



All Saints'  
Academy  
Cheltenham

# Head of Music Application Pack

*Where every member of our extended family realises their God-given potential,  
inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness.'*





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# Principal's Welcome

**Dear Applicant,**

Thank you for considering All Saints' Academy in Cheltenham as the next step in your career.

Our Academy is shaped by Christian values, expressed through the *All Saints' Way*, which guides how we work and relate to one another:

- We put other people's needs first
- We listen to understand, aspiring to excellence
- We take responsibility and include everyone

These values underpin our vision to form students in **character, knowledge, and wisdom**, preparing them to lead and serve others beyond their time with us. We are inspired by Jesus' words in Matthew 5:14: "*You are the light of the world.*"

We are proud of our diverse student population and the strong outcomes our students achieve. This is made possible through our deep investment in high-quality teaching and our close partnerships with families and local organisations. Every student is known, supported, and encouraged to thrive.

If you share our commitment to excellence in a caring, faith-led environment, we warmly invite you to apply. For further information, please contact our HR team at [HR@asachelt.org](mailto:HR@asachelt.org).

We look forward to welcoming you to our Academy community.

Warm regards,

Benjamin Williams  
Principal  
All Saints' Academy





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# Head of Music

## Head of Music

**Start date:** 1<sup>st</sup> September 2026

**Salary:** Academy Main Scale/ Upper Pay Scale (£32,916 - £51,047 pro-rata) plus TLR 2a £3,527 pro-rata

**Hours of Work:** Full Time or Part time

**Contract:** Permanent

**Closing date:** 12 noon Monday 18<sup>th</sup> May 2026

**Interview date:** Thursday 21<sup>st</sup> May 2026

This is an excellent opportunity to join our Performing Arts Faculty at All Saints' Academy. We seek to appoint an outstanding candidate to teach in our Music department and join a faculty that has an outstanding reputation for the Performing Arts.

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy that welcomes applications from all denominations and those of none.



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The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2025 recommendations. Successful applicants will be subject to an enhanced DBS clearance.

This post is exempt from the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020), for further details please visit our Recruitment of ex Offenders information found on our website.

To apply for this role please complete an online application form through My New Term, a link can be found on the Academy website [www.asachelt.org](http://www.asachelt.org). If you have any questions regarding this role or wish to visit the Academy please contact the HR Department at [hr@asachelt.org](mailto:hr@asachelt.org)

*All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.*



# Staff Benefits

## What we offer:

### Purpose

- We believe that our whole community should live “Life in all its fullness” including our staff, reflected in our culture and leadership decisions.
- Our staff make a real difference to a community with high levels of deprivation.
- Our Chaplaincy serves the whole Academy community - students and staff ensure our ethos is lived out each day.
- A cohesive staff team who build strong relationships with students and each other.
- Compassionate leadership that is considerate of workload and well-being.
- Drama and Sport in particular form a huge part of extra-curricular offer. There are high staff and student engagement levels in life beyond the classroom.

### Development

- New staff are given a tailored induction programme and mentor.
- We invest in our staff through continued professional development. Our teachers are given time to regularly engage with ‘Walkthrus’ through drop-ins and coaching.
- Staff and students benefit from well-established partnerships with independent and state schools in Cheltenham.

### Extras

- Excellent facilities, featuring a modern, spacious building and advanced IT resources
- Access to our on-site gym
- Close to the M5
- Employee Assistance Scheme
- Free onsite parking including electric charging points
- Entry to Local Government or Teachers Pension scheme
- Cycle to work or Electric Car Scheme
- Newly refurbished staff room and hot desking area
- Eligible for Blue light Card and Discounts For Teachers
- Discount on Just Camps holiday clubs held in the Academy during school holidays
- Discount at Energie Fitness
- Access to Smart Clinic for staff wellbeing and support services
- Free eye tests for VDU users



# Job Description

<b>Job Title:</b>	Teacher of Music
<b>Salary:</b>	Main Scale Points 1-6/ Upper Pay Scale 1-3 plus TLR 2a
<b>Reporting to:</b>	Head of Faculty

## **Core Purpose:**

1. Work with the Head of Faculty and other staff to devise and implement a range of strategies that will lead to high quality teaching and raise attainment.
2. To champion music outside of the classroom, creating a culture of musical performance at the Academy
3. Ensure that outcomes for music students are strong throughout the school
3. To promote the All Saints' Way and Academy vision through teaching and whole school music

This role presents a rare opportunity to work with leaders who highly prize student performance. The Academy has an impressive track record in musical theatre but still has room to grow significantly in music performance. The post holder would have support to ensure that opportunities for student performance such as choirs, bands and orchestras are given the space to grow. There is also the opportunity to see students grow in their instrumental skills.

Our annual production is well established and the post holder would contribute to this but there are many other areas such as our weekly Acts of Worship which are areas that could see bigger contributions from the music team.

The opportunity to develop in music performance is one that our students would relish!



# Job Description

## Core Duties

- Establish a culture of musical performance at the Academy
- Promote participation in music beyond the classroom, including instrumental lessons and group performances
- Ensure that policies, practices, targets and teaching/learning methods are informed by relevant national, local and academy data, research and inspection evidence.
- Be responsible with the Head of Faculty for creating and maintaining an exciting, innovative subject curriculum that puts the learner at the heart.
- Liaise with the Head of Faculty and other teachers in relation to student progress.
- Ensure all individual student needs are recognised and met through the department provision.
- Monitor and evaluate the performance of all staff and students in the department and ensure appropriate intervention occurs as a result.
- Ensure that outstanding standards of behaviour are established and maintained in lessons and the department.
- Ensure that there is a safe working and learning environment in which risks are properly assessed.
- Working with the Head of Faculty to establish and maintain self-evaluation and quality assurance procedures including work scrutiny, lesson observations and learning walks
- Interpreting and acting upon student performance/prior attainment data
- Set high expectations which inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Moderating pupil standards of achievement and behaviour checking that all teachers of Science are planning lessons, assessing students work and setting homework in line with expectations and Academy policies.



# Job Description

## **Demonstrate good subject and curriculum knowledge**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship

## **Manage behaviour effectively to ensure a good and safe learning environment**

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's Ready to Learn Policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to students; needs in order to involve and motivate them
- Maintain good relationships with students, exercise appropriate authority, and act decisively when necessary



# Person Specification

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"><li>• Graduate with good degree in a relevant subject.</li><li>• Qualified Teaching Status.</li></ul>	<ul style="list-style-type: none"><li>• Further professional qualifications in Music or a relevant subject.</li></ul>
Skills	<ul style="list-style-type: none"><li>• Up-to-date knowledge of teaching, learning and assessment, including A Levels</li><li>• Ability to teach Music to GCSE and key stage 5</li><li>• Teaching experience and proven ability to convert strategy into results</li><li>• A strong commitment to promoting excellence in teaching.</li><li>• Able to inspire, lead and support young people.</li><li>• Show initiative and approach challenges with a positive attitude.</li><li>• Able to use data effectively to assess prior attainment, track progress and set student targets.</li></ul>	<ul style="list-style-type: none"><li>• Ability to use technology as a learning and teaching tool and a motivator.</li><li>• Knowledge of the examination specifications and requirements for Music.</li><li>• Previous experience of having departmental experience.</li></ul>
General	<ul style="list-style-type: none"><li>• Flexible and enthusiastic attitude.</li><li>• Clear ability to relate to young people.</li><li>• A commitment to a positive culture of learning.</li><li>• Resilience to support and find ways to develop young people.</li><li>• Excellent communication skills.</li><li>• Experience of planning successful lessons.</li><li>• Clearly able to demonstrate the standards relevant to experience in teaching.</li><li>• Willingness to organise and participate in school productions, extra curricular activities and school trips.</li></ul>	<ul style="list-style-type: none"><li>• Have ideas that you can turn into practice.</li><li>• Ability to be part of a team.</li><li>• Ability to self-review effectively and set appropriate targets.</li></ul>



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For more information about us please visit  
our website and social media channels.

[www.asachelt.org](http://www.asachelt.org)



@asachelt