Teacher of Music

Part time (0.4 FTE)

Application Pack

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Welcome from the Headteacher

Dear Applicant

Thank you for expressing your interest in this exciting opportunity. We are seeking to appoint an outstanding and inspiring Music teacher.

I am pleased to present this application pack which, I hope, will help you to build a picture of our school. Walton High School opened in 1967 and serves the south-eastern area of Stafford. It is a school that prides itself on providing its students with a caring environment in which they are keen to learn. Parents are supportive of the school and rightly expect high standards at all times.

The school continually achieves high academic results as well as a variety of other successes. This is a reflection of the efforts of hardworking, talented staff who always strive to improve achievements across all key stages. If you feel you have the qualities we are looking for and are the right person to work at the school, we would be delighted to receive your application.

Andy Leese
Headteacher

Welcome from the CEO

Walton Multi-Academy Trust is committed to the delivery of quality education for all children in our academies. The Trust's prime responsibility is to set the vision, promote the ethos and develop the culture of our academies and we aim to ensure that each academy fulfils that vision.

We are determined to develop effective partnerships between our academies and to serve our local communities whilst encouraging each academy to retain and develop its unique character and identity. We are excited by the financial and practical benefits of a successful multi-academy trust and we intend for each of our academies to become financially stable and then financially secure.

We are very proud of our academies and of our leaders, governors, teachers, support staff and students. We are currently a small MAT of just two secondary schools (Walton High School and King Edward VI High School) and whilst we have ambitions to grow further, we are determined to retain the supportive culture which we hope we have established.

This is a really exciting time in the development of Walton Multi-Academy Trust and I am looking forward to working productively with you if you share our ambition, drive, ethos and commitment.

Neil Finlay, Chief Executive Officer

Introduction

Walton High School opened in 1967 and serves the south-eastern area of Stafford. We are a school that ourselves in providing students with a caring environment in which they are keen to learn. Parents are supportive of the school but rightly expect exacting standards. The school nestles on the northern boundary of Cannock Chase, an area of Outstanding Natural Beauty. Our school is oversubscribed. Our students either walk or cycle to school. Since the 1960s, the school has been served by only seven substantive headteachers. This continuity has always been a feature of Walton's culture. Additionally, Walton's feeder schools are of an extremely high quality. The school has a PAN of 210 but we are regularly oversubscribed as we are in the current Year 7.

> ***A calm and focused environment typifies the school.***
>
> Ofsted, 2024

Walton is outward facing, having strong links with external partners in teacher training. Evidence informed practice is a hallmark of the school approach to improvement, particularly in teaching and learning. As a result of this practice, the school continually achieves high academic results as well as a variety of other successes. This reflects the efforts of a hardworking and talented staff who always strive to improve achievements across all key stages.

About our school

Walton High School prides itself on its high quality, supportive staff. We attract talented subject specialist teaching staff to interviews and we are able to retain staff once they join us. We believe this is because we provide a stimulating and rewarding environment to work in. We root all our decisions in evidence-based research, from teaching and learning, to behaviour and staff CPD. We also believe that our staff deserve a good work-life balance, so we have worked hard to remove unnecessary tasks from teachers and ask that they focus only on the things that research has shown make a real impact on learning.

Walton is known for aiming high with its curriculum and academic experiences and we pride ourselves on the examination successes of our students. We do, however, invest heavily in the wider experiences of our students. We promote and support the wider curriculum in the areas of sports, arts, music, drama and theatre, gardening, knitting, STEM and DofE, to name but a few, and large numbers of our students are regularly involved. Walton is a school where extracurricular activities are seen positively by all sorts of students and We feel it is vital that we promote and participation rates are high.

We feel it is vital to promote and sustain a collaborative style of working with outside agencies. Whether this is local primary and secondary schools, teaching school hubs or ITT providers, we believe it is important to work with everyone for the benefit of everyone. We also encourage our staff to pursue further qualifications such as NPQs or work with other agencies such as ITT providers so that they deepen and broaden their experiences, skills and knowledge.

> ***"The recent shift in the culture across the school has been profound."***
>
> Ofsted, 2024

> ***Pupils are happy here and attend often. Pupils feel safe here.***
> -Ofsted, 2024

The school has a heavily invested Teaching and Learning Responsibility structure. Walton High School is one of two schools in the Walton Multi-Academy Trust. The other school is King Edward VI High School which is also located in Stafford. The CEO of the Trust is Neil Finlay, a former Headteacher at Walton.

The school's estate is serviceable, but the spine of the school is showing its age after more than fifty years of operation. In recent years CIF funding has led to the refurbishment of several of our roofs, a new central heating system and the installation of LED lighting. Lettings include the swimming pool and school hall for Stagecoach, a local theatre company. The school has an antiquated 1960s gymnasium and does not have a modern sports hall which brings several limitations; however, the estate does possess around 25 acres of playing fields. These have been extensively planted with trees by our students over the years as a contribution to making the school more sustainable.

School Aims

1. To enable every individual to fulfil their potential
2. To educate the whole student by fostering an ethos where academic success and the development of personal skills and attributes are equally important
3. To create an environment that promotes mutual respect between staff and students
4. To encourage creativity, flair, imagination and enthusiasm in our students
5. To equip our students with the knowledge, skills and personal qualities that will best prepare them for their future lives
6. To sustain a partnership with parents and the local community through effective communication to support our students

Teaching & Learning at Walton High

We are **'evidence-informed'** in our approach to teaching and learning. This means that we are aware of, and utilise regularly, strategies that research has shown have the biggest positive impacts on students' learning and progress.

Below, we outline the main areas of our evidence-informed teaching and learning and the strategies within each area that teachers will be using.

We do not have a 'one size fits all' approach to teaching and learning. In other words, we do not expect all teachers across all subjects to teach lessons in exactly the same way. Teachers are the experts in their subject area and we ask departments to implement each strategy in a way which is most appropriate to their subject.

> ***The school has delivered a broad and ambitious curriculum that spans well beyond the academic.*** Ofsted, 2024

Key information

Status	Member of Walton Multi-Academy Trust
Last Ofsted	October 2024 Walton-High-School-Report-November-2024.pdf
Ofsted Judgement	Good
Published Admission Number	210, arranged in 7 forms
Type of School	Secondary, mixed
Year School established	1967
Age Range	11 – 18
Number of Students on Roll	1,265
Number of Students in Sixth Form	210
% of SEND Students	9.3% (125 students)
% of EAL Students	4% (57 students)
% FSM Students	6% (84 students)
% of Pupil Premium Students	6.6% (89 students)
Link to exam results	Latest GCSE Results Latest A Level Results
School website	www.waltonstaffs.com

> ***The school's work to improve pupils' attendance is notable.***
>
> Ofsted, 2024

> ***The school's work to develop pupils' personal development is impressive.***
>
> Ofsted, 2024

Teacher of Music
Job Description

Date:	1 January 2026 (would consider a September start)
Title:	Teacher of Music 0.4 FTE (13 hrs per week)
Responsible to:	Headteacher
Line Manager:	Head of Department
Accountable for:	Students in class

DUTIES AND RESPONSIBILITIES:

1. **Teaching:**
   - Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the students in any class or group assigned
   - Planning and preparing courses and lessons
   - Teaching, according to their educational needs, the students assigned including the setting and marking of work to be carried out by the student in school and elsewhere
   - Assessing, recording and reporting on the development, progress and attainment of students

2. **Other activities:**
   - Promoting the general progress and well-being of individual students and of any class or group of students assigned
   - Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports
   - Making records of and reports on the personal and social needs of students
   - Communicating and consulting with the parents of students
   - Communicating and co-operating with persons or bodies outside the school; and
   - Participating in meetings arranged for any of the purposes described above

3. **Assessments and reports**
   - Providing or contributing to oral and written assessments, reports and references relating to individual students and groups of students

4. **Performance management**
    - Participating in arrangements made in accordance with regulations made under section 131 of the Act for the appraisal of performance and that of other teachers

5. **Review, induction, further training and development**
    - Reviewing from time to time methods of teaching and programmes of work
    - Participating in arrangements for further training and professional development as a teacher including undertaking training and professional development which aim to meet needs identified in appraisal objectives or in appraisal statements
    - In the case of a teacher serving an induction period pursuant to the Induction Regulations, participation in arrangements for supervision and training

6. **Educational methods**
    - Advising and co-operating with the headteacher and other teachers (or any one or more of them) on the preparation and development of courses of study, teaching materials, methods of teaching and assessment and pastoral arrangements

7. **Discipline, health and safety**
    - Maintaining good order and discipline among the students and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere

8. **Staff meetings**
    - Participating in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements

9. **Rarely cover**
    - Supervising and so far as practicable teaching any students whose teacher is not available to teach them as part of the rarely cover arrangements

10. **External examinations:**
    - Participating in arrangements for preparing students for external examinations, assessing students for the purpose of such examinations and recording and reporting such assessments; and participating in arrangements for students' presentation for, and conducting, such examinations; but not routinely invigilating

11. **Administration**
    - Attending assemblies, registering the attendance of students and supervising students, whether these duties are to be performed before, during or after school sessions

Person Specification

Attributes	Essential	Desirable	Evidence
Education and Qualification	• Qualified teacher status • Qualified to teach Music at secondary level up to and including GCSE Music	• Ability to teach A level Music	• Application form
Experience	• Successful teaching experience of Music at KS3, KS4 and KS5 (including teaching practice) • Regular use of evidence informed practice in your teaching	• Some experience (including teaching practice) of form tutor/PSHE work. • Experience of teaching Music at A level	• Application form • Letter • References
Skills and abilities	• Outstanding oral and written communication skills • Outstanding classroom management and organisational skills • Evidence of the ability to develop good working relationships with students • ICT skills	• Ability to quickly assimilate course requirements and teach on new courses. • Ability to meet deadlines. • Familiarity with Music software, Sibelius, MuseScore, BandLab, etc	• Letter • References • Interview • Observed lesson • Interview
Motivation and personality	• Positive, enthusiastic outlook • Able to work as a member of the departmental team and to be an active participant in the whole staff community. • Receptive to new ideas and able to generate them • In tune with the aims and values of Walton High school • A willingness to be involved in extracurricular activities such as music groups and school performances • An interest in developing one's practice to include other performing arts subjects. • Regular engagement with evidence informed cpd	• Willing to extend own skills/knowledge through further professional development, as a performer or coordinator with external arts projects/programmes. • Leading/supporting a school production • A desire to lead and establish extracurricular musical activities	• Reference • Letter • Interview

Circumstances and health	• Good record of attendance and punctuality • Available January 2026 subject to routine health and DBS checks.		• References
• Education and Qualification	• Qualified teacher status • Qualified to teach Music at secondary level up to and including GCSE Music	• Ability to teach A level Music	• Application form

Music Department

The music department is a small department (currently 3 staff, 2FTE) that touches many curriculum areas as well as our own. We work closely with the drama department which has its own head of department. Our curriculum core is the National Curriculum for music, as accepted nationwide.

We teach KS3 music to mixed ability tutor groups, allocating time for practical and theory work within each lesson. Year 7 students have 2 x 50-minute lessons per week, Year 8 and 9 students have 1 x 50-minute lesson per week. At KS4, students have the option to choose Music as a GCSE Subject, following the Edexcel course for Music. GCSE groups are allocated 3 x 50-minute lessons per week. At KS5, we follow the Edexcel A Level Music course, with excellent results in the past years. Uptake at GCSE especially is high, with over 65 students currently studying GCSE Music across years 10-11.

The department, working closely with Entrust Music and Performing Arts Service, offers staff and students the opportunity to develop their knowledge and understanding of the arts, with a wide range of ensembles for students and staff available. We currently have an Orchestra, Rock Band, Flute choir, Clarinet Ensemble and a whole school choir, as well as a wide variety of smaller, student-led groups. These groups are first showcased in a school concert in the Autumn term, followed by some groups performing as part of our Pyramid Concert with local feeder schools. Our whole school choir also take part in the Young Voices Concert in Birmingham annually. In the summer term, students are invited to take part in the annual school production either onstage or as a part of the show band. The team is dedicated to including musicians of all abilities in activities, the only prerequisite being a willingness to participate. Working as part of a three-person team, you will have plenty of opportunity to develop existing skills, as well as branching out to learn new ones.

Many of our students take the opportunity to buy into the music tuition scheme offered in partnership with Entrust. Eight visiting teachers, covering orchestral instruments, guitar, keyboard, piano, drum kit and voice, deliver 20-minute lessons to small groups and individual students throughout the academic year.

Accommodation is in a purpose-built suite of rooms in the David Hardman Building and consists of two large classrooms, music tuition room, instrument store/teaching room and five practice rooms.

There is also the potential to upgrade the existing recording studio that is situated between the tuition room and the largest classroom, currently acting as a guitar storeroom. One classroom is equipped with a projector, attached to the teaching computer, and sound system. In this classroom is 17 student keyboards which students share in pairs. The second classroom is equipped with an interactive whiteboard, attached to the teaching computer and sound system. The second classroom has also recently been equipped with 16 student computers and 8 laptops, attached to midi keyboards, all of which are equipped with Sibelius and MuseScore; students are also introduced to BandLab during KS3. Within the practice room spaces, students have access to pianos, electric or acoustic drum kits, keyboards and a variety of guitars and bass guitars when necessary.

The Department is a high-profile department within our high achieving school, with a reputation of excellent practice, high expectations and an ethos of mutual respect.

How to apply

Thank you for your interest in our school. The Headteacher looks forward to receiving your application. Please complete all sections of the application form in full.

In addition to completing an application form you are requested to submit a supporting letter. Your letter should be no more than 2 sides of A4 in length. Please outline: **Your personal philosophy of education and how your experience to date has enabled you to meet the requirements of the Person Specification.**

Your completed application, including your letter, should be emailed to: **recruitment@walton.staffs.sch.uk**

The deadline for applications is 9am on Wednesday, 15th October 2025

Interview date – week commencing 20th October 2025.

References will be taken up prior to interview using the contact details you supply on your application form.

Shortlisting will take place and successful applicants will be informed as soon as is practicable.

Further information about Walton High School can be found on the school website www.waltonstaffs.co.uk.