

## ABOUT FRENSHAM HEIGHTS

Frensham Heights is a highly distinctive independent day & boarding school, offering a progressive education. We welcome all students from the age of 3 to 18 and we give them the tools to succeed in their education, helping them to extend their abilities and exceed their own expectations. Set in 125 acres of beautiful Surrey countryside, our campus combines impressive historic buildings with a modern, diverse learning environment.

We endeavour to remain faithful to the ideals which make Frensham a refreshing alternative to other independent schools.

## OUR VALUES

As a values-based organisation, we expect all who join Frensham, from students and staff to parents, to embrace our values.

### ORIGINALITY OF THOUGHT

#### **Frensham embraces creativity**

We encourage everyone to foster their boldness and innovation, seeking opportunities locally and globally to discover and bring fresh thinking to our community.

### COURAGE TO TRY

#### **Frensham fuels personal dedication**

We aspire to support a growth mindset across our community, fully committing to our learning, proactively seeking improvement and working collaboratively for the benefit of the whole community.

### SPIRIT OF TOGETHERNESS

#### **Frensham nurtures community spirit**

Relationships are the foundation of our school and our success; built on compassion, kindness and genuine mutual respect. We look out for one another and have a firm understanding of our responsibility towards our community.

### RESPECT OF INDIVIDUALITY

#### **Frensham celebrates authenticity**

This is a place where you can be the 'true you'; we pride ourselves on that. We support all to have the courage to stand for something and be the person you truly want to be.



## SAFEGUARDING:

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. An enhanced DBS check is required for all successful applicants.

## EQUALITY AND DIVERSITY

Frensham Heights is an organisation with founding principles of child-centred learning and mutual respect. We value and treat all people with dignity and respect. We aim to encourage, value and manage Equality, Diversity and Inclusion. We oppose all forms of unlawful and unfair discrimination, harassment or victimisation.

We are striving to attain a workforce that is representative of society to ensure we secure the widest pool of talent available. Applicants whose backgrounds are under-represented in the sector are encouraged. It is our aim to ensure that no job applicant or employee receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

## WORKING WITH US

We believe passionately that our community thrives through our people. In joining Frensham, you will be a vital part of our community. We have high standards for students and staff alike – and we support you in reaching and exceeding these. Since our foundation, we have believed in encouraging the fullest development of everyone's personality and talents; that each individual must accept responsibility for his own or her own actions and must relate to others with sensitivity; that success will be achieved against a background of mutual respect and good human relationships.



**JOB TITLE:**  
**REPORTS TO:**

HEAD OF MUSIC  
DIRECTOR OF PERFORMING ARTS

## JOB PURPOSE

The Head of Department role is critical to the success and development of both students and staff.

Heads of Department will be advocates for excellence in teaching in their subject area. They should bring passion, enthusiasm, and creativity to the role, and grow the reputation and results in their subject area, whilst also delivering high quality lessons and extracurricular provision to inspire their students.

## SCOPE

The Music Department at Frensham are a friendly team who are passionate about their subject. The teaching in the department is of a very high standard and students feel motivated and inspired by their teachers.

Frensham is looking to appoint a talented and enthusiastic Head of Music who is eager to contribute to the curricular and co-curricular work of the department and the wider life of a thriving day and boarding school. The successful applicant will have the ability to deliver innovative, high-quality and creative lessons across all age and ability ranges. This is a permanent full-time contract, the ability & drive to direct full-scale productions outside of the department is an essential requirement.

## OBJECTIVES

1. To teach Music to the highest standard, up to and including A-Level (GCSE- Edexcel, A Level- AQA)
2. The ability to design and teach inspiring Music schemes of work in the Junior School.
3. To develop the Music Department staff through appropriate training, regular meetings, and our regular 'professional conversation' appraisal process. This should include being aware of staff wellbeing and liaising with SLT as appropriate.
4. To work as part of the Music Department and wider team to maintain the high quality of teaching and learning ensuring that excellent standards of teaching are met, including conducting lesson observations.
5. To regularly mark and give quality feedback on student work and assessments in line with the school's marking policy.
6. To demonstrate excellent subject knowledge and academic rigour and create and share high quality teaching resources with the department.
7. To liaise with parents about progress, including attending Parents Evenings, writing reports and responding to queries, being pro-active in providing information.



8. To prepare an annual department budget bid by a specified date, prior to the next academic year, and to manage and maintain an accurate record of departmental spending.
9. To be proficient in musical direction, leading orchestras and choirs.
10. To quality assure schemes of work across all key stages and work with the department to maintain up-to-date curriculum content in all schemes.
11. To devise and use departmental internal tracking systems/spreadsheets to track, monitor and report on students in Key Stage 3-5.
12. To use baseline data as part of professional assessment and planning to ensure all students are supported and stretched to reach their full potential.
13. To share your enthusiasm and passion for your subject. Promote your subject within school and beyond.
14. To play a leading role in producing performances such as musicals, concerts and gigs.
15. To support the Director of Performing Arts with other co-curricular opportunities including the Arts Award, for example workshops, masterclasses and GCSE & A-Level support sessions.
16. To provide enrichment opportunities for Music ambassadors as part of the Ambition and Enrichment programme.
17. To manage the Music Administrator and visiting instrumental teachers.
18. To ensure visiting instrumental staff complete Safeguarding and Health and Safety training where appropriate.
19. To run workshops and activities during entrance assessment days and open mornings.
20. To provide at least one Music related ECA in line with the requirements of the department.
21. To lead weekly Department meetings as appropriate.
22. To work as part of the staff team and be a positive member of the school community.
23. To build, foster and maintain positive relationships with students and parents.
24. To support the aims, values and ethos of the school.

## Other

- To be a proactive form tutor.
- To actively participate in wider school life.
- To undertake daily and weekend duties and responsibilities as set out in the Staff Handbook and Contract of Employment.
- To provide cover when required
- To maintain a working knowledge and understanding of responsibilities relating to all current legislation and school policies, including health and safety, child protection and safeguarding.
- To undertake any other reasonable tasks as directed by the Head and Deputy Head across a range of functions.
- Take personal responsibility for identification of learning, development and training opportunities



PERSON SPECIFICATION:	ESSENTIAL = E DESIRABLE = D
<b>KNOWLEDGE</b>	
A good Degree in Music or equivalent relevant subject	E
Sound understanding of data and assessment for learning	E
Understanding of the role of Music within the curriculum	E
Understanding of the strategies for improving the quality of teaching and learning	E
<b>EXPERIENCE</b>	
Ability to work collaboratively within the Performing Arts Faculty and across other faculties	E
Experience of using data to track progress	D
Experience of teaching Music to A Level	D
Evidence of ongoing professional development.	E
Experience of curriculum development.	D
<b>SKILLS &amp; VALUES</b>	
Empathy and outstanding communication skills	E
Strong IT skills	E
Excellent organisation and time keeping	E
Passion for education and teaching	E
Empathy and respect for the values and ethos of Frensham Heights	E
<b>QUALIFICATIONS</b>	
Qualified Teacher Status	E
A good Degree in Music or equivalent relevant subject	E

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

## FRENSHAM HEIGHTS SCHOOL

Rowledge, Farnham, Surrey GU10 4EA 01252 792 561

[www.frensham.org](http://www.frensham.org)

