

Braunton Academy



'Aspire and Achieve'

Head of Music Department

MPS/UPS

TLR2A

Required for Sept 24

Closing Date for Applications: noon on Mon 15th April 24

Interviews: Fri 19th April 24

Braunton Academy is rated 'Good' by OFSTED

Barton Lane

Braunton

North Devon EX33 2BP

Tel: 01271 812221

Academy Website: www.braunton.academy

Email applications: recruitment@braunton.academy

Principal: Mrs F Bowler

Students: Aged 11-16 number on roll: 810



Dear Candidate

RE: Head of Music Department / Teacher of Music

Braunton Academy is a true learning community, which passionately believes in empowering its staff in order to empower its students. As a highly-respected and trusted centre of the local community, we are committed to providing the very best of education to the children of Braunton and its surrounding villages, shaping all of our futures. Supporting both students and their parent/carers, our central aim is to build strong partnerships that recognise and respect the value of learning, investing in and reigniting that true love of learning for all that it can offer our community and provide for our children as masters of their own destiny.

Expressive Arts at Braunton Academy is taught in a creative faculty working closely as a team on shared projects for the benefit of the cultural life of students and the wider community.

As a semi rural school, we seek to involve our pupils in many opportunities outside the local area. The Music Department often works alongside Devon Music Hub, the Drama Department have organised performances from the National Theatre and the Art Department have organised trips to National galleries and curated Art exhibitions of pupil's work.

Annually the department showcases a Spring and Summer Concert as well as closely working with the Head of Drama to bring about the annual play/ musical.

On a two week cycle, all pupils in key stage three are taught in mixed ability groups for an hour a week. GCSE groups have 5 hours a fortnight.

There are many musical opportunities for extra curricular learning. We currently have clubs running in music, such as guitar group, choir, jazz band and pop/ school of rock.

This is an exciting position for a suitably qualified candidate. You will be part of both a forward thinking and hugely successful Creative Arts Faculty. Our Academy has a great history with our community, one of longevity and of success.

Please find enclosed the following information to help you formulate your application:

- Advertisement
- Job Description
- Person Specification
- Academy Mission Statement on Learning and Leadership

I hope that your research leads you to the conclusion that you wish to be a part of our team and, if this is the case, I look forward to receiving your application and working alongside you through this recruitment process.

Yours sincerely



Mrs Fay Bowler
Principal

Head of Music Department

Are you an enthusiastic and motivated music teacher looking to be HOD in an Ofsted Rated 'Good' School in North Devon?

Braunton Academy is a highly successful and over-subscribed academy, which sits at the heart of its community. Our outcomes are above national average which is recognised in our Ofsted grading and report. *"Pupils and staff live out the school's motto, 'Aspire and Achieve', well. Pupils engage fully in the day-to-day life of the school. Teachers encourage pupils to experiment and ask questions. Pupils appreciate their teachers' efforts. They enjoy school."* **Ofsted January 2020**

The Creative Arts Faculty is a successful and committed faculty aiming for the highest standards in teaching and learning through fostering creativity. We seek to encourage aspiration, instil confidence and nurture a love of Music in all of our students and this is evidenced through the outstanding concerts and performances we put on throughout the year.

Music Department within the School:

Students enjoy a broad and balanced curriculum at Braunton Academy (see website for details). Braunton Academy music department prides itself on outstanding GCSE results and a growing GCSE cohort bucking the national trend. Many students enjoy peripatetic lessons alongside their timetable allowing them to specialise further on their chosen instrument(s)/voice.

Every year the department puts on a Winter and Summer concert as well as a musical theatre production biennially.

The faculty also works closely with the Devon Music Hub to provide additional experiences such as:

- Composer in residence
- Jazz improvisation workshop
- Visiting artists such as Sheku Kanneh-Mason

We also work closely with primary colleagues within the Braunton Learning Partnership (made up of the feeder primary schools) to put on an annual Junior and Early years singing festival at the Landmark Theatre in Ilfracombe.

Our music facilities:

One large music classroom including 10 PC computers, class set of ukuleles, drum kit, PA, guitars, bass, 15 electric keyboards. Two small practice rooms one with an imac incl: Logic Pro/Garageband/FinalCut Pro software. We also have 3 further practice rooms mainly used for instrumental tuition and rehearsals.

Our main performance space in Isaac Hall has a Yamaha grand piano, also used by our visiting piano teacher.

We are looking for someone who is:

- Passionate and committed to your teaching subject.
- An outstanding classroom practitioner, who will enthuse both students and staff and help us achieve our goals.
- Committed to raising standards through creative teaching and learning with high expectations for all.
- Innovative and forward thinking.
- Determined to influence positive changes and further developments in the faculty and the academy as a whole.
- Prepared to fully engage in contributing to our programme of curriculum enrichment.

Our vision is about securing positive futures for all of our students and providing a sustainable, high-quality educational and creative provision for generations to come: every member of staff at Braunton Academy is a committed and experienced professional, dedicated to developing students' interests and inspiring them to be successful. We continue to develop our excellent teachers further so that they are able to increasingly apply a range of teaching methods to develop our students' ability to *think* and *reflect*. We look forward to you joining us to work with parents, carers and the wider academy community to realise this vision.

For further information about the post and an Academy application form, please visit the Academy www.braunton.academy, Work with Us section or ring 01271-812221 and ask for Mrs Hellmund.

To commence: September 2024

Closing Date for applications: noon on Monday 15th April 2024

Interview Date: Friday 19th April 2024

To apply, please download and complete the Academy Application form and email it to recruitment@braunton.academy Please note, if you have not heard from the Academy by Wednesday 17th April 24 you have not been successful on this occasion.

Safeguarding: Braunton Academy is committed to safeguarding the welfare of its students therefore an online check of publicly available information will be completed to assess shortlisted candidates' suitability to work with children. The successful applicant will also be subject to an enhanced Disclosure and Barring Service check (DBS) and full identity and qualification checks.

Braunton Academy

Teacher of Music

Person Specification

Evidence source:

AF = Application Form

LO = Lesson Observation

I = Interview

R = Reference

QUALIFICATIONS AND TRAINING	
Essential	Evidence
1. To be a qualified teacher.	AF
2. To have a degree.	AF
Desirable	
1. Higher Degree or further recognised and accredited professional training or qualification.	AF
PROFESSIONAL SKILLS AND EXPERIENCE	
Essential	
1. Experience of teaching Music in a mainstream secondary school (teaching practice or through employment).	AF + I + R
2. Experience of teaching Music at KS3 and KS4.	AF + I + R
3. Excellent classroom management.	
4. Sound understanding of the processes of teaching and learning.	
5. Successful experience of contributing to robust self-evaluation and quality assurance procedures.	AF + I + R
Desirable	
1. Experience of working in more than one school (teaching practice or through employment)	AF + I + R
2. Creative approaches to teaching and learning.	AF + I + R
KNOWLEDGE AND UNDERSTANDING	
Essential	
1. Deep understanding of what constitutes effective teaching and learning.	AF + I + R
2. Understanding of how data analysis can inform school improvement	AF + I + R
3. Thorough understanding of self-evaluation and how it leads to improvement planning and raising standards.	I
4. Awareness of the 'Every Child Matters' agenda.	I
5. Knowledge of the SEND Code of Practice	
ABILITIES	
Essential	
1. The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies and the local community.	AF + I + R

2. The commitment to develop a positive, diverse and inclusive school ethos, which values each individual and challenges any form of discrimination.	I + R
3. Proven ability to self-motivate, use initiative and lead proactively.	
4. Good organisational skills and the ability to have a flexible and adaptable approach.	I + R
5. To possess excellent listening, written and oral communication skills, the ability to communicate effectively with pupils, parents, governors and staff.	AF + I + R
6. The ability to manage time effectively.	R
COMMITMENT	
Essential	
1. The promotion of Braunton Academy as a centre of excellence	I
2. Equal opportunities for all in the widest context.	I
3. Inclusion and the right for all to fulfil their potential.	I
4. The development of the professional effectiveness of all staff within the department.	I
5. Ensuring that all students reach their full potential.	AF + I
6. Providing the choice and flexibility in learning to meet the personalised learning needs of every child.	I
PERSONAL ATTRIBUTES	
Essential	
1. Passion and commitment to inclusive and comprehensive education	I + R
2. Well-developed IT Skills,	AF + I + R
3. Ability to work as an effective team member	I + R
4. Be flexible, adaptable and maintain high levels of energy and enthusiasm coupled with a sense of humour and perspective.	
5. Display commitment to the protection and safeguarding of children and young people.	LO + I

BRAUNTON ACADEMY JOB DESCRIPTION HEAD OF DEPARTMENT

Background

This is an exciting opportunity for an enthusiastic Teacher of Music to make their mark. The appointment offers the chance to continue and further develop close collaborations with the art and drama departments as an integral part of the Expressive Arts Faculty. This post will enable the new Head of Music to stamp their mark on the subject, introducing and developing a curriculum that will span all Year groups. The Head of Music will lead in providing the students with the opportunity to perform in at least two concerts per year, gathering and organising other members of staff to support in the various performances.

Purpose of Post

- To lead the Music department and deliver high standards of teaching and professional practice.
- To be accountable for high standards of learning, student progress, improved attainment and support and challenge for students.
- Oversee the Academy's peripatetic offering to students.
- To comply with the range of duties and responsibilities of teachers as set out in the current Teachers' Standards document.

Raise Attainment

- To raise attainment and maintain standards in the department across all key stages in line with national standards.

Teaching and Learning

- To plan, prepare and deliver outstanding lessons, providing students with the opportunity to achieve their potential.
- To ensure all lessons are engaging and stimulating whilst considering the individual needs of all students across the department.
- To oversee the development and production of high-quality teaching and learning plans and schemes of work.
- To manage, develop and share resources to enhance the teaching of Music and the Expressive Arts.
- To monitor the progress and achievement of the students, identifying appropriate intervention strategies for underachieving students.
- To keep records of students' progress and achievement and ensure appropriate targets are set across the department.
- To regularly set and assess relevant homework, providing the students with meaningful feedback according to Academy policy.
- To implement and evaluate the department assessment policy to ensure that marking and assessment impact positively on students' achievement across all Key Stages.
- To deliver a range of high-quality school performances and weekly extra-curricular activities.
- To develop a range of performance opportunities within the Academy and the wider community and for marketing events.

Curriculum and Assessment Provision and Development

- To develop, in consultation with the Faculty Leader and other members of the faculty, a broad and balanced range of relevant courses / modules which stimulate students' interest and engagement in learning, and are appropriate to the needs of all students.
- To lead / oversee curriculum development, including the development of appropriate syllabuses, resources, schemes of work, teaching, assessment and marking policies which support the Academy's implementation of all current statutory requirements.
- To respond actively to national, regional and local developments and initiatives, including content, teaching practice and methodology.
- To liaise with the Exam Officer to maintain accreditation with the relevant examination and validating bodies; to ensure that there is a departmental presence at the start of every external examination in the subject; to ensure the accuracy of exam entries and data.
- To encourage collaborative projects in conjunction with other departments within and beyond the learning area, and outside the Academy's formal timetable involving where appropriate, other staff and other schools, including feeder primaries.
- To encourage, facilitate and participate in the development of IT within the department.
- To attend appropriate INSET, to assist and engage in all faculty INSET, to contribute to whole school CPD programmes with a view to developing and disseminating good practice.

Planning, Monitoring and Evaluation

- To be accountable for the implementation of Academy policies and procedures within the department.
- To play an active role as a middle leader in whole school development.
- To ensure that the work of the department promotes a positive ethos and encourages social and moral responsibility through adherence to the Academy's aims and values.
- Manage the departmental stock, teaching resources and finances efficiently in order to achieve the aims of the Academy and the department.
- Write and implement the Department Development Plan and prepare a departmental SEF.
- To analyse and interpret relevant national, local and Academy data and inspection evidence to inform policies, practice and expectations and teaching methods.

Staffing

- To lead the department by example through modelling excellent professional practice.
- To promote teamwork and motivate staff to ensure effective working relations.
- To be responsible for the day-to-day management and deployment of staff including the peripatetic teachers and to be mindful of work/life balance.
- To ensuring proper cover work is provided for classes when staff are absent.
- To be a team leader in performance management and the professional development of staff.

Monitoring of Learning and Behaviour

- To oversee the academic progress of students in the department by regularly monitoring their academic progress and using student data and target setting to ensure that each student is reaching his/her potential.
- To implement effective plans to tackle underperformance.
- To monitor students' attendance, punctuality and behaviour in music lessons, ensuring that follow-up procedures are adhered to and that appropriate action is taken, where necessary.
- To co-ordinate, monitor and develop provision for EAL, SEND and more able students in the department.
- To record the teaching and work of the department, including the planning and preparation and delivery of lessons, the keeping of records and reports to parents/carers.

Communications

- Liaise with peripatetic teachers and parents to ensure high quality provision for those accessing individual lessons
- To provide written reports and other information as required.
- To attend Faculty meetings and other CPD activities, with minutes kept and distributed as required.
- To oversee the departments presence at Academy functions and ensuring effective communication and consultation between the department and parents/carers.

Safeguarding

- To follow the Academy's policy in respect of safeguarding and child protection and ensure the health and safety of the students at all times.

JOB DESCRIPTION FOR STANDARD SCALE TEACHER

1. RELATIONSHIPS

The postholder:

- 1.1 Is responsible to the Head of the Expressive Arts Faculty for teaching subject duties.
- 1.2 Interacts with colleagues on a professional level and seeks to establish and maintain productive relationships with them in order to improve the quality of teaching and learning in the Academy.

2. PURPOSE OF THE POST

- 2.1 To contribute to the teaching and other work of the Department.

3. KEY TASKS

- 3.1 To teach students across the full ability range.
- 3.2 To participate in the development of the subject throughout the Academy and in the production of schemes of work.
- 3.3 To seek to manage students effectively in order to enhance their learning and that of others.
- 3.4 To participate in the development and implementation of departmental and whole-school policies.
- 3.5 To attend Staff, Departmental and other calendared meetings as appropriate.
- 3.6 To carry out the assessment, recording and reporting of students' work as outlined by the departmental and Academy Assessment Policy.
- 3.7 To attend Parent/Subject Consultation Evenings as appropriate.
- 3.8 To provide information on student progress when required and ensure that parents/carers are informed of successes or concerns relating to the subject.
- 3.9 To work with the Learning Support teams to help identify, monitor and enhance the learning of students with learning and behavioural difficulties.
- 3.10 To ensure the appropriate use and storage of resource materials and equipment and the observation of Health and Safety Regulations.
- 3.11 To set appropriate homework as required by the homework timetable and support its recording in the students' planners.
- 3.12 To carry out duties concerning the supervision of students as detailed by the Principal.
- 3.13 To participate in extra-curricular activities, following negotiation with the lead professional.

BRAUNTON ACADEMY

MISSION STATEMENT ON LEARNING AND LEADERSHIP

LEARNING

Learning enables individuals to change and to grow, becoming independent and confident. The Academy has a commitment to improving the quality of learning in:

- preparing people for their futures by:
 - encouraging creative thinking and reasoning
 - instilling self-confidence and self-esteem
 - developing Communication, Literacy, Numeracy and IT skills
 - encouraging life-long learning and problem solving
- recognising that individuals learn in different ways by:
 - using a variety of learning and teaching styles
 - changing the learning process according to need
 - providing opportunities for success for all
 - appreciating that learning is interactive
 - being adaptable and flexible
 - enthusing, challenging, stimulating and inspiring
 - nurturing and supporting
 - making learning fun and enjoyable
 - providing opportunities for independent and interdependent learning
 - understanding the learning process
- checking the effectiveness of learning by:
 - being clear about the learner's starting point
 - using a variety of assessment techniques
 - using assessment data constructively
 - seeking learner feedback
 - encouraging self-evaluation
- supporting the learning process by:
 - ensuring a safe, well-resourced environment
 - using the community to enhance learning
 - creating an atmosphere which is conducive to learning
 - having high expectations of all

Learning is for all members of the Academy community

LEADERSHIP

Leadership ensures the Academy's commitment to improving the quality of students' learning by:

- developing a shared **vision** and evaluating progress
- sustaining a **culture** which:
 - respects and values all its members
 - is open and accessible
 - develops individuals and teams
 - challenges and motivates
 - listens and responds
- sharing and communicating:
 - a love for **learning**

- an understanding of how people learn
- the belief that learning never stops
- actively engaging with the **community by:**
 - encouraging and enabling community involvement by students and staff
 - welcoming the community into Braunton Academy
 - developing business links
 - promoting the work and values of the Academy
 - supporting the life of the community

Leadership is not confined to a few people. It is a quality which is to be encouraged in all members of the Academy.

MANAGEMENT

Management ensures the Academy's commitment to improving the quality of students' learning by:

- **deploying people, time and resources to:**
 - provide the highest quality learning and teaching
 - provide pastoral support for students and staff
 - monitor and evaluate the work of the Academy
 - ensure responsible behaviour
 - ensure a safe, secure and attractive environment
 - work with the community
- **using structures and systems which:**
 - are effective and efficient
 - define roles and responsibilities
 - define lines of support and accountability
 - ensure legal requirements are met
 - are simple and unbureaucratic
 - enable decisions to be taken at appropriate levels
 - use effective communication
- **providing value for money**

Management is not confined to a few people. It is exercised by all members of the Academy.