



Through School Teacher of Music September 2025 Recruitment Information Pack



September 2025

Five Islands Academy, Isles of Scilly

The Five Islands Academy is an all-age, multi-site school, serving the communities of Bryher, St Agnes, St Martin's, St Mary's and Tresco

All Aboard! Navigating Together

"Hope is an anchor for the soul, steadfast and sure"

Contents

Letter	3
Application Process	4
Vacancy Advert	5
Job Description and Person Specification	6-8

ALL ABOARD! NAVIGATING TOGETHER

FIVE ISLANDS ACADEMY

EQUITY EVOLUTION EXCELLENCE

JOIN OUR CREATIVE, FRIENDLY SCHOOL AS
TEACHER OF MUSIC

Closing date for applications: 13th May 2025

FIVE ISLANDS ACADEMY

ALL ABOARD! NAVIGATING TOGETHER

JOIN OUR TEAM
as Teacher of Music

EQUITY EVOLUTION EXCELLENCE

Ofsted
Good Provider

Personal Development
Outstanding 2023

FIVE ISLANDS ACADEMY

ALL ABOARD! NAVIGATING TOGETHER

JOIN OUR TEAM
as Teacher of Music

Closing date for applications: 13th May 2025

Ofsted
Good Provider

"The school provides a remarkable range of cultural experiences for pupils, especially within the arts."
Ofsted 2023

EQUITY EVOLUTION EXCELLENCE

Welcome to Five Islands Academy

EQUITY ★ EVOLUTION ★ EXCELLENCE

Letter from the Headteacher

Dear Applicant

Thank you for considering applying for this exciting opportunity to join our creative team as Music Teacher at Five Islands Academy.

Our students are engaged, talented and innovative learners who will be excited to make music with an enthusiastic new teacher. We have excellent music facilities including a Mac suite and a purpose built performance hall. The successful candidate will lead our Primary and Secondary music provision, working with strong creative arts practitioners across drama, art and technology. Over the past few years, our Creative Arts team have collaborated to produce outstanding school musicals, concerts and Project Week performances, leading Ofsted to comment that "the school provides a remarkable range of cultural experiences for pupils, especially within the arts. An impressive range of expert practitioners are brought to the islands to work creatively with pupils."

Five Islands Academy is an all age, multi-site Church of England academy in a remarkable setting, serving the five island communities of Bryher, St Agnes, St Martin's, St Mary's and Tresco. Class sizes are small: year groups average around 20 children. Secondary students and the majority of primary students are based on our St Mary's site: a bright, open, well-resourced learning environment, while off-island children learn in small mixed age bases and join their peers every Friday.

We are proud to be an inclusive school, where each child is supported to achieve excellence. We have a powerful vision for navigating together to nurture curious, collaborative, creative global learners with rich knowledge and confident oracy. Our most recent Ofsted inspection (November 2023) judged our provision to be Good in all areas, with Outstanding for Personal Development, saying: "Pupils develop a powerful sense of community" through a culture and curriculum that "expands their horizons and helps them to keep their options open."

This is a 0.7 FTE role, but we would be keen to offer our school facilities to support the successful candidate to offer instrumental or vocal tuition in addition. If you have other subjects you can offer and are interested in seeking more teaching hours, please do get in touch as further opportunities may be available.

I look forward to reading your application.

Rachel Gibb

Headteacher

The Application Process

The enclosed application form should be completed and emailed to John Mitchell (Finance and Operations Manager): johnmitchell@fiveislands.org.

Closing date for applications: 9 June 2025

Early applications will be considered

Interviews to take place week beginning: 9 June 2025

Rachel Lewin or Maddy Hicks (Deputy Heads) would be very happy to be contacted to discuss the post. Please email enquiries@fiveislands.org to arrange a telephone appointment for an informal conversation.

All Aboard! Navigating Together...

We are committed to promoting diversity and inclusion within our Academy community. We are proud to be an equal opportunities employer and actively encourage teachers and support staff from all backgrounds, cultures, perspectives and walks of life to apply to work with us.

We are a Church School, and as such nurture the wisdom of being in balance with doing. Inspired by our powerful Academy values, we appreciate the gifts that are ours and those we have to offer as members of a diverse global family.

The school is committed to safeguarding and promoting the welfare of all our students and all posts are subject to DBS check.



Music Teacher

0.7 FTE

September 2025

We have a vacancy for an excellent Music teacher to join our friendly Five Islands Team on St Mary's from September 2025 or as soon as possible thereafter. We are looking for a dynamic, enthusiastic teacher with strong Music pedagogy, community and organisational skills.

The successful candidate will teach Music up to GCSE, and will lead Music throughout the school and across the islands. We are looking for someone who will relish this opportunity to provide quality first teaching, and be proactive in developing our music offer.

What can we offer?

- Supportive colleagues, committed to creative, adventurous and outdoor learning, professional collaboration and development
- Outstanding technology: an iPad for each member of teaching and support staff, 1:1 iPads for each child, a wide range of online resources and learning platforms to support teaching
- Dedicated Project Weeks during the year offering adventure, creativity and deep learning, in which staff can explore their own interests and those of their students across the unique natural environment of the islands
- Bespoke learning spaces and resources to support students with SEND, including the Primary and Secondary 'Harbours' (personalised work and wellbeing spaces) and a dedicated Sensory Room on St Mary's

Contract start date: September 2025

Hours of attendance: 0.7 fte

Plus opportunities for instrumental/vocal teaching on a private basis
with full use of school facilities

Potential for additional teaching hours in a further subject

Salary: MPS/UPS (depending on prior experience)



Job Description

Job Title:	Music Teacher
Reporting to:	Senior Leadership Team
Job Purpose:	To be responsible for the learning and achievement of Music students from KS1 to KS4. To bring music to life across our school community and beyond. To support Five Islands Academy students to flourish and achieve excellence.

Principal accountabilities

Quality of Education:

- plan and deliver a Music curriculum that is appropriate and engaging for all students;
- provide short and medium term planning that can be shared with students and parents;
- provide quality first adaptive teaching for all students across all abilities, genders and fitness levels;
- ensure effective implementation of teaching and learning initiatives within your own practice;
- ensure the curriculum of pupils with additional and/or special educational needs is appropriately personalised;
- use digital learning platforms including Firefly and specialist music apps to provide high quality learning resources and develop students' effective use of IT;
- liaise with other teachers across phases and bases to develop cross-curricular links and develop excellent practice;
- assess students' work regularly to ensure that they are clear about their achievements and precise targets for development;
- make appropriate provision and intervention to ensure that all students are able to reach their full potential;
- work with the leadership team to promote rapid progress of students who are below expectation;
- monitor attainment and progress regularly;
- quality assure assessment results (internal as well as external) by moderating with colleagues from other schools;
- produce accurate and meaningful reports to parents and appropriate external agencies as required.

Personal Development:

- Proactively develop music in the wider life of the school;
- Work closely with our excellent Creative team on performances, ensembles, concerts, exhibitions and community events;
- Maintain regular and positive contact with parents and carers;
- Ensure music is embedded in collective celebration and assemblies;
- Contribute to and participate effectively in Project Week programmes, focusing on deep learning, personal development, adventure and creativity;
- offer at least one club or extracurricular activity each term;
- take responsibility for your own professional development in discussion with your Line Manager, keeping abreast of developments in your subject area and participating in the Academy's programme of staff training.

Behaviour and Attitudes:

- provide a stimulating, safe and supportive learning environment;
- follow the school's behaviour policy, which is based on the principles of Restorative Practice;
- model and promote our Academy Values: 'Excellence, Evolution and Equity' - as well as our Church School Value of 'Hope';
- to be an efficient and effective member of a duty team, supervising session break non-teaching times according to rota;
- maintain an awareness of any actual or potential risks to the safety, security and welfare of the Academy students and to ensure compliance with the Academy's safeguarding procedures and Health and Safety policy and practice;
- safeguard the welfare of pupils in your care or that you come into contact with in accordance with the whole school Child Protection Policy.

Person Specification

Essential Criteria	Evidence
Qualified teacher status	Certificate: bring to interview
Good Honours degree in a relevant subject	Certificate: bring to interview
Recent experience of Music teaching in the UK	Application, references
Desire to make a significant contribution to the extra-curricular life of the school	Application, interview
Ability to teach across the full Music curriculum	Application, interview
Willingness to collaborate with Primary and Secondary colleagues	Interview
Good knowledge of recent developments in the Music curriculum	Application, interview
Excellent interpersonal skills	Application, interview, reference
Outstanding personal teaching practice	Reference, interview

High expectations of all students	Application, interview, reference
Caring, friendly and approachable (for staff and students)	Interview, reference
Positive approach to excellent learning behaviour	Interview, reference
Excellent ICT skills	Application, interview
Ability to manage time, prioritise and meet deadlines	Application, reference
Proven track record of improving outcomes for pupils	Application, reference
Effective deployment of support staff	Application, interview
Open-minded, reflective and willing to embrace innovation or change	Application, interview, reference
Able to work constructively as part of a team understanding Academy roles and responsibilities including your own	Application, interview, reference
Commitment to diversity, inclusion and anti-racism in the Academy community and curriculum	Application, interview
Strong understanding of statutory educational frameworks, including Safeguarding and the SEND Code of Practice	Interview, reference
High standards of personal behaviour appropriate to a visible role in our small community	Interview, reference
Commitment to the highest standards of child protection and safeguarding	Interview, reference

Desirable Criteria	Evidence
Qualifications and experience of teaching or coaching in music beyond the school curriculum including whole school performances	Application, interview
Potential to teach a second subject if required	Application, interview
Active engagement with curriculum thinking or further professional studies	Application, interview

