United Learning
The best in everyone™

Briefing Pack for Applicants

Teacher of Performing Arts
(music and / or drama specialist)

October 2026

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Section 1 - Post Advertisement

Sheffield Park Academy
The best in everyone™
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Job title: Teacher of Performing Arts
Location: Sheffield Park Academy, Beaumont Road North, Sheffield, S2 1SN
Starting salary: Highly competitive United Learning Teachers Pay Range (£36,400.00 - £53,040.00) + a £2,500 'Golden Hello'
Contract: Permanent, Full-Time.
Start Date: January 2027

'Leaders are ambitious for all pupils to achieve highly'
'This is a school where students care for students and are determined that they succeed'
OFSTED report, December 2022

Sheffield Park Academy is seeking to appoint a Teacher of Performing Arts (music and/ or drama specialist). The ideal candidate will be a driven, goal-oriented and knowledgeable Teacher of Performing Arts who can positively and actively support our mission to become an 'Outstanding' school. Our Character Values of Community, Ambition, Respect, and Endurance are at the centre of all that we do. We are seeking an individual who not only shares but exemplifies these values. **The ability to teach music would be a distinct advantage for this role.**

This is an excellent opportunity to join an Ofsted rated 'Good' academy. The academy is part of United Learning, a national group of schools and academies. Sheffield Park Academy is an 11-18 school with a thriving VI Form, which does include a Performing Arts Key Stage 5 cohort. 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. Our school has motivated, ambitious students with a high percentage of our students going on to attend Russell group universities.

The academy has over 1,200 pupils and is situated in purpose-built £30million premises, benefiting from excellent, state-of-the-art facilities. We are part of the United Learning Trust, the largest and one of the most successful academy trusts in the country who offer unrivalled CPD and opportunities for nationwide networking and development opportunities.

The city of Sheffield itself is a vibrant place to live and work with two universities and a range of entertainment opportunities alongside the access to the Beautiful Peak District within 20 minutes. Quality of life is routinely ranked very highly, and it is one of the greenest cities in Europe. https://www.welcometosheffield.co.uk/

We are looking for someone who is:

- Confident in their ability to manage a whole class of students within the age range 11 to 18.
- Able to communicate appropriately and effectively with young people.
- Able to manage behaviour in the classroom to ensure students remain engaged in set work.
- Flexible to work throughout the school within different departments and with different age ranges on a daily basis.

- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Someone who is passionate about teaching and learning and who will inspire our students to achieve their potential.
- Act as a role model to students so professionalism and confidentiality will be key attributes.

What we can offer you:

- Highly competitive pay above national average (3-5% higher than national teacher pay scales).
- Excellent facilities and resources (including a drama studio and dance studio).
- 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 refer to the job description and person specification for further details.

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: Vacancies Page and complete our online application form. Please note that CVs are not accepted. If you have any queries regarding this role please email louise.goddard@sheffieldparkacademy.org (Principal's Executive Assistant).

The closing date for this post is 2pm on the Thursday 22 October 2026 ***(the short deadline is owing to a current postholder obtaining a new role at short notice)***
Interviews will take place sooner after the closing date – **we expect this to be Friday 23 October 2026**. We reserve the right to close the advert early if we receive a high number of applications.

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 three Secondary Academies: Barnsley Academy, Sheffield Park Academym Sheffield Springs Academy, and Fir Vale 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 Sheffield Park Academy

Sheffield Park Academy
The best in everyone™
Part of United Learning

Dear Candidate

Thank you very much for your interest in joining Sheffield Park Academy. I am delighted to introduce you to our school and I hope that this application pack provides you with a good overview of the type of candidate we are looking for. **If you like what you have read or know about our school, I would advise you to get in contact with us either for a visit to the academy or a phone call (with me or one of my senior leaders) to find out more.** The role of teacher of Performing Arts (music and/ or drama specialist) is crucial to the future success of our school and whole community: the school has had longstanding success in this area – ***many former students return to the school to support with shows and performances as a result of this and, indeed, many students go on to careers in the Performing Arts industry due to this success.*** **We have a thriving music department which a music specialist would be able to have strong impact in as well.**

Sheffield Park Academy is a flourishing 11-18 school and we really value working as part of the Yorkshire cluster alongside our sister schools; Barnsley Academy, Fir Vale Academy, and Sheffield Springs Academy. Our close collaboration across the schools is a real source of strength and support as is the wider support of United Learning, and particularly our Regional Director.

We fully subscribe to the ethos and values of United Learning and as Principal, I would thoroughly recommend working for the group. Our own academy character values of Community, Ambition, Respect, and Endurance filter through everything we do as a school, and we aspire for all students, staff, and other members of our community to live these into being. **We also subscribe to our academy strapline of 'One Community, One Park' to ensure our school is a place of strong values, together, and shared goals.**

If you are aligned with our mission and values, we very much look forward to hearing from you.

As an academy, we will be relentless in our aim to provide ambitious and high-quality learning and education to the students of Sheffield Park Academy. In order to provide that, we are looking for colleagues who wish to make a strong and valuable contribution to positively shaping the lives of young people in our community.

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

Best wishes,

Rob Watson
Principal
Sheffield Park Academy

Section 5 – Job Description

Job Description

Post title	Teacher of Performing Arts (music and/ or drama specialist)
Salary	Competitive Teacher Pay Structure, United Learning Trust's Pay Policy applies. (£36,400.00 - £53,040.00) + a £2,500 'Golden Hello' (paid after successful probation)
Responsible to	Head of Department: **Performing Arts and Music**
Responsible for	There are no direct line management responsibilities associated with this role however, there are elements of supervision.
Role purpose	To provide an innovative and stimulating education for all students at Sheffield Park Academy, which ensures all are given the opportunity to reach their full potential.
Relevant qualifications	Qualified Teacher Status with subject specialism related to the learning area. Ability to teach across the full 11-16 age and ability range. Experience of teaching the 16-18 range is not necessary, but is welcome.

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

Role Summary

The post-holder will:

- Provide an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area in accordance with the aims of the academy and curricular policies, monitor and support the overall progress and development of students as a teacher and tutor.

- Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential, contribute to raising standards of student attainment and outcomes.

- Share and support the academy and United Learning's ethos and culture toward providing and monitoring opportunities for personal and academic growth and support the Head of Department and deputise when and where appropriate.

Key Responsibilities

Main duties

- To be responsible to the Head of Department for the:
    - achievement of the highest possible academic standards in relation to each child's ability.
    - teaching of the specialist subject within the academy.
    - drawing up of schemes of work which are relevant to ability and in harmony with aims of the academy.
    - the assessment, record-keeping and reporting to parents/carers.
    - preparation, setting and marking of appropriate homework.
    - promotion and encouragement of extra-curricular activities.
    - display of student's work within the Department and around the academy.
- Support and encourage the academy's ethos.
- Contribute toward the subject area.
- Keep abreast of developments in the subject area.
- Supervise the use of support staff relevant to the class.
- Implement and maintain the academy's Student Behaviour Policy.
- Assist at academy functions and other duties that may develop from carrying out the responsibilities of the post including a supervisory role.
- Perform such teaching duties as may be assigned in the timetable.
- Ensure the Teacher Standards are met at all times.

Teaching

- Plan and teach lessons and sequences of lessons to the classes you are assigned to teach within the context of the academy's plans, curriculum and schemes of work in order to achieve target levels of student attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Set and mark work to be carried out by students in the academy and elsewhere.

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures in such a way as to support the values and vision.

- Work with others on curriculum and/or student development to secure co-ordinated outcomes.

Health and Safety and discipline

- Promote the safety and wellbeing of students in accordance with the academy's Child Protection and other relevant policies.

- Maintain good order and discipline among students in accordance with the behaviour policy.

General

- Develop excellent working relationships with colleagues internally, centrally and externally.

- Be an effective and flexible member of the team.

- Ensure any documentation produced is to a high standard and is in line with the in-house style.

- Participate in training and other learning activities as required.

- Participate in the Performance Management process.

- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.

- To represent the academy at events as appropriate.

- To support and promote the academy and United Learning's ethos, playing a part in strengthening relationships between academies within the cluster and between the academy and central office.

- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

- To actively participate in continuous professional development and act as a positive role model across the academy and Trust.

- The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal and Human Resources.

- This job description will be kept under review and may be amended via consultation with the individual, Principal and Human Resources as required.

Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, 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 post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder 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 of Performing Arts (music and / or drama specialist)
Salary	United Learning Teachers' Pay Scale (£36,400.00 - £53,040.00) + a £2,500 'Golden Hello'

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 at KS3, KS4	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 with periods of work pressure with good humour and 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	

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. Reference 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 school website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school 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 for Sheffield Park Academy

The academy is located in a thriving town close to the beautiful Peak District

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Sheffield Park Academy
Beaumont Road North
Sheffield
South Yorkshire
S2 1SN

Website: www.sheffieldpark-academy.org
Email: info@sheffieldparkacademy.org
Telephone: 0114 2392661

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