

BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER



**Teacher in Charge of Music
Recruitment Pack
Inner London Payscale + TLR2B**



Message from the Headteacher

Dear Prospective Candidate,

I am delighted that you have shown an interest in the post of Teacher in Charge of Music at Brentside High School. I hope that the information in this pack will encourage you to apply for the post.

We are a successful and established school community, rooted in strong values, high expectations, and a shared moral purpose. Our success is shaped and strengthened by the diversity of our student and staff body, which we see as central to who we are. As a quick reflection of our diversity, we speak 67 languages between us. Our diversity of experience, belief, and culture enriches our classrooms, which are vibrant and responsive, informing our practice, strengthening relationships, and ensuring that students feel seen, understood, and valued. This diversity contributes to a culture of respect, inclusion, and high aspiration across the school.

Central to our work is a clear and shared moral purpose. We recognise the inequalities that exist within our society, and as a staff body we actively seek to address them. Approximately half of our students are entitled to free school meals, and equity sits at the heart of our decision-making. While the national gap between disadvantaged students and their peers widened significantly during COVID and remained steady and substantial in the years that followed, our school has continued to close this gap through a relentless focus on inclusive practice, high expectations, and targeted support. Continuing to prioritise equity and inclusion is not an addition to our work, it is fundamental to our purpose.

We work hard to remove barriers to learning, recognising that effective support must extend beyond the academic. Our commitment to supporting students can be seen not only in their outcomes, but also in their wider achievements, confidence, and engagement with school life. We take a holistic approach to education, ensuring that students are supported to flourish personally, socially, and academically.

At Key Stage 4, outcomes are above national averages, reflecting strong teaching and pastoral support. As a school, we continue building these results back to being significantly above national, as they were prior to the disruption caused by COVID. This remains a key priority for us, alongside ensuring that success is meaningful and inclusive for every student.

Our large and inclusive Sixth Form is a particular strength of the school. Outcomes post-16 are exceptional. While results in 2024 were already strong (top 15% nationally for A Levels, and top 5% and 16% for the two BTEC levels), 2025 outcomes represent a further and significant step forward, placing the school in the top 5% nationally for BTEC Level 3 qualifications and ranking similarly for A Levels. This builds on our consistent high levels of achievement over time post-16. Our strength of provision was recognised in Ofsted 2025, which judged the school to be Good in all areas, with the Sixth Form graded Outstanding, capturing the significant strengths of the school and its provision.

We are supported by impressive facilities, both within the main school building and in an additional building added in recent years to meet growing demand for places. Our vibrant school environment is enriched by students' artwork and creative outcomes, which are visible throughout the buildings and reflect the value we place on creativity, self-expression, and identity.

We traditionally have a high EBacc entry, with approximately 75% of Key Stage 4 students following an EBacc curriculum. Alongside this, the majority of students also select an art, (visual or performance) at GCSE. This reflects the high value we place on the arts, alongside other high-quality qualifications such as the humanities and modern foreign languages.

Music is an important part of school life. We host popular productions and concerts each year and believe this provides an exciting opportunity for students to flourish through both curriculum and extracurricular music. All Key Stage 3 students have weekly music lessons timetabled, ensuring that every student has access to high-quality musical education regardless of background or prior experience and students can select a music qualification at GCSE and post-16.

We are a school where staff work collaboratively, feel supported and challenged, and are united by shared values and ambition for our students. If you are committed to making a meaningful difference, believe in the transformative power of education, and share our determination to ensure excellence and equity go hand in hand, we would be delighted to hear from you.

If you would like to speak with a member of our staff team or to visit the school prior to application, please contact Alison Mossman, on a.mossman@brentsidehigh.ealing.sch.uk Completed applications should be received by **12:00 noon Wednesday, 6 May 2026**.

Yours faithfully

Charlotte Hames
Headteacher



Our school

OUR MISSION

Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.

“Brentside High School has high expectations for its staff and pupils. Its vision of ‘challenge for all, striving for excellence, and developing lifelong learners’ is palpable in all aspects of everyday routines. The school’s purposeful ethos means that pupils learn successfully and grow and develop as individuals”
(Ofsted April 2025)

The school and its community

Brentside High School is a large 11-19 mixed comprehensive school serving a culturally and socially diverse community in Ealing. The school is popular and successfully serves the needs of our local community. Our students are complimentary about the school and also proud to be part of our learning community. There are currently approximately 1500 students and 160 staff.

Our student population is very diverse and representative of the local community, as is our staff body. There is no majority ethnic group and between us we speak 67 languages. The diversity of our students is a real strength of the school. The student population is fully comprehensive and nearly 40% of students qualify for pupil premium funding.

Brentside is currently rated by Ofsted as a ‘Good’ school. We engage in a range of partnerships including supporting other schools. Being outward looking is important to us, as we firmly believe that by working in collaboration with other schools and institutions, the experience that we offer to our students is greatly enhanced.

On entry into Year 7 the ability profile of most cohorts is in line with national norms. However, the progress made by our Key Stage 4 has been significantly above national average over time and whilst results remain above national average, our challenge is to build back post covid to be significantly above again. Our Sixth-form provision was graded Outstanding by Ofsted and our Key Stage 5 progress is significantly above the national average. This occurs because of the positive ‘attitude to learning’ displayed by our students and our staff.

LEARNING AND ACHIEVING TOGETHER

Our school motto ‘Learning and Achieving Together’ underpins everything we do in school from ensuring that all our students are encouraged to achieve their full potential, in and out of the classroom, to the continuing professional development of our highly qualified staff.

Our students are proud of their school and are happy, positive and friendly young people that we are proud to serve. We instil into them the realisation that the route to a happy, fulfilling and successful life is through high quality education.

Curriculum

All learners have access to a broad and balanced curriculum, rich in depth and supportive of individual students' needs and aspirations. We believe in social equality and see a breadth of knowledge and skills as key to enabling our students to be confident, informed and capable.

We are ambitious for our students and believe that all should have access to high quality qualifications and to creativity; we pride ourselves on the breadth of our arts provision and also on our EBacc curriculum, enabling all students to study a broad, quality curriculum throughout Key Stage 3 and Key Stage 4, before specialising at Key Stage 5.



Between 75% and 95% of our students study the full EBacc curriculum, with between 5% and 25% of our students studying additional literacy and numeracy or specific subject development lesson. We will continue to offer a broad and balanced curriculum as the DFE implement the new curriculum and with our existing belief in creative subjects, we are well placed to meet the new curriculum's significance being given to creative subjects.

Sixth form

The Sixth Form is 'Outstanding' (Ofsted 2025). It is active and vibrant offering a wide range of courses to students between the ages of 16 and 19.

The majority of students work towards level 3 (Advanced level) qualifications which will allow them to progress to university. These are A level, CTEC or BTEC certificates and diplomas. In addition, level 3 students study citizenship, PSHE and PE as part of their enrichment curriculum and can study for the extended project qualification (EPQ) as an additional AS qualification.



Safeguarding Statement

Principle

Brentside High School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the students in its care. The school believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their:

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

Governors and staff in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

Purpose

The purpose of the policies which are linked to this statement is to:

- afford protection for the students at Brentside
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Brentside High School

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing'
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance



BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER

Teacher in Charge of Music Inner London Payscale plus TLR2B

Brentside is a popular 11-19 mixed, culturally diverse comprehensive school of 1500 students. We require, from September 2026, a **Teacher in Charge of Music** to join our 'diverse and harmonious learning community' (Ofsted, April 2025).

This is an exciting opportunity for an existing or aspiring Music Lead to lead and develop students to achieve their full potential. The successful candidate will lead music in our school to make a real impact, supporting students at all key stages to enable them to achieve outstanding outcomes and develop a love of music.

Our students make excellent progress supported by teaching, learning and assessment of the highest standard. 'As a result, pupils progress confidently through the curriculum and achieve well'. (Ofsted, April 2025).

We are actively committed to partnership work within London and further afield and work with a number of schools and organisations each year supporting the development of strong practice within and beyond our school. We offer a supportive and vibrant learning community, outstanding CPD and the opportunity for collaborative working.

Ofsted recognised that 'staff value the professional development opportunities provided. They appreciate how the school ensures that their workload is considered in all decisions'. There is high-quality support available for those new in post enabling staff to quickly integrate into the school and acknowledged our supportive ethos where staff comment positively about the leaders having an 'open door'. Staff also enjoy outstanding facilities including high quality ICT provision, access to a fitness suite and our new building. Our ECT programme has been externally reviewed as a model of excellent practice and we have a proven track record of supporting staff development.

If you believe you have the passion, determination and high expectations to contribute to our vibrant and cohesive community, we look forward to hearing from you.

The school is committed to safeguarding children and the successful applicant will be required to apply for an enhanced disclosure from the DBS. Further information can be found at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs>

In addition, as part of the shortlisting process, we may conduct an online search as part of due diligence checks in the recruitment process.

To apply for this position, please download our application form from the 'Join us' section on our website www.brentsidehigh.ealing.sch.uk or alternatively please send an email to Alison Mossman on a.mossman@brentsidehigh.ealing.sch.uk.

Closing date for applications: 12:00 Noon, Wednesday, 6 May 2026



BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER

JOB DESCRIPTION

TEACHER IN CHARGE OF MUSIC

SALARY: Inner London Pay Scale + TLR2B

1. To lead and manage music in a manner which raises achievement and supports the wellbeing of all students and develop policies and practices which follow and contribute to those of the school.
2. To lead the development, planning and teaching of the Music curriculum at Key Stages 3, 4 and 5.
3. To be responsible for the production of schemes of work and department improvement plans which take account of the varying learning needs of students across the age and ability range.
4. To develop and monitor the implementation of effective teaching and learning in ensuring that national requirements are met and all students are suitably challenged.
5. To contribute to whole school planning, review, monitoring and evaluation and complete a subject self-evaluation in line with the whole school SEF.
6. To keep abreast of national developments in education and pedagogy and in the teaching of Music in particular.
7. To be responsible for setting, maintaining and rewarding high standards of work and behaviour amongst students in the department.
8. To be responsible for assessing and recording students' progress in Music in line with the School's Assessment Policy.
9. To promote and support departmental extra-curricular and enrichment activities and raise levels of participation in school life.
10. To ensure effective communication with staff, parents/carers and students.
11. To represent the department in the wider school community and liaise with the rest of the school, governors, partner schools, the Local Authority, further and higher education, industry, outside agencies, examination boards etc.
12. To ensure that the learning environment is stimulating and that resources are maintained in good order and allocated appropriately.
13. To play a full part in the life of the school community, to support its distinctive aims and culture and to encourage staff and students to maintain positive attitudes towards the subject.
14. To promote Community Cohesion inside and outside the classroom and demonstrate a commitment to equal opportunities and inclusion.

15. To undertake the above responsibilities in addition to those held by a main scale teacher at the school.
16. To undertake any other duty as specified by the STPCD not mentioned above.
17. To be a Form Tutor.

Person Specification

QUALIFICATIONS & TRAINING

- A degree and/or recent professional development in a relevant subject.
- Qualified Teacher Status.
- At least two years' successful teaching experience.
- Evidence of continuing professional development.
- Evidence of contribution to whole-school events within the arts.

KNOWLEDGE, EXPERIENCE AND APPROACH

Candidates should demonstrate

1. Knowledge and/or experience of how to lead, manage and support colleagues to improve standards of teaching and learning.
2. Evidence of consistently good teaching or better.
3. An ability to differentiate effectively and provide an appropriate challenge for all students.
4. A good understanding of the principles of Assessment for Learning and an ability to use assessment to inform planning for good or outstanding teaching and learning.
5. An ability to use data to set challenging targets and inform planning and intervention strategies to raise achievement.
6. Excellent subject knowledge and an awareness of recent developments in the teaching of Music.
7. An approach which encourages the development of personal learning and thinking skills across the age and ability range.
8. Awareness of the contribution of Music to cross-curricular issues.
9. An ability to use ICT effectively to engage students.
10. Commitment to inclusion and achieving high standards for all students.
11. Support for the school in its commitment to safeguarding and promoting the welfare of children and young people.
12. A sense of resilience and good humour and a willingness to learn.

GENERAL DUTIES

- To adhere to the policies and procedures of Brentside High School.
- To carry out 'the duties of a schoolteacher' as set out in the Schoolteachers' Pay and Conditions Document & Teacher Standards.
- To share in the corporate responsibility for the development and well-being of all students.
- To make a positive contribution to the wider life and ethos of the school.
- To demonstrate consistently the positive attitudes, values and behaviour which are expected within the school community based on mutual respect between students and staff.
- To take a pro-active part in the school's performance management system with the ultimate aim of improving standards of teaching and learning in the school.
- To take reasonable care of one's own health and safety and that of others and inform premises of any concerns with regard to health and safety.
- To work with flexibility, resourcefulness and initiative, undertaking any duties at the reasonable request of the Headteacher.

This job description is current at the date shown but may be changed by the Headteacher, to reflect the experience of the successful candidate.

ETHOS

Promoting the ethos of the school, as expressed in the mission and vision statements, is a shared responsibility to which teaching staff make a significant contribution.



Contact details

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Telephone
020 8575 9162

E-mail
info@brentsidehigh.ealing.sch.uk

Website
www.brentsidehigh.ealing.sch.uk

How to find us

Public transport

The school is served by various bus routes as follows:

E1, E3 and E11 buses stop close to the entrance on Greenford Avenue

E2, E9, E7, E10, buses stop on Ruislip Road East. The main entrance to the school is close by.

Tube stations

Ealing Broadway (Central and District Line). Take E1, E2 (destination Greenford Broadway) E9 (destination Barnhill Estate) or E10 (destination Northolt) from Haven Green (directly opposite the station). Alight at Brentside High School on Ruislip Road East.

Greenford (Central Line). Take the E6 bus from the stop opposite the station and alight at Greenford Road, near Greenford Broadway. Buses travelling from Greenford Broadway in the direction of Ealing stop outside the school. (E1, E3, E2, E9, E7, E10). Mini cab service available at Greenford Tube station.

Main line

Hanwell railway station (GWR mainline and Elizabeth Line station) is a short bus ride away (E3), as is Ealing Broadway station.

Parking

60 parking spaces available on site for staff.

Please contact Alison Mossman if you require on-site parking for the day of the interview.

