

Bishop Stopford School

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HEAD OF MUSIC

*Application pack
September 2026*

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Our Intent

At Bishop Stopford School, our aim is that every student should realise his or her unique potential. Our Christian ethos and core values are expressed in all that we do: the culture is articulated through highly productive relationships and there is a strong sense of identity and belonging. As a result, our curriculum nurtures and challenges, prioritises individual worth and social cohesion, and fosters independence and interdependence. Character development goes hand in hand with our striving for academic excellence. We want students to leave us happy and healthy, with a strong moral compass as well as with qualifications which have integrity.

Aspiration underpins our curriculum: it is designed so that no student is left behind or left out because of social, learning or other disadvantage. Both the taught and the wider curriculum are carefully planned to ensure that not only are students' basic skills secured, but they provide the foundation for future success. We aim to develop highly literate and knowledgeable learners who are creative, self-regulating and resilient. They have opportunities to develop depth as well as breadth, and because they are socially equipped, they can engage confidently with the wider world.

Underpinning Principles:

- Leadership of the curriculum is active, reflective and research-informed.
- Our curriculum is unapologetically academic and knowledge-driven, ensuring Bishop Stopford students are engaged and thoughtful learners.
- Our curriculum is holistic: the spiritual, social and moral imperatives are as strong as the academic.
- Key Stage 3 lasts for Years 7-9 to allow the range of subjects to be studied and to build secure foundations for the two-year GCSE programmes of study.
- Curriculum is structured to ensure effective progression through the key stages and beyond school to further study or employment.
- Our curriculum enables all learners to progress, though development of a rich language base and challenge in every lesson



Letter from the Headteacher

September 2026

Our Ref: JS/HP

HEAD OF MUSIC

Thank you so much for accessing details of our Head of Music post. I am aware that there are other opportunities in many schools for a Head of Music, and you will be wondering what makes it worth your while to apply to our school. Besides our very recent Ofsted inspection (April 2025), where Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management were all graded Outstanding, here are a further four good reasons to apply:

- an excellent environment where Music is thriving, successful and inclusive;
- a commitment to Music beyond the classroom, working closely with NMPAT and giving older students the opportunity to lead groups;
- students are committed to learning and performing. They want to do their best and respond incredibly positively to great teaching;
- a school commitment to your professional development in line with your career aspirations and our ambitious aims.

So we would very much welcome your application if you have a real vocation to teach Music and you can work in sympathy with our values.

We are very proud that our school is so successful. Our progress places us in the top 1% of schools nationally. Ofsted commented on the 'remarkable' achievements of students across the whole curriculum, the 'exceptional' and 'inspirational' provision for personal development, and students' exemplary behaviour. These judgments are triangulated in our 2026 SIAMS inspection and a number of quality marks, such as entry in the Good Schools Guide, the national Anti-Bullying Award and Careermark Gold. We are obviously very proud of our Music Quality Mark which reflects the quality of the offer.

Our most recent student survey indicated that an amazing 99% out of over 850 students said they get on well with their teachers. Fabulous relationships make our school a wonderful place to teach – and those are evident in the staff team too. In short, teach at Bishop Stopford School and you will be cared for personally and professionally. Your career and wellbeing are paramount. It was a pleasure that in our last Staff Survey (July 2026) and recent Ofsted inspection that 100% of respondents said they were proud to work at our School. Just a few of their comments were:

- *Staff are supported and provisions are made if further support is required. Systems are organised and work effectively. Support teams are very helpful and make teachers' lives easier. A very well-run school, where staff are listened to and students perform really well.*
- *Integrity in all aspects of school work: strategy, staff development, curriculums, relationships, governance*
- *The best thing about working at Bishop is the feeling of community: staff really care about students and other members of staff. I am new and everyone has been extremely welcoming and genuinely happy to get to know me.*

If you have any queries about this post which are not answered in the information provided, or if you would like to arrange a visit, please contact Nina Fletton (Head of Expressive Arts) on nfletton@bishopstopford.com

We very much look forward to hearing from you.

Jill Silverthorne
Headteacher



Head of Music

- **Contract details:** Permanent - full time (0.8 may be considered)
- **Salary:** MPS – UPS plus TLR 2B
- **Expected start date:** January 2027

About this Role

We are looking to employ a dynamic and inspirational leader, able to develop our Music team to the next level, so that the already great provision is enhanced to ensure the strongest outcomes for all students.

This is an exciting time to take up leadership of the Music department with opportunities to re-shape the curriculum in response to the 2025 Curriculum Review and to develop teaching and learning and enrichment further to ensure high-quality adaptive teaching that meets the needs of all students.

You will be joining a highly effective team of Faculty and curriculum leaders who work collaboratively with the leadership team to enhance and further develop our provision.

You will be:

- a highly effective teacher of Music with experience of leading;
- passionate about securing the best outcomes for students;
- committed to extra-curricular Music;
- a reflective leader, willing to take your own practice to the next level;
- an academy wide team player.

We offer:

- leadership support with regular 1:1 link meetings with your Head of Faculty;
- outstanding CPD support, including support to achieve middle or senior leader qualifications.

Closing date: Monday 21st September (interviews w/c 28th September)

The school has an absolute commitment to Child Protection and Safeguarding Children. All appointments are subject to an Enhanced Disclosure and Barring Service Check.



Department Details

If you seek a post in which your passion, enthusiasm and love for teaching Music is at the forefront and you relish the idea of showcasing how you are both an inspirational and highly committed practitioner for our students, then look no further. Our Department has a great reputation within the school, locally and nationally

We are proud of our diverse and rich Music curriculum. Our Key Stage 3 curriculum helps to prepare students for the demands of GCSE while also instilling a love of Music. Students develop their performance skills (both solo & ensemble) as well as compositional skills. Students learn about a range of musical styles such as Blues in Year 8, Reggae & Film music in Year 9.

We follow the Edexcel specification at both GCSE and A level and are delighted to have a strong uptake at both GCSE and A-Level with two GCSE groups and one A-Level group.

We are a very well-resourced department and are fortunate to have 2 suites of Apple Macs which are utilised at all key stages. The computers are equipped with Garage Band and Sibelius and Muse Score. A-Level students benefit from a further designated study space where they can complete independent research and coursework. There are 4 practice rooms, used daily by peripatetic teachers: we offer lessons in strings, woodwind, voice, brass and percussion.

Extra and wider-curricular opportunities abound and as Head of Music you will be instrumental in both sustaining and developing provision further to enable all students to access these opportunities. Weekly extra-curricular groups such as Junior & Senior Choir, String Ensemble, Brass Band (who recently performed at the National Festival of Music for Youth,) Pop & Rock Groups are all well attended. All have the opportunity to perform both in school and more widely in the community. We work closely with NMPAT, not only with our weekly groups but also to provide recital opportunities and workshops. High profile events include our carol service, concerts and 'Celebration of the Arts' events. We also collaborate with colleagues in Drama and elsewhere to put on whole school shows, the most recent being *Guys & Dolls*.

The Music department forms a part of our Expressive Arts Faculty, including Art and Drama. We are a conscientious and highly effective Faculty, where routines and expectations are deeply embedded. Our lessons are delivered with consistent challenge and expertise enabling our students to unlock their unique potential in a variety of ways. Student achievement is the primary focus, and progress is closely monitored. We work as a cohesive, supportive team and the curriculum is a collaborative effort.

Professionalism, leadership and innovation are central to the Faculty and School ethos, and continuing professional development is at the heart of teachers' experience here. We are looking forward to appointing a Head of Music who will add to our reputation for excellence, our high standards and take us to the next level.

Faculty Members

There are 8 Faculty members in total; many of whom are TLR postholders in addition to their teaching roles.



Job Description

Purposes:

- To secure the highest outcomes for all students by ensuring “quality first” teaching

Organisational relationships:

- Responsible to: Head of Expressive Arts
- Responsible for: the performance of the Music team and outcomes for students

Specific responsibilities

1. Leadership

- To deliver the academy's Intent across the Music curriculum and provide a compelling vision for the subject
- To uphold the academy's ethos and culture in all aspects of work
- To develop and maintain a culture of high expectations for self and others
- To achieve high standards of learning, attainment, progress, behaviour and motivation
- To maintain up-to-date knowledge of national and local initiatives which could affect academy policy and practice
- To ensure all attainment and progress targets are met, and improvement is secured
- To provide monitoring and other reports as required by the Head of Faculty, SLT, governors and external agencies
- To ensure the academy upholds its duties and complies with all relevant legislation (e.g. SEN Code of Practice, Equality Act 2010, Public Sector Equality Duty)
- To be a visible presence for students, parents and the local community and sustain effective and positive relationships

2. Curriculum, teaching and learning

- To organise and deliver a highly relevant and stimulating Music curriculum
- To identify and adopt the most effective teaching approaches for Music ensuring their use is embedded across the team
- To enable teachers to practise quality first teaching
- To ensure that teachers are aware of the profiles of their classes, and implement adaptive methods to support identified students effectively
- To support Faculty and school systems for tracking and interpreting assessment data for students, and implement appropriate actions
- To design effective intervention programmes for students in each key stage
- To lead the extra-curricular programme for Music

3. HR

- To lead and manage the Music team and its resources effectively
- To ensure the team recognises and fulfils its statutory responsibilities
- To ensure training, learning and subject knowledge development is targeted to needs and positively impacts on students
- To be involved in the recruitment of staff and induction of all new staff To contribute to, where appropriate, CPD programmes for ECTs and trainees
- To develop the team effectively through the Performance Development process (appraisal)
- To continually develop own professional knowledge and to participate in performance development processes
- To work with other school leaders (eg SENDCo, PP Co-ordinator and Heads of Key Stage) to ensure appropriate provision is in place to meet student needs

4. Operations

- To use data accurately to inform improvement planning and support strategies to raise attainment, secure good progress and address underperformance of groups and individual students
- To ensure the subject meets its statutory responsibilities for Health & Safety
- To ensure all record keeping is robust, accessible and up to date
- To ensure all processes around supporting students with identified needs (e.g. EHCP, PP, LAC, EAL) are implemented, monitored and reviewed effectively
- To communicate effectively with all stakeholders
- To use parent and student voice to strengthen provision
- To manage the budget and to ensure that resources are used to secure the best possible outcomes
- To lead and co-ordinate wider and extra-curricular Music provision



Person Specification

Attributes	Essential	Desirable
Qualifications and Experience	Undergraduate degree in Music, or a related subject Held QTS for at least 4 years Highly effective teacher in all key stages Evidence of undertaking recent CPD (past 12 months) in area/s relating to this post Experience of accurate evaluation and improvement planning to raise standards for a cohort/subject	Evidence of further qualification in a related area Experience of successful team leadership within Music, a whole-school project or other activity Completion of relevant NPQ Evidence of participation in research pertaining to the area Planning and delivering CPD Budget management Experience of successfully introducing a new initiative or managing change
Knowledge, Skills and Abilities	A proven track record of sustained, highly effective classroom practice, demonstrating significant value added Clear understanding of 'quality first' teaching Excellent leadership traits and a strong team player Knowledge of recent/current developments, initiatives and legislation relating to the area Able to utilise data effectively to monitor progress and evaluate performance Confident in using IT for a range of purposes Appreciates the need for confidentiality	Highly effective communicator with a range of stakeholders Holds people to account robustly and effectively Highly effective manager, with excellent organisational skills Knowledge and or delivery of alternative curriculums Experience of using quality assurance processes to monitor, evaluate and review teaching quality
Personal Qualities	Commitment to equal opportunities for all Resilient A positive mindset focused on solutions Pays careful attention to own wellbeing Able to maintain trust and be highly respected by all stakeholders High expectations and a passionate commitment to developing each student's unique potential – both within the taught curriculum and beyond Commitment to CPD Open to new ideas and approaches Willing to take advice and feedback Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people Generous in time and spirit High order personal organisation and time management Professional in demeanour and dress Willing to contribute to the wider life of the academy Willingness to be engaged in partnership and community activities and commitment to the vision and values of the Academy	Contributor to wellbeing provision An appetite to deepen knowledge of leadership strategies to continually improve the quality of learning of students in Music Successful record of working with parents





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