



Head of Music Information for Applicants



Welcome from the Headteacher

I am delighted to welcome you to Denefield. Denefield is an ambitious, successful and over-subscribed school located in the western Reading suburb of Tilehurst. We are driven by a desire to ensure that students achieve 'Success for Life' – learning the knowledge and skills they need to excel in their examinations and qualifications as well as developing the CHARACTER values to thrive in modern life. Denefield was named School of the Year at the 2021 Pride of Reading Awards – the first secondary school ever to have won this prestigious accolade. Our most recent (2023 & 2024) examination results put student progress and attainment in the top 20% of schools nationally.

Our aim is that **every student**, regardless of ability or circumstance, leaves Denefield with the foundation for a rich and fulfilling life. Success for life is underpinned by the curriculum we teach, the qualifications that students gain and by the CHARACTER values that are embedded throughout the school. Denefield students are happy, confident and polite making this an excellent environment in which to work.

Denefield offers a rigorous and engaging **curriculum** at GCSE and A Level, with creative and practical subjects alongside traditional academic courses. The school has a faculty structure, with three core faculties of English and Media, Maths, ICT and Computing, and Science and Social Science, as well as four foundation faculties of Humanities, Languages, Business and Travel, Creative and Performing Arts, and Physical Education and Health. The seven Heads of Faculty drive teaching and learning in the school, and staff are supported by a full programme of training and professional development, clear schemes of work, and a consistent but flexible approach to pedagogy summarised as our 'Lesson on a Page'.

Students at Denefield work hard at the school's nine CHARACTER **values** – confidence, happiness, articulacy, resilience, ambition, courage, tolerance, empathy and respect. They have the opportunity to develop these during subject lessons, in assemblies and house competitions and as part of our timetabled Success for Life curriculum. Students also build their CHARACTER values through participation in sports teams and competitions, attendance on school trips and residential in the UK and abroad, and involvement in the wide range of clubs and extra-curricular activities offered at the school.

We have very high **expectations** of students in terms of behaviour and culture. Students and staff deserve disruption-free classrooms. We have clear, consistent and certain systems in place to enable this, supported by a proactive and visible senior leadership team. As a result visitors to Denefield routinely comment on how calm and purposeful the school is. I am also particularly proud of the school's supportive pastoral system. Every student is assigned to one of four houses and is part of a vertical tutor group. Our four heads of house are responsible for behaviour and culture, and we have three welfare managers who oversee students' welfare and mental health. Many students are involved in the running of the school, by involvement in clubs and activities and the many community engagement activities on offer.

Denefield's **sixth form** curriculum is designed to ensure students can access the most competitive universities, including Russell Group and Oxbridge, with three students gaining places at Oxford for 2024. Many students also progress to the most sought-after apprenticeships such as with AWE, Bayer and Microsoft. We have a Sports Coaching and Player Development programme which leads to advanced sporting qualifications and performance in addition to A Level qualification. Our Sixth Form leadership team play an active role in the school, and students are expected to undertake community service in the school or wider society.

Denefield is located in Tilehurst, some four miles from Reading town centre. Our estate backs on to farmland and woods and is generous in size, extending to some 23 acres and boasting well-maintained buildings and grounds. In recent years the school benefited from £9m of **investment**, creating an expanded canteen area, along with new facilities in the Science and Art, Design & Technology departments, as well as a new display and assembly space – fittingly called the Da Vinci auditorium. Our floodlit 3G pitch opened for school and community use in December 2021 and provides a first-class facility for PE lessons, training and competitive matches. We have recently been granted approximately £1m from the Department for Education to provide solar-powered air conditioning for approximately 20 classrooms and offices and this will be installed over the coming months.

The school can only be as happy and successful as the **staff** it employs. We work hard to ensure that staff have a positive work-life balance. We have centralised behaviour management systems and a standardised curriculum with faculty members sharing the preparation of lessons and resources. We aim for only one after school event or meeting per week, and have significantly reduced the number of times we collect student data. Many staff live close to school and a significant number send their own children to Denefield. Staff are a close-knit community and regularly socialise together.

Staff benefit from:

- Supportive faculty structure with collaborative planning and preparation to increase efficiency and minimise workload
- High quality professional development and the opportunity to train and mentor student teachers
- Excellent student behaviour based on respect and high expectations alongside a dedicated and supportive pastoral team
- Priority places for children of Denefield staff
- On-site nursery
- Onsite parking
- Free flu vaccinations
- Highly subsidised cycle to work scheme
- Subsidised canteen
- Employee assistance programme.



Tilehurst is also a fantastic place to work and live. Tilehurst railway station is located approximately a 15 minute walk from Denefield. It has regular Great Western Railway services between Reading (5 minutes), London Paddington (40 minutes) and Oxford (40 minutes). The school is served by the number 16 Reading bus which operates up to four times per hour during peak times, providing a 20 minute journey into and out of the centre of Reading. Henley, Marlow and Windsor are also all within easy reach.

We are not resting on our laurels, and there is much still to do. Denefield is already a positive and vibrant community where standards and outcomes are excellent. Our strategic plan focuses on five areas that we will continue to develop to ensure that Denefield is consistently the best school locally and regionally - for students, for staff and for the local community.

I hope that you will take the time to visit us and to reflect carefully on the potential this post will offer you. If you like what you see and wish to be considered for the role, please complete the relevant application form. Please include details of the skills, qualities, attributes and experience you would bring to the role based on the information provided in the job and person specification.

At Denefield we take safeguarding very seriously and we are committed to safer recruitment and promoting the welfare of students and expects all staff and volunteers to share this commitment. Our comprehensive recruitment and selection processes aims to discourage and screen out unsuitable applicants. Successful candidates are subject to rigorous pre-employment checks. All short-listed candidates will be subject to online searches and any successful candidates will be required to complete a Disclosure and Barring Service (DBS) check. All candidates will be required to submit the names of two referees, one of which must be your most recent employer. CVs will not be accepted.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected and able to give their best. We are committed to providing equality and fairness in our recruitment and employment practices and not to discriminate on any grounds. We oppose all forms of unlawful and unfair discrimination.

I hope you will consider joining my team and I look forward to receiving your application form. Please do not hesitate to contact me, or indeed one of my colleagues, should you wish to discuss the role further or arrange a visit.

Mr E Towill MA (Oxon)
Headteacher

About the Role

We have an exciting opportunity for a passionate and enthusiastic subject leader for music. So, if you believe you have what it takes to excite students beginning their KS3 journey in the world of music and to inspire them to engage in further study at KS4 and 5 this may just be the role you are looking for.

We are looking for someone who:

- is an established teacher looking for a golden opportunity to lead and develop a forward-thinking music department within a highly successful Creative and Performing Arts Faculty.
- has a keen interest in a wide range of music genres including contemporary, and a visible passion for music.

The successful candidate will benefit from

- A spacious well-resourced working environment, consisting of two specialist music teaching rooms, a computer room fitted with Cubase, a recording studio and a number of practice rooms.
- A thriving programme of extra-curricular clubs, activities and visits, including annual school musical, student and staff choirs and peripatetic music tuition provided by Berkshire Music Trust.
- Outstanding professional development opportunities with an exceptional in-house annual training programme, enabling staff at all levels to follow a personalised programme linked to their performance management needs.
- Support to take part in recognised leadership qualifications including national professional qualifications for middle or senior leaders.
- A strong, successful curriculum that produces excellent outcomes at Key Stage 4 and 5.
- Excellent student behaviour based on respect, high expectations, trust, clarity and clear routines. Students are happy, confident and polite which contributes towards our excellent working environment, which is supported by a proactive and visible Senior Leadership Team.
- Onsite parking, a highly subsidised cycle to work scheme and subsidised canteen.
- Employee Assistance Programme.
- Keen promotion and support of staff health and wellbeing. We work hard to ensure that staff have a positive work-life balance, aiming for only one after school event or meeting per week.
- A very supportive approach to flexible working and the benefits it provides.
- A welcoming and stimulating staff area where free tea and coffee are available.
- Air-conditioned classrooms
- Free flu vaccinations during our October INSET day.

Job Description

This job description details responsibilities but is not prescriptive and does not direct any particular priorities or amount of time to be spent carrying out the duties. It is not necessarily a comprehensive definition of the post. This job description may be subject to amendment in order to meet the changing needs of the school, following appropriate consultation.

Leadership and Management

- The overall responsibility for the leadership, organisation, development, monitoring and evaluation of all aspects of the department's work.
- Responsible for PP and SEND provision within the department, including the quality of education and student progress/attainment.
- Responsible for High Achieving Student provision within the department, including quality of education and student progress/attainment.
- Organising appropriate intervention and enrichment opportunities, within the department, to help accelerate progress and raise student attainment and engagement.
- Supporting the Head of Faculty with day to day oversight of the faculty.
- Deputising for the Head of Faculty where necessary (for leadership positions of TLR 2B and above)

Curriculum and Assessment

- Audit and enhance curriculum maps and assessment maps for KS3, 4 and 5
- Ensuring that all students receive a high quality of education across the department, appropriate to their needs and in line with the school's agreed curriculum principles.
- Ensuring accurate data analysis in own department.
- Ensuring that all students' progress, within the department, is assessed, recorded and reported on in line with whole school policy.
- Ensuring that students are prepared and entered for appropriate examinations within the department.
- Ensuring that the faculty makes an important contribution to aspects of whole curriculum review and development.

Personnel

- Leading and encouraging effective team work in the department/faculty by organising regular meetings and providing advice and support.
- Conducting drop ins, learning walks, observations and deep dives.
- Conducting appraisals in line with whole school policy.
- Facilitating the professional development of subject teachers and support staff in the department by providing/arranging relevant training.
- Holding departmental staff to account for delivering the highest quality of provision and for sustaining improvement in student outcomes.
- Working alongside other school leaders to help create a strong community of learners.
- Ensuring departmental specific mentoring, coaching is in place across the department to supervise and support ECT1s and ECT2s.

Finance

- Identifying resource needs in line with the department's development plan.
- Managing the department's budget to ensure that expenditure is in line with identified needs and developmental targets.

Extra-Curricular

- Supporting the Head of Faculty with the introduction, promotion and development of extra-curricular activities that stretch, challenge and inspire students and accommodate all levels of ability with specific opportunities for music.
- Supporting the Head of Faculty in developing strong links with parents and the local community through, for example, activities with link primary schools.
- Responsible for overseeing, maintaining and further developing peripatetic music tuition.

Site Management

- Ensuring that the department provides an attractive and stimulating learning environment by maintaining its good standard of accommodation, equipment and display.
- Ensuring that displays within the department are varied and regularly updated or changed.
- Ensuring that staff and students respect and care for the area by promoting a caring ethos and implementing appropriate strategies for resource/area management.
- Liaising with the Facilities Manager to ensure that facilities and equipment are properly maintained.

Pastoral Responsibilities

- Ensuring that a caring and well-disciplined learning and social environment is maintained within the department.
- Supporting the Head of Faculty with behaviour management across the faculty, supporting colleagues and intervening where appropriate.
- Ensuring that the faculty uses the system of rewards and sanctions outlined in the school behaviour policy effectively.
- Liaising with Heads of House and Deputy Heads of House with regard to issues of student welfare and behaviour, and providing specific support to students where necessary.
- As a tutor, supporting and monitoring the social and academic development of the tutor group and contributing to the development of the Success for Life programme.
- Attending and assisting with the organisation of appropriate Parents' Evenings, Open Evenings and Transition events.

Whole School Responsibilities

- Undertaking the main professional duties of a teacher and school leader as set out in pay and conditions of service.
- Representing the views, concerns and interests of the department at meetings and other forums as required.
- Supporting the school's CHARACTER values, ethos and policies, and to ensure that school policies are applied correctly and consistently by all members of your team.
- Responding to all requests for information by SLT and others in a timely manner.
- Liaising with parents, Trustees and other external agencies as appropriate.
- Undertaking any other reasonable duties as determined by the SLT Link or Headteacher.

Additional Details

Line Managed by	Head of Faculty
Line Management	Staff within own subject area
Contract	Full time, permanent
Teaching Commitment	38 hours per fortnight
Place of Work	Denefield School Long Lane Tilehurst, Reading RG31 6XY

Medical Appointment is subject to satisfactory medical clearance.

Salaries and benefits We follow the pay and conditions for teaching staff as set out in the current School Teachers' Pay and Conditions Document (STPCD).

Main pay scale (MPS) or Upper pay scale (UPS)

TLR 2A /2B is payable – depending on experience

Pension Teachers are automatically enrolled with the Teachers' Pension Scheme (TPS).

Holidays Your holidays are required to coincide with periods of school closure.

Disclosure and Barring Service Check Appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check that includes a check of the Children's Barred List.

Right to Work This appointment is subject to verification of right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance.