



Candidate Pack Teacher of Music



Co-op Academy
Belle Vue

Welcome from the Head of Academy

Thank you for your interest in applying for the position of Teacher of Music. With our continued growth, we are seeking to expand our team by adding new members who are passionate, knowledgeable, and talented.

We are looking for an individual who is driven, creative, and a strong team player—someone who is committed to inspiring a love for music in young people and supporting them to thrive in their musical journey.

The ideal candidate is enthusiastic about music in all its forms, keeps up to date with current research and practice, and has a genuine passion for their subject. They have high expectations for student engagement and behaviour, are well-organised and reliable, and bring a strong understanding of curriculum design and effective teaching strategies. They are committed to delivering a rich, inclusive, and knowledge-based music curriculum. This role is open to both experienced teachers and ECTs with a passion for learning and professional growth.

You can find our March 2024 Ofsted Report [here](#).

Pupils flourish at Academy Belle Vue. They are nurtured and cared for in a warm and positive climate. The strong behaviour systems and daily routines help pupils to settle into school well. Pupils feel safe and privileged to be part of such a welcoming community.

Outstanding Provider Ofsted 2024

Are you passionate, experienced and looking for a new challenge? Do you want to join an academy with exemplary behaviour, allowing you to focus on celebrating the success of the whole school. Do you want to be part of a dynamic team in a growing secondary academy that is dedicated to providing outstanding education to its students? If so, then we have the perfect opportunity for you!

Pupils have admirable and mature attitudes to learning. They respond extremely well to the schools' high expectations of them to achieve the 'The Belle Vue Difference'. Pupils, including those with special educational needs and/or disabilities (SEND), are incredibly proud to come to this school.

Outstanding Provider Ofsted 2024

We are a heavily oversubscribed start-up secondary academy with 720 students, and we are on our way to becoming a leading educational establishment with a projected growth to 1200 students. We have been operating to an outstanding level and are committed to providing our students with the best possible education. We are now seeking an exceptional Teacher of Music to join our team. As Teacher of Music you will play a pivotal role in developing the academic, social and emotional development of our students. You will be responsible for creating a positive and nurturing environment that encourages students to strive for excellence and achieve their full

potential. Working closely with the Head of Department you will continue to deliver a well rounded, inclusive environment that our students thrive in both academically and socially.

To be successful in this role, we are looking for a person who has:

- A passion for education and a commitment to making a difference in the lives of young people
- Excellent communication and interpersonal skills, with the ability to build strong relationships with students, staff, and parents
- A deep understanding of the challenges facing young people and a commitment to promoting their welfare and well-being
- An innovative and strategic approach to problem-solving, with the ability to inspire and motivate others
- The ability to work collaboratively as part of a team and to embrace change and new challenges

In return for your commitment and dedication, we offer a competitive salary, ongoing professional development opportunities, and the chance to be part of a growing academy that is committed to excellence. This is an exciting opportunity to make a real difference in the lives of young people and to contribute to the development of a school that is poised for success.

Scott Fletcher
Head of Academy

The deadline for applications is 12 noon 15th May, interviews being held on the 21st May



Job Description - Teacher of Music

Salary / grade range	MPS / UPS
Location	Co-op Academy Belle Vue
Reports to	Head of Department

Purpose of role:

- Assist the Head of Department in executing a comprehensive, well-rounded, and tailored curriculum for students, aligning with the goals and objectives of the academy and by supporting the curriculum area more widely.
- Enhance student performance and outcomes by tracking and guiding student progress, both as a teacher and mentor.
- Ensure students have opportunities to discover, develop and excel by providing a dynamic and engaging learning experience.
- Participate in the academy's efforts to offer and monitor opportunities for both personal and academic growth and success.

Key accountabilities (and specific duties / responsibilities):

Reporting to:

- Head of Department

Liaising with:

- Head of Department, Lead Teachers, teaching and non-teaching colleagues, support staff and other relevant staff with cross-academy responsibilities, partner schools, other academy partners and parents.

Teaching & Learning

- Help create relevant curriculum, materials, lesson plans, grading policies, and teaching techniques within the curriculum area.
- Participate in enhancing the improvement plan for the Curriculum Area and ensure its implementation.
- Plan and design lessons and ensure effective, high quality teaching in the classroom.
- Join in academy-wide planning efforts.
- Engage in peer evaluations as part of the coaching program and other educational evaluation methods in line with academy guidelines.
- Follow academy policies related to teaching and learning, such as behaviour, homework, and assessment.

Teaching

- Educate students based on their individual needs, including assigning and grading work both inside and outside of the academy.
- Evaluate, record, and report on student attendance, growth, development, and performance and maintain required records.

- Give oral and written evaluations, reports, and references for individual students and groups of students.
- Integrate technology, literacy, numeracy, and interdisciplinary themes into the students' learning experiences.
- Ensure a superior learning experience for students that meets internal and external quality standards.
- Update and create subject materials.
- Employ a range of teaching methods that will motivate and enhance learning, tailored to student needs and the curriculum requirements.
- Uphold discipline according to academy procedures and encourage good habits in punctuality, behaviour, work quality, and homework completion.

Curriculum

- To assist in the process of curriculum development and improvement planning.
- To support, change and develop the curriculum to ensure the continued relevance to the needs of students, examining and awarding bodies and the academy's aims and objectives.
- To assist the HOD to ensure that the curriculum area provides a range of teaching that complements the academy's strategic objectives.
- To contribute to planning & providing curriculum enrichment activities and experiences
- To support the academy's elective programme

Assessment

- Keep accurate records and provide updated information for the academy's Management Information System.
- Fill out necessary paperwork to monitor student progress.
- Utilise student progress data to inform teaching and learning.
- Grade and provide written/oral and diagnostic feedback as needed.
- Assess students as required by external examiners, departmental guidelines, and academy procedures.
- Help establish a reliable goal-setting process within the Curriculum Area.
- Supply relevant entities with strong information about student performance and assessment where appropriate.

Personal & Professional Development

- To engage actively in performance management review(s).
- To participate in the academy's ECT programme where appropriate.
- To take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To work as a member of the curriculum team and contribute positively to effective working relations within the academy.
- To participate in the interview process for teaching posts when required and to support the induction processes for new staff within the team.

Communication

- Communicate effectively with all stakeholders, including students' parents as needed.
- Represent the academy and its views professionally when appropriate (and in line with Trust policy)
- Adhere to established communication policies within the academy.
- Participate in marketing and relationship-building activities such as open evening, family evening, and partnerships with outside institutions.
- Help establish strong subject connections with external organisations.

Management of resources

- To assist the curriculum leaders to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, curriculum area and the students.
- To look after academy equipment and resources allocated to the teacher and the teacher's teaching area (classroom/workshop/lab etc).

Safeguarding & Pastoral System

- To track and evaluate the academic progress of students, keeping updated records as required.
- To assist in the creation of educational plans, progress reports, and other documents.
- To inform the relevant staff of any challenges faced by students and make suggestions for resolution.
- To communicate with students' parents, outside organisations concerned with student welfare, after consulting with the appropriate staff.
- To participate in Personal Development and enterprise initiatives as per academy policy.
- To act as a Form Tutor for a designated group of students and support the delivery of Citizenship/RSE if required
- To support the academic and overall well being of individual students and the Form group as a whole.
- To collaborate with members of the pastoral team and Curriculum Leaders to implement the academy's Pastoral System.
- To take accurate registers of lessons / form time / other events as required
- To accurately record student attendance, accompany students to assemblies, supervise them during assembly, encourage full attendance and participation in academy activities.
- To undertake supervision duties in line with other teaching staff
- To act in accordance with Keeping Children Safe in Education & Safer Working Practices guidance at all times and to adhere to Trust and academy policies and processes
- To comply with Health and Safety policy and undertake risk assessments as appropriate.
- To adhere to the colleague Code of Conduct and other such guidance as appropriate

As a teacher, it's expected that you adhere to the Teachers Standards, consistently exhibit excellent personal and professional conduct, maintain public trust in the teaching profession, and uphold high ethical standards both inside and outside of school.

This job description outlines the main duties and responsibilities, but not every task may be listed. You may be asked by the Head of Academy to perform similar tasks not specified here, and you're expected to comply with such reasonable requests.

This job description is current as of the date indicated, and the Head of Academy may make changes in consultation with you to reflect changes in the job, aligned with the grade and job title.

Personal attributes required (based on job description):	
Attributes	All attributes are essential, unless indicated below as 'desirable'
Qualifications & Experience	<ul style="list-style-type: none"> • Education to degree level or equivalent • QTS/QTLS and GTC registered • An excellent track record of recent, relevant professional development • Accountability for the performance of a cohort/class of young people • Experience of effective teaching and performance within the curriculum area.
Skills, Ability, Knowledge:	<ul style="list-style-type: none"> • Understand the principles behind quality teaching and learning and their potential for raising standards for every child • Understand and implement the principles and practices of highly effective planning and delivery • Understand effective review and evaluation procedures • Understand and implement effective strategies to ensure a calm and focused teaching climate • Understand the importance of the application of ICT, literacy and numeracy to effective teaching and be committed to delivering these. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of Lemov's TLAC pedagogical approach • An understanding of cognitive science • Understanding and implementing the effective use of Rosenshine's principles of instruction • Effective use of visualiser for modelling
Personal Qualities:	<ul style="list-style-type: none"> • A commitment to equality, diversity and inclusion • Evident enjoyment in working with young people and their families • Empathy in relation to the needs of the academy and the local community • Ability to inspire confidence in staff, students and parents • Sets high standards and is a role model for students and staff • Adaptability to changing circumstances/new ideas. • Is reflective in terms of own practice and willing to give and receive feedback <p>Desirable</p> <ul style="list-style-type: none"> • personal ambition, pride and self discipline • intellectual ability and curiosity • determination to succeed and the highest possible expectations of self and others • vision, imagination and creativity • personal impact and presence • a commitment to maintaining the highest standards of attendance and punctuality
Communication Skills	<ul style="list-style-type: none"> • Communicate the vision of the academy in relation to improvement plans • Communicate effectively orally and in writing to a range of audiences.

Decision Making Skills	<ul style="list-style-type: none"> • Make decisions based on analysis, interpretation and understanding of relevant data and information • Demonstrate good judgement. <p>Desirable</p> <ul style="list-style-type: none"> • Think creatively and imaginatively to anticipate, identify and solve problems.
Self Management & Team Working Skills	<ul style="list-style-type: none"> • Prioritise and manage own time effectively • Work under pressure and to deadlines • Reliability, integrity, stamina, resilience and perspective. • Work effectively as a member of a team • Deal sensitively with people and resolve conflicts • Seek advice and support when necessary. • Take responsibility for your own professional development. <p>Desirable</p> <ul style="list-style-type: none"> • Set and achieve ambitious professional goals • Ability to motivate all those around you • Ability to liaise effectively with other organisations and agencies.

This post is subject to an enhanced DBS check and references.

All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.

