

# Teacher of Music

Caister Academy  
January 2021



**CAISTER  
ACADEMY**  
*Creative  
Education  
Trust*

# Dear Colleague

Thank you for your interest in the role of Teacher of Music at Caister Academy.

This is an exciting opportunity for a dynamic, creative and inspiring teacher to join Caister Academy. The successful candidate will join a team of passionate and committed professionals, working within the Performing Arts Department. The team is comprised of music, drama and dance, with specialists in all areas. This role will be particularly suited to teachers with evidence of supporting students to achieve success with music and performing arts, and with the ambition to support the department in making Caister Academy the lead school for Performing Arts in the County, through both outstanding academic outcomes, as well as headline extra-curricular activities and events.

Caister Academy is one of Norfolk's leading co-educational secondary schools, situated in the coastal village of Caister, just north of Great Yarmouth. It is well regarded for excellence in performing arts and English, with aspirations to lead nationally in all areas. As part of Creative Education Trust we work in collaboration with other local Academies, and receive development opportunities and support from Creative Education at a national level.

We are looking for a teacher who:

- Has a **passion** for education and a special gift of communicating that passion.
- Is innovative, self-motivating and able to **inspire** others.
- Has the ability to teach **outstanding** lessons across the age and ability range.
- Has the **highest expectation** for the attainment of all young people.
- Enjoys working as part of a team to ensure the **success** of our community.
- Is driven to relentlessly **remove barriers** to students' success.

In return Caister Academy will offer you:

- A **thriving**, innovative learning community, committed to excellence.
- A **supportive**, welcoming community of professionals.
- Extensive **development** and **collaboration opportunities**, through the Creative Education network.

For further details, or an informal discussion about the role with the Head of Performing Arts, please contact Natalie Curston [natalie.curston@caisteracademy.org.uk](mailto:natalie.curston@caisteracademy.org.uk), or call 01493 720542.

Application packs are available for download at [www.caisteracademy.org.uk/vacancies/](http://www.caisteracademy.org.uk/vacancies/). For more information on Creative Education Trust visit [www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk).

Completed applications to be marked for the attention of Ruth Woods, HR & Business Support Officer and sent to [ruth.woods@caisteracademy.org.uk](mailto:ruth.woods@caisteracademy.org.uk)

**Closing date: Mid-day 1 December 2020**

**Interview date: w/c 7 December 2020**

*Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.*

You can find out more at:

**[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)**

# ABOUT CREATIVE EDUCATION TRUST



**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience, and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience, and developing practical skills that prepare pupils for their transition to adult life and employment.

## Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE, and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



## We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

You can find out more at:

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# ABOUT CAISTER ACADEMY

We are a mixed secondary school, catering for children between the ages of 11 and 16 years and located in the village Caister-on Sea on the outskirts of Great Yarmouth and bordering on The Norfolk Broads. The school is located on the coast, with the beach being 500m away and an exciting wind turbine project on our doorstep.

Since March 2015 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

Caister Academy joined Creative Education Trust in March 2015. The Academy network consists of eleven secondary and six primary academies in the Midlands and Norfolk plus a central team. Further schools are in the pipeline and our medium-term ambition is to be a trust of 25 schools.

The school boasts many facilities and we strive to provide an inclusive and expansive education for all the children in our care.

## Our on-site facilities include:

- A large multi-purpose Sports Hall
- A well-equipped technology area
- A Drama studio
- Dance studio complete with sound system and mirrored wall;
- Interactive whiteboards in every classroom;
- Modern and open-plan library with wide range of reading materials



‘Through consistently hard work, sharply identified training and effective support for staff, leaders have ensured that pupils are well prepared for the next stage in their education.’

OFSTED - 2018

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/Caister-academy>

# SUPPORT FOR OUR STAFF

**We are committed to providing all our staff with the highest quality support and challenge to ensure that their practice excels and gives our pupils the education they deserve.**

Our Principal and Senior Leadership Team are supportive of new ideas and approaches, and eager to allow individuals to develop their professional practice in line with their career goals. Those who are new to middle leadership, and have not led a team before, will benefit from moving into an established department of specialist teachers, here at Caister Academy. We will also provide anyone new to leadership with an experienced coach to guide and support in any areas of development.

We believe it is very important that each of our academies plans in such a way that financial and human resources are deployed to support their educational strategies fully. This is supported by our experienced Head Office team, who are available to advise on financial planning, audit, HR, legal and property matters either directly or by referral to our professional advisors.

Each of the Creative Education Trust's academies benefits from a comprehensive programme of support and challenge, including working with former HMIs.

Creative Education Trust places a strong emphasis on CPD for teachers and senior and middle leaders. We run a regular programme of training events to improve teaching and non-teaching performance and provide focused management development and one-to-one coaching opportunities.



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# Teacher of Music

## JOB DESCRIPTION AND PERSON SPECIFICATION

### LOCATION

Caister Academy, Caister-on-Sea, Gt Yarmouth

### SALARY

MPS/UPS

### CORE PURPOSE

To provide excellent teaching and support, both in and out of the classroom, to pupils that exemplifies the Academy's core values of Ambition, Opportunity, Character and Community.

### REPORTING LINES

Head of Performing Arts

### STRATEGIC DIRECTION AND DEVELOPMENT

- Promote and uphold the values and ethos of Creative Education Trust in the school, such that the highest achievements are expected from all members of the school community.
- Contribute to the development of an established and successful team.
- Successful implementation of Catering and Technology. concepts, knowledge, and skills.

### TEACHING AND LEARNING

- Take responsibility for delivering outstanding academic standards and ensure the highest standards of learning outcomes.
- Promote and develop excellence in Teaching and Learning, with a clear focus on pupils' progress and development (moral, spiritual, physical, and social as well as academic).
- Ensure that assessment for learning is embedded in all teaching so that all pupils understand what they need to do to make the best possible progress. Continue to use and develop DIRT strategies for ownership for learning.
- Monitor, evaluate, and review classroom practice; celebrate and promote excellence, challenge under-performance at all levels and ensure appropriate action is taken in accordance with policies and procedures. Reinforce and develop a positive climate for learning with high expectations of all.

• You can find out more at:

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- Use ICT effectively to support learning activities and develop pupil's competence and independence in use. To ensure that all E-Safety precautions are followed in accordance with policies and procedures.
- Teach engaging and effective lessons that motivate, inspire, and engage pupils using a clear learning framework.
- Maintain regular and productive communication with parents to report on sanctions, praise progress and achievement.
- Promote literacy and numeracy skills.
- Ensure pupils are all informed about their music curriculum attainment and progress and can understand targets and improvements.

### PUPIL WELFARE

- Deliver a high-quality pastoral framework so that all pupils fulfil their potential.
- Ensuring that good conduct and discipline are consistently maintained, and acceptable standards are understood and applied consistently by all.
- Create and maintain an atmosphere of respect, recognition, celebration, and mutual support in the school, in line with our key values.
- Maintain an environment which feels safe and enables pupils to report any concerns or complaints.
- Promote good attendance as a subject teacher and form teacher.

### KEY RESPONSIBILITIES

- To plan and teach engaging and effective lessons that motivate, inspire, and improve pupil attainment whilst reflecting the teaching standards.
- Analyse pupil performance and respond to the outcomes of assessment to ensure quality first teaching and interventions are in place to keep all pupils on track.
- Give pupils personalised feedback
- Contribute to the curriculum planning and design within the team.
- Be fully involved and take responsibility for professional development and performance management.
- Meet Teaching Standards 1-8 and fulfil wider responsibilities.

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## OTHER ACCOUNTABILITIES

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- Play an active role in school life and make a positive contribution to the ethos of the academy.
  - Understand the key academy policies and implement them when needed.
  - Assist in the recruitment of the pupils to the academy by involvement with the transition programme.
  - Support pupils in the CET Knowledge Connected days.
  - Undertake other relevant responsibilities as directed by the Team Leader, Senior Leadership Team, and the Principal.
  - Assist the team with Curriculum Enrichment Days and be able to offer broader enrichment opportunities.
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	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level or above.</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of teaching across the full age and ability range of an 11-16 school</li> <li>• Experience in the use of ICT in the classroom with the skill to impart that expertise to others</li> </ul>	
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Good knowledge of the pedagogy associated with Music and the Performing Arts</li> <li>• An understanding of the social, emotional, and intellectual development of teenagers</li> <li>• Have an understanding of working with different groups e.g. the most able, the disadvantaged and SEND.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Music &amp; Performing Arts specifications</li> </ul>
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Ability to teach to KS3 and KS4.</li> <li>• Ability to work effectively as part of a team.</li> <li>• Ability to work independently and show initiative.</li> <li>• Ability to manage workload and keep a work-life balance.</li> <li>• Ability to work under pressure and keep to deadlines.</li> <li>• Willingness to reflect on personal and professional experiences in a critical and constructive manner.</li> <li>• Willingness to share best practice.</li> <li>• Willingness to provide extra-curriculum opportunities for all learners.</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, pupil welfare, equality, and diversity.</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice.</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.</li> </ul>	

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