



KING EDWARD VI CAMP HILL SCHOOL FOR GIRLS

Educational excellence for our City



Subject Leader Music

Full Time, Permanent

MPS/UPS + TLR1a

Start Date: September 2026

Information Pack

Dear Candidate,

Thank you for requesting information about our Subject Leader Music post, commencing in September 2026.

We are a forward thinking, selective state grammar school with academy status, and belong to the King Edward VI Foundation of schools and Multi Academy Trust. We are incredibly proud to have been named as the Sunday Times State Secondary School for 2025, alongside the State Secondary School for Academic Excellence in the West Midlands, 2025. These accolades are borne out of the dedication of each and every member of our school community: staff, students, governors, parent and carers. This is an inspirational place to work and learn, and we hope you are inspired to consider applying for a position in our school.

Aside from the desire for our students to excel academically at KEVI Camp Hill School for Girls, we place great importance on their happiness and the development of them as individuals. Music plays a huge part in the culture and life at Camp Hill Girls, and we are seeking the right candidate who is committed to protecting and building on our current provision. By providing a full range of quality experiences both in and outside of the classroom, our students develop confidence, resilience and learn to make healthy choices - all of which helps to prepare them for life beyond school. Every single member of staff and the student body play their part in adding to the history of the school. I am privileged to lead an outstanding team of colleagues. Their hard work, extensive subject knowledge and commitment to ensuring the academic results are outstanding, enabling our students to make excellent progress as they move through the school.

Our challenging, well-structured curriculum is designed with able students in mind and encourages them to develop their intellectual curiosity and use higher level thinking skills. We are extremely proud of the breadth of our Curriculum at all Key Stages and believe it offers students genuine choice. Whilst Maths, Biology and Chemistry are very popular subjects at A Level, we have thriving Arts, Languages and Humanities subjects which are also popular choices for our students. Our extra and supra-curricular offerings are wide and varied and cater to all manner of tastes. Our school House System is weaved through all aspects of school life and is just one example of the way in which we both support students pastorally and also develop student leadership.

A major strength of our school is the level of pastoral care. Students are extremely well supported by their Teachers, Form Tutors and Heads of Year. At Camp Hill Girls, we deeply value wellbeing and recognise that good mental health, along with a safe and supportive environment, are essential for building resilience and helping our young people thrive. We are committed to deepening our understanding of trauma and attachment theory and are proud to be a Trauma Informed Attachment Aware (TIAAS) school. Our students demonstrate excellent behaviour and attendance and are highly motivated, eager, and engaged in all aspects of school life.

Camp Hill Girls is culturally rich and diverse, welcoming students from an extraordinary range of backgrounds. As a school community we recognise, celebrate, respect and delight in our differences, and use them as opportunities to learn and become more tolerant about the world around us. This is a caring school which Ofsted recognised, making reference to the fact that "understanding of equality, diversity and inclusion permeates all aspects of school life". We truly believe in the experience we have on offer at Camp Hill Girls.

We believe KEVI Camp Hill School for Girls is an inspirational place to be and invite you to come and see for yourselves. We very much look forward to welcoming you to our school.

Karen Stevens

Headteacher

Subject Leader Music, Required for September 2026

The successful candidate will be required to teach Music across all Key Stages, up to and including KS5, and to lead a busy department that offers a full programme of instrumental tuition and a wide range of extracurricular opportunities.

THE MUSIC DEPARTMENT

This is a strong and successful department. Staff teach throughout the school, including the sixth form.

CURRENT STAFFING:

Miss Prue Hawthorne Subject Leader: Music - the post is available due to the retirement of our current Subject Leader.

Mrs Ruth Marshall: P/T Teacher of Music

Mr Sandy Hay: P/T Teacher of Music

ACCOMMODATION AND RESOURCES:

The department is extremely well-resourced. Music is housed in a designated, purpose-built modern block comprising two large classrooms, six practice rooms, an office, a foyer, a kitchen, and a toilet. Each teaching room is equipped with a piano, multiple keyboards, PCs, interactive whiteboards, projectors, and audio equipment. The department also benefits from a wide range of classroom percussion instruments, guitars, amplifiers and drum kits. Practice rooms are similarly equipped with PCs and pianos. Every member of the department has access to a dedicated laptop, and a set of student laptops is available for classes to book as required.

CURRICULUM: LISTENING, PERFORMING and COMPOSING:

At Key Stage 3, students are taught in form groups of 30 and follow a varied unit-based curriculum.

At Key Stage 4, students follow the OCR GCSE specification. The average numbers of students in classes is 25

At Key Stage 5, students follow the OCR A level specification taught jointly with Camp Hill Boys' School. The average number of students in classes is 15

INSTRUMENTAL TUITION:

Around 250 pupils take individual lessons with our excellent team of 12 specialist instrumental and vocal tutors. These lessons are heavily subsidised and offer exceptional value for money.

EXTRACURRICULAR MUSIC:

The Department runs an extensive weekly programme of orchestras, bands, choirs and ensembles. Around 300 students attend these groups, performing regular concerts each term both in and beyond school. Many ensembles are run jointly with KEVI Camp Hill Boys School, and our instrumental staff also lead a range of groups. The auditioned Chamber Choir performs at venues across the city and has toured regularly to countries including Germany, Spain and Poland. Our popular Show Choir stages a major production each February, involving well over 200 students. We also enjoy live music, performed by students and staff in assembly every day.

STUDENTS:

We are most fortunate in the skills, talents and qualities which our students possess. All our students are highly able and achieve well above national averages. Their responsive nature and their willingness to learn and succeed provide an exceptional teaching and learning environment. Our exam results at GCSE and A level are outstanding. A significant proportion of our students choose to continue with Music or a related discipline at university or music college, and we have had several students gaining Oxbridge places in recent years.

REQUIREMENTS AND RESPONSIBILITIES IN THE POST:

We wish to appoint a well-qualified specialist musician and classroom teacher, who has the experience and capacity to lead and develop a talented and successful department. Strong piano skills and choir-training experience are essential.

MAKING AN APPLICATION:

Applicants should complete the application form which includes the names, addresses, telephone numbers and email addresses of two referees. A concise but comprehensive letter of application is expected of no more than two sides of A4. **The details should reach the Headteacher by 9.00am, Monday 2nd March 2026.** Applicants will be able to tour the school on the day of interview. Please contact Prue Hawthorne, Subject Leader at p.hawthorne@chg.kevibham.org if you have any specific questions about the post.

INTERVIEW ARRANGEMENTS:

Interviews are likely to take place during the week **beginning 9th March 2026**. On the day of interview, applicants will have an opportunity to tour the school and speak to students.

It is our regular practice to ask shortlisted candidates to teach a short lesson of 20-25 minutes. The group to be taught will be determined by the requirements of the post. Candidates will find our students accepting and welcoming.

TRAVEL EXPENSES AND REIMBURSEMENTS:

Normal second-class travel is payable to all applicants who attend for interview, plus reasonable overnight expenses where this applies. Candidates from abroad receive travel expenses paid from the port of entry or airport.

TEACHING & LEARNING RESPONSIBILITY PAYMENT TLR 1a

A sustained additional responsibility for the purpose of ensuring high quality teaching and learning and for which the post-holder is accountable

Main areas of responsibility and accountability:

- To focus on teaching and learning within the department
- To exercise a teacher's professional skill and judgement
- To lead, manage and develop Music requirements
- To have an impact on the educational progress of students other than own assigned classes or groups of students
- To lead, develop and enhance the teaching practice of other staff in the department
- To lead the extracurricular provision for music across the school, in liaison with Camp Hill School for Boys.
- To lead the team of peripatetic music staff who provide in school music tuition

To ensure high quality teaching and learning:

To establish and make explicit departmental aims and objectives within the context of the school's overall curriculum policies; and to review, evaluate and develop the subject/ curriculum area to meet these objectives.

To be responsible for the choice of syllabus, examination board etc. and for the production of schemes of work, monitoring their implementation and revising as necessary.

To take responsibility for the organisation of teaching for the subject including contributing to the allocation of groups, organisation of students into appropriate groups for teaching purposes and most effective deployment of staff.

To act as a role model for staff within the department.

To promote high expectations and a high standard of teaching within the department and define and promote appropriate pedagogy and methodology.

To promote teaching and learning styles and thinking skills which stimulate student interest and involvement in learning.

To deliver training to meet the needs of the department which includes the sharing of good practice including opportunities for peer observation and discussion.

To ensure a policy for assessment in line with school policy, and ensure that appropriate assessment practices are implemented which provide a proper record of each student's achievement and which give students a clear framework and understanding of how to improve their work.

To oversee department subject reports to ensure that student progress is reported on appropriately to parents/carers.

To analyse data to monitor standards and outcomes in the department and to track the ongoing progress of students towards appropriate targets. To put in place strategies to improve performance for underachieving students.

To meet the needs of all students including appropriate differentiation of the curriculum.

To establish appropriately high levels of expectation by setting down clear guidelines for establishing good standards of behaviour and managing behaviour and its impact on learning.

To ensure the department provides educational enhancement including intervention, revision classes and trips/visits as appropriate.

To exercise professional skill and judgement:

To maintain up-to-date knowledge of the subject, pedagogy, classroom management, research and inspection findings

To be able to make use of comparative data.

To have up-to-date knowledge of statutory requirements.

To have up-to-date knowledge of appropriate uses of technology and the ability to implement these, including an understanding of music technology

To have commitment to own professional development.

To lead, manage and develop the Music department:

To take responsibility for the strategic direction and development of the subject.

To evaluate materials from the DfE and other educational bodies relating to the subject, produce written advice on these, implement their requirements and monitor outcomes.

To represent the department's views, concerns and interests.

To support the school's culture, ethos and policies and to contribute to the development of school policy.

To liaise with external agencies as required.

To liaise with governors and parents/carers as required.

To take responsibility for departmental accommodation ensuring the environment is conducive to learning.

To produce risk assessments and ensure safe practices within the area in line with the health and safety policy.

To establish, maintain and allocate resources to meet the objectives of the curriculum and to meet the requirements of best value.

To have an impact on the educational progress of students other than own assigned classes:

To promote students' interest, enthusiasm and enjoyment of Music.

To manage the department/curriculum area to achieve appropriate student outcomes at all Key Stages.

To lead, develop and enhance the teaching practice of other staff:

To line manage department members.

To promote the professional development of all staff within the department including trainees and ECTs.

To deal with matters of capability.

Through the Appraisal process:

- Focus on the totality of performance.
- Set objectives and ensure professional development which reflects school, departmental and individual needs and aspirations.

Core purpose:

To provide a high-quality educational experience for all students.

General duties and responsibilities:

To carry out the duties of a schoolteacher as set out in the "School Teacher Pay and Conditions" document.

This job description may be amended at any time, following consultation between the Headteacher and member of staff and will be reviewed annually.

King Edward VI Camp Hill School for Girls is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undergo an enhanced Disclosure and Barring Service check.

Person Specification: Qualified Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Appropriate subject degree • Qualified teacher status/PGCE • High level of proficiency in specialist instrument(s) 	<ul style="list-style-type: none"> • Strong honours degree (2:1 or above) • Conducting experience.
Experience	<ul style="list-style-type: none"> • Experience of teaching in the secondary phase at all Key Stages, including the Sixth Form. • Strong Keyboard/Piano skills • Choir training experience. 	<ul style="list-style-type: none"> • Experience of managing a staff team • Pastoral experience.
Classroom teaching skill	<ul style="list-style-type: none"> • Record of successful teaching • Meeting national standards. 	<ul style="list-style-type: none"> • Innovative and creative approaches to teaching and evidence of strong performance • Confident use of I.T and a commitment to the development of music technology.
Knowledge and understanding	<ul style="list-style-type: none"> • A clear philosophy about the teaching of the specialist subject • Knowledge of appropriate teaching methods for delivering the specialist subject • Subject knowledge sufficient to challenge able students and achieve high outcomes. 	<ul style="list-style-type: none"> • Ability to take responsibility for own professional development • Awareness of strategies for supporting SEND, under-resourced, student wellbeing, learning and achievement for high ability students.
Curriculum	<ul style="list-style-type: none"> • Familiarity with the nature and purpose of assessment and reporting • Understanding of how to support students to make academic improvements. 	<ul style="list-style-type: none"> • Familiarity with current national educational initiatives and strategies. • Experience of working with exam boards.
Personal attributes	<ul style="list-style-type: none"> • Ability to work under pressure and meet deadlines • Good personal organisation • Good interpersonal skills • Ability to work independently and 	<ul style="list-style-type: none"> • Pragmatism, humour and optimism when dealing with other members of staff.

	<p>cooperatively as a member of a team</p> <ul style="list-style-type: none">• Reliability and integrity• Ability to demonstrate suitability to work with children – this will include motivation, ability to maintain appropriate relationships, emotional resilience to challenging behaviour• Range of interests and commitment to participate in and lead extra-curricular activities.	
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