

Information Pack

Head of Music (Full or Part Time)

Responsible to:	Head of Visual and Performing Arts
Start date:	September 2023
Salary:	Competitive
Deadline:	Friday 21st April 2023

(The Trust reserves the right to interview and appoint a suitable candidate before the closing date.)

We are seeking to appoint a creative, enthusiastic, innovative teacher (and practitioner) who will play a key role in building our emerging music department in preparation for our inaugural year of GCSE music. This is an opportunity for an excellent and ambitious teacher (and practitioner) who would like to take the next step in their career collaborating with a strong Visual & Performing Arts team.

The successful candidate will be able to show the motivation and commitment to design and implement an engaging Music provision for pupils across Key Stage 3 and build towards establishing a Key Stage 4 option in time. The school looks forward to joining the Andrew Lloyd Webber sponsored Music in Secondary Schools Trust programme and the successful candidate will be able to shape our transition to this outstanding music provision.

About Compass School

Compass School Southwark is an Ofsted "Good" (2022), four-form entry, mixed, 11-16 free school that opened in September 2013. Founded by a varied and experienced group of Trustees, the school will grow to offer an exceptional education to 600 young people in the heart of Bermondsey by September 2023 when we move into a new state-of-the-art building on its current site. The new building, just a short walk from Bermondsey Tube Station, boasts fantastic spaces for staff and students, including spacious science laboratories.

The school is currently working with The Charter School's Educational Trust with a view to joining the trust by September 2023. We are excited by the opportunities this will bring, including access to first rate professional development opportunities.

Vision and Values

We believe that **"everyone in the Compass School Community will confidently reach the destination to which they aspire"**. This applies to everyone, including our staff team. Our four values of aspiration, integrity, exploration and resilience are reflected in all areas of the school and our work. We are extremely passionate about ensuring that our students meet the challenging targets that we set for them and we strive to be outstanding and innovative practitioners ourselves.

About the role

We are seeking an innovative and enthusiastic leader to join our team. The successful candidate will be joining a motivated staff team that are committed to creating an outstanding provision for our students.

Benefits of working at Compass School

We offer competitive inner London salaries, and reward great teachers with our performance related pay scheme. All staff receive laptops and an annual entitlement to high quality CPD, along with the opportunity to take flexible days off when needed and flexible starts or leaving times. We also operate a subsidised health care scheme for those who wish to participate, and other work-related benefits such as cycle to work, electric car scheme, and childcare vouchers.

Accountability

The Head of Music will be responsible for teaching and learning across the department including curriculum intent, implementation and impact across Key Stage 3 and in time, Key Stage 4.

For further information about the school and the Trust, please go to www.compass-schools.com.

If you have any questions, contact us at recruitment@compass-schools.com or 0203 542 6506.

Compass Schools Trust is committed to safeguarding children and all appointments will require an enhanced DBS check.

Job Description

Head of Music

In choosing successful candidates, the panel will be seeking excellent classroom teachers with the ability to embrace and deliver the vision of the Compass Schools Trust, with the aim of establishing the Compass School in Southwark as the most sought-after school in the Borough.

Leader responsibilities

- Provide strong leadership in Music and manage staff as required.
- Work towards implementing the Music in Secondary Schools Trust programme.
- Develop a culture of appreciation for music in the school and wider community.
- Develop effective partnerships to foster our ambition for an outstanding music provision.
- Monitor pupils' outcomes and act swiftly to address underachievement.
- Lead and develop high quality curricula and pedagogy throughout the department.
- Communicate to the faculty team what constitutes 'outstanding' teaching and learning.
- Identify high quality assessment for learning practice and ensure this is consistently implemented.
- Write the development plan, identifying and prioritising needs within the department.
- Engage in coaching opportunities to bring mutual benefits to the faculty as a whole.
- Support the development of new and innovative working practices, using evidence-based research where appropriate to support new ideas.
- Build effective working relationships and share good practice.
- Support the quality assurance of teaching and learning across the area.
- To provide extra-curricular activities that enrich pupils' learning

Compass Team responsibilities

We expect all members of the Compass School staff team to work together to:

- Work towards and support the school vision and objectives outlined in the school development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of corporate responsibility for the outcomes of students at Compass School Southwark.
- Build an exceptional understanding of what outstanding provision looks like in their subject.
- Comply with and support at all times the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Work with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Manage budget in line with areas of responsibility.
- Be proactive in ensuring appropriate allocation of resources and evaluate against outcomes.
- Undertake other reasonable duties related to the role as required from time to time.

Leadership

- Lead by example, providing inspiration and motivation and embody for the staff, students, governors, parents and the wider community, the vision, purpose and leadership of the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Provide leadership that secures the delivery of high standards and attainment for all students and be responsible for the organisation, management and control of your classes.
- Monitor, evaluate and intervene to ensure all students are working towards making expected progress.
- Encourage interaction and teamwork within the department, sharing ideas and new initiatives identifying new ways of teaching your subject area and contributing to wider CPD opportunities.
- Carry out any other reasonable duties and specific school-wide tasks as directed by the Principal.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Achieve a harmonious and supportive community through effective relationships with staff and students.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate Compass Schools Trust values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with parents and students to ensure that the aims relating to each student's progress are achieved.
- Help to ensure that good communications are maintained throughout the school.
- Present a coherent and accurate account of the performance of the subject in a form to be agreed with the Principal.
- Ensure that parents and students are well informed about curriculum, attainment and progress and are able to understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally and nationally.
- Represent the school at marketing and other external events.
- Be able to work with high calibre educational and creative partners in a collaborative and meaningful way that impacts student outcomes and the schools local, regional and national visibility and reputation.

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience of working with young people (11-16) • Ability to teach outstanding lessons • An understanding of what constitutes 'outstanding' in your subject • A vision for how students can progress through a well-constructed music curriculum • Experience of successful behaviour for learning strategies • Understanding of different models of support for students with SEN, EAL and Gifted and Talented • Ability to narrow the gap between disadvantaged and other students in the classroom • The ability to demonstrate understanding of current educational issues, including new curriculum requirements • Ability to teach KS4 Music 	<ul style="list-style-type: none"> • Experience of cross school and/or creative organisation partnership work
Education & Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified to degree level, preferably in subject of teaching expertise • Teaching experience and qualification • Right to work in the UK 	
Skills	
Essential	Desirable
<ul style="list-style-type: none"> • Able to design and implement an outstanding music curriculum • Able to coordinate complementary co-curricular activities including additional instrument lessons, trips and public performances • Able to make judgements about the quality of your own teaching and learning and improve through reflection • Effective personal ICT skills relevant to day-to-day practice • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Entrepreneurial spirit and ability to think innovatively and creatively • Keen to get involved in wider school life • Desire to go "above and beyond" in improving outcomes for young people in the local community 	<ul style="list-style-type: none"> • Proficiency in violin and/or flute

NOTE: This post is subject to an enhanced DBS check.