



HOWDEN SCHOOL

Derwent Road • Howden • East Yorkshire • DN14 7AL
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Headteacher: Mr G Cannon

June 2019

Dear prospective colleague

Subject Leader Music Vacancy

Please find enclosed further information regarding Howden School and the role of Subject Leader Music to commence in September 2019 (or November 2019).

The closing date for applications is 19 June 2019. Please send completed application forms to Mrs A Orley (aoorley@howdenschool.net). Please note that Howden School is a safeguarding community and we do not accept Curriculum Vitae by way of application.

If you would like to arrange a tour of the school, please contact Mrs A Orley on 01430 433 101.

Yours sincerely

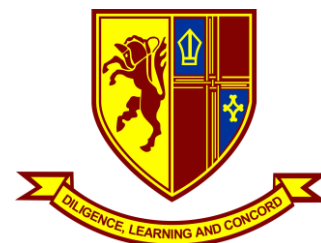
Mr G Cannon
Headteacher



Report Bullying Concerns at beatbullying@howdenschool.net



Howden School Recruitment Information Pack



The School

Howden School is delighted to share the exciting news that it has become an Academy and joined The Consortium Academy Trust (TCAT) as from 1 September 2018.

We are all very pleased to be entering this next stage in the development of the school which shares many common values with our partners at TCAT including placing children at the centre of everything we do. We have a number of long standing relationships with the other schools in TCAT and these relationships have been built around improving the outcomes for young people in the East Riding of Yorkshire. It was important to us to work with several schools in a local context and we have found this in TCAT.

Howden is a small 11 – 16 community school in the East Riding, with over 650 students on roll. We are a popular school in the local community. We are proud of Howden's excellent record of academic and sporting success which prepares our students for their future. Our examination results at the end of Year 11 are above national averages and increasing.

When Ofsted carried out their most recent full inspection in February 2016 they found us to be a Good school in all four key areas. In the report they said 'Outcomes are good because from their starting points, pupils make good progress in their subjects. Behaviour around the school is good, pupils want to come to school and their attendance is above average. Pupils respect each other, members of staff and the environment.

At Howden, we set and maintain high standards and expectations in terms of teaching, aspirations, behaviour and appearance. We believe that all young people have a right to a high quality educational experience, which provides the appropriate conditions for learning and helps them to achieve their full potential. We encourage our students to take responsibility for their learning and aim to provide opportunities for them to contribute towards the decision-making process through Student Voice.

It is our mission to continue to work with everyone connected with the school, 'Team Howden' as we refer to ourselves, to improve still further in order to fulfil our goal to become an outstanding school. For us though, school life is not about statistics, or even Ofsted. It is our core belief that as a school we should be striving to help each child to achieve their potential, preparing them to become good citizens and providing them with a safe, supportive learning environment where they are happy and can thrive.

Feedback from staff, students, parents and carers and our local community suggests to us that we are pretty successful at doing these things. However, we are not complacent. We know that we must continue to improve further in order to become the best that we can be.

The school is fortunate in having an excellent team of staff, both teaching and support, and a great amount of time is given for extra-curricular activities. We often have in excess of 150 teams, clubs and events available for students in any one academic year. These activities support our strong pastoral system which helps to further develop our core values

We hope that you will choose to join us at 'Team Howden'. If you require any further information please feel free to contact the school.



THE CONSORTIUM
ACADEMY TRUST



Vacancy – Subject Leader Music

Howden School requires a Subject Leader in Music from September to teach KS3 and KS4.

The additional responsibility in this role attracts a TLR 2a. Previous management experience is not essential, but you must be able to demonstrate a thorough understanding of the Music curriculum and an ability to lead students through national qualifications. Howden School currently undertakes GCSE Music, but there may be an option to expand into Btech moving forward.

There will be a requirement to teach subjects outside of music to meet the demands of the timetable. This includes Functional Skills. Full support will be given with these lessons pre-prepared.

The Team

The Music department has always been a strength at Howden School. As the Subject Leader you will be the sole Music Teacher, but you will have the support of the wider Performing Arts team. You will have the opportunity to work collaboratively with your colleagues on whole-school events. The music department is key to promoting Howden School and working with the local community and you will have the opportunity to diversify extra-curricular activities and events.

The School

Howden School is a rural secondary school with over 650 students. The value and ethos of 'Team Howden'. As a relatively small secondary, there are numerous opportunities to undertake additional responsibility and be involved in the wider school community. The value and ethos of 'Team Howden' is evident across all departments and between both students and staff. Individuals respect each other and are aware of how their actions will affect themselves and others.

Howden School is consistently looking to improve the outcomes of our students and there are numerous CPD opportunities to assist your professional development and achieving your full potential.

The Multi-Academy Trust

Howden School recently joined the Multi-Academy Trust, The Consortium Academy Trust (TCAT). The successful candidate will benefit from the relationships we are currently building with our colleagues in like-minded schools.

Standards of Achievement at Howden School

70% of students achieved a 9-4 GCSE grade in English and Maths. An outstanding 77% of students achieved a 9-4 grade in Science. 72% of students also achieved a 9-4 in GCSE Maths and 78% got 9-4 grades in GCSE English.

Attainment in Music is consistently well above the national average.



THE CONSORTIUM
ACADEMY TRUST

Classroom Teacher Job Description



Vacancy: Subject Leader Music

Responsible to: Head of Performing Arts

Teaching Commitment: 21/25

Additional Allowance: TLR2A

Key Purpose

To provide professional leadership and management for a specified area of the curriculum to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all students. To support and hold accountable all members of a team including lead teachers in meeting high standards of performance in line with student progress targets, performance management targets and the school development plan. Specific responsibilities include the following.

Curriculum

- To ensure that the curriculum in place is relevant, accessible and meets the needs of all learners by allowing them to make rapid and sustained progress (ie: through choice of syllabus/ specification and appropriate differentiation).
- To regularly review and update the curriculum and implement associated developments. Specifically in line with changes to the KS3 and KS4 curriculums.
- To ensure schemes of learning and programmes of study are in place and are being delivered effectively by the teaching team.

Teaching and Learning

- To ensure that the quality of teaching and learning is consistent with school expectations and that procedures are in place to monitor this (eg: through lesson observations, scrutiny of work, discussions with staff and students).
- To lead initiatives aimed at developing and improving teaching and learning within the department.
- To use assessment and other data to track student progress, identifying underperforming individuals and groups and implementing strategies to address this. To manage the transition to "Life after Levels".
- To liaise with Learning Managers, SENCO, Pastoral Managers and others with respect to intervention work aimed at personalisation of learning.
- To ensure mechanisms are in place to undertake, collect and store coursework and that standardisation and moderation procedures satisfy exam board requirements.

Self-Evaluation and Planning

- To provide an annually updated departmental self-evaluation which links into the whole school SEF.
- To analyse departmental performance in terms of examination results and identify priority areas for development, linked to specific groups of students where necessary.
- To produce and implement a termly departmental development plan which identifies key priorities and strategies to address these, including appropriate timescales, success criteria and responsibilities.

Staffing

- To line manage other members of the department, offering support, advice and guidance as required.

- To assess and communicate CPD needs.
- To lead teaching team meetings as laid out in the school calendar, setting agendas and noting action points.
- To ensure effective staff deployment in consultation with the timetable team.
- To ensure effective deployment of support staff.
- To assist in the appointment of staff to work within the department.

Implementation of Policies

- To implement whole school policies and procedures within the department to ensure consistency of approach (eg: Health and Safety, Teaching and Learning, Assessment and Reporting, Rewards and Sanctions).
- To liaise with the Examinations Officer with respect to examinations.
- To attend Teaching and Learning Group and Subject Leaders Group meetings as laid out in the school calendar.

Resources and Facilities

- To ensure effective management and deployment of resources.
- To manage relevant budgets (eg: departmental capitation) and linked to spending plans.
- To oversee the management of rooms and facilities within the department and liaise with the Site Manager with respect to Health and Safety issues or other problems.

As a member of staff of Howden School

- Role model appropriate behaviours within a professional environment including conduct, communication and personal appearance
- Demonstrate a commitment to the principles of Positive Behaviour
- Role model high levels of literacy and numeracy including modelling appropriate language
- Have high expectations of all students
- Aspire to develop your professional skills and qualifications
- Use all forms of social media appropriately
- Take responsibility for the reputational management of Howden School (and other schools within the community)
- Contribute to systems of evaluation and performance of the organisation positively.

The roles and responsibilities of the post holder will be reviewed periodically and form part of the agreed framework of performance management. The tasks and targets which arise from the role will be monitored and amended in-light of changing needs of the school and in order to provide further opportunities for the professional development of colleagues.

The job description is not intended to be a complete list of duties and responsibilities but indicates the major requirements of the post. The post-holder will undertake any duties at the request of the Headteacher appropriate to the post-holders remit.

Howden School is committed to safeguarding and promoting the welfare of children and young people. Clearance from the Disclosure and Barring Service (DBS) is required prior to appointment.

Signed:		
Date:		

Subject Leader Music Person Specification



Category	Essential	Desirable	Evidence
Qualifications and Training	<ul style="list-style-type: none"> Degree/Equivalent PGCE/Equivalent Commitment to further training 		Application form
Experience	<ul style="list-style-type: none"> Effective experience as a teacher Experience as teacher in the role of form tutor Experience in taking students through GCSE Music including moderation of coursework 	<ul style="list-style-type: none"> Experience managing a department budget 	Application form Interview References Lesson assessment at interview
Skills, Knowledge and Aptitude	<ul style="list-style-type: none"> Strong Music subject knowledge Good understanding of curriculum developments in Music Awareness of developments and a willingness to be open to new approaches Ability to analyse department results and progress 	<ul style="list-style-type: none"> Ability to teach subjects outside of own specialism 	Application form References Interview
Personal Attributes	<ul style="list-style-type: none"> The desire to convey interest in Music to young people Energy, ambition and enthusiasm Self-motivated Desire to be involved in the wider Team Howden 		Application form Interview References

Thank you for considering Howden School

