichment programme.

Sturminster Newton High School is a mixed 11-18 comprehensive school with a good reputation as a small, community focussed school serving a wide rural catchment area. Our school is grounded in our three clear values of **Respect, Responsibility** and **Resilience** and we expect stakeholders to demonstrate and promote these at all times. The school has a strong and established culture and this is grounded in its three guiding principles; **knowing our community, a sense of belonging and teaching and learning that inspires**. These three principles are woven into all elements of both strategic and operational school management and are key to all we do at Sturminster Newton, both in and outside the classroom. Ongoing professional development and staff wellbeing is priority for the school and you can expect to be supported by a visible and experienced SLT.

We are proud to be a SAST School. SAST is a multi-school trust, formed in June 2017, with 18 schools across Dorset and South Somerset. We have more than 5,700 students and over 850 members of staff. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools, some with a Sixth Form provision. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

We are looking for a team member with high expectations and standards, the ability to inspire but also the capacity to laugh and enjoy the challenges of this role. You need to be a team player and you will go the extra mile to support. In return, you will join a trust that is full of activity, opportunity, and optimism. You will be strongly supported by our SLT in your work to ensure our provision is the best.

You are very welcome to visit us in advance of an application or to contact us to find out more. We look forward to reading your application and we will contact all applicants following shortlisting.

Very best wishes

A handwritten signature in black ink, appearing to read 'Donna London-Hill'.

Donna London-Hill,
Executive Headteacher

A handwritten signature in black ink, appearing to read 'Mike Motteram'.

Mike Motteram,
Head of School

THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Wednesday 09th October 2024**

The interviews will be held on **Wednesday 16th October 2024**

Salary: Unqualified or Main Teacher's Pay Range: M1 – M6

Contract: Permanent, Full-time

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of Music to join our team. Our new music teacher will be responsible for driving forward the subject within the school and will be timetabled to teach both Key Stage 3 and our GCSE Music course at Key Stage 4. In addition they will need to support our thriving extra-curricular and enrichment programme. This is a permanent, full-time post, commencing as soon as possible.

The successful candidate will:

- Have a passion for music
- Have a passion for working with students both in and outside of the classroom including a strong contribution towards our extra-curricular and enrichment programme
- Be able to plan and deliver high quality teaching using an evidence-informed approach and facilitate our whole-school approach to pedagogical strategies
- Have excellent communication and have the ability to embrace and contribute to the vision of the Department and school
- Be able to build relationships quickly
- Show respect to others and be able to embrace the ethos and values of the School
- Be positive, optimistic, caring, kind and approachable
- Be willing to be immersed in the life of a busy and successful school
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be emailed to: recruitment@sast.org.uk.

Should you wish to arrange a visit to view the school, please do not hesitate to contact Jo Bruton at 4179jbr@mynhs.net who will be happy to arrange this.

SAST will conduct online searches of shortlisted candidates. In line with KCSIE guidance, this will be part of safer recruitment checks, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.

Safeguarding responsibilities associated with this role may include engagement in regulatory activity. It will have contact with young people on a day-to-day basis. SAST 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 have to meet the person specification, and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the

Exceptions Order 1975, 2013 and 2020.

SAST recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.

This role is UK- based and your right to work will need to be established as part of the appointment process.

(Internal ID Number: RAF523)



JOB DESCRIPTION



Post: Teacher of Music
Scale: Unqualified or Main Teacher's Pay Range: M1 – M6

You are required to carry out the duties of a School Teacher as set out in the School Teachers' Pay and Conditions Document.

Main Job Purpose

Under the co-ordination and direction of the Head of Department, to contribute to the teaching of Music and other work as directed.

Relationships:

The post holder:-

- is ultimately responsible to Headteacher in all matters and through the appropriate Head of Department and Head of Year for academic and pastoral matters within a given tutor team;
- interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them in order to promote mutual understanding of the subjects in the school curriculum and cross-curricular links, encouraging development and improving the quality of teaching and learning in the School.

Key Tasks:

- To teach Music and, if necessary, subsidiary subjects for which qualified to teach, and to participate in the development of appropriate syllabuses, materials and schemes of work in these subject areas, attending team meetings as necessary.
- To control and oversee the use of and storage of books, stationery, sporting equipment and other teaching materials related to their teaching and ensuring that relevant Health and Safety Regulations are observed.
- To carry out a share of supervisory duties in accordance with published rosters or as detailed by the Headteacher.
- To participate in appropriate meetings with colleagues and parents as required in respect of duties connected with the post.
- To keep abreast of trends and developments in education, relevant to the post.
- To undertake other tasks/responsibilities specific to the post holder's subject area or work.
- To assist the Head of Year in his/her work through delegated key tasks and carry out the duties of a group tutor (if required) in respect of the students in the tutor group to include:-
 - the maintenance of discipline and acceptable standards of conduct and appearance of students;
 - the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems;
 - the marking of the tutor group register (a legal document), ensuring that all information therein is kept up to date and that absences and lateness are accounted for and taking appropriate action where they are not;
 - the compilation of reports and references on the students as required, the maintenance of and conversance with the contents of the tutor group's students' files;
 - the monitoring of homework, student planners and the academic progress of students;
 - the effective use of mentoring and tutor periods through activities/tutoring, supervising movement to and from assemblies with the tutor group, and attending tutor team meetings and briefings

- The postholder will be responsible for promoting and safeguarding the welfare of children and young people that they are responsible for/come into contact with, in accordance with the school's safeguarding and child protection policy.

Other duties

- To have due regard for safeguarding and to follow child protection policies and procedures adopted by SAST.
- Understand the importance of inclusion, equality and diversity and to promote equal opportunities for all.
- Uphold and promote the values and ethos of the academy.
- Take a proactive approach to health and safety to minimise and mitigate potential hazards and actively contribute to the security of the school.
- Participate in workplace learning and development opportunities and work continually to improve own and team performance.

The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use directed time in accordance with the School's published time budget policy, and have regard to Section 67 of a Teacher's Conditions of Employment.

The job description is **NOT** necessarily a comprehensive definition of the post. It will be reviewed as required and may be subject to modification or amendment after consultation with the post holder.

Safeguarding Responsibilities for this post

Safeguarding responsibilities associated with this role may include engagement in regulatory activity, such as caring for an injured/upset child. It may have regular contact with young people on a day-to-day basis. SAST 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 have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. The duties of this post could also vary from time to time as a result of new legislation, changes in technology or policy changes.



PERSON SPECIFICATION

Teacher of Music

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the SAST family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

INFORMATION ABOUT WORKING FOR SAST



SAST is a multi-school trust, formed in June 2017, with 18 schools across Dorset and South Somerset. We have more than 5,700 students and over 850 members of staff. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools, some with a Sixth Form provision. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

Our Schools:

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-school trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

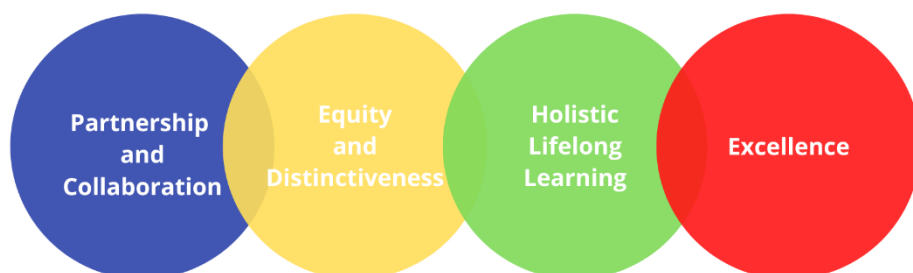
At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all of the children's development and progress between 0-19 years.

Our Vision:

Delivering educational excellence through aspiration and collaboration.

Our Values:



Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Equity and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Excellence

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

Organisation - How we work:

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every school to continue to provide an excellent education for all our students while protecting their role at the heart of the community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

Partnerships:

Partnership and collaboration is a core feature of all our schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together across Dorset and Somerset.

SAST Benefits:

As part of SAST, we can offer you a range of benefits including:

- High- quality CPD opportunities
- A strong and highly experienced network of Trust senior leaders
- Employee Assistance Programme
- On-site nursery provision at some of our schools
- Cycle to work scheme

