

THE MATTHEW ARNOLD SCHOOL



TEACHER OF MUSIC

Application Pack



Bourne Education Trust



WELCOME

I am delighted to welcome you to The Matthew Arnold School. Our philosophy is that education is all about learning to improve as well as developing character. We strive to ensure our students and staff are challenging themselves, reaching outside their comfort zone, ready to make a difference. Our students are therefore at the centre of everything we do.

People are what makes this school special. From the inquisitive, happy children who grow into confident, articulate young adults during their time here, to our talented, dedicated staff who teach, care for, and guide our students to 'Dream Big, Work Hard and Achieve'.

We believe that the heart of education lies not only in qualifications and experience but in the passion, dedication, and innovative spirit that a member of staff brings to our school. We are more interested in the person behind the credentials and what they can contribute to our team and, more importantly, to the lives of our students.

As a member of Bourne Education Trust, you will enjoy the benefits of a robust support network. You will have access to a wealth of expertise and become part of a close-knit cluster of schools within the Trust. This collaborative environment ensures that you will have the resources and assistance necessary to thrive in your role, while also sharing your own unique insights and experiences with colleagues across the network.

We invite you to explore the materials enclosed, which detail our commitment to academic excellence, professional development, and the wellbeing of both our staff and students.

I am confident that you will find The Matthew Arnold School to be an inspiring and dynamic place to work and grow in your career and hope to welcome you in person when you visit our school, allowing you to experience our warm and inclusive community first-hand.

Thank you for considering The Matthew Arnold School.

Assal Ruse
Headteacher

MATTHEW ARNOLD OVERVIEW



ABOUT US

The Matthew Arnold School is a thriving mixed comprehensive school for students aged 11 to 16 years, located in Staines-upon-Thames.

- Our commitment to excellence is reflected in our 'Good' rating from our last inspection in February 2024. "This is a school where students and staff are aspirational" as quoted in our recent report.

We take pride in offering an ambitious, inclusive, diverse, and well-rounded curriculum that empowers our students to dream big and work hard towards achieving their aspirations. We provide first-class sporting facilities and a wide array of clubs as part of our enrichment program, ensuring our students have the opportunity to explore their passions and interests.

At the heart of The Matthew Arnold School is our people. Our journey begins with inquisitive and happy children who blossom into confident, articulate young adults during their time here. This transformation is made possible through the dedication and talent of our remarkable staff, who teach, nurture, and guide our students to fulfil their potential.

Our educational philosophy revolves around more than just academic achievement.

ACADEMIC EXCELLENCE

Our commitment to academic excellence is reflected throughout our curriculum, where we set high but attainable goals for our students through a rigorous process. With state-of-the-art facilities and exceptional teaching, our students demonstrate an unwavering thirst for knowledge. This, coupled with our personalised approach to education, fosters an environment of happiness and unity within our school.

OFSTED- GOOD

The Matthew Arnold School is judged to be good in all areas. The inspection team noted:

- Students know that the caring and attentive staff want the very best for them.
- Students learn in calm and focused classrooms
- Teachers have strong subject knowledge
- Teachers make great use of technology to model new learning.
- The values of being 'Ready, Respectful and Safe' permeate all aspects of school life.
- Staff are highly positive about the new leadership of the school



OUR VISION & VALUES



OUR MISSION

At the Matthew Arnold School, we have high expectations of our students and believe that everyone is capable of excellence. Our priority as a school is to ensure that our students thrive during their time with us; achieving more than they ever thought possible.

Teaching and learning is at the heart of everything we do, however, our strong pastoral structure provides a caring and supportive environment to ensure that our students' experience of school enables them to develop into happy, confident and resilient individuals, who believe in growth mind-set and will go on to achieve and make their aspirations a reality.

For further information please visit [our website.](#)

VISION

- Students to be confident, successful and lifelong learners
- Students to develop creativity, resourcefulness and resilience
- The school to be driven and united towards continuous self and school improvement
- The school to attract, nurture and retain high quality staff
- Students, staff and families to be proud to contribute positively to the school and the wider community

OUR VALUES

Respect, Kindness, Aspiration

- As a school community we aim to instil our school values in everything we do.
- Our students learn the importance of our core values as soon as they join us in Year 7, embedding these both into their learning behaviours and daily life as they progress through the school.



BOURNE EDUCATION TRUST(BET)

ABOUT BET

The Matthew Arnold School is part of Bourne Education Trust ('BET') - a successful multi-academy trust made up of twenty four schools (plus three further associate schools), across primary, secondary and specialist school phases in Surrey, Hampshire and the London Borough of Richmond upon Thames.

BET's values are summarised by our strapline: 'Transforming schools; changing lives' and we absolutely believe that all children, regardless of context or background, deserve a great education. We are passionate about developing sustainable and ethical environments, promoting social justice and maintaining the highest standards in our behaviours and values. We learn without borders and we are relentless in our efforts to support our students through new and innovative ways; embracing new technologies to reimagine the future of education.

The size of our schools range from a one-form entry primary to an eight-form entry secondary school with a sixth form and our organisational structure is designed to facilitate collaboration and innovation, with schools grouped into phases and clusters to further allow specialised and cross-phase work.

As an employer we know that our people are absolutely the key to our success, resulting in schools that are extremely warm and welcoming, relentlessly positive, highly aspirational and characterised by happy and safe students with excellent relationships between them and the staff.

For more information, please visit our website www.bourne.education.

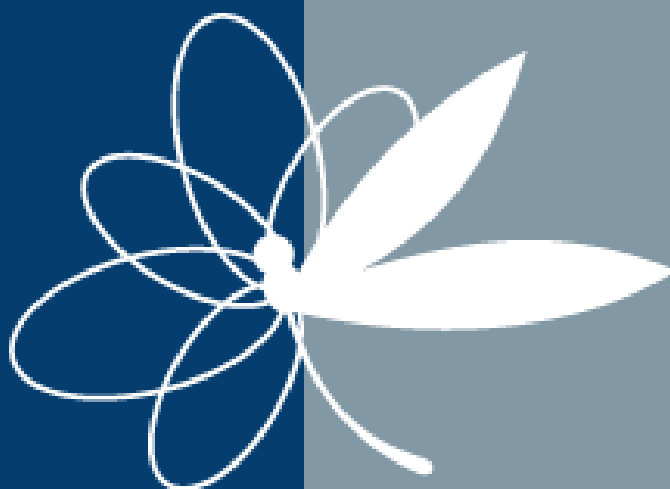
BET VALUES

BET's values are summarised by our strapline: 'Transforming schools; changing lives'. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not always experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff. In all classrooms and beyond students enjoy creative and effective teaching and learning that fosters belief and confidence.

BET PHILOSOPHY

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. We are highly focussed on our work on equality, diversity and inclusion ('EDI') and environment, social and governance ('ESG') to ensure our organisation is highly sustainable and a driver for social justice. This permeates through our Trust-wide think tank, our CPD offer and our quality assurance approach.

For more information, please visit our website www.bourne.education.



BET BEHAVIOURS

4 shared behaviours - we are reflective, aspirational, optimistic and inclusive.



REFLECTIVE

- ✓ Being outward facing and continually scanning the horizon
- ✓ Making decisions carefully, drawing on evidence, risk analysis and research
- ✓ Deploying school resources so they are sustainable and have long-term impact to safeguard the future for our young people
- ✓ Learning without borders by working with and learning from different phases, specialisms and sectors

ASPIRATIONAL

- ✓ Creating a culture of high performance and professionalism where morale, health and wellbeing are high
- ✓ Holding one another to account and having the courage to challenge and to question
- ✓ Creating great places to work where people feel supported, empowered and encouraged to achieve their ambitions
- ✓ Creating community confidence and pride in our schools and Trust

OPTIMISTIC

- ✓ Being resilient, energetic, proactive and positive whilst taking responsibility for solving issues
- ✓ Believing that everyone has potential, is valued and can contribute Clearly identifying and sharing why we do what we do
- ✓ Focusing on the team's outcome and not just the individual

INCLUSIVE

- ✓ Acting as a positive force for equality; creating communities where everyone can be their authentic self and have a sense of belonging
- ✓ Committing to social justice and sustainable leadership whilst acting with humility and integrity
- ✓ Learning about our biases and blind spots and challenging expectations and stereotypes
- ✓ Showing high levels of emotional intelligence, being highly visible and communicating precisely, accessibly, and confidently

JOB DESCRIPTION AND PERSON SPECIFICATION



LOCATION:	Staines-Upon-Thames
CONTRACT:	Permanent - Full Time
SALARY:	£33,075 - £45,037
BENEFITS:	Workplace pension through TPS, occupational sick pay, recognition policies, ongoing training, learning and development opportunities, HR and wellbeing support, family friendly policies, network of support within the Trust

ROLE PURPOSE:

Responsible for the learning and achievement of all students in the class, ensuring equity of opportunity for all, achieving the highest possible standards in work and conduct. All teachers are required to carry out the professional duties and responsibilities of a schoolteacher as defined by 'Teachers' Standards' and set out in the current 'School Teachers Pay and Conditions Document'.

RESPONSIBLE TO:
Headteacher

MAIN DUTIES AND RESPONSIBILITIES

Teaching and Learning:

- Deliver the curriculum as relevant to the age and ability of the individuals and classes you teach, preparing and developing teaching materials, programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of all students within your class/es, planning effectively to ensure that students have the opportunity to meet their potential
- Be aware of students' capabilities, planning effectively to meet the needs of students with Special Educational Needs and work in collaboration with the SENCo to make an appropriate contribution to and participate in the preparation, implementation, monitoring and review of SEN Support Arrangements.



- Use an appropriate range of observations, assessment, monitoring and recording strategies as a basis for setting challenging learning for students with diverse abilities and experiences, monitoring student progress and attainment
- Make accurate and productive use of assessments to secure student progress and report to parents on the development, progress and attainment of students
- Establish and maintain engaging and effective relationships with parents, Governors and the wider community
- Use relevant data effectively to monitor progress, set targets and plan lessons
- Set homework and plan out-of-class activities to consolidate and extend the knowledge and understanding that students have acquired
- Promote and facilitate extra curricular activities, after school clubs, targeted boosters and residential trips where appropriate
- Provide students with regular feedback, both in real time and through accurate marking, encouraging students to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude towards their own work and study
- Effectively and consistently apply school policies and guidelines
- Support initiatives directed by the Headteacher and the Senior Leadership Team
- Plan for, organise and direct the work of relevant Support Staff within the classroom. This will sometimes include direct line management of Learning Support Assistants/Teaching Assistants
- Participate in arrangements for examinations and assessments within the remit of the 'School Teachers' pay and conditions document'

Behaviour and Safety:

- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns by following the relevant policies and procedures
- Establish a safe, purposeful and stimulating environment for students, ensuring high expectations of discipline which students respect, acting to pre-empt and deal with inappropriate behaviour in the context of the behaviour policy of the school
- Manage classes effectively, using approaches which are appropriate to the students' needs in order to inspire, motivate and challenge students
- Be a positive role model, and demonstrate consistently the positive attitudes, values and behaviour expected of students
- Establish and maintain good relationships with students, exercise appropriate authority, and act decisively when necessary



Teamwork, Collaboration and Professional Development:

- Actively participate in meetings and professional development opportunities
- Engage and make positive contributions as a member of the wider school team, planning collaboratively, sharing information, ideas and expertise, raising standards by sharing effective practice
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupil progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012
- Have professional regard for the ethos, policies and procedures of the school in which you teach
- Undertake a due share of duties according to the published rota
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Effectively collaborate across the Trust network and clusters, sharing best practice and facilitating benchmarking across schools where appropriate

Key Skills Required:

- Qualified Teacher Status or equivalent (E)
- Ability to demonstrate an awareness, understanding and commitment to the protection and safeguarding of children (E)
- Ability to evidence effective continuous professional development (E)
- Experience of teaching in relevant Key Stage and/or subject area (D)
- Experience in coordinating a subject
- Ability to evidence effective communication with a wide audience / range of stakeholders (E)
- Proven track record in establishing effective relationships with parents, governors and the community (E)
- Ability to evidence excellent IT skills on a wide range of programmes and software (E)
- Ability to demonstrate an understanding of wider educational issues, knowledge of the appropriate key stage curriculum and national strategies (E)

(E) Essential (D) Desirable

Personal Qualities:

At Bourne Education Trust, our culture and our values are important to us, as outlined in our BET Behaviours which set out the key qualities we would expect any colleague to demonstrate. We foster a reflective, optimistic, and aspirational approach and we expect our colleagues to be collaborative, innovative, committed, engaged and professional. Diverse and inclusive, we encourage you to act as a positive force for equality, helping us create communities where everyone belongs. We encourage our colleagues to take part in school and cross Trust teams and we will invest in you through Continuous Professional Development.





The Matthew Arnold School



APPLICATION PROCESS

Thank you for your interest in this role, we look forward to receiving your application. Candidates should be aware that the closing date for applications is midday on 21 April, however prompt applications are encouraged as we reserve the right to close this vacancy if sufficient applications have been received.

To apply for this position, you must complete a Bourne Education Trust online application form (CVs without a fully completed application form will not be considered). Candidates applying via other job sites should follow the instructions provided.

Shortlisting will take place as applications are received and you will be contacted by email if have been shortlisted for an interview.

SAFEGUARDING:

Bourne Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be made subject to an Enhanced Disclosure and Barring Service approval ('DBS') as part of our rigorous approach to safeguarding our children.

EQUAL OPPORTUNITIES:

Bourne Education Trust is committed to equality of opportunity for all colleagues, students and other stakeholders. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.