



# REDHILL SCHOOL



**CANDIDATE INFORMATION PACK**

**Creative Technology  
Teacher of Music**

# ABOUT OUR SCHOOL

## KEY FACTS AND STATISTICS

|                                      |  |
|--------------------------------------|--|
| Type of School                       | Academy (Member of Stour Vale Academy Trust)                             |
| Location                             | Stourbridge, West Midlands   |
| Age Range                            | 11–16 years  |
| Gender                               | Co-educational   |
| Headteacher                          | Miss Chris McGrail   |
| Number of students                   | 1,210  |
| Number of teaching staff             | 68.2 (FTE)   |
| Date school established              | 1976   |
| School Awards achieved               | Investors in People, FMSIS, Arts Mark Gold Award, BECTA ICT Charter Mark |
| Budget                               | £5.8m  |
| Teacher turnover rate (annual %)     | 6%   |
| % of newly qualified teachers        | 6%   |
| Pupil Premium                        | 18.5%  |
| % of students with SEN in the school | 13.3%  |
| % of students on free school meals   | 9.17%  |

## ACADEMIC ACHIEVEMENTS

|                   |   |
|-------------------|---|
| GCSE Results 2018 | Progress +0.22<br>Attainment 8—Whole School 50.42<br>Basics Standard (English and Maths 9-4) - Whole School 75%<br>Basics Good (English and Maths 9-5) - Whole School 50%<br>E Bacc (4+) - Whole School 45%<br>E Bacc (5+) - Whole School 30% |
|-------------------|---|

Redhill School is situated in the heart of Stourbridge, offering 11-16 education to the 1203 students on roll.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being generally oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The most recent inspection by OFSTED took place in November 2011 and judged the overall performance of the school to be 'outstanding'.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment.

Redhill School is a great place to come to work. We have a full induction programme for new staff who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but staff as well. New staff will often be given a peer mentor to support them in their first year.

Redhill was designated as a teaching school by the national college in March 2013. In conjunction with our alliance partners we are committed to training new entrants into the profession, developing great pedagogy, whilst providing opportunities for succession planning and leadership. Teaching school status allows Redhill as part of the Stourbridge Teaching School alliance to be at the forefront of current national educational initiatives.

The school's success has been built upon the Pastoral and PHSE programmes that support pupils as they progress through the school. The OFSTED report recognised the impact of the outstanding provision within the curriculum for care, guidance and support. The report also highlighted the exceptional behaviour of Redhill pupils both in lessons and around the school site.

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

To view Redhill School's Child Protection Policy please follow this link -

<http://www.redhill.dudley.sch.uk/media/upload/files/Child-Protection-Policy-2017.pdf>

# Our Vision and Values

Our vision for Redhill School is a high achieving, vibrant and caring learning community where each individual feels valued, enjoys learning and can achieve their full potential through excellent relationships and an ethos of challenge, high expectations and support. Creating a culture for sustained improvement and success is at the heart of our values.

Our vision and values are something that we want to share with every member of our school community. Visitors and new members quickly sense the shared common purpose towards which adults and young people are working. We believe that Redhill School has developed a strong sense of its own identity. We want our pupils to be involved in leading their own learning and to take ownership of the school and its goals.

We play an active part in our local community collaborating with The Stourbridge Educational Trust, other local schools and colleges.

Redhill School is a founder member of the Stour Vale Academy Trust (SVAT). The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level. The Academy Board has responsibility for outcomes across the Trust but each school has a headteacher and Local Governing Body who work together to ensure that their school is successful.

## VALUES

- Developing People
- Communication and Transparency
- Consistency
- Trust
- Inspiring Leadership

## EXPRESSING OUR VALUES

### Developing People

We want everyone in school to understand the critical link between aspiration, motivation and independent learning.

### Communication and Transparency

Good communication is the essence of making everything work effectively. Our aim is to use and share widely accurate information rather than opinions.

### Consistency

Ensuring consistency in our procedures helps us provide a safe and comfortable environment in which staff and pupils can prosper.

### Trust

Creating high levels of trust is based on our actions and behaviour and giving others the opportunity to take responsibility.

### Leadership

Leaders in Redhill will exemplify the values that are expressed above.

# Music Department

The Music Department at Redhill is a vibrant, creative and popular subject area, which consists of two full time specialist staff. The department is well accommodated and resourced, having a purpose built music centre with two teaching rooms, three practice studios as well as a designated rehearsal/performance space.

The Music department forms an integral part of school life at Redhill School, concerts, productions are prevalent on the school calendar and we pride ourselves in the quality of the work we produce in and outside of the classroom. 2018 results were well above National Average and we are keen to further build on this success into 2019 and beyond.

The curriculum at Key Stage 3 (studied for one lesson per week across Year 7 and 8) encompasses a broad range of musical styles, techniques and concepts. There is an emphasis on building students' musical skills, understanding and vocabulary, and units are carefully planned to ensure progression and enjoyment. Students will acquire a rudimentary knowledge of a number of classroom instruments including keyboard, ukulele and Apple Macs. ICT is used to support and enhance learning at Key Stage 3 with students using the departmental computer suite to assist in the realization of compositions.

The Music curriculum is constantly developing in order to engage and enthuse our young learners. At present we offer GCSE Music, however we recognise the importance of staying abreast of the latest courses and are proactive to ensure that what we offer meets the needs of our pupils. An opportunity to expand on the specific skills that you may bring to this area will be explored at interview.

Music benefits from being part of the school's Creative Technology Learning Area which includes Art & Design, ICT, Design Technology and Business Studies. The faculty has a supportive and proactive approach and recognises the importance and benefit of working collaboratively to drive forward the open element area.

We wish to appoint an enthusiastic and motivated teacher who will join a dynamic and committed department to teach music across Key Stages 3 and 4. We are looking for a teacher who can make a significant contribution to this strong and successful department. All pupils study music during Key Stage 3 and both GCSE and vocational qualifications are offered at Key Stage 4. The successful applicant will be creative, well organised and will actively assist in the further development of music within the school, contributing to the vibrant programme of extra-curricular support provided to all pupils.

Teaching at Redhill, as with all schools, is both challenging and rewarding. Most, if not all of the challenge, rests in the teaching and learning strategies.

Full CPD support is in operation here with a system that supports individual and departmental training needs. In addition to the specific syllabus advice and guidance from the Creative Technology team, all new staff are supported with a thorough induction programme.

We have a lovely school that is highly over-subscribed and that OFSTED described as having "a unique Redhill factor". If you join us you will be working with highly motivated pupils who want to succeed. Your task, with the rest of the team, will be to ensure that every opportunity is offered to them to do this.

# JOB DESCRIPTION

**Job Title: Teacher of Music**

**Full time**

**Salary scale : MPS**

**Responsible to: Head of Music**

## **Core Requirements of the Post**

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- Inspire trust and confidence in pupils and colleagues;
- Build team commitment with colleagues and in the classroom engage and motivate pupils;
- Demonstrate analytical thinking
- Improve the quality of pupils' learning
- Contribute to the school improvement / development planning and promote the learning priorities of the school SDP;
- Contribute to the development and / or implementation of school policies;
- Use the performance management process to advance pupil learning and enhance professional practice in line with the school's aspirations and priorities;
- Have lead responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and / or maintenance;
- Promote the wider aspirations and values of the school.

## **Areas of Responsibility and Key Tasks**

### **Planning, Teaching and Class Management**

- Teach allocated pupils by planning their teaching in order to achieve progression in learning;
- understand and apply effective classroom management;
- understand and apply a range of teaching strategies;
- positively target and support individual learning needs;
- maintain high levels of behaviour and discipline;
- effectively use homework and other extra curricular learning opportunities;

- demonstrate appropriate consistent progress for pupils:
  - across all teaching areas
  - across all spectrums of background, ability and behaviour
  - that compares favourably with pupils in similar settings
- effectively manage other adults in the classroom.

### **Monitoring, Assessment, Recording, Reporting**

- use performance data to evaluate pupils' progress and set appropriate targets for improvement;
- use assessment to inform planning and teaching; report on progress to all stakeholders.

### **Pastoral Duties**

- be a form tutor to an assigned group of students;
- promote the general progress and well-being of individual students and of the Form Tutor Group as a whole;
- liaise with the Pastoral Leader to ensure the implementation of the school's pastoral system;
- register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life;
- contribute to the preparation of Action Plans and progress files and other reports;
- alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- communicate, as appropriate, with parents of students and persons or bodies outside the school concerned with the welfare of individual students, after consultation with appropriate staff;
- contribute to PSHE and citizenship and enterprise according to school policy.

# JOB DESCRIPTION

**Job Title: Teacher of Music**

**Full time**

**Salary scale : MPS**

**Responsible to: Head of Music**

## **Other Professional Requirements**

- have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the school;
- maintain an up to date knowledge of good practice in teaching techniques;
- know subject(s) or specialism(s) to enable effective teaching;
- take account of wider curriculum developments;
- incorporate national strategies in all teaching;
- communicate learning objectives;
- contribute positively and effectively to the Every Child Matters agenda
- undertake professional development to enhance teaching and pupils' learning, and
  - apply outcomes and identify impact
  - share outcomes with colleagues
- take responsibility for professional learning.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

This job description may be amended at any time following discussion between the head teacher and member of staff, to be reviewed annually.

# Person Specification

| Criteria                      | Essential   | Desirable  |
|-------------------------------|---|--|
| <b>Education and Training</b> | <ul style="list-style-type: none"> <li>• QTS</li> </ul>   | <ul style="list-style-type: none"> <li>• Honours Degree</li> </ul>   |
| <b>Abilities and Skills</b>   | <ul style="list-style-type: none"> <li>• Demonstrate clear understanding of teaching strategies and music curriculum within the context of a secondary school</li> </ul>  | <ul style="list-style-type: none"> <li>• Confident and competent user of ICT</li> <li>• Commitment to further professional development and progression.</li> </ul> |
| <b>Experience</b>             | <ul style="list-style-type: none"> <li>• Of successful teaching in both KS3 and KS4 including PGCE/GTP experience</li> </ul>  | <ul style="list-style-type: none"> <li>• Successful and significant experience of leading a team of teachers and/or other staff</li> </ul>                         |
| <b>Knowledge</b>              | <ul style="list-style-type: none"> <li>• Thorough subject understanding</li> </ul>  |  |
| <b>Personal Qualities</b>     | <ul style="list-style-type: none"> <li>• A knowledge of equality and diversity issues</li> <li>• Emotional self-awareness</li> <li>• Accurate self-assessment</li> <li>• Self confidence</li> <li>• Empathy</li> <li>• Organisational Awareness</li> <li>• Service Orientation</li> </ul> |  |



**REDHILL SCHOOL**  
**Junction Road**  
**Stourbridge**  
**West Midlands**  
**DY8 1JX**

**01384 816355**

**[www.redhill.dudley.sch.uk](http://www.redhill.dudley.sch.uk)**

**For an informal discussion please contact:**  
**Mrs V Baggott — Co-ordinator of Creative Technology**

**Please send completed Application Form to:**  
**Mrs S Williams, Redhill School, Junction Road, Stourbridge, DY8 1JX**  
**Or [jobs@redhill.dudley.sch.uk](mailto:jobs@redhill.dudley.sch.uk)**

**CLOSING DATE: Monday 28th January 2019 (12 noon)**

**Prospective candidates are welcome to visit the school, please contact the  
Headteacher's PA, Mrs Joanne Endicott, for an appointment.**