



Have faith...believe you can!



Director of Music

Application Pack

March 2020



Director of Music

Full Time – MPS or UPS + TLR 1
Start date – September 2020



St John the Baptist School is seeking to appoint a Director of Music to join our well established and high performing department.

Following the successful internal promotion of the current post holder, St John the Baptist School is seeking to appoint a highly motivated, dynamic and innovative Director of Music, with an excellent track record, to lead our Music Department.

This is a key appointment for the school moving forward, as we are seeking to continue the improvement of Music in the school and ensure that our pupils have the best possible Music education.

Application & Selection:

Closing Date: 10 April 2020 - 12pm

Shortlisting: 10 April 2020

Interviews: TBC

Application forms are available to download from our website: www.sjb.co.uk. Completed applications, or any queries regarding the role or your application, should be sent via email to jobs@sjb.surrey.sch.uk or via the School Office on 01483 729343. Please note that CVs will not be accepted on their own. Shortlisted candidates will be notified, invited for interview and references will be taken up immediately.

The interview process will comprise of the following:

- A guided tour of the School
- Teach a lesson & rehearsal
- Interview with senior staff
- Secondary interview with senior staff

Safeguarding Statement:

St John The Baptist School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

The School encourages all candidates to be familiar with the following documents:
Section 1 of the DfE paper on "Keeping Children Safe in Education" September 2019
Safeguarding and Child Protection Policy.

In line with the General Data Protection Regulation (GDPR) the School asks candidates to consider the Privacy Notice for Job Applicants.

The documents listed above are available from the School's Vacancy and Policy pages,



The Music Department



The department has undergone significant regeneration in the last 18 months, and is now a key department within the school. There are healthy numbers for GCSE (26 in Year 10) and an A Level group running in Year 12.

Music has really grown as part of the school life, with a vibrant extracurricular provision and concert programme. There is a Lower School and Upper School Choir. The Upper School Choir tackles SATB repertoire and has really developed as an ensemble, leading the Carol Service along with the Staff Choir. There is also an Orchestra, Junior and Senior Studio Bands, as well as more ad-hoc groups such as Barbershop and Jazz Band, Tech Club and Song-writing Club. Students regularly come together to create their own ensembles, which has included a Baroque trio and a variety of Pop groups. The concert series includes end of term showcases, SJB Unplugged and SJB Fest (Rock and Pop events), as well as recitals and a Year 7 Concert, where all of Year 7 students perform to parents and staff.

Alongside extracurricular music, Music is a really important part of worship, with singing in Mass and Liturgies, as well as an annual Carol Service. The department also has a strong relationship with the Drama department, putting on regular, high quality productions, most recently Grease (2018) and Little Shop of Horrors (2019). In light of this success, the Main Hall is gaining a large investment of new lighting and sound systems. The department runs regular trips to concerts, musicals and opera, as well as running a music tour to Paris and Bruges this summer.

Facilities in the department include two classrooms equipped with keyboards and Apple Macs, running Sibelius and Garageband. There are practice rooms used for peripatetic lessons, which are well attended and we offer lessons on many orchestral instruments as well as piano, guitar, bass guitar, drums and voice. The department is also lucky enough to have recently acquired a full Balinese Gamelan orchestra, Samba kit and Steel Pan set, allowing all students at KS3 to access World Music. We also loan orchestral percussion instruments from Surrey Arts which are utilised by the orchestra.

The Music department is a huge strength of the school. Over the last two years, the department has achieved strong results with 31% 9-7 and 94% 9-5. All the teachers within the department are subject specialists and are passionate, creative and hard-working teachers.

If you would like to come in and meet the team and discuss this opportunity further, please contact:

Mike McKenna - Director of Music & Performing Arts
01483 729 343 ext. 160
Email m.mckenna@sjb.surrey.sch.uk



Person Specification



The successful candidate is likely to be an outstanding individual with exceptional credentials as a musician, ideally with good keyboard skills.

They will be able to demonstrate leadership potential and will have the energy and vision to be a role model for students and staff.

Our aim is to foster a culture of inclusivity and 'music for all' whilst simultaneously supporting our most gifted musicians in realising their potential. We are looking for someone with the vision to seek out new ideas and inspire, motivate and engage the students to take part in the musical life of the school. In particular, we are looking for someone who has experience of successfully teaching exam classes, running extracurricular ensembles, and with the vision and drive to continue the development of the department.

This is an exciting opportunity to play a major role in shaping the future direction of music and music-making within the school. The Director of Music will enjoy an appropriate level of autonomy and will be fully supported by a dynamic and ambitious School Leadership Team who are keen to ensure the continued excellence of all musical activity across the school.

The successful candidate is likely to either be an outstanding Teacher of Music looking for their first step into leadership or a HoD looking to further develop in a new role. The school offers excellent CPD and leadership development opportunities.



A few thoughts about SJB...

Thank you for your interest in the position of Director of Music. I hope you find all the enclosed information useful when applying for this role. I thought it would be useful if I gave you a personal perspective of our school, including a few comments from a current member of staff about what life is like at SJB. Hopefully this will help you decide whether or not SJB is a place where you would be happy and flourish, and where you could do an outstanding job for our children.

SJB is part of the Xavier Catholic Education Trust. We are a group of fourteen schools in the Diocese of Arundel and Brighton who have come together to work collaboratively for the benefit of all the children we serve. The Trust's aim is to provide a caring and supportive environment within which all children receive the best possible education.

SJB is located just outside Woking town centre, and a 15 minute walk from the train station (22 minutes from London Waterloo on the train). The original school, built in the late 60's (but don't worry, the first thing visitors comment on is how vibrant the learning environment is), has changed significantly in recent years as we have expanded and improved our facilities in order to meet the needs of our increasing student numbers. There will be an increase of 60 students each year and by 2023 we expect our total to be close to 1700.

We are very fortunate to work with such a brilliant group of students. If you come to visit us, you will see that they are happy, hard-working (on the whole!) and very positive about our school. Achievement is at the forefront of everything we do at SJB and it would be fair to say it is "cool" to achieve. Our staff are vibrant, enthusiastic and passionate about ensuring our students get the very best deal. A new member of staff recently commented *"Working at SJB means that you are surrounded by like-minded colleagues: people who want the best for their students and are prepared to go the extra mile to get it. This means that the standards are really high but I've found that invigorating rather than daunting; with so many great teachers and support staff in the school, I am constantly hearing new ideas and techniques to develop my own practice. That's not to say that it's all work and no play though, there's a strong focus on the importance of work/life balance and the school is aware that tired teachers don't deliver engaging lessons and tired support staff can't perform the vital roles that keep the school moving forwards. The staff room is a chatty and welcoming place to be and most people feel quite at home from day one!"*

At our last OFSTED inspection (June 2014) we were judged to be outstanding in every category. We are very proud of achieving this result and it is especially pleasing for the students and staffs hard work to be externally recognised in this way. Please do not think we know all the answers, we don't. Our mission is to be the best school in England and we will continually look for ways to improve.





We are a fully comprehensive school and are therefore proud of our exam results. Full details are on our website but I will give you a few 'highlights'. Last year our GCSE students achieved a Progress 8 score of +1.13, placing our results in the top 0.5% of all comprehensive schools in England; 86% of our students achieved 5+ grades in English and Maths. A-Level results were also very strong with 100% pass rate and 72% gaining A *-B.

We are very committed to improving the whole school system. For many years we have been a Teaching School, Maths Hub and SCITT (we are currently the largest SCITT provider in the country). This means we are able to offer our staff new opportunities in: training future teachers; developing Maths teaching across all phases and supporting local primary and secondary schools. We currently have a number of staff that work, in a variety of capacities, in other schools. We work hard to offer development to all stages of a teachers career; from initial teacher training to NPQH for prospective Headteachers.

We are very proud to have been designated as one of the first World Class Schools in 2015 an award that was ratified again in 2018. More recently we have been recognised as "transforming" under the SSATs Framework for Exceptional Education in four aspects of our practice including: culture of reflection; professional learning; variety of teaching; and leadership through moral purpose. We aspire to achieve accreditation for all aspects and will be working towards achieving more this year!

Technology at St John the Baptist School is a major part of teaching, learning and school/teacher administration. We have developed a strong 'can do' approach to supporting staff which encourages everyone to embrace the possibilities that technology has to offer within the school for teaching, learning or administration. Every child has their own iPad which they use to support their learning (as do teachers). We have developed several 'in-house' apps for both staff and students and are always seeking new opportunities to improve our use of technology.

Working in a Catholic school is unique. The Christian ethos is at the core of everyday life at SJB and is one of our greatest strengths. Visitors frequently comment on the care, compassion and real sense of community that permeates everything that we do. We appoint members of staff, who, whatever their beliefs, support the ethos of our school and will always put our children first.

Expectations are incredibly high here at SJB. We expect the very best from and for our students and we expect the same of ourselves as staff. All the staff at SJB are highly valued and contribute in various ways to the overall success of our students. If you feel you would like to know more about this opportunity to join the SJB community, you are welcome to visit and look round the school at any time.

In conclusion, we believe this a truly fantastic place to work, but don't take my word for it, come and see for yourself; every day is open day, so I look forward to meeting you soon!

James Granville Hamshar - Headteacher

Additional information can be found on our school website www.sjb.surrey.sch.uk

