



Candidate Information Pack

Farnham Green Primary School

Ray Lodge Primary School

Specialist Music Teacher



Introduction from our Chief Executive



Through a model of learning that creates a collaboration and partnership of inspirational and inclusive schools that share the same values, our Trust provides the drive for educational excellence and dynamic innovation. Our academies work closely and collaboratively together, along with our partners, aiming to deliver school to school improvement and exceptional learning experiences for both children and staff. It seeks to develop a 'family' of schools where communities are striving for excellence; where going that extra mile for all the children is part of the fabric. Strive4 is passionate that all children are able to achieve; it challenges the myths that only some can. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the children in our care. The Trust believes, that in terms of learning, every second counts.

As of 01 September 2021, our Trust comprises of two large Primary Schools, educating around 1,300 pupils and employing over 200 talented staff. The Trust has partnerships with Havering Education Services, Redbridge Education Partnership and the Best Practice Network and is currently delivering high quality CPD for those at the start of their careers right through to those looking for leadership progression through the National Professional Qualifications of Leadership. The Trust has ambitious plans for growth over the next 5 years which makes this an extremely exciting time to join our Trust.

We are now recruiting for a Specialist Music Teacher to work across Farnham Green Primary School and Ray Lodge Primary School: an exciting opportunity within our highly successful and financially sound, geographically local Trust. We are looking for someone who is ambitious for the children and wider community of Redbridge, who will, as part of a dynamic and outward facing team, enhance children's life chances, make them eminently employable and provide a bright future for them and their families.

Our successful candidate will receive encouragement, support and guidance to develop their own career within the Trust. This is an exciting opportunity and we look forward to hearing from professionals who are ready for their next step; whether as an Early Career Teacher or someone looking for a Teaching and Learning Responsibility.

Thank you for your interest in Farnham Green, Ray Lodge and Strive4 Academy Trust. We very much look forward to receiving your application.

Amanda Jennings, BA (Hons), PGCE, NPQH, NPQEL

CHIEF EXECUTIVE
Strive4 Academy Trust



Strive4 Academy Trust – Who we are

Strive4 Academy Trust is a non-profit making charitable company limited by guarantee, based within the London Borough of Redbridge, in North-East London. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational excellence. It has a proven track record of school development and transformation and significant experience in running schools. It includes both a sponsored academy and a school which has chosen to convert to academy status.

The Trust was formed in 2017 with the linking of Ray Lodge and Farnham Green under one Executive Headteacher. It encompasses over 1,300 pupils in Woodford and Seven Kings.

Ambition & Aspiration – Shaping the Future

Our Principles of Excellence:

- Where all actions are taken with perception and moral discernment and all decisions are taken with **children at the centre**.
- A culture where **every second counts**; not a moment is wasted and one where every child can succeed.
- Where thoroughness and commitment to bespoke professional development for staff and aspirational life ambitions for children ensures that all are **empowered for excellence**.
- Where the **uniqueness of each academy** is encouraged and celebrated and where innovative curriculums reflect the values and ethos with the whole school community.
- Leadership with **vision and efficacy**; where collective expertise, accountability and financial efficiency adds value and leads to ever improving and aspirational outcomes for children.
- Where **excellence in teaching and learning** is a moral compulsion.

Advantages of being part of Strive4 Academy Trust:

- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Strong central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for promotion opportunities.
- Close collaboration between senior leaders across the Trust.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models (as government policies, rules and measures change).

The Role

Position:	Specialist Music Teacher
Location:	Farnham Green Primary School & Ray Lodge Primary School
Reports to:	Head of School
Contract:	Permanent
Commencement Date:	September 2022
Salary:	Dependent on experience

We are now recruiting for a Specialist Music Teacher to work across Farnham Green Primary School and Ray Lodge Primary School. The position is based at Farnham Green Primary School – this would be your base but it would involve working across both schools across the year. This is an exciting opportunity within a very successful multi-academy trust. The school is currently seeking a permanent teaching position.

Farnham Green Primary School joined the Trust in September 2017. It is a vibrant, aspirational and successful Primary School located in an enviable setting within Redbridge. It is a place where children develop into resilient, confident learners with the motivation and determination to shape happy and bright futures for themselves – a school where aspiration leads to success. Significant proposed housing development in the local area means that there is genuine potential for future growth. The school's last Ofsted inspection in December 2019 reflects the strong position of the school and hints at the 'powerhouse' that the school will be. Joining the Trust adds significant capacity ahead of its next inspection which we would expect two or three years from now. This gives the successful candidate time to further enhance provision and be part of the journey to outstanding. Farnham Green's children are its biggest asset and they deserve a leader with rigour, determination and passion to help provide them with the best possible future.

As a teacher within Strive4 Academy Trust, you will have the opportunity to make a real difference to the future lives of our children whilst developing your own professional skills and expertise. Joining our team will offer a wealth of opportunities, including personalised career development programmes, access to well-being support programmes, social activities in and around school and the chance to become part of an ambitious and supportive network of professionals. You will already be a practitioner at a successful school with real ambition to improve the life chances of the pupils at Farnham Green Primary School and Ray Lodge Primary School. We will expect the teacher to further enhance our uniquely positive culture where every child is expected to excel and where their progress is supported each step of the way.

Please contact us if you are:

- A passionate, dedicated teacher able to inspire pupils to reach their full potential.
- Able to provide meaningful, motivating and memorable learning experiences to children.
- Committed to inclusion and working in partnership with all stakeholders.
- Ambitious to make a difference.

We can offer you:

- A competitive salary, along with well-being support programmes and access to private healthcare.
- An exciting career path with opportunities for further progression in the future.
- A personalised career development programme.
- Guidance and support on your journey from close collaboration with a small central team to a larger group of talented executives to share best practice and innovation.

The Responsibilities

Strive4 Academy is a highly successful multi-academy trust. Its model of education enables pupils to reach their full potential, transforming their lives and ultimately the communities in which they live.

JOB DESCRIPTION SPECIALIST MUSIC TEACHER

Responsible to: Head of School

Line Managed by: Deputy Headteacher

KEY PURPOSE OF THE JOB

We are looking for a passionate, inspirational Music Teacher who can open student's minds and bring the subject to life across our two schools. We are looking for someone who can teach interactive lessons that motivate students and encourage active participation in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum and LA and school policies.

MAIN ACTIVITIES

1. To take responsibility for planning Music lessons and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.

PRINCIPAL ACCOUNTABILITIES

1. To plan work for the class in accordance with national, trust and school curriculum policies and in co-operation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
2. To ensure a close match between the learning experience offered and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
3. To make appropriate educational provision for children with SEN and those learning EAL, with support from the SENDCo and inclusion leads.
4. To provide children with opportunities to lead their own learning and become independent learners.
5. To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation and discipline.
6. To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
7. To maintain a high standard of display both in the classroom and in other areas of the school.
8. To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
9. To work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.

10. To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
11. To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
12. To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
13. To liaise with support staff both school based, Trust based, from the LA and from other external bodies as required.
14. To take responsibility for the management of other adults in the classroom.
15. To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training to ensure high level of metacognition and pedagogy.
16. To use research-informed practice to ensure high quality of teaching and learning.
17. To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.
18. To take responsibility for the curriculum subject area as agreed with the Head of School as detailed below:
 - Promote the teaching of the agreed subject throughout the school, according to the requirements of the National Curriculum/QCA schemes of work and any other new initiatives from the Department for Education and Skills.
 - In conjunction with the head or other senior staff, be responsible for the implementation and management of the school's policy for the agreed subject area.
 - Review the policy and adapt it as appropriate.
 - Develop and implement a scheme of work for the subject suitable to the needs of a primary school catering for 3 – 11-year olds.
 - Take responsibility for maintaining and evaluating all material resources with a system of easy accessibility.
 - To consult with colleagues and be responsible for ordering resources within an agreed budget in full consultation with the Head of School.
 - Offer support and advice to colleagues.

KEY ORGANISATIONAL OBJECTIVES

The Post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equal Opportunities framework.
- Commitment and contribution to improving standards for pupils as appropriate.
- Acknowledging Customer Care and Quality initiatives.
- Contributing to the maintenance of a caring and stimulating environment for pupils.

CONDITIONS OF SERVICE

Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by the trustees.

SPECIAL CONDITIONS OF SERVICE

By the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

As this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Equal Opportunity

The post holder will be expected to carry out all duties in the context of and in compliance with the Trust's Equal Opportunities Policies.

Date of issue:

Signature of Post holder:

Signature of Executive Head Teacher:

Note: The postholder will be expected to comply with any reasonable request from the CEO/Academies Director to undertake work of a similar level that is not specified in this job description.



Additional Information

Arranging a visit to the Academy and/or discussion with the Head of School

On the basis that interested candidates will be keen to visit the school before making a formal application, you can arrange this by emailing our Recruitment Team at recruitment@strive4academy.co.uk. Visits to Farnham Green Primary School will be facilitated on Thursday, 12th May 2022 at either 10.00am or 1.00pm or 4.00pm.

Candidates wishing to have an initial conversation with the Head of School about this role can also arrange for a telephone/video call. Those wishing to do so should in the first instance also email our Recruitment Team at recruitment@strive4academy.co.uk

Application and Selection Process

We are seeking to appoint the best possible candidate and therefore the application process will reflect this.

Suitable and interested candidates are invited to complete an application (please click [here](#)). This can be submitted via email to recruitment@strive4academy.co.uk. If you are shortlisted, you will be asked to sign the application form upon arrival at interview.

Application Closing Date: Wednesday, 18th May 2022 (9am)

Shortlisting Committee: Thursday, 19th May 2022

Interview Date: Wednesday, 25th May (full day)

We will endeavour to notify the successful shortlisted candidates on Thursday, 19th May. Information about the interview process and any necessary preparation will be circulated to all shortlisted candidates as soon as possible after this.

The successful candidate will be contacted as soon as possible after the interview day and an offer will be made subject to references, contract, and an enhanced DBS check.

If you have any queries on any aspect of the application process or need additional information, please contact the Farnham Green Primary School on 0208 599 1206.

The Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

**Thank you for your interest in joining Farnham Green Primary School
and Ray Lodge Primary School.**

