

Head of Performing Arts (Music Specialist)

Closing Date: Monday 28th September 2026

Interview Date: WC 5th October 2026



MOSAIC
LEARNING TRUST

Raising Aspirations,
Empowering Futures



**Candidate
Information Pack**

WELCOME TO THE MOSAIC LEARNING TRUST

It is with great pleasure that I introduce you to Mosaic Learning Trust and I hope this information will enable you to decide on your suitability to join our journey and become part of our growing team. As a Trust, we are determined to challenge our students inside and outside the classroom to strive for individual excellence and to achieve the highest academic standards. Our Trust is committed to supporting every student to develop to their full academic potential whilst experiencing a wide and exciting range of opportunities to equip them with the skillset for a successful future as rounded, mature and confident members of modern society.



Aspirational Learning

We aim to *Inspire Excellence* and *Unlock Potential* by creating high expectations and providing personalised learning opportunities for our children.



Empowering People

We Value Every Voice and *Nurture Every Talent*. We prioritise wellbeing, inclusivity, and active community engagement, ensuring that each person feels respected, nurtured and supported.



Collective Ambition Our belief that *Together We Achieve More*. Through sharing resources, and expertise we support each school within the trust, encouraging staff learning and enhancing outcomes for children.



I am very proud of the Trust, its students, staff and Trustees. Education at Mosaic provides much more than exam excellence. It aims to develop and nurture our children to take their place as caring and confident young people in the outside world. Our staff have opportunities to engage in high quality Continuous Professional Development, and all staff have access to our supportive, well-being packages. We would like to invest in the long-term career of an exceptional candidate and would welcome visits from prospective applicants.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Neil Moore'.

Neil Moore
Chief Executive Officer



SCHOOL WELCOME



**Standish Community
High School**

Dear Applicant,

Welcome to Standish Community High School.

Thank you for considering applying to the permanent position of Head of Performing Arts (Music Specialist) at Standish Community High School. I am happy to recommend Standish Community High School to you as a high performing, vibrant, caring and forward-thinking school – where the academic achievement and personal development of each student go hand in hand.

As a school we are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Over the five years, our students make considerable strides towards adulthood – for them to achieve this all our students follow 'The Standish Way' and are encouraged to become Successful Learners, Confident Individuals and Responsible Citizens.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each student. However, what is consistent is our team of passionate, enthusiastic, caring and committed staff who work relentlessly in pursuit of excellence for the students and community we serve.

At Standish Community High School, we have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own personal development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes and opportunities to contribute to whole school projects.

We are also delighted to share that the school was inspected by Ofsted in February 2026 under the renewed inspection framework, achieving 'expected' outcomes across all evaluation areas. The report celebrates many of the school's strengths, highlighting the positive and respectful relationships between students and staff, the consistently high expectations for behaviour and achievement, and our unwavering commitment to excellence in teaching and learning. It reflects the dedication of our staff and the pride our students take in their work and community, and it affirms our continued drive to ensure that every student succeeds and thrives.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. I would like to thank you for your application, investment of time and - whatever the outcome – I wish you well in the future.

If you have any questions for us, do get in touch, we are always here to help.

Yours faithfully,

**Mrs L Barker
Headteacher**



ABOUT OUR SCHOOL



**Standish Community
High School**

Standish Community High School is a thriving 11-16 school, set on an extensive and well-resourced campus in Standish, Wigan. We are a vibrant, caring and forward-thinking school, where the academic achievement and personal development of each student go hand in hand. We are committed to the highest levels of academic achievement, personal growth and lifelong fulfilment. Our motto, 'Be Outstanding', captures our belief that all of our students deserve the very best education and opportunities that enable them to flourish and grow in confidence. We are determined to help them develop skills and expertise and to become happy, well rounded and successful individuals.

Our Motto:



Successful Learners



Confident Individuals



Responsible Citizens

Be Outstanding

Our Vision

We seek to be recognised as a school that secures excellence in academic achievement, personal growth and professional development. We focus on the needs of the individual through a commitment to every student, every subject and every grade. We believe that there should be no ceiling on ambition and that potential can be realised in all our students, irrespective of background or ability. We aspire to place a deep sense of care and support at the heart of our school.

Our Aims:

- To ensure our students become conscientious and resilient so that they thrive as learners
- To prepare students for 21st century adulthood through the provision of a broad and balanced curriculum
- To be recognised as a centre of excellence for teaching and learning
- To flourish as an inclusive school that prepares our students to be responsible citizens
- To ensure that all pastoral structures and systems of support are designed to help students be confident with high self esteem
- To recognise leadership at all levels and across all areas of school life
- To equip our students to have the skills and emotional intelligence to be able to adapt and succeed in an ever-changing society.

**"Pupils feel happy and safe at Standish
Community High School." OFSTED**



MOSAIC
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September 2026

Dear Applicant,

Head of Performing Arts (Music Specialist) – Permanent Contract

Many thanks for your interest in the above position. Please find enclosed the following documents:

- Job Description
- Person Specification
- Application Process

Following a successful internal promotion, Standish Community High is advertising for a permanent Head of Performing Arts (Music Specialist) to commence employment as soon as possible.

We are seeking to appoint an outstanding, innovative, and dynamic leader with the vision, drive, and determination to champion Performing Arts at Standish and lead this thriving department into its next phase of development. This role is ideally suited to an ambitious and highly effective practitioner with a proven track record of success in leading Performing Arts. The successful candidate will be a music specialist with the ability to deliver high-quality, engaging music lessons, while also promoting excellence in Drama and supporting the continued growth and development of the wider Performing Arts curriculum. They will inspire students to achieve their full potential and foster a culture of creativity, confidence, and performance both within and beyond the classroom.

We encourage applicants to apply through [MyNewTerm](#). Applicants can also apply by filling in the Trust's application form found on the [School Website](#). Late applications will not be considered. Completed application forms should be forwarded by email to: recruitment@standishchs.wigan.sch.uk

Applications will be considered as soon as they are received, and the closing date will be Monday 28th September 2026. Interviews are scheduled to take place week commencing 5th October 2026. Online searches will be carried out on shortlisted candidates (in line for the KCSIE 2023 guidance).

Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list check through the Disclosure and Barring Service (DBS), medical clearance, references, and verification of qualifications satisfactory to the Trust.

Yours faithfully,

Miss R Atherton
Trust H.R. Manager

JOB DESCRIPTION



INTRODUCTION

Post Title:	Head of Performing Arts (Music Specialist)
Status:	Permanent Contract
Job Overview:	The Head of Performing Arts will provide highly effective leadership of this creative area of the curriculum at Standish Community High School. They will hold a vision to broaden the mindsets of young people, transform this curriculum area and secure an academically successful and thriving performance culture within our school community. This successful leader must; • Strategically plan to overcome challenge and adversity in order to invoke a passion for the arts amongst students, drawing upon the support of the senior leadership team to instigate effective and transformational change in this area. • Demonstrate the highest professional standards at all times in order to motivate and successfully lead others, forging a dynamic team of teachers with a united vision to thrill and inspire students with a modern, sophisticated and highly engaging curriculum. • Be highly adept at curriculum design and courageous in implementing a bespoke and new curriculum, tailored to the individual needs of Standish Community High School, its students and the wider community. • Be relentless in ensuring the highest quality of teaching from yourself and your team in order to inspire creativity in learners, harness and develop talent and invoke enthusiasm for the arts. • Demonstrate commitment to achieving academic success, growing student uptake and developing an innovative, progressive and vibrant programme of extracurricular and enrichment activities that develop both intellectual and physical engagement amongst all the students at Standish Community High School • Have a dynamic professional portfolio that is rooted in performance and showcasing the power of the arts. As a leader, your enthusiasm, drive and skillset will enable a culture of performance amongst learners that is evident in a burgeoning student uptake, show stopping productions before the wider school community and providing opportunity for all to experience the joy of performance through many extra-curricular opportunities We are looking for someone who has: • A strong track record of professional success as a leader of Performing Arts including Drama & Music • The ability to plan strategically, to set out a clear vision for Drama & Music, linked to aims and objectives that will successfully support transformational change within the Performing Arts department at Standish Community High School • Excellent interpersonal and communication skills with the ability to inspire confidence, trust and respect amongst staff, students and families

- A highly developed leadership skillset, able to forge effective professional teams capable of delivering sustainable and effective change
- Evidence of leading, supporting and managing others, both individuals and teams in order to ensure high quality professional performance in others and securing the best outcome for students
- A professional commitment to the investment in people to enhance professional development to be the best they can be
- Strong self-reflection skills, able to routinely evaluate their own performance as a leader, utilising CPD opportunities and leadership forums within school to continuously improve their leadership abilities
- A dynamic and personable leader able to motivate others and grow confidence in both students and professionals
- A relentless drive for the highest levels of student engagement in all Performing Arts lessons
- A strong behaviour management skillset with an ability to effectively support other professionals in this area
- An ability to effectively manage student behaviour across the department, ensuring school systems for behaviour management are consistently applied, overseeing appropriate departmental sanctions for poor behaviour, supporting other professionals in this area and drawing upon the support of parents to ensure improvements in student behaviour are secured where necessary
- The ability to carry out rigorous departmental self-evaluation and review and act on the findings in order to bring about real and sustained improvement
- A proven record of consistently delivering highly effective lessons, utilising effective pedagogy that will result in students meeting or exceeding their targets
- An in-depth knowledge of educational research and best practice within teaching, learning and assessment in order to design and deliver highly effective lessons within this specialised curriculum area.
- A particular skillset as an innovative curriculum designer, adept at implementing effective sequences of learning that develop students' knowledge skills and understanding.
- An ability to effectively monitor the progress of students through the use of tracking data, ensuring that bespoke intervention strategies are used effectively to support students and improve outcomes, where appropriate
- Excellent oral and written communication skills
- Experience and confidence in the use of new technologies within Performing Arts
- Experience in implementing highly effective teaching methodologies across a team of professionals
- An up-to-date knowledge of the variety of relevant GCSE courses available within Performing Arts. Demonstrate the ability to research, select and implement appropriate and suitable courses in order to motivate student uptake and provide them with the best opportunities to succeed and ensuring the course offer reflects the ever-changing needs of different cohorts of students.
- Experience of carrying out effective classroom observation to reliably assess standards of teaching, learning and attainment within lessons
- A professional ability to carry out under the reasonable direction of the Headteacher, the professional duties of a schoolteacher as set out in the current School Teachers' Pay and conditions document (STPCD)

Line Management:	Reporting to – agreed SLT Responsible for – the Leadership of Performing Arts, teaching staff and specified support staff within the department
Liaising with:	Headteacher, Senior Leadership Team, Governing Body, teachers and support staff, LA representatives, external agencies and parents / carers
Working time:	Full time (1.0 FTE) as specified within the STPCD
Salary /Grade:	Classroom Teachers’ Pay Scale, plus TLR2b
Disclosure Level	Enhanced
Conditions of Employment	No holidays are permitted during the 190-day teaching year.

2. TEACHING

- 2.1 Undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- 2.2 Be prepared to teach across a range of disciplines, courses, and qualifications at both Key Stage 3 and 4 within Performing Arts
- 2.3 As part of your contractual obligations you may be required to teach identified classes in our partner primary and high schools as part of our outreach work. This may be done either here at Standish or in those schools.

3. LEADERSHIP ROLE

- 3.1 Lead the development of teaching and learning to ensure student progress and achievement.
- 3.2 Monitor and actively follow up student progress.
- 3.3 Lead the development of appropriate syllabuses, resources, schemes of work, marking policies and assessment in the department.
- 3.4 Work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of the students and to the aims, objectives and strategic plans of the school.
- 3.5 Lead and manage the planning function of the department, and to ensure that the planning activities of the department reflect the needs of the students within the department, School Strategic Improvement Plan/Department Improvement Plan and the aims and the objectives of the school.
- 3.6 Work collaboratively with other curriculum leaders to ensure that the work in the curriculum area fully reflects the school’s distinctive ethos and mission.
- 3.7 Be responsible for the day-to-day management, control and operation of course provision with the department, including effective deployment of staff and physical resources.
- 3.8 Implement school policies and procedures, e.g. equal opportunities, health and safety, safeguarding, etc.

- 3.9 Ensure that health and safety policies and practices, including risk assessments, throughout the department are in-line with national requirements and are updated where necessary, therefore liaising with the school's Health and Safety Manager.
- 3.10 To ensure a high quality extra-curricular programme meets the needs of students of all abilities.
- 3.11 To liaise with SENDCo over pupils with special educational needs.
- 3.12 To ensure the schemes of work for Performing Arts build on skills, attitudes, knowledge and concept and are inclusive for all.

4. LEADERSHIP CURRICULUM

- 4.1 Liaise with the linked SLT member to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements school self-evaluation and the Strategic School Improvement Plan.
- 4.2 Be accountable for the development and delivery of this curriculum area.

5. LEADERSHIP OF CURRICULUM DEVELOPMENT

- 5.1 Lead curriculum design and development for the whole department and ensure that appropriate responsibilities are delegated within the department.
- 5.2 Keep up to date with national developments in the subjects teaching practice and methodology.
- 5.3 Actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- 5.4 Liaise with the SLT link to maintain accreditation with the relevant examination and validating bodies.
- 5.5 Ensure that the development of the subject is in line with national developments.
- 5.6 Define short, medium and long term goals of the department.
- 5.7 To prepare the Performing Arts department for internal review and evaluation and the Ofsted inspection.

6. LEADERSHIP OF STAFF

- 6.1 Work with the nominated SLT link to ensure that the staff development needs are identified and that appropriate programmes are designed to meet such needs. As well as raising any performance issues to the SLT link.
- 6.2 Continue own professional development as agreed with SLT link.
- 6.3 Be responsible for the efficient and effective deployment of the department's support staff.
- 6.4 Undertake Appraisal Review(s) and to act as reviewer for a group of staff within the designated department.
- 6.5 Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the Cover Supervisor/relevant staff to secure appropriate cover

within the department.

- 6.6 Participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
- 6.7 Promote teamwork and to motivate staff to ensure effective working relations.
- 6.8 Participate in the school's ITT programme.
- 6.9 Be responsible for the day-to-day management of staff within the department and act as a positive role model.
- 6.10 To have a thorough, professional knowledge of departmental staff, to take interest in their well-being and to offer guidance as appropriate.

7. QUALITY ASSURANCE

- 7.1 Ensure the effective operation of quality control systems.
- 7.2 Support the whole school process of the setting of targets within the department and to work towards their achievement.
- 7.3 Establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department.
- 7.4 Contribute to the schools procedures for lesson observation and self-evaluation.
- 7.5 Monitor the standards of teaching within the department.
- 7.6 Monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- 7.7 Seek/implement modification and improvement where required.
- 7.8 Ensure that the department's quality procedures meet the requirements of self-evaluation and the Strategic School Improvement Plan.

8. MANAGEMENT INFORMATION

- 8.1 Ensure the maintenance of accurate and up-to-date information concerning the department on the management information system.
- 8.2 Make use of analysis and evaluate performance data provided.
- 8.3 Identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
- 8.4 Produce reports within the quality assurance cycle for the department.
- 8.5 Produce reports on examination performance, including the use of value-added data.
- 8.6 In conjunction with the relevant SLT member, manage the department's collection of data.

- 8.7 Provide the Governing Body with relevant information relating to the departments performance and development.

9. COMMUNICATION AND LIASON

- 9.1 Ensure that all members of the department are familiar with its aims and objectives.
- 9.2 Ensure effective communication/consultation as appropriate with the parents/carers of students.
- 9.3 Liaise with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- 9.4 Represent the department's views and interests.
- 9.5 Contribute to the planning and delivery of the school liaison activities.
- 9.6 Lead the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community.
- 9.7 Promote actively the development of effective subject links with external agencies.

10. MANAGEMENT OF RESOURCES

- 10.1 Manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down; including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.
- 10.2 Work with the relevant SLT member to ensure that the department's teaching commitments are effectively and efficiently time-tabled and roomed.

11. PASTORAL SYSTEM

- 11.1 Monitor and support the overall progress and development of students within the department.
- 11.2 Monitor student attendance together with students' progress and performance in relation to targets set for each individual ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- 11.3 Act as a Form Tutor if required and to carry out the duties associated with that role as outlined in the generic job description/staff handbook.
- 11.4 Contribute to the student Personal Development Programme according to school policy.
- 11.5 Ensure the behaviour management system (BFL) is implemented in the department so that effective learning can take place.
- 11.6 Uphold the Standish way, and implement robust department level rewards and sanctions systems in line with whole school systems.

12. SCHOOL ETHOS

- 12.1 Play a full part in the life of the school community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example.

- 12.2 Support the school in meeting its legal requirements for worship.
- 12.3 Promote actively the school’s corporate policies.
- 12.4 Comply with the school’s health and safety policy and undertake risk assessments as appropriate.
- 12.5 This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

SIGNATURES

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified. Employees are expected to comply with any reasonable request from the Headteacher / SLT link to undertake work of a similar level that is not specified in this job description.

This job description is current at the date below but will be reviewed on an annual basis and following consultation with you, may be changed to reflect or anticipate changes in the job requirements, which are commensurate with the job title and grade.

Signed	Signed
(Head of Performing Arts)	(Headteacher)
Dated	Dated
(Head of Performing Arts)	(Headteacher)

SAFEGUARDING OF CHILDREN AND YOUNG PEOPLE

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION



Essential Requirements:

SKILLS & KNOWLEDGE

- To build and to lead your team
- To be positive, optimistic and enthusiastic about your subject/department and passionate about teaching
- To be very good at organising things, including yourself
- To know what a superb Scheme of Work looks like and to make sure that your department has it
- To understand what the key current issues facing your department subjects are, with a secure knowledge of current curriculum developments, including assessment for learning
- To be able to form excellent professional relationships with students and colleagues, parents/carers and governors
- To have good interpersonal and communication skills
- To be a reflective practitioner, self-critical and keen to improve your own practice
- To know what and when to delegate, and how to develop each member of your team, including working with trainee teachers
- To know how to get things done which change things for the better
- To create a stimulating, safe and effective learning environment throughout the department
- To understand safeguarding and its promotion as a key part of each member of staff's responsibility
- To enjoy working with young people and to enhance their well-being
- To value diversity and to promote equality
- To understand how Performing Arts subjects are best learned and taught

EXPERIENCE / QUALIFICATIONS / TRAINING

- Graduate level qualification in appropriate discipline
- Qualified Teacher Status (Music)
- Substantial recent experience of successfully teaching Music through the 11-16 range
- Secure knowledge of safeguarding policies and procedures
- Proven skills in working with a range of students
- High expectations for your colleagues and for all students
- Previous leadership experience either in subject, department or whole school development issue

PROFESSIONAL VALUES & PRACTICES

- A commitment to raising educational achievements
- A clear vision for the future of the department and strategies for achieving it
- A belief in comprehensive and inclusive education and a commitment to equality
- A good example of the positive values, attitudes and behaviour expected from the students
- A good attendance and punctuality record
- A good sense of humour
- Evidence of recent professional development of skills and knowledge as a teacher and a team leader

OTHER THINGS YOU COULD OFFER

- Higher degree
- Experience of professional leadership and training in Leadership and Management (NPQML/NPQSL)
- Experience with budget prioritisation and financial management
- A desire to progress further in the profession
- Innovative thinking, seeing things from a different perspective

ITT mentor trained
Experience as an external examination/moderator
A commitment to distributed leadership
PERSONAL QUALITIES
Integrity, professionalism and diplomacy
Tact and a sense of humour
A personal and friendly nature
APPLICATION
Accurate completion of application form
Letter which addresses person specification, evidence in letter and application
High standards in spelling and writing
LEGAL ISSUES
Legally entitled to work in the UK
Enhanced DBS Clearance
Valid UK Driving Licence, access to a vehicle with business insurance

STAFF BENEFITS

Pension

The Trust offers an excellent pension scheme with the Local Government Pension Scheme and Teachers Pension Scheme, which you can join from your start date.

Trust Inset Days

The Trust offer additional Inset days to give staff non-contract time for additional training, CPD, preparations, department time, leadership time etc.

Wellbeing

The Trust is committed to your wellbeing and offers a range of support services, including an Employee Assistance Programme (EAP), Occupational Health support, and access to wellbeing services through the Schools Advisory Service. We also provide free flu vaccinations and eye care to help you stay well.

Salary

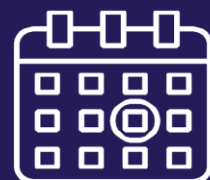
The Trust offer competitive salaries for teaching staff in line with the School Teachers Pay and Conditions Document and for school support staff in line with the National Joint Council.

Learning & Development

The Trust values continuous learning and development to help meet future challenges. We provide tailored support for Early Career Teachers through trained mentors, Teaching School Hubs, and dedicated time for professional growth. Staff also have access to flexible online training via the National College. Career progression is encouraged, with opportunities to move between schools and central teams.

Additional Benefits

Generous holidays for support staff, enhanced contractual sick pay, a cycle to work scheme and discounted gym memberships.



HOW TO APPLY



Key Dates

Advertising date: **4th September 2026**

Closing date: **28th September 2026**

Short listing: **29th September 2026**

Interview date: **Week Commencing 5th October 2026**

To apply for this role, please visit [MyNewTerm](#) or the [School Website](#).

In line with Safer Recruitment guidelines, we will be taking up references in advance of the interviews and taking them into account throughout the interview process.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures ([link to policies](#)). Enhanced checks through the Disclosure and Barring Service (DBS) will be required for this post.

The post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulation and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations and is also subject to medical clearance.

More information about the school can be found on the website www.standishchs.org.uk

When completing your application, please ensure that all sections are completed, gaps in employment history are accounted for and details of awarding bodies included. You should refer to the job description and person specification to guide your application. Your supporting statement should be no more than 2000 words. Please note that late applications will not be considered.





CONTACT US



01257 422265



recruitment@standishchs.wigan.sch.uk



www.standishchs.org.uk



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