**Information Pack**

**AIM North London**

**Head of Department: Music**

* **Do you want to join AIM North London in order to drive social mobility in Enfield?**
* **Are you dedicated to transforming life chances of young people?**
* **Will you help to create the next generation of leaders?**

**Get in touch:** office@aimacademies.org.uk

Dear Applicant,

Thank you for your interest regarding the position of **Head of Department: Music** at AIM North London.

AIM North London opened in September 2019. This is a rare opportunity to be part of the Founding AIM Team. AIM North London opened on the site of Nightingale Academy, Enfield: we opened with a centrally recruited AIM Academies Team to help lead the significant changes needed within the new academy. We are driven by a clear moral purpose and have the highest aspirations for the Academy and the community; we hope for AIM North London to be one of the most rapidly transformed academies in the country.

We do not underestimate the magnitude, or the importance, of the job at hand. It will require huge amounts of perseverance and a constant drive for innovative excellence. However, this role will also be incredibly rewarding and will offer exciting progression for the future.

If you share our core belief in a growth mindset, have a relentless focus on high standards and operate with the utmost professional integrity and humility, then we would love to hear from you. Equally, if you know other colleagues for whom this challenge would resonate, and who have a proven track record of excellence, then feel free to put them in touch with us (and let us know that you have referred them).

We look forward to receiving your application form in due course. We wish you well and thank you once again for your interest in what we think will be a challenging and rewarding post.

Yours sincerely,

AIM Academies Trust

**Job Description**

**POST**: Head of Department: Music

**RESPONSIBLE TO:**  Assistant Principal

**RESPONSIBLE FOR**: Music Teaching

**GRADE:** Competitive Negotiable

**LOCATION:** AIM North London – Enfield

**DISCLOSURE LEVEL**: Enhanced

**VISION:**

**At AIM Academy North London, all young people will become ‘Leaders for Tomorrow’: leaders of themselves, their communities and their chosen career.**

1. **PROFESSIONAL AND PERSONAL CHARACTERISTICS**

As a leader within the Academy, you will role-model the values that we live by:

**Love: We show love and respect for all members of the community in words and actions**

**Endeavour: We work hard in all that we do; we know there are no shortcuts.**

**Aspiration: We believe that every person in the community can and will become a leader for tomorrow.**

**Determination: We demonstrate perseverance and resilience, particularly in the most challenging circumstances.**

**B. JOB PURPOSE:**

* To teach consistently outstanding lessons which bring about excellent outcomes for students and inspire and engage students
* To ensure excellent attainment and outcomes for all students
* To act as a role model of the values of AIM North London in all interactions with staff, students and other stakeholders

**C. RESPONSIBILITIES: Quality of Teaching and Learning**

* To ensure you are at the cutting edge of pedagogical research and for this to inform your practice
* To ensure your teaching is consistently good and outstanding and outcomes are exemplary and in line with KPIs
* To observe regularly and develop colleagues, and act as a beacon of best pedagogical practice
* To ensure you are up to date with national and international curriculum and assessment developments
* To seek opportunities to collaborate with other Academies, innovative and high achieving schools through the AIM Academies Trust, and other relevant networks to share and develop excellent pedagogies.

**D: Student Outcomes**

* To work in partnership with other leaders to ensure underachievement is identified accurately and early, and that effective and appropriate measures are taken
* To ensure a rigorous assessment policy is in place so that KPIs can be accurately tracked and monitored, in order to ensure all students make outstanding progress
* To evaluate student progress on a weekly basis through rigorous monitoring of evidence in books, lessons and assessments
* To keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded
* To ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student’s learning
* To evaluate student progress through the use of appropriate assessments and records and regular analysis of the data
* To use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students. Use local and national statistical data and other information, in order to provide (a) a comparative baseline for evaluating learners’ progress and attainment, (b) a means of judging the effectiveness of their teaching, and (c) a basis for improving teaching and learning
* To ensure best practice from AIM North London is shared widely within other academies within AIM Academies Trust.

 **E: Student Behaviour and Safety**

* To ensure that students consistently display a thirst for knowledge and a love of learning
* To ensure that students display a focus and commitment for learning that has a very strong impact on their progress in lessons
* To ensure pupils are keenly aware how good attitudes and behaviour contribute to school life, adult life and work
* To ensure that students’ behaviour outside lessons is almost always impeccable
* To ensure that students’ pride in the school is shown by their excellent conduct, manners and punctuality
* To ensure that students are fully aware of different forms of bullying, including prejudice-based bullying, and actively try to prevent it from occurring
* To ensure bullying and derogatory or aggressive language in all their forms are rare and dealt with highly effectively

**Why work at AIM North London?**

• The opportunity to work with experienced and value driven colleagues that have a proven track record of raising attainment for a disadvantaged community

• A wide range of professional development opportunities, for example we were one of the first partner schools working with The Institute for Teaching on the Masters in Expert Teaching

• Experience of working with Ambition School Leadership and supporting colleagues completing Teaching Leaders and Future Leaders

• A commitment to engage with the latest educational research so it that informs all aspects of the Academy, for example curriculum design and pedagogy

• A focus on reducing workload by having centralised behaviour systems, centralised curriculum and a reasonable feedback policy.

Next Steps

To apply, please send your CV and a completed application form to info@aimnorthlondon.org.uk