



Saint GREGORY'S
Bath




*Outstanding
Catholic education for all*

Application pack for the post of:

Head of Music

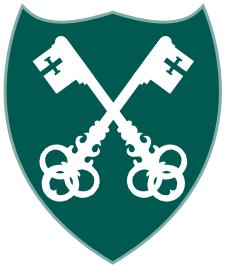
Closing date: Midnight on Sunday 8 October 2017
Interviews: Monday 16 October 2017

"In Christ we flourish"



“Saint Gregory’s is simply the best school in every possible way. My children have gone from strength to strength due to excellent teaching and pastoral care. They are confident, capable, well-rounded and above all, happy.”

Parent



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Mission Statement

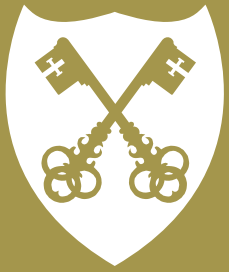
As a Catholic school, our inspiration is Jesus Christ. We therefore promote the dignity and well-being of every child and ensure that they flourish with us in a safe, happy and enriching environment.

We believe that everyone is gifted and called by God to fulfil some definite service for the greater good of society. We will help our students to discover their vocation in life, to achieve their full potential and to use their gifts for the greater glory of God.

Student Creed

At St. Greg's, we are a family.
We walk together in the footsteps of Jesus.
We are all equal in the sight of God
So everybody deserves dignity and respect.
We believe that we are all blessed with gifts
And called by God
So let's do something special,
Let's work together for a better future.

In Christ we flourish.



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Welcome from the Headmistress

Dear Prospective Applicant,

Thank you for your enquiry regarding the post of Head of Music at Saint Gregory's Catholic College, Bath with effect from 1 January 2017.

Saint Gregory's is an over-subscribed high achieving school with a national reputation for excellence. Our most recent Ofsted and most recent inspection by Clifton Diocese judged us to be outstanding in every area and we are committed to maintaining and developing that high standard. The Performing Arts Faculty at Saint Gregory's is an outstanding faculty with a proven track record in examination success and raising achievement.

At Saint Gregory's we inspire and encourage our students to fulfil their potential and flourish. We are recruiting for an ambitious, outstanding teacher who has a commitment to academic excellence and who will inspire our students to reach their potential. If you are successful you will be joining an established, successful and highly skilled team. This is a permanent, full time contract and will involve teaching Music to mixed ability groups from Year 7 to Year 13.

As a Catholic school we provide our students with a moral compass based on Catholic Social Teaching that supports their growth and development. It is essential that our students are encouraged to have enquiring minds, ask questions and form their own opinions. The pastoral care at Saint Gregory's ensures that our students grow into well-rounded, reflective, caring and thoughtful young people, ready to take their place in society.

We are an inclusive school that places the student at the heart of everything we do. As a Catholic school our values are explicitly Christian, however you do not have to be of the Catholic faith to apply for this post.

There is a warm, welcoming family atmosphere at Saint Gregory's that underpins our culture as a school. Teamwork is at the heart of everything we do and by working together we aim to provide the very best opportunities for all our students and staff.

If you would like to apply for this post, please submit your application by midnight on **Sunday 8 October 2017**. Interviews will be held on **Monday 16 October 2017**. If you have any further questions or would like to arrange a visit, please do not hesitate to contact my PA, Mrs Gormley, on 01225 838200 or by email at gormleys@st-gregorys.org.uk.

Yours faithfully,

Ms A Cusack
Headmistress

"In Christ we flourish"



"This is an outstanding school."

Ofsted, July 2013



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About this role

Post:	Head of Music from 1 January 2018
Contract type:	Permanent and full time
Salary:	MPS + TLR 2.2 (£5,101 as at 1 September 2017)
Closing date:	Midnight on Sunday 8 October 2017

This is an exciting opportunity for a talented and enthusiastic Music specialist to join an outstanding Performing Arts faculty as our Head of Music in a high-performing and oversubscribed school.

Saint Gregory's is a popular 11-18 co-educational school, founded on Catholic Christian values, with a strong family and community ethos. These values are the foundation of learning for our students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

Our most recent Ofsted and Diocesan inspections judged us to be outstanding in every area and we are committed to maintaining and developing that high standard.

The Governing Body is looking for an exceptional Head of Music to join our team from January. The successful candidate will be an inspirational teacher who will maintain and enhance our very high academic standards.

Candidates must be able to demonstrate:

- A track record of exceptional Music teaching
- Capable of teaching across the Key Stages
- Outstanding subject knowledge
- The ability to inspire excellence in students
- Enthusiasm and motivation for exemplary teaching and learning

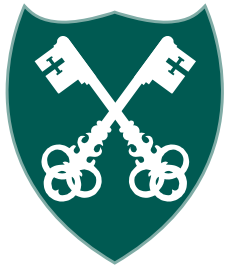
In return, the successful candidate can expect:

- A comprehensive Induction Programme
- Outstanding professional support at every stage of your career
- A strong Continuing Professional Development programme to develop you as an outstanding teacher
- A supportive Senior Leadership Team
- Opportunities to work in a dynamic and supportive faculty with excellent facilities
- A positive student body who love learning

For an open conversation about the role and/or to arrange a visit prior to application, please contact the Headmistress' PA, Mrs Gormley, on **01225 838200** or email gormleys@st-gregorys.org.uk to arrange a suitable time.

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

“In Christ we flourish”



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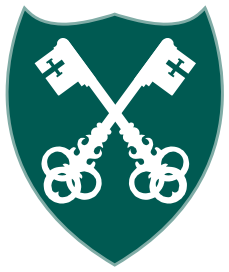
About Saint Gregory's

Saint Gregory's is a Catholic voluntary aided secondary school which was established by the Diocese of Clifton. It primarily serves designated Catholic parishes in Bath and North East Somerset, North West Wiltshire and the north of the County of Somerset and admits students of 11-18 years. It is a medium-sized popular co-educational school, founded on Catholic Christian values and with a strong family and community ethos. These values envelop the learning of students, providing them with an academic start to life that is supportive, nurturing and inspiring. Saint Gregory's has a well-deserved reputation for academic excellence, outstanding pastoral care and an excellent enrichment programme.

The New Sixth is an exciting collaboration between Saint Gregory's Catholic College and St Mark's Church of England School. The New Sixth provides a unique post-16 experience in the state sector in Bath and North East Somerset: a high-quality sixth form education with outstanding pastoral support and a wide range of enrichment activities, inspired by Christian values.

Saint Gregory's has maintained its Outstanding judgement in its most recent Ofsted and Diocesan inspections.

"In Christ we flourish"



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The Performing Arts Faculty

The Performing Arts Faculty at Saint Gregory's includes the teaching of Drama, Dance and Music and has a long tradition of excellence as an outstanding area of the school.

Each year the faculty offers a full programme of arts activities, productions and workshops for students and in recent years we have staged a number of outstanding productions which have involved hundreds of students.

Currently, the faculty consists of two Drama specialists, two Music specialists and a Dance specialist. We also offer peripatetic LAMDA and music lessons to enhance our provision to students.

The faculty is based in a number of specialist areas within the school including a purpose-built Drama/Dance studio, a Drama studio, Music rehearsal rooms and a specialist music technology room equipped with 21 iMac computers. The music department also has a whole-class set of keyboards, African drums, samba equipment, two digital pianos and four upright pianos in practice rooms.

The faculty encourages performers and musicians of all abilities to participate in extra curricular activities including music ensembles, concerts and musical productions. Ensembles that currently run are Choir, Orchestra, Big Band, Brass Group, String Quartet and Worship Group whilst recent school productions have included 'Miss Saigon', 'Grease', 'School of Rock' and 'Sweeney Todd'. Last year's lower school production was 'Beauty and the Beast' and we will be presenting 'The Sound of Music' as this year's whole-school production. Music performances and events include Christmas Carol services, Spring and Summer concerts, participation in the Mid-Somerset Festival, and many other smaller-scale charity events and performances.

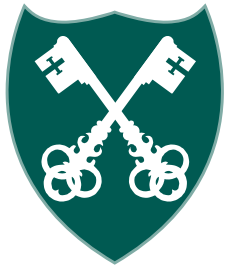
At KS3 students are taught in mixed ability groups and develop their performing, composing, listening and appraising skills through a broad range of topics in Drama, Music and Dance. GCSE and A level courses are offered in all three subjects.

"In Christ we flourish"



“Students’ achievement is outstanding. All groups, including higher ability students, those who speak English as an additional language and those who have special needs, make rapid progress in relation to their starting point and abilities.”

Ofsted, July 2013



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Our Location

We are located at the southern gateway to the World Heritage City of Bath with beautiful views towards the Severn Estuary and over Bath. Access to the school is easy as it is on main bus routes and next to the Odd Down Bath Park and Ride terminus.

The World Heritage City of Bath itself needs little introduction. Over four million tourists a year come to visit its many attractions, such as its Georgian architecture, its festivals, theatres, museums, restaurants and shops. It boasts excellent schools, rugby and football teams and Olympic standard training facilities at the University of Bath.

In May 2015, Bath was named as the second safest city in the world. It has also been recognised by the Times newspaper as the best place to live in the UK, offering a very high quality of life. Bath is served by many attractive towns and villages, and our staff and students come from diverse locations.

“In Christ we flourish”



“Students make an outstanding contribution to the Catholic life of the school and benefit enormously from it. The school ethos is demonstrated by the exemplary behaviour of its pupils, their respect and care for one another, as well as their outreach to others outside the school.”

Clifton Diocese Inspection Report, October 2013



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Job Description

This job description should be read in conjunction with the professional duties set out in the School Teachers' Pay and Conditions Document, the governors' Pay Policy and Performance Management Policy including the Teaching Standards.

Key Areas of Responsibility

1. Core Purpose

- 1.1 To actively support and promote the school's vision and values as outlined in the Mission Statement.
- 1.2 To contribute to a Faculty Mission Statement.
- 1.3 To be accountable for leading, managing and developing the Music curriculum at all key stages.
- 1.4 To raise standards of student attainment and achievement within the faculty and to monitor and support student progress across all key stages.
- 1.5 To be accountable for the academic progress, attainment, intervention, safety, well-being and development of each student within the subject area.
- 1.6 To develop and enhance consistently effective high quality teaching and learning in the subject area and to develop and enhance the teaching practice of others.
- 1.7 To support the Head of Faculty in ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the school aims and policies.
- 1.8 To deputise for the Head of Faculty in the event of his/her absence and support him/her in all aspects of the running of the Faculty.
- 1.9 To demonstrate excellent subject knowledge, engaging and supporting learners in performance opportunities.
- 1.10 To take the lead in providing music for corporate acts of worship including Masses and assemblies, working in close collaboration with the RE department.
- 1.11 To develop the performing arts provision of the School by enabling performances both musically and in collaboration with the Dance and Drama departments.
- 1.12 To engage in outreach work with our partner schools and the wider community meeting targets set out in the Community Plan.
- 1.13 To lead the Peripatetic team of music teachers, including informing each staff member of the individual needs of students, agreeing timetables and preparation of ensemble developments.
- 1.14 To continue to foster close links with B&NES Music Service and the extensive range of ensemble provision, actively signposting opportunities to gifted and talented learners.
- 1.15 To be a form tutor as deployed by the Headmistress.



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Job Description

2. Monitoring, Evaluation and Planning

- 2.1 To contribute to the Faculty exams analysis annually, identifying strengths and weaknesses of Music attainment through regular monitoring of provision.
- 2.2 To contribute to an annual Development Plan for the faculty which addresses areas of weakness in Music within the faculty SEF.
- 2.3 To actively monitor and follow up student progress.
- 2.4 To contribute to lesson observations.
- 2.5 To produce monitoring reports on student progress, intervention strategies, quality of teaching, student discipline, or curriculum developments as required by the Head of Faculty or Headmistress.
- 2.6 To attend, contribute to and/or lead faculty meetings as published in the school calendar with a clear focus on quality of teaching and learning, raising attainment, monitoring, evaluation and strategic planning.
- 2.7 To ensure the effective implementation of all school policies.

3. Curriculum

- 3.1 To develop appropriate syllabuses/specifications, resources, schemes of work, assessment, and teaching and learning strategies in the subject area.
- 3.2 To develop the curriculum provision in line with the School aims and aspirations and to advise the Head of Faculty and Headmistress on changes to syllabuses or programmes of study.
- 3.3 To support the Head of Faculty in the day to day management of course provision and effective deployment of staff and physical resources.
- 3.4 To be accountable for the development and delivery of the subject.
- 3.5 To keep up to date with national development in the subject area, teaching practice and methodology.
- 3.6 To develop learning through IT in Music.
- 3.7 To ensure that the spiritual, moral, social and cultural aspects of the Music curriculum are well covered.
- 3.8 To work with colleagues to formulate aims, objectives and strategic plans for the faculty/department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school.
- 3.9 To ensure that all statutory requirements in Music are met, especially with regard to citizenship.



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4. Assessment

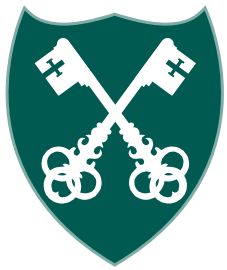
- 4.1 To ensure the implementation of the School Learning Policy in the faculty with particular regard to Assessment for Learning.
- 4.2 To be accountable for the development and implementation of Music schemes of work and assessments at all key stages, which are appropriately differentiated to meet the needs of students with special educational needs, including the gifted and talented.
- 4.3 To support the Head of Faculty in ensuring that subject area targets are met.
- 4.4 To be responsible for preparing and entering students for public examinations at the appropriate level and for the organisation of internal examinations in the faculty curriculum areas.
- 4.5 To make use of analysis and evaluate performance data provided and report results of data analysis to the Head of Faculty.
- 4.6 To support the Head of Faculty in identifying and taking actions on issues arising from data, including leading the identification of and intervention with students and students who are falling behind targets.
- 4.8 To ensure effective reporting of student progress to parents and to convene meetings with parents outside of parents' evening when necessary.

5. Discipline

- 5.1 To support the Head of Faculty with behaviour management in the faculty and its environs.
- 5.2 To implement the School Behaviour Policy in the faculty and to support colleagues in its implementation.
- 5.3 To create a positive learning environment in the faculty by rewarding and encouraging good behaviour and effective learning.
- 5.4 To arrange suitable sanctions for students who disrupt the learning of others in line with the school Behaviour Policy.

6. Professional Development

- 6.1 To undertake the annual performance review of those colleagues you line manage in accordance with the School Performance Policy.
- 6.2 To intervene and support as appropriate when the performance of colleagues is deemed to be unsatisfactory.
- 6.3 To support the Head of Faculty in ensuring the efficient and effective deployment of the faculty/department support staff.
- 6.4 To encourage all teachers of Music to keep abreast of developments, including research and development in the area of effective teaching and learning.



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Job Description

- 6.5 To plan, delegate and evaluate work carried out by the team and individuals.
- 6.6 To assist the Headmistress and Governing Body in the recruitment and selection of teaching and support staff.
- 6.7 To work with the Head of Faculty and Director of Studies to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- 6.8 To promote team work to ensure effective working relations and to act as a positive role model.
- 6.9 To deputise for the Head of Faculty at school meetings within directed time.


7. Resources

- 7.1 To innovate and disseminate teaching resources to support the Music curriculum.
- 7.2 To effectively manage the budget for the Music curriculum.
- 7.3 When required ensure that appropriate resources are available for subject cover lessons and liaising with the cover teacher/supervisor.
- 7.4 To keep subject information for the curriculum area updated as required for all relevant internal and external documentation including the school website.

8. Additional Responsibilities

- 8.1 To perform, in accordance with any direction which may reasonably be given to you by the Headmistress from time to time, such particular duties as may reasonably be assigned to you (see: STPCD).

This job description will be reviewed annually or more frequently if necessary by the Headmistress in consultation with the post holder.

A young boy with dark, curly hair is the central focus, wearing a dark green school blazer over a white shirt and a green and yellow striped tie. He is smiling slightly and looking towards the camera. In the background, other students in similar uniforms are visible but out of focus. The lighting is bright, suggesting an outdoor setting.

“Saint Gregory’s is a truly nurturing environment for children, allowing them to grow and flourish into wonderful human beings.”

Parent



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Person Specification

Head of Music	Essential	Desirable
Qualifications and professional development		
Qualified teacher status (QTS) or pending	✓	
Good honours degree in subject	✓	
Evidence of relevant and recent CPD	✓	
Further study or post graduate work		✓
Other work with young people		✓
Experience		
Range of IT, music and recording processes	✓	
Effective Assessment for Learning	✓	
Range of teaching and learning styles	✓	
Specialist knowledge of the National Curriculum up to and including A Level	✓	
Vision for personalisation		✓
Experience of leading large groups of musicians		✓
Understanding of a wide range of musical performance styles and instruments		✓
Experience of teaching Key Stage 5 Music		✓
Skills and attributes		
The ability to analyse data, identify patterns and devise meaningful targets	✓	
The ability to promote the school's aims positively	✓	
The ability to establish and develop positive relationships with students, parents, colleagues, governors and the community	✓	
The ability to lead musical ensembles	✓	
Excellent management skills	✓	
Excellent communication skills	✓	
Excellent organisation skills	✓	
Excellent classroom management	✓	
Excellent motivator	✓	
Good IT skills	✓	
Strong piano skills		✓



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Person Specification

Head of Music	Essential	Desirable
Personal Attributes		
A positive role model for students and staff	✓	
Willingness to listen to, reflect and act on feedback	✓	
Supportive of Christian ethos of school	✓	
Understanding of Sacred Music and collective worship	✓	
Emotionally intelligent	✓	
Motivated	✓	
Enthusiastic and positive	✓	
Committed to progress and wellbeing of young people	✓	
Willing to contribute to wider life of school	✓	
Safeguarding children		
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
A clear understanding of child protection issues	✓	
Appropriate attitudes to the use of authority and maintaining discipline	✓	

“Sporting, artistic and dramatic opportunities are outstanding and all students take full advantage of the range of opportunities to develop clear, personal values and to make an impact on school life.”

Ofsted, July 2013





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How to apply

Closing date for applications: Sunday 8 October 2017 at midnight
Interviews will be held on: Monday 16 October 2017

Applicants are asked to submit their application to:

Miss M Jackson, HR Manager by email to: hr@st-gregorys.org.uk

They may also be submitted via post to:

Miss M Jackson, HR Manager
Saint Gregory's Catholic College
Combe Hay Lane
Odd Down, Bath, BA2 8PA

Please note that no other material (such as resumés, testimonials or CVs) will be considered during the selection process.

To arrange a visit prior to application or to discuss the role further with the Headmistress, please contact the Headmistress' Personal Assistant, Mrs S Gormley, on **01225 838200** or email: gormleys@st-gregorys.org.uk.

We are committed to safeguarding and promoting the welfare of children. We follow safer recruitment practices and appointments are subject to an enhanced DBS check. Details of our CP Policy can be found on our website at www.st-gregorys.org.uk/useful-information/key-documents.

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Odd Down, Bath, BA2 8PA

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