



THE DEAN ACADEMY

Preparing you today for a successful tomorrow



HEAD OF MUSIC





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of five secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

Matthew Evans
Chief Executive Officer
The Athelstan Trust



The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme





Dear Candidate,

Thank you for the interest you have shown in joining our school community here at The Dean Academy as Head of Music. We are one of the most improved schools in the South West and we are driven by becoming the outstanding local school of choice for all families and staff. Situated close to the border of Gloucestershire and Monmouthshire in an area of outstanding natural beauty, we are looking to appoint a leader who is highly effective, resilient, and motivated.

We are a school that has been on an incredible journey of improvement. Our continued and sustained improvement in GCSE outcomes over the last 4 years coupled with a rich extra-curricular offer highlight the impact of our hard work to raise standards and offer the very best opportunities for the students. We are a fully inclusive comprehensive school whose student numbers have grown rapidly in recent years and we now have approximately 820 on roll. This dramatic increase in scale brings amazing opportunities for everyone involved in our community and it is a very exciting time to be thinking about joining our organisation. We look forward to hearing from you if you think you could make a difference and have something special to bring to a school “where pupils thrive”.

If you choose to join our team and work with us at The Dean Academy we can offer:

- An exciting career in a rapidly improving, highly ambitious workplace
- The chance to join an incredibly supportive group of colleagues, leaders, local governors and Trust leaders
- A personalised coaching programme so you can fulfil your potential as a teacher / leader
- The opportunity to work collaboratively within The Athelstan Trust
- An opportunity to work within our truly comprehensive school and become an integral part of the school and local community

Please feel free to contact the school for a tour as you consider your application, and we look forward to meeting you!

Hannah Rowlands
Headteacher





JOB ADVERT

HEAD OF MUSIC

(M1 – M6 and UPS 1 – 3) + TLR 2a

Start date: 13th April 2026

Permanent post

Flexible working applications will be considered

This exciting opportunity has arisen because of the rapid expansion of our school community, and we are looking for an ambitious and positive individual to lead our growing Music department. The Dean Academy is a 'Good' school with experienced staff and an ambitious Senior Leadership Team. You will receive exceptional CPD and be part of a supportive team of Middle Leaders, working collaboratively shaping the curriculum our students received. The successful candidate will be responsible for the planning, teaching and assessment of classes throughout Key Stages Three and Four.

The Dean Academy is an 11-16 school with approximately 820 students on roll in Lydney, in the beautiful Forest of Dean. As a local and fully comprehensive school, The Dean Academy is part of the highly successful Athelstan Trust. We are a school who have been on an incredible journey of rapid improvement and were judged as “good in all areas” in September 2021. The successful candidate will share the drive and ambition of our dedicated staff in continuing this community of transformation and will be keen to deliver exceptional education in a “school where students thrive”.

The Athelstan Trust is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in being called for interview, all candidates are expected to apply for an enhanced DBS before appointment is confirmed. References will be sought for shortlisted candidates before interview. Please be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

Closing Date: Thursday 11th December 2025, 12 Noon. Interview date to be confirmed.

Applications will be considered as they are received; we reserve the right to make an appointment prior to the closing date.





JOB DESCRIPTION

HEAD OF MUSIC

A. Professional Expectations

- Follow The Dean Academy Code of Conduct and meet the expectations of the National Professional Standards for Teachers at the appropriate level
- A commitment to safeguarding children and to following the agreed policy and procedures
- Promote the Core Values and the professional expectations of the academy, and implement all academy policies
- Take responsibility for personal CPD and participate pro-actively in the Appraisal process, including though line management of colleagues in the faculty
- Liaise with SENCO and other relevant colleagues to ensure that all students' needs are met
- Maintain an effective working relationship with Line Manager, and other colleagues in the academy, Link Governor and parents/carers
- Work collaboratively with appropriate outside agencies
- Work collaboratively to ensure the continued success and future development of the subject
- Assess Health and Safety risks and ensure that obligations are fulfilled, taking responsibility for all Music teaching environments and adhering to/developing relevant risk assessments
- To participate in the meetings programme of the school
- To comply with the school's Data Protection Policy
- Promote equal opportunities and tackle discrimination or inequality of any kind

B. Teaching and learning

- Create and maintain a positive ethos of success in the classroom





- Ensure that students fulfil the requirements of examination courses to ensure maximum student achievement in examinations
- Lead the development and implementation of an inspiring, well sequences and ambitious modern Music curriculum at both key stages
- Complete the academy Music Development Plan
- Deliver high quality lessons and to help monitor, develop and enhance the teaching practice of others within the faculty
- Ensure that assessment is robust and in line with school expectations, standardising assessed work across the department
- Use information about students' prior achievements to secure progress, ensuring high impact, strategic intervention or development procedures to ensure all students work consistently and effectively to their personal best
- To keep up to date with national developments in Music education
- To lead and facilitate the planning and coordination of extra-curricular trips and clubs
- Ensure that good practice is shared across the department and across the academy
- Manage learning resources effectively, including ICT
- Maintain and develop resources to create a stimulating and effective environment for Teaching and Learning
- To keep accurate records of the work covered by all teaching groups, including records of homework and coursework set as part of the scheme of work
- To keep accurate records of students' progress and prepare such assessments and reports as are required by the faculty/subject area, school or National Curriculum
- To liaise with, and set appropriate tasks for, Teaching Assistants allocated to groups or individuals taught





- To review, produce and carry out tasks allocated in accordance with the faculty improvement plan
- To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher

We are responsible for promoting and safeguarding the welfare of students at the school.

Other Duties

The postholder may be required to undertake training and perform duties other than those given in the job description. The duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not justify the re-evaluation of a post. Where a permanent and substantial change in the duties and responsibilities occurs, then the post would be eligible for re-evaluation.



Essential	Evidence	Essential	Desirable
1. Commitment to safeguarding children and following appropriate procedures		√	
2. Commitment to, and promotion of our academy core values	Application References	√	
3. Excellent classroom practitioner	Observed lesson References	√	
4. Commitment to the principles of the secondary strategy	Application Interview Observed lesson	√	
5. Ability to develop and lead innovative Teaching and Learning Strategies.	Application Interview		√
6. Excellent organisational and communication skills	Interactions during the process References	√	
7. Sense of humour Good interpersonal skills	Application Interview Interactions during the process References		√
8. An ability to work effectively with staff and students, and to use data effectively to drive up standards.	Application Interview Interactions during the process References	√	
9. Ability to manage student behaviour to ensure effective learning	Application Observed lesson Interview References	√	
10. Previous experience of middle leadership	Application Interview References		√
11. Previous experience of raising attainment in Music	Application Interview References	√	



12. Willing and able to work independently and as part of a team, forming strong working relationships with staff.	Application Interview Interactions during process References	√	
13. Willing to lead and participate in wider school activities and departmental extra-curricular activities/events	Application Interview References	√	
14. QTS status	Application	√	

