



Head of Music



Dear Applicant,

Thank you for your interest in the position of Head of Music at Endeavour Learning Trust.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information. I hope you find it helpful and on behalf of the whole Endeavour community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools we currently have four secondary schools and two primary schools. Two further primary schools are due to join our Trust in November 2024. Our family of schools extends beyond Endeavour, and we work collaboratively with a number of schools across our region.

This is an incredibly exciting time for the Endeavour community as we look to maximise the benefits of our collaborative partnership that has been developing since the inception of Endeavour Learning Trust in 2016.

Endeavour Learning Trust is a community of schools working together to offer the very best opportunities to the children and communities we serve. We look beyond the imaginable. We ignite curiosity and inspire discovery. And we love it!

Ultimately, our work is centred around our children, ensuring that every one of them has an equitable opportunity to benefit from a transformative education. This means extending beyond academic achievement by providing a rich and diverse offer for students to develop their skills, qualities and talents.

We are clear that our colleagues are central to our ambitions for our children and communities. They too deserve every opportunity to develop and flourish as professionals. We are determined to deliver a sector-leading experience so that, in turn, our colleagues can continue to serve our young people and communities to the best of their abilities.

We hope the enclosed information will give you good insight into our Schools & Trust.

We look forward to viewing your application.

Yours faithfully,

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

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

ENDEAVOUR LEARNING TRUST

OUR SCHOOLS





About Ormskirk

Ormskirk School is a vibrant secondary school and sixth form located in Ormskirk in the county of Lancashire.

Our school community is built upon shared core values. Our belief in opportunity for all means that we are an inclusive and aspirational school, encouraging all to aim high and enjoy their learning. Although we have been through a difficult time recently as a school we are now enjoying rapid and sustainable development in partnership with Endeavour Learning Trust.

We value and celebrate the many and varied achievements of all; recognising the exciting and limitless potential that students have and encouraging them to fulfil this in a caring, disciplined and inspiring environment.

Our overall aims are to provide:

- A world class education for all our students, regardless of ability or background, which builds resilience, confidence and drive, in an ever-changing world
- A workforce of the highest calibre, with a winning combination of teamwork, skill, experience, passion and an unwavering commitment to excellence
- A relentless focus on individual and collective improvement and personal and professional development, in an ethos of high expectations and personal ambition
- The moral imperative to ensure that no child is left behind and no individual is overlooked in their uniqueness and distinctive potential
- A nurturing environment, where everyone feels safe and valued and where we get the balance right between encouragement and support and stretch and challenge, so that all of us can aim high and work together to make those aspirations a reality
- A genuine commitment to foster partnerships, across our family of schools, with our parents, other strategic partners and our wider communities
- The expertise to efficiently and effectively deploy and maximise our resources across the Trust and our wider networks and partnerships

Our commitment is to make Ormskirk School and Sixth Form College a place where excellence and high expectations are recognised as the norm: a school to which everyone is proud to belong.

Our family ethos is tangible; we work as a team; we want the best for everyone. But we are also staunch in our commitment to doing this in a way which protects the wellbeing of our staff and our students; our commitment to reducing workload is non-negotiable. We seek to thrive; individually, together, in our classrooms, staffrooms, schools and across the Trust.

If you feel you share our values, have the vision and drive for excellence and want to be part of a dedicated team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

Yours faithfully,

Mr J Burnham
Headteacher

Head of Music

Full time, Permanent

MPR1 - UPR3

£30,000 - £46,525 per annum plus TLR 2.2 £5,351.

Closing Date: 3rd October 2024

Interview Date: 7th October 2024

This is an exciting time for Ormskirk School as we have now formally joined Endeavour Learning Trust, taking full advantage of an existing partnership which is rapidly transforming our school, and which has already provided a wide range of opportunities for staff and students alike over the past two years.

We wish to appoint a driven, innovative and inspiring Head of Music, who will lead the development and improvement of our curriculum at all key stages. The suitable candidate will be able to identify opportunities to improve the curriculum at all levels and drive the requisite changes within the department, throughout Key Stage 3, GCSE and within the development of our Sixth Form Music provision.

Our Music department has a long history of outstanding results and the team is completely committed to further developing and building on the good practice in school and across the Trust. The department is well resourced and has well established extracurricular program and a dedicated team of instrumental staff that further support our fantastic musicians in school. There are opportunities for music concerts through out the year along with the whole school production once a year. We are proud to work in partnership with Lancashire Music Service and are the lead centre for their programme of delivery.

This is an excellent opportunity for a dynamic and energetic specialist practitioner to join our staff team at a very important time in the school's development.

In return we offer supportive leadership at all levels, a positive learning environment, on-going professional development and the opportunity to make a difference working in a thriving school with wonderful young people, of whom we are very proud.

HOW TO APPLY

To apply, please complete an application form in full and in addition, please outline any relevant experience and personal qualities you would bring to Endeavour Learning Trust and send to vacancies@endeavourlearning.org

Refer to the job description and person specification as a guide and give specific examples to demonstrate your suitability for this post.

Applications should be submitted by 9am on Thursday 3rd October 2024

Interviews are to be held on Monday 7th October 2024

If you require any further information about this role please contact our Central HR Team at vacancies@endeavourlearning.org or on 01772 817904

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

CREATIVES FACULTY PROFILE



At Ormskirk School, we believe that our pupils deserve a broad, diverse and knowledge-rich Creative curriculum that allows our pupils to grow and explore the creative curriculum. Creatives includes the subject areas of Art, Music, Drama, Food and Design Tech.

All Creatives subjects are taught throughout Years 7 & 8 on a carousel. Students do two of the subjects at a time for 5 lessons each per fortnight, and rotate each half term. In Year 9, pupils then have the opportunity to continue with two of these subjects as a 'taster' to help them to decide whether they wish to opt for them at GCSE and A Level. The Creatives faculty is led by the Head of Creatives and Art, who is supported by the Heads of Drama, Music, DT and Food. Each subject within the faculty is intrinsically different but the faculty works as team to improve the learning experience for all pupils and believes in sharing and implementing good practice throughout each subject area. Teamwork is a central feature of the faculty and the positive relationships within the subject areas are a definite strength. To further our students' learning and cultural experiences, plans are currently in place for a number of extra-curricular trips to enhance our pupils' subject knowledge and cultural capital.

The faculty staff are passionate about their own discipline and we hope this love of our own subjects is passed on to our pupils through our lessons and enthusiasm. Our subjects are all popular options at GCSE.

THE CURRENT FACULTY STRUCTURE:

The Faculty consists of:

- Head of Art
- Head of Music
- Head of Drama
- Head of Technology
- Head of Food
- One Head of Year and Teacher of Music
- Two Art teachers
- One Associate Assistant Headteacher and Drama teacher
- One Design Teacher
- One Food Teacher

MUSIC:

Scheme of Work and Resources

At KS3, students develop skills in performing (including singing), improvising, listening and composing. They acquire a knowledge of basic music theory. The department is well-resourced with keyboards, samba and djembe drums, ukuleles and a suite of iMacs and MIDI keyboards with Logic Pro X.

At KS4, musicians study Eduqas Music GCSE. There is a strong team of instrumental teaching staff who help to support the performance element of the course and all students have access to Logic Pro X and Muse Score.

KS5 students study the BTEC Level 3 Extended Certificate in Music Performance. The instrumental team support the recital and ensemble elements of the course. For composition, students have access to Logic Pro X and recording facilities.

Head of Music



Ormskirk School

JOB DESCRIPTION

Job Purpose

You are required to carry out the duties of a school teacher as set out in the School teachers' Pay and Conditions Document (STPCD)

To work with all stakeholders and contribute towards delivering the aims of Endeavour Learning Trust.

To plan, develop and deliver high quality lessons and schemes of work, using a variety of approaches, to continually enhance teaching and learning and to maximise individual progress for students.

To maintain and build upon the relevant standards achieved in the award for QTS (Secondary) as set out by the Secretary of State.

To lead the subject appropriately in providing effective leadership and management and to contribute to building and maintaining an effective teaching team which continually strives to enhance the quality of teaching and learning and outcomes for students.

To support the Head of Faculty and deputise when appropriate and directed.

To contribute to the Trust appraisal systems and lead on appraisal within the subject and within the line management structure.

To support and challenge the staff within the faculty to ensure that their professional development is constantly reviewed and based on best practice and research-based evidence.

To contribute as appropriate to a personalised learning agenda to meet the needs of individual students

Raise standards of student attainment and achievement within the subject and to monitor and support student progress particularly Pupil Premium Students, SEND and other disadvantaged students.

To lead on aspects of quality assurance of the effectiveness of the subject and take appropriate action as required.

To ensure the maintenance of accurate and up-to-date information concerning the subject on the management information and tracking systems.

Effectively manage, deploy and develop teaching/support staff, financial and physical resources within the subject.

To contribute to the Academy's delivery of engaging and effective teaching and learning strategies

To consistently apply the Academy's Behaviour and Rewards Policy

Teaching and Learning

- Manage student learning through effective teaching in accordance with the Faculty/Department's schemes of work and policies.
- Ensure continuity, progression and cohesiveness in all teaching.
- Use a variety of methods and approaches, including differentiation to ensure stretch and challenge for all students and to meet curricular objectives and to ensure equal opportunity for all students.
- Set assessments and homework regularly in accordance with the Academy policies and guidelines, to consolidate and extend learning and encourage students to take responsibility for their own learning.
- Work with SEND staff and pastoral support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.

- Set high expectations for all students, particularly Pupil Premium students, to deepen their knowledge and understanding, to raise aspirations and to maximise their individual achievement.
- To plan and execute appropriate intervention strategies within the classroom to address potential underachievement and log as appropriate
- Use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.
- Inspire creativity, independence and critical thinking
- Contribute towards social cohesion

Curricular/Faculty Development

- To lead the development of comprehensive schemes of work which include a range of teaching and learning methods and activities providing a rich experience for all students, and incorporating a variety of assessment methods at key points to enable accurate judgements to be made on student progress within the Assessment for Learning Agenda.
- To fully engage with Trust and whole Academy initiatives for collaborative planning and moderation.
- To share in the development of Faculty/Department classroom and intervention strategies for students' literacy, numeracy and spiritual, moral, social and cultural development.

Management of Staffing and Resources:

- To manage the available resources of space, staff, money and equipment efficiently within the defined guidelines; including deploying the subject budget, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records.
- To work with SLT in order to ensure that the subject's teaching commitments are effectively and efficiently time-tabled and roomed.
- To undertake Appraisal Review(s) and to act as reviewer for a group of staff within the designated faculty.
- To make arrangements for classes for absent staff, ensuring appropriate cover and work set.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with Academy procedures.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the Faculty's participation in the Academy's ITT programme.
- To be responsible for the day-to-day management of staff within the designated faculty and act as a positive role model.

Monitoring, Assessment, Recording, Reporting, and Accountability

- To ensure the maintenance of accurate and up-to-date information concerning the faculty on the management information and tracking systems.
- To provide the Executive Team, Senior Leadership Team, Head of Faculty and Local School Council with relevant information relating to the subject's performance and development including reporting on external examination performance.
- Be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.
- Contribute towards the implementation of 'Pupil Passports' as detailed in the current Code of Practice and school policies particularly the planning and recording of appropriate actions and outcomes related to set targets and suggested strategies.
- Assess students' work systematically and use the results to inform future planning, teaching, moderation and curricular development and to refine accurate predictions of student outcomes.
- Keep up to date with data on student progress and use it effectively in planning and preparation.
- Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful and accurate reports as required.
- Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

Subject Knowledge and Understanding

- Have a thorough and up-to-date knowledge and understanding of the National Curriculum requirements and assessment requirements and specifications for examination courses.
- Keep up-to-date with research and developments in subject/pedagogy.

Professional Standards and Development

- Be a role model to students through appropriate personal presentation and professional conduct as in the Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings and the school policy and procedures.
- Arrive in class, on or before the start of the lesson, and begin and end lessons on time and be a presence around school and between lessons, ensuring high standards are maintained.
- Cover for absent colleagues in line with agreed school policies.
- Be familiar with and supportive of all the School's policies and procedures including Safeguarding and Health.
- Establish effective working relationships with professional colleagues.
- Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- Liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare as directed by the School.
- Be aware of the role of the Governing Body of the School and support it in performing its duties.
- Be familiar with and implement the relevant requirements of the current SEND Code of Practice, DDA and Access to Work.
- Consider the needs of all students within lessons (and implement specialist advice) especially those who:
 - have SEND
 - are disadvantaged (including PP, FSM, CLA, Forces Children and EAL)
 - are Able, Gifted and Talented
 - are mobile students

Liaison/communication

- Meet regularly and work with the Head of Faculty for professional support and to develop effective subject management
- Liaise with other subject teachers in order to utilise effective practice from across the curriculum
- To ensure that all members of the subject are familiar with its Trust aims and objectives through the chairing of faculty briefings and meetings
- To ensure effective communication/consultation as appropriate with colleagues, leadership, parents and students.

Health and Safety

- Be aware of Basic First Aid procedures.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare and fire procedures.
- Work to the school's policies.

Continuing Professional Development - Personal

- In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the curriculum, which may lead to improvements in teaching and learning.

- Undertake any necessary professional development as identified in the School or Faculty Improvement Plan and Appraisal processes taking full advantage of any relevant training and development available.
- Maintain a professional portfolio of evidence to support the Appraisal process.
- To work to the school's policies

Continuing Professional Development – Staff

- Contribute as appropriate to the school's CPD programme.
- Support trainees and ECT's to ensure they are appropriately monitored and supported if applicable.

Tutor Role

- Every classroom teacher may be expected to be part of House team and to work to the Personal Tutor job description

Safeguarding

- To be responsible for promoting and safeguarding the welfare of children and young persons with whom the post-holder comes into contact with, or is responsible for in line with School Policies.

PERSON SPECIFICATION

Personal Attributes required (on the basis of the job description)	Essential (E) Or Desirable (D)
QUALIFICATIONS AND TRAINING	
The successful candidate will have:	
Qualified Teacher Status	E
Effectiveness as a Teacher in their specialism	E
DBS Clearance	E
EXPERIENCE	
The successful candidate will have:	
A proven track record of successful teaching with evidence of enhancing student achievement, especially at GCSE level	E
A demonstrable commitment to CPD and a thirst for reviewing and developing teaching and learning strategies	E
A commitment to engage in and use educational research for the development of teaching and learning	E
An ability to be part of a team	E
Infectious enthusiasm in the classroom and around school	E
Ability to develop independent learning and enquiry skills in students	E
Excellent classroom management and organisation	E
Awareness of the principles of Assessment for Learning	E
An understanding of how data may be used to monitor and improve pupil performance and the effective use of school tracking and reporting systems	E
Ability to accurately assess and predict student progress	D
An understanding of how data may be used to monitor and improve pupil performance	D
Awareness and commitment to a personalised learning agenda	E
ICT literate and a willingness to further develop their skills	E
Motivation to work with children and young people	E
Ability to form effective and appropriate professional working relationships with young people with clear boundaries	E
Ability to develop appropriate use of authority within an ethos of mutual respect in accordance with the Behaviour Policy	E
PERSONAL ATTRIBUTES	
The successful candidate will have:	
Emotional resilience in dealing with the challenges of the role	E
A genuine passion for education	E
A commitment to the Aims and Vision of the Trust, the School Development Plan and the Faculty Development Plan	E
A willingness to undertake further training and professional development	E

Compliance and adherence to the document 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings'	E
Compliance and adherence to the document 'Guidance for Conduct'	E

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