



Ark



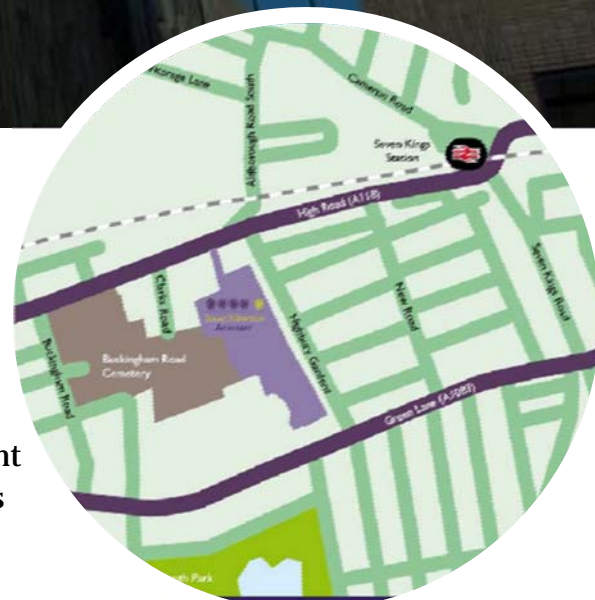
ISAAC NEWTON  
ACADEMY

Music Lead



## About Isaac Newton Academy

INA is based in new buildings between Ilford High Road and Green Lane in Ilford. The school's learning community is based upon the core values of mutual respect, personal discipline, and an unwavering commitment on the part of all community members to do whatever it takes to excel.



Isaac Newton Academy Secondary is a non-denominational, non-selective school, welcoming girls and boys from all backgrounds from the local community. The school opened with just 180 Year 7 students in September 2012. The secondary school has grown year on year and we now have 1200 11-18 year olds (including 250 students in the Sixth Form). In September 2014, Isaac Newton Academy opened a three-form entry primary school in purpose-built accommodation right next to the secondary academy. There are 90 children in each year group and, like the secondary school, it has grown a year group at a time. From September 2020, we now have children in Reception through to Year 6.

The London Borough of Redbridge forecasts a significant deficit in secondary school places over the coming years. The new Academy will thus serve a critical, long term need for the community. Although the local area encompasses considerable economic disadvantage, its young people achieve some of the best results in London schools. Ark was chosen to sponsor the academy because of the success of our educational model and the alignment of our educational vision with the Redbridge context.

Dear Candidate,

I am delighted to introduce you to Isaac Newton Academy, a brand new, purpose-built, all-through school for students aged 4-18 in Ilford.

Our staff work tirelessly to ensure that each and every student is supported and stretched to reach their full potential. We focus on working towards achieving our vision to 'equip every student with the knowledge, learning power and character necessary for success at university and beyond'. Commitment to our vision has already delivered a series of great successes highlighted in October 2018 when the academy was judged by Ofsted to be outstanding in all areas.

Joining Isaac Newton Academy in September 2020, I have spent more than a decade as a senior leader, a large portion of this within an all-through school. There is something incredibly special about working in an all-through school, which makes me committed to delivering the highest quality education to all the students at Isaac Newton Academy and will build on the successes already enjoyed by the school.

My vision for the community is to strive to ensure that the students and families we serve continue to receive excellent levels of care and academic support, whilst pushing new boundaries in pursuit of the ambitions I have for the academy and community. These ambitions will be fulfilled by each person in our community committing to our BRIDGES values, displaying a growth mindset and believing that our aspirational vision can be achieved by all. Ultimately, I want to help lead a legacy of pioneers who will positively change the world around them.

I wish you the best with your application.



Morgan Haines  
Principal





## Our Vision, Our Mission and Core Purpose

At Isaac Newton Academy our core purpose (mission) is to equip students with the knowledge, learning power and character necessary for success at university and beyond.

### **We:**

- Set clear, ambitious goals, and rigorously monitor our progress in achieving them
- Offer a curriculum emphasising core academic subjects, while providing the facilities and the specialist staff to meet and stimulate a wider range of interests
- Employ an approach to teaching that instils knowledge, understanding and a desire to learn
- Ensure that all students, teachers, staff and parents commit fully to making Isaac Newton Academy a vibrant learning community.

We expect all staff to be aligned to the mission, core purpose, vision and ethos of the Academy.

## Our Ethos

We strive to create a stimulating, challenging and rewarding environment in which to support learning, teaching, development and progress. We share a collective duty of care for resources, facilities and accommodation.

At Isaac Newton Academy everyone is a learner with needs and entitlements. We all have a responsibility to support everyone else in the school community with their learning and a role to play in encouraging ambition, hope and optimism in our fellow learners.

We model good learning habits and we discuss and reflect on our learning journeys. Everyone is expected to work hard and with a common sense of purpose and direction.

The ethos of Isaac Newton Academy is one of mutual respect and consideration. Interactions between members of staff, between students and between staff and students are based on trust and the highest regard for each other. The language we use and the way in which we communicate with each other reflect this. The authority of staff is acknowledged and respected.

The differing backgrounds, views and outlooks of members of the school community are honoured. The particular needs, talents, interests and contributions of students are nurtured and developed.

## Core Purpose

- To demonstrate belief in the potential of all students to develop the skills and character necessary for a place at a top university and success in life.
- To embrace shared accountability for the achievements of the students and the performance of the Academy. This will require hard work.
- To uphold all school policies and follow all agreed procedures with consistency and care.
- To maintain zero tolerance of any form of student behaviour that runs counter to the Academy's stated aims and objectives: for example, disrespect, rudeness, bullying, dangerous/anti-social/loud behaviour, failure to bring basic equipment or complete independent learning tasks, possession of banned items, lateness.



## BRIDGES at Isaac Newton Academy

At INA, we know that developing our students' character crucial to them living happy, fulfilling and successful lives. Our Bridges programme develops the following learning dispositions and characteristics:

*"We build too many walls and not enough bridges"*

Isaac Newton

### CHARACTERISTIC

### SHOWN THROUGH

#### **BRAVERY**

courage, creativity, leadership, experimentation, risk-taking, optimism

#### **RESOURCEFULNESS**

remembering, making connections, transferring, gathering, recycling,

scavenging, questioning, reasoning, imagining, imitating

#### **INTEGRITY**

fairness, humanity, justice, citizenship, honesty, humility

#### **DISCOVERY**

curiosity, open-mindedness, enthusiasm, energy, noticing

#### **GRIT**

patience, persistence, resilience, determination, managing distractions, perseverance, concentration

#### **EMOTIONAL INTELLIGENCE**

listening, empathy, collaboration, sociability, reflectiveness, imagining, understanding, openness

#### **SELF-DISCIPLINE**

organisation, hard-work, patience, absorption, practicing, focus, prioritising, planning, prudence, revising, self-regulation, independence, motivation



## About Ark

Ark is an education charity set up in 2004 to create a network of high achieving, non-selective, inner city schools where all pupils, regardless of their background or prior attainment, achieve highly enough by age 18 to have real choices: to go on to university or the career of their choice. Ark has no faith affiliations.

All ARK schools are situated in areas of high deprivation or educational need and our pupil profile reflects this: over half of our pupils are eligible for free school meals compared to 18% nationally.

The ARK network operates 38 schools in the UK across London, Portsmouth, Birmingham and Hastings. Each of our schools has its own distinctive character, reflecting its local community.

## A Commitment to Encourage Diversity

Ark is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.



## Isaac Newton Academy – A Music Specialist School

Isaac Newton Academy (INA) is an outstanding, 4-18, music-specialist comprehensive school in Ilford East London. We are delighted to announce that INA has just been named the *“Outstanding School Music Department”* at the national Music and Drama Education Awards 2021. Last year we were identified by OFSTED and the DFE as being *“clearly in the top 5 comprehensives nationally for quality and consistency of music GCSE results.”* External recognition like this is nice, but what truly sets us apart is our vision for a truly inclusive music education.

We are excited to offer the new post of *Music Lead*. We are looking for an experienced and inspirational teacher of music to work alongside the *Director of Music & Big Band* to lead and develop one of the most successful music departments in the country.

Our Key Stage 3 students receive two hours of music teaching per week, one hour of core music and one hour of group instrumental tuition.

Music is exceptionally well resourced: We have two Mac Suites, a large set of practice rooms, a recording studio, three full-sized classrooms and a large department of seven teachers.

During KS3 core music lessons we workshop a variety of styles of music from all over the world. We perform and compose as a whole class through singing, drumming and using a range of other instruments as authentically as possible. At KS3, classes become a beat-boxing troop, a choir, music technicians, African drummers, dhol groups, film composers, protest song-writers, Romantic Orchestras, band members and much more. This curriculum is also geared towards developing students' musical identity in one or more areas along well-planned and well-trodden roots of progression from absolute beginner to expert A level proficiency without the requirement for additional peripatetic support.

Our GCSE uptake and results place us in the top 5 comprehensive schools in the country. This year we have over 100 GCSE music students, an incredible number for a school with a cohort like ours, and we are always aiming to attract more.

We have a large A level class this year in which all students relying on instrumental skills developed free-of-charge within classroom music lessons.

The successful candidate must demonstrate a growth mindset and deeply believe in the capacity of all children to develop musically. They would be expected to line manage, develop and support multiple music teachers. They must be able to teach exemplary KS3, GCSE and A Level music lessons. It would be desirable for the candidate to be a confident vocal performer and inspiring choir leader.

To get a better flavour of music at INA watch these videos :

<https://youtu.be/Wjo26e9vJpk>

<https://youtu.be/sLpVwKV71T8>



## Job Description: Music Lead

**Reporting to:** Director of Music and Big Band  
**Start date:** September 2021  
**Location:** Isaac Newton Academy, 1 Cricklefield Pl, Ilford, IG1 1FY  
**Salary:** Ark MPS/ UPS (£30,663-£47,600) plus TLR2b (£4,784)  
**Closing Date:** 9am, Monday 19<sup>th</sup> April 2021

### Key Responsibilities

- To ensure that music continues to be an active subject with joy, inclusion and creativity at its heart.
- To model outstanding music teaching and learning to the rest of the team across a range of key stages.
- To design, develop and continuously review the schemes of learning across the whole academy from Reception to Year 13.
- To line-manage an agreed number of staff within the Music Department, conducting lesson observations, probation meetings, coaching and offering general advice
- To plan and run department/coaching meetings in conjunction with the Director of Music & Big Band.
- To lead on the planning and delivery of KS4 and KS5 in conjunction with the Director of Music & Big Band.
- To retain the absolute commitment to inclusive music education that currently underpins our department and help ensure that all students can access music lessons.
- Vocal Leader: mentor GCSE and A level singers & rapper. Run the INA Vocal Groups. Maintain strong curriculum routes of progression for all singers from KS1 through to A Level.
- To organise both paper and digital resources relevant to KS4 & 5, including online resources on Microsoft Teams.
- To ensure all schemes of learning at KS4 & 5 demonstrate clear provision for higher and lower Attaining (HA & LA) students
- To use the KS4 data analysis to keep abreast of trends within HA and LA students, as well as to address any emerging needs within key groups. To use this data to adapt current SoLs to reflect the needs of students
- To establish a culture of independent practice on Big Band instruments at KS3 and beyond
- To oversee the timely submission of KS4 & KS5 performance and composition coursework in line with the timelines agreed with the Director of Music & Big Band.
- Any other tasks as directed by the Director of Music & Big Band.

## General Responsibilities

- To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students
- To be a role-model and impact positively on the academy more widely
- To plan, resource and deliver imaginative, interactive and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learners
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes.

## Outcomes and activities

### Teaching and Learning

- With direction from the Director of Music & Big Band, to plan and prepare effective teaching modules and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress sanctions and achievements
- To promote reading and teach literacy skills.

### Academy Culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the Academy
- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To actively promote the Academy at all times
- To contribute to discussions at meetings
- To contribute to the writing and implementation of the Academy Improvement Plan

- To be active in issues of student welfare and support.

### Other

- To be a form tutor and deliver tutorial, BRIDGES and PSHE sessions to the form group
- To undertake other various responsibilities as directed by the Director of Music & Big Band or Principal
- To undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy policies with consistency and diligence.



## Person Specification: Music Lead

### Qualification Criteria

- Qualified to degree level and above
- Qualified to teach (and work) in the UK.

### Knowledge

- Up to date knowledge in the curriculum area KS3-KS5
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

### Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

### Behaviours

- Passion for the subject
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students and providing equality of opportunity
- The ability to enthuse and inspire others
- The ability to consistently deliver outstanding lessons
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition
- Excellent communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- The ability to develop positive relations with students and adults
- The ability to work effectively alone and as a part of a team

- Excellent listening skills
- Strong interpersonal, written and oral communication skills and ICT skills
- Strong organisational and time management skills
- The ability to take personal responsibility, a readiness to reflect and self-evaluate, and the ability to change, develop and improve
- Confidence and self-motivation
- The ability to work well under pressure
- High levels of honesty and integrity
- A sense of humour and desire to have fun.

## Other

- This post is subject to an enhanced Disclosure & Barring Service check
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*