

HIGHGATE

THE JUNIOR SCHOOL

Head of Junior Music

April or September 2019



An inspiring, versatile Head of Music is required for this flourishing academically selective coeducational Junior School in North London. The post will be available from April or September 2019, depending on the successful candidate's availability. The person appointed should be able to teach music at Key Stage 2, following specially tailored Schemes of Work that draw upon the Kodály principles of developing musicianship. Excellent keyboard skills would be an advantage.

Music at Highgate

Music is central to the academic, extra-curricular and Chapel life of Highgate, and enjoys a strong and popular reputation. The role of music-making and musical studies in the Junior School is pivotal in tapping into children's enthusiasm and instilling in them the best musical habits. The Music Department spans the three schools and is led by the Director of Music. He is assisted by a vibrant and well qualified team of academic teachers including a Head of Academic Music and Choral Music, and an Assistant Director of Music. The Head of Junior Music leads and oversees music in the Junior School and Pre-Preparatory School. He or she will be part of a strong team of music teachers: other key posts within the Music Department include Head of Woodwind & Percussion, Head of Brass, Head of Singing & Vocal Studies, Head of Keyboard and Head of Strings.

There are additional academic teachers in both the Junior and Senior School and two part-time Musicians-in-Residence. About 50 Visiting Music Teachers work across the three schools. There is a full-time Music Manager based in the Senior School, and a part-time dedicated Music Administrator in the Junior School, who assists the Junior School Head of Music.



In both Junior and Senior Schools, orchestras, ensembles and choirs regularly perform both at school and at external venues. Regular events include orchestral and

chamber concerts, musicals, Christmas carol services, annual concerts in major Central London venues, the annual Summer Music Festival, numerous instrumental and vocal concerts in the afternoon and evening, Choral Evensong sung in Chapel by the Chapel Choirs (Years 3-13) and other ensembles, and numerous music competitions and events.

Music in the Junior School



In September 2016 the Music Department moved into the new Junior School and the music department has been provided with prime location and outstanding facilities within the site.

Each week pupils in Year 3 – 6 receive 75 minutes of Music, during which musicianship, composition, performance and listening skills are taught and developed. Musical ensemble rehearsals and around 300 individual music lessons take place weekly. All Junior School pupils enjoy regular musical performance opportunities throughout the academic year at school and perform to a consistently high standard. Some pupils attend Saturday classes at the Guildhall School of Music and the Royal College of Music, and have gained places and scholarships with the National Children's Orchestra and Pro Corda. About 20 pupils are Junior Choristers in Highgate's Chapel Choirs, and these choirs are rehearsed weekly by Senior School music teachers.

The Junior School

There are approximately 440 children in Key Stage 2 in five forms across four year groups. Highgate is a fully coeducational, academically selective school with able and enthusiastic children. Expectations are high across the curriculum and beyond.

Highgate embarked on a complete rebuild of the Junior School in January 2014. Our new state-of-the-art accommodation, opened in September 2016, provides us with an outstanding purpose-built teaching environment. It is essential that we have the very best team of teachers in place in order to continue to make the most of this wonderful opportunity.

Teachers at Highgate enjoy a welcoming, comfortable and exceptionally well-resourced environment and are provided with significant assistance from a range of support staff. Salaries are competitive.

Mr Mark James, Principal of the Junior School, or Jonathan Murphy, the Director of Music, are happy to answer any questions on jsoffice@highgateschool.org.uk or jonathan.murphy@highgateschool.org.uk

APPLICATION PROCEDURE

Please complete the on-line application form and attach a full curriculum vitae, including the names, addresses, telephone numbers and email contacts of two referees.

Closing date: 8:00am on 29 January 2019, but applications will be considered as they are received.

Criteria for the post of Junior School Head of Music

(To be read in conjunction with the details of the post)

1 Essential professional criteria

Criteria	How will these be tested?
A good honours degree in Music or equivalent (eg Conservatoire/Music College)	Original degree certificate(s) Questions about subject specialisation Opportunities at interview to discuss techniques for teaching set topics
Experience of teaching academic lessons, either as an employed teacher or during a teaching placement	A music lesson to be taught to a Key Stage 2 class
Experience in working with children aged 7 – 11	A music lesson to be taught to a Key Stage 2 class An ensemble rehearsal to be taken with a Junior School ensemble Opportunity to recount experience and expertise at interview
Excellent communication skills, both generally and in particular when communicating musical ideas	Two panel interviews; lesson (as above) A mock presentation introducing an end-of-term concert – (a programme to be provided and preparation time) An in-tray exercise Opportunity to recount experience and expertise at interview
Proficient keyboard skills	A music lesson to be taught to a Key Stage 2 class An ensemble rehearsal to be taken with a Junior School ensemble Accompanying a year group assembly: playing appropriate music as pupils enter the hall and accompanying a hymn. Opportunity to recount experience and expertise at interview
The ability to use ICT fully in the teaching of Music, or a willingness to learn the skills	Observed in the lesson Opportunities to recount experience and expertise at interview
Sympathy with and knowledge of fundamental British values	Question to test this at interview
The ability to establish good relations with colleagues and pupils	Opportunities at interview to recount experiences where these skills have been demonstrated Questions which referees will be asked as part of the confidential reference request
Awareness and understanding of safeguarding and welfare of children	Questions at interview to test attitudes towards and knowledge of children's safeguarding and welfare Questions which referees will be asked as part of the confidential reference request

2 Desirable professional criteria

Criteria	How will these be tested?
A teaching qualification (eg PGCE, GTP)	Original certificate
Experience of teaching successfully at Key Stage 1 and 2 level	Opportunity at interview to recount experience of teaching and of successful strategies used in Verification of a candidate's employment history
A willingness to be involved in the wider life of the department (eg Musical Productions, visits) and school	Opportunities at interview to recount experience of running or participating in such activities or to give ideas for these
Singing or another instrumental specialism	Opportunities at interview to recount experience of these skills

Person Specification for teaching posts at Highgate

We seek to appoint teachers who will have the following proven qualities, or the potential to develop them. At interview candidates will have the opportunity to demonstrate or give an account of these attributes.

- The energy, dynamism and stamina to contribute fully to the life of a busy co-educational independent Junior School
- Willingness to contribute to the extensive range of activities provided for pupils and to support them in their co-curricular pursuits
- Excellent knowledge of the core curriculum subjects in Key Stage 2, and the ability and willingness to contribute intelligently to a challenging and stimulating curriculum
- Capacity for industry and initiative
- The depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses
- Empathy with pupils across the age and ability spectrum at Highgate and the ability to implement a range of teaching strategies to cater for each individual pupil
- Awareness and understanding of matters relating to the personal, social, health and emotional development of Highgate pupils
- General knowledge of Child Protection issues and good practice, particularly relating to professional obligations on safeguarding the welfare of each child and avoiding guarantees of confidentiality in any disclosure
- Sympathy with and knowledge of fundamental British values
- Capacity to deal sensitively with problems raised by pupils, in line with Highgate's pastoral policies and sanctions systems, working in partnership with Highgate's designated staff responsible for pastoral care
- An understanding of the National Curriculum computing/coding curriculum and a genuine interest in and enthusiasm for using technology to enrich teaching and learning across all subject areas
- Ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries by not deliberately courting popularity or friendship
- Willingness and ability to liaise effectively and professionally between pupils, staff and parents when required, making accurate records of these exchanges
- Patience and thoughtfulness to see any issues that may arise with pupils, parents or colleagues from a variety of perspectives
- The ability to de-fuse difficult situations using different strategies such as careful listening, sensitive use of humour, praise and recognition where due, utilising the School's reward system
- Retention of a sense of perspective and, on occasion, the invaluable ability to laugh at oneself