



TENBURYHIGH

ORMISTON ACADEMY



A role at Tenbury High Ormiston Academy offers a future working with extraordinary children within an exceptional team.

JOB TITLE: Teacher of Music/Performing Arts
Part time – 0.5 FTE

START DATE: Easter 2026 or sooner

SALARY: Main Scale or UPS



Tenbury High Ormiston Academy, Oldwood Road, Tenbury Wells, WR15 8EJ

www.tenburyhighormistonacademy.co.uk

T: 01584 810304





Teacher of Music/Performing Arts (0.5 FTE)

Tenbury High Ormiston Academy is a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. It is part of Ormiston Academies Trust (OAT) which is one of the largest not-for-profit multi-academy trusts in England. OAT's mission is to become the Trust that makes the biggest difference, both inside and outside the classroom. This aligns with Tenbury High's vision of *High Achievement Outstanding Care*.

Our pupils at Tenbury High are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be. In our latest Ofsted inspection, inspectors described our pupils as confident, polite and pleasant. Inspectors recognised leaders were ambitious in all aspects of school improvement and have led and embedded significant and impressive change across all aspects of school life.

We are seeking to appoint a committed, inspiring and enthusiastic Teacher of Music/Performing Arts to join our successful and ambitious academy.

Tenbury High Ormiston Academy has many exceptional features and is a great place to work.

- Pupils who are happy, well behaved, positive in outlook and genuinely proud of the academy;
- Staff and pupil relationships are excellent;
- We have a stable and very committed, welcoming and hardworking staff
- Our staff teams work collaboratively and supportively to provide the best provision for our pupils;
- We offer an effective and bespoke CPD model providing regular opportunities for professional development for all career stages;
- We have a highly supportive and engaged board of governors and an equally supportive local community and multi academy trust;
- We are delivering improved pupil outcomes and have growing pupil numbers;

We hope that you will apply if you:

- have a positive, caring and inclusive outlook;
- want the best for all children and enjoy working alongside them
- enjoy a challenge and making a difference to the life chances of all our pupils
- set high standards and inspire pupils to meet them

Please visit the school website tenburyhighormistonacademy.co.uk to find out more about us.



TENBURYHIGH

ORMISTON ACADEMY

Oldwood Road, Tenbury Wells
Worcestershire WR15 8XA
Tel: 01584 810304
Email: admin@tenburyhigh.co.uk

Principal: Mrs V Dean
Vice Principal: Mrs D Wall
Assistant Principal: Mr A Wilks
Assistant Principal: Mr K Williams



November 2025

Dear Applicant

Teacher of Music/Performing Arts (0.5 FTE)

Start : Easter 2026 or sooner

Salary: Main pay scale/UPS pay scale

Thank you very much for the interest that you have shown in the above post at Tenbury High Ormiston Academy.

We are a unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. Our pupils are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be.

We are looking for a creative, passionate and enthusiastic music teacher to teach Music or Performing Arts at KS3 and, over time, grow the provision for enrichment and KS4 Performing Arts. The music teacher posts sits within the Create faculty consisting of Art, Catering and Design Technology. This is a well-led, experienced and high performing faculty.

The music department is very well-resourced department, housed in a brand new state of the art music and drama new build. These facilities are excellent and more widely supported by a large school stage and hall for performances. We are looking for someone who can grow a love for music and musical performance at the academy and create a buzz within this subject area. We have lots of pupils who want to get involved. We also have a healthy peripatetic offer including drums, guitar and flute.

We are keen to hear from candidates with either a Music background or a Performing Arts background - or both!

We invest in our people to ensure all staff are supported to be the best they can be. Staff are supported to develop professionally through a well led induction and professional development programme involving a weekly CPD session. There are also many trust-wide opportunities to engage in professional development and networking.

In order to understand our very special characteristics, you are welcome to, and strongly advise you to visit the academy to tour and meet with members of our staff and our pupils. Please contact Christine Sheppard, Office Manager, to organise this (csheppard@tenburyhigh.co.uk).

I am grateful for the interest that you have shown and would urge you to apply for the post. I do not believe in making the recruitment process a task which is too arduous to complete. Therefore, I ask you simply to complete the application on mynewterm and include the following information:

- your educational philosophy
- your experience to date and how it has prepared you for this role
- how you make Music exciting and challenging for all pupils

Please note that the closing date for all applications is **Monday 5th January 2026** and interviews are planned for the following week.

I do understand the effort required to submit an application and appreciate the time that you will take to do so.

Kind regards

A handwritten signature in black ink, appearing to read 'V. Dean', written in a cursive style.

Vicki Dean
Principal

Tenbury High Ormiston Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. This post is covered by the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and you will be required to declare whether you have any criminal convictions. Tenbury High Ormiston Academy is an equal opportunities employer and welcomes applications from all sections of the community. All successful appointments will be subject to suitability checks in accordance with KCSIE, including identity, Right to Work, qualifications, online searches, Prohibition check, two references and enhanced DBS check including Children's Barred List.



JOB DESCRIPTION

Teacher of Music – 0.5 FTE

Start: Easter 2026 or sooner

MPS/UPS

Core purpose of subject teachers

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the School Teachers' Pay and Conditions Document
- To secure and develop a high quality of education
- To improved standards of learning and achievement for *all* pupils in relation to prior attainment

Key outcomes of subject teachers

Effective subject teaching results in pupils:

- improving subject knowledge, understanding and skills in relation to prior attainment
- showing sustained improvement in pupil progress and personal development
- being well prepared for tests/examinations
- who are enthusiastic about the subject and can articulate their learning
- can demonstrate skills of independence and ambition

The postholder should:

- be able to teach performing arts to groups of pupils from all abilities across at Key Stage 3 and Key Stage 4
- ensure that all lessons are planned with clear aims and objectives and follow the THOA routines and whole school curriculum aims
- ensure that all lessons are delivered in line with the departmental schemes of work and academy policies
- challenge all learners to achieve their potential
- encourage and foster a thirst for learning as a lifelong process
- be involved in a strong extra-curricular offer within the faculty
- Co-ordinate the academy peripatetic offer with admin support
- implement all whole academy policies on discipline and rewards within the department
- deal with inappropriate behaviour quickly and effectively according to the academy behaviour policy
- provide timely and meaningful feedback to all pupils in line with the academy feedback policy
- ensure development of pupils' learning through effective assessment systems designed to heighten expectation, promote confidence and encourage higher achievement in line with the academy's assessment policy
- keep careful records of student progress in line with departmental and academy policy
- use data to identify under-achieving pupils and implement effective plans to support those pupils
- promote positive attitudes, good behaviour and successful learning
- create an attractive and stimulating learning environment which is refreshed frequently
- attend scheduled meetings in departments and the academy
- take a keen and proactive interest in developing your own learning
- work with colleagues in the department to formulate plans which have coherence and relevance to the needs of the individual pupils and to the aims and objectives of THOA
- ensure that all work in the department reflects the distinctive ethos of THOA
- engage faculty trips and learning outside of the classroom
- help develop resources for the department
- be a form tutor

PERSON SPECIFICATION FOR TEACHER OF MUSIC/PERFORMING ARTS

Attributes	Essential	Desirable	Evidence
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Enhanced DBS certificate, vetting, disclosure and barring service checks Relevant PGCE or equivalent 11-18 Educated to degree level 	<ul style="list-style-type: none"> Degree in a relevant subject 	<ul style="list-style-type: none"> Production of evidence by candidate and subsequent verification
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> Knowledge and understanding of Safeguarding Familiarity with National Curriculum requirements Ability to teach in a wide range of styles Knowledge and experience of differentiated approaches to teaching the whole ability range Understanding of the role of the form tutor Understanding of the value of extra-curricular and cross curricular activities 	<ul style="list-style-type: none"> Experience of using ICT Successful experience of form tutoring 	<ul style="list-style-type: none"> Application form and subsequent verification Interview Observed lesson on interview
TRAINING	<ul style="list-style-type: none"> Enthusiasm for engaging in relevant in-service training and development of self 	<ul style="list-style-type: none"> Recent relevant in-service training 	<ul style="list-style-type: none"> Application Form Interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> High level of teaching and classroom management skills Good oral and written communication Excellent organisational skills Two satisfactory references 	<ul style="list-style-type: none"> Car/minibus driver 	<ul style="list-style-type: none"> Application Form Interview Observed lesson on interview References
QUALITIES	<ul style="list-style-type: none"> Enthusiastic Energetic Innovative Optimistic; positive outlook Flexible Team player, able to build on achievements of existing team Shows warmth Self-motivated and hard working Likes children! Sense of humour Passionate about supporting the wider personal development of our pupils 	<ul style="list-style-type: none"> Ambitious Keen to play a part in other aspects of the life of the academy 	<ul style="list-style-type: none"> Application Form References Interview
VALUES	<ul style="list-style-type: none"> Commitment to comprehensive education Commitment to teaching approaches and an environment which secures success for pupils of all abilities Commitment to close home-academy partnership 		<ul style="list-style-type: none"> Application Form Interview
CIRCUMSTANCES AND HEALTH	<ul style="list-style-type: none"> Able to participate fully in the life and work of the academy Usual medical clearance 		<ul style="list-style-type: none"> Application Form Interview Subsequent verification