



# HEAD OF MUSIC RECRUITMENT PACK



**BELONG**  
**BARKING**  
**ASPIRE**  
**ABBEY**  
**SUCCEED**  
**SCHOOL**

[www.barkingabbeyschool.co.uk](http://www.barkingabbeyschool.co.uk)

GIVE  
AND  
EXPECT  
THE  
BEST





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# Headteacher's Welcome

Welcome to Barking Abbey school and thank you for expressing an interest in applying for the position of Head of Music.

For me there are three simple things that I want us to achieve at Barking Abbey school.

First, our motto 'Give and Expect the best' leads us to want to be the best in everything we do. We have some of the best results in the area, we have pupils at the best universities, we have the most pupils on apprenticeships in the entire country, we have basketball players in the best leagues and so much more. We have all of this because we push our pupils and each other to excel every day. All of us try to be our best everyday.

Second, I firmly believe that if you can't see it you can't be it. We want to give our pupils the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Finally, we want our pupils to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know the more powerful you can be in the world.

Sir Tim Brighouse said "If a teacher makes the weather the school creates the climate." and I firmly believe this. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning while minimising workload and maximising impact. This role is crucial in shaping the heart of the school and developing the next generation of musicians.

Barking Abbey is a heavily over-subscribed split site secondary school in the London Borough of Barking and Dagenham, and has a well-deserved reputation for its friendly and supportive atmosphere and its excellent academic achievements. With a large KS5 provision and an Additional Resourced Provision (ARP) for Autism on one of our campuses, the school provides a varied role for the right individual.

If you share our ethos and values and absolutely believe in the potential of all young people then we can offer you the chance to make a difference and change our community for the better, and look forward to receiving your application form and welcoming you to our school.



Tony Roe  
Headteacher

# The Recruitment Process

We are proud of our school, the staff and students and in normal times we would warmly welcome prospective applicants to visit us prior to application to learn more about the role and view the School in action.

With the current restrictions in place this is not possible during the school day. However, we are able to accommodate a visit from 3pm after the school has closed. Visits will include a tour of both sites, commencing at Sandringham Road. The dates are given below.

All interested applicants must complete the online Teachers application form on the TES website.

The interview process will be organised to provide a range of assessment tasks and opportunities for candidates to find out more about the school and demonstrate their ability to fulfil the role.

Depending on the restrictions in place at the time, the process will either be on one site or through Microsoft Teams.

## Key Dates

<b>Visits to the School</b>	Wednesday 13th and Thursday 14th January and Wednesday 20th January and Thursday 21st January
<b>Closing Date for Applications</b>	9.00am, Monday 25th January 2021
<b>Notification Sent to Shortlisted Candidates</b>	Friday 29th January 2021
<b>Interviews week commencing</b>	Monday 1st February 2021

Please note all dates are subject to change.

## Key Contacts

- To book your visit to the school, please email: [cwright@barkingabbeyschool.co.uk](mailto:cwright@barkingabbeyschool.co.uk)
- Completed applications should be emailed: [jobs@barkingabbeyschool.co.uk](mailto:jobs@barkingabbeyschool.co.uk)





# Advertisement

## Head of Music

- **Can you create a world class music department?**
- **Are you prepared to work hard with exceptional young people and staff committed to going the extra mile?**

**Commencing:** September 2021

**Salary Scale:** MPS/UPS + TLR 2c £2873

This is a rare and exciting opportunity for the right candidate to start from scratch and create an amazing music department. We have excellent facilities, talented pupils and a supportive leadership team. What we need is someone with the vision and drive to implement a creative music programme from year 7 to 13 that recognises our pupil's talents and backgrounds and at the same time develops their skills and knowledge.

The successful candidate will be able to demonstrate a track record of strong results at GCSE, experience of school productions, recitals and concerts and knowledge of how to run a successful peripatetic offer.

The hours will be long but the reward will be the chance to work with and help shape our amazing students. They are overwhelmingly polite, respectful, considerate and have a fantastic thirst for learning. They uphold our school motto each and every day and they in return need the very best.

In return we can offer:

- A student-centered, progress focused student ethos
- A welcoming and supportive community
- The opportunity to work with a passionate, hardworking and supportive staff
- A commitment to develop your skills through continued professional development
- A supportive and committed Leadership Team and Governing Body
- A cohort of students with high aspirations and a willingness to learn

Full details are set out in the Application pack including a job description and person spec. If you would like to visit the school, please contact Mrs Wright, Headteacher's PA to book a place for one of the sessions.

Barking Abbey is committed to safeguarding and promoting the welfare of children and is an Equal Opportunities Employer. This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including Disclosure check, will be undertaken on all successful applicants.

# Job Description

## Main Duties and Responsibilities

- To teach Music throughout the school at all levels.
- To be responsible for monitoring, reviewing and evaluating the work of members of staff in the department and setting appropriate targets.
- To implement and oversee the production, review and development of schemes of work for Music within the Music department, in liaison with members of the Teaching and Learning Team
- To provide clear leadership based on awareness and understanding of current subject developments at KS3, KS4 and post-16 curriculum to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all students.
- To manage and monitor all examination groups.
- To contribute towards researching and developing new teaching resources in liaison with members of the department.
- To be responsible for the proper use, care and maintenance of departmental equipment and resources.
- To be responsible in liaison with other members of the department for the implementation of the school's Health and Safety and Security policy.
- To be responsible for monitoring, reviewing and evaluating the progress of students and setting appropriate targets.
- To ensure Whole School Priorities as set in the SDP are embedded into departmental practice.
- To deliver a cultural programme for the school featuring recitals, concerts, visitors, performances, talent shows etc.
- To manage the school's peripatetic offer.
- Other duties as reasonably directed by the Headteacher.
- All duties and responsibilities as detailed in the School Teacher's Pay and Conditions of Employment document.

## Person Specification

Experience and Qualifications	Essential/ Desirable	Demonstrated in Appli- cation	Demonstrated in Interview
Holds a DFES recognised teaching qualification.	E	✓	
Good Honours Degree.	E	✓	
Has undertaken post qualification study relevant to post.	D	✓	
Evidence of updating professional skills, including management development.	E	✓	✓
NPQSL or willingness to undertake NPQSL or equivalent	E	✓	✓
Relevant, recent experience of teaching in a 11-16 or 11-18 school.	E	✓	✓
A minimum of 3 years successful experience as a middle leader.	D	✓	✓
Experience of working in a multi-cultural environment.	E	✓	✓
Experience of working in a split site school.	D	✓	✓
Experience of working in more than one secondary school.	D	✓	✓
Experience of working successfully with the Governing Body.	E	✓	✓
Successful experience of teaching students across a broad range of the attainment spectrum.	E	✓	✓
Evidence of expertise and success in raising student achievement and securing whole school improvement.	E	✓	✓
Experience of leading operational systems in the school.	E	✓	✓
Experience of effective quality assurance systems.	E	✓	✓





Professional Ability	Essential/ Desirable	Demonstrated in Application	Demonstrated in Interview
Demonstrates an understanding of the effective planning and delivery of an academic curriculum with high expectations for all students.	E	✓	✓
Has a successful track record in using academic and pastoral data to raise achievement and improve student outcomes.	E	✓	✓
Knows how to ensure equality of opportunity for all students and staff and shows evidence of having done so.	E	✓	✓
Experience of leading successful improvements and managing change at a whole school level.	E	✓	✓
Demonstrates a good working knowledge of school development planning, including the development of effective monitoring and evaluation strategies.	E	✓	✓
Can set, maintain and actively promote high standards of student behaviour.	E	✓	✓
Experience of improving attendance.	E	✓	✓
Proven record of leading effective professional development and coaching others.	D	✓	✓
Thorough knowledge of the Ofsted framework.	E	✓	✓
Experience of leading whole school musical events and performances.	E	✓	
Experience of developing and managing a peripatetic music programme.	D	✓	



Personal Qualities	Essential/ Desirable	Demonstrated in Appli- cation	Demonstrated in Interview
Evidence of good leadership skills and professional competence; the ability to lead and manage people to work as individuals and as a team towards a common goal.	E	✓	✓
High levels of emotional intelligence and ability to use appropriate leadership styles.	E	✓	✓
Shows a strong commitment to equity in provision for students.	E	✓	✓
Shows a strong commitment to equity in dealing with staff.	E	✓	✓
Demonstrates the ability to enthuse, inspire and motivate students, staff and parents.	E	✓	✓
Strong track record of good decision-making; the ability to identify and implement solutions to complex problems.	E	✓	✓
Has excellent oral and written communication skills.	E	✓	✓
Has good inter-personal skills.	E	✓	✓
Ability to manage and resolve underperformance.	E	✓	✓
High levels of organisational skills including the ability to prioritise and manage time effectively.	E	✓	✓
Ability to think strategically, analytically and creatively when solving problems.	E		✓
Ability to take firm decisions and take responsibility for these decisions.	E	✓	✓
An excellent health, attendance and punctuality record.	E	✓	✓
An understanding of the current national agenda developments.	E	✓	✓
Has a high level of personal integrity and probity.	E	✓	✓
Excellent sense of humour and willingness to work hard.	E		✓





## About the department

Music is a very popular subject at Barking Abbey. Taught throughout all of KS3 (720 students) and taught at both GCSE (OCR) and BTEC first level.

3 teaching rooms, Mixcraft and sibelius software's installed in each music space. 1 recording studio with live room and 3 practice rooms.

Very successful GCSE results each year, 2020, 92% 9-4, 39% attaining 9-7.

BTEC results, 2020, 100% Pass rate, 19% attaining the highest grade of Distinction.

A wide range of clubs offered such as choir, orchestra, band practice, ukulele and individual instrumental lessons.

The Music department also works collaboratively with other departments within the school to present a twice yearly showcase enabling the students hard work and talents to be further recognised by family and friends. Strong links with our primary feeder schools.

### Results ( 3 Years Trend)

#### GCSE

	9-7	9-5	9-4
20	38.5	76.9	92.3
19	100	100	100
18	40	100	100

#### BTEC

	D*/D	D*-P
20	19	100
19	13	95
18	25	100





## Our Ethos and Values

# **B**RAVERY **E**XCELLENCE **S**ELF-DISCIPLINE **T**EAM-BA

The Barking Abbey way is to give and expect the **BEST**.

We asked pupils to select three words that describe Barking Abbey to them. The most popular responses became the core values of our school.

**BELONG**  
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Our vision is to provide a happy, caring and stimulating environment where all students will recognise and be given opportunities to maximise their potential – academically, spiritually and socially - and ensure that they are well equipped to meet the challenges of education, work and life.

Barking Abbey aspires to:

- Develop confident, articulate, assertive young people.
- Foster well-rounded, empowered, resilient, independent young people.
- Nurture young people who will go out and change the world for the better.
- Enhance opportunities through creating an inspirational learning environment where all students aspire to achieve their potential - ensuring that no student is left behind.
- Raise aspirations – giving students the necessary tools to explore and be who they want to be.
- Encourage individuals to be adaptable, aspirational and unafraid to question and evaluate.
- Engender a sense of belonging, and of pride in the school, themselves and their wider community.



