

BESPOKE EDUCATION



Appointment of Junior Music Teacher (0.5FTE)

Information for candidates

"Simply the best school everyday." (Parent)

Independent Co-Educational School of the Year 2024/25 (ISOTY)

Introduction - "Simply the best school every day." Parent

Ballard is a thriving co-educational day school from Nursery to GCSE, set in 34 acres on the Dorset/Hampshire border. Ballard's dynamic leadership has turned 'excellent & outstanding' (ISI) into exceptional. Putting families first, Ballard has pledged to absorb the VAT charge on school fees for the Spring and Summer terms in 2025, before phasing it in gradually over the coming years. With lots of exciting plans in place, there has never been a better time to join.

Ballard has been recognised, once again, by the prestigious Independent School of the Year Awards, winning their **Co-educational School of the Year Award 2024**. This follows Ballard reaching the finals for Sport in 2023 and Performing Arts in 2022. We have also reached the finals of the Independent School Association's Award for Fine Arts and Design. So, what makes an award-winning education?

At Ballard, we believe abilities and intelligence are not fixed – all can flourish and excel when given the tools and environment to develop self-knowledge and resilience. We provide a vast array of opportunities, including over 150 co-curricular weekly activities, but it is how we empower and inspire our pupils to seize them, that we believe, sets us apart.

Co-education is at the heart of our inclusive philosophy. All pupils are equal - boys and girls learn with and from each other, through collaboration and lively competition. In an atmosphere of inclusivity and kindness, every child is stretched in their talents and encouraged to tackle what doesn't come easily. Boy, girl, expert, novice - no subject nor interest is beyond reach.

We pride ourselves on our forward-thinking curriculum, providing an aspirational, academic and holistic education. Our staff inspire and guide our young people, challenging and supporting them in equal measure. The School's drive to deliver a first-class education, with a close eye on the future, is shaping our ambitious investment and development plans.

Our pastoral care is rooted in kindness and respect and underpinned by Christian values. The Ballard family's wellbeing is central to the ethos of the School. Our inclusive approach to school life values individuality and fosters generosity of spirit; our young people look out for each other and the wider community. Ballard educates the whole child, providing a wide range of sporting, cultural, artistic and academic clubs and activities. Our aim is to ignite passions and develop skills, identifying and unlocking every child's inner genius.

It is an exciting time to be joining Ballard, with our Leadership Team moving the School forward with confidence. The School places great emphasis on supporting and developing its staff so that the best possible educational provision is provided throughout the three pillars of the School; Pastoral, Academic and Co-Curricular. We are already seeing excellent results, including another great set of record-matching GCSE grades last Summer. Furthermore, we are still gaining enquiries from prospective parents across all age groups, with waiting lists in some year groups.

"Pupils are reflective and have high levels of self-esteem and empathy. They are highly successful in displaying these characteristics through academic study as well as the wealth of sporting, performing arts and extra-curricular opportunities in which they participate." ISI



Mission Statement and Aims

Our mission:

To provide a supportive and caring environment for learning, and excellent teaching designed to ensure all pupils achieve their academic best.

Our aims:

- 1. To identify and build on strengths to help each individual pupil reach their potential within a secure, caring community and to equip our young people to be well-behaved, resilient, rounded and resourceful members of society and prepared for their future working lives
- 2. To aim for academic excellence, so that each individual pupil may achieve his or her personal best. We believe all our pupils are entitled to an education that extends beyond the purely academic. Pupils are actively encouraged to take part in a wide range of artistic, creative, cultural, musical, sporting and other co-curricular activities.
- 3. To recognise the worth, dignity and contribution of each member of the Ballard Family and to foster self-discipline, self-esteem, mutual respect and co-operation within an atmosphere of friendship and trust promoting an appreciation of the needs and gifts of others.
- 4. To offer scope for spiritual, moral and personal development within a disciplined and mutually supportive environment which affirms Christian values.
- 5. To expect high standards of achievement by developing in pupils the ability to manage change, to think and research independently and communicate confidently and effectively.
- 6. To celebrate our achievements, gifts and diversity irrespective of individual differences.
- 7. To respond to the wider needs of society through community projects, charitable fundraising and outreach and by increasing awareness of local, national and world issues.

Department Details

Our award-winning Performing Arts department has an excellent reputation in the area and is at the heart of Ballard's holistic educational provision. Productions are large scale and happen several times a year, whether for individual sections of the school, or as whole School performance opportunities.

Ballard Performing Arts comprises the Music, Drama and Dance departments and all subjects are taught be specialist teachers as single discipline subjects throughout the school. GCSE Dance, Drama and Music are all offered, and results are consistently excellent.

The Music Department runs many ensembles on a weekly basis for all age ranges of the school. A busy schedule of annual performances includes our Carol Service at Christchurch Priory, informal concerts and solo recitals in our Performing Arts Centre and a Summer Concert at Beaulieu Abbey Church. Our programme of trips and other opportunities includes Young Voices at the O2, Music For Youth at the Royal Albert Hall, West End shows, BSO concerts and European tours.

Music is delivered by specialist teachers from Nursery through to Year 11. Pupils in Pre-Prep receive a single lesson each week, supported by Pre-Prep staff. In Lower Prep, pupils have a single curriculum music lesson each week in addition to experiencing Music as part of the Expressive Arts curriculum, alongside Dance and Drama. In Years 6 to 9, pupils receive weekly curriculum music lessons and are then able to opt to further study music at GCSE level. The Music department forms an integral part of the strong Performing Arts provision contributing to School productions and showcases at every stage of the school.

We seek a colleague who is passionate and knowledgeable about their subject, who is enthusiastic, energetic and wants to work in a busy, thriving department, providing a range of performance and curriculum opportunities for our pupils.



The Role

General

The Teacher of Music (KG to Year 6) is accountable to the Head of Music and has responsibility for the following:

Promoting and supporting the school's aims and policies and the school's code of ethics.

Part-time (0.5 FTE) from September 2025 or as soon as possible after that date

Main Responsibilities

- Teach class music lessons within Early Years, Key Stage 1 and 2.
- Deliver lessons which are of high quality, with focus on pupil learning and with an emphasis on positive reinforcement, fostering a love of music.
- Provide a stimulating working environment for pupils in the classroom.
- Be an active and reliable team member in all aspects of the life of Ballard School, including the Co-curricular activities programme.
- Liaise with other members of the Music Department and staff from KG Year 6 to provide performance opportunities throughout the year and prepare pupils for specific events such as the school Nativity, Recitals, Concerts and Productions.
- Ensure that all appropriate schemes of work are in place (liaising with the Head of Music, Head of Pre-Prep and Head of Lower Prep and Upper Prep).
- Monitor pupil standards, progress and achievement against targets.
- Record and report on pupil progress in accordance with the policies of the school and advise at Parents' Evenings, as required, in order to nurture positive, supportive and effective homeschool communication with parents.
- Ensure a range of teaching strategies are utilised to facilitate the learning of all pupils and ensure there is appropriate continuity and progression in planning, teaching and learning.
- Provide appropriate support for all pupils including SEN and EAL and more able pupils.
- Liaise with other departments and year groups and maximise any opportunities for crosscurricular links.
- Maintain good order and discipline in the classroom and around the school by promoting the Ballard Key Values and keeping current with safeguarding and health and safety training.
- Liaise regularly with the Heads and Deputy Heads of Pre-Prep, Lower Prep and Upper Prep, as well as the Academic Team and Pastoral Team.
- Accountable to the Head of Music.
- To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Additional Responsibilities

 To attend regular whole staff meetings, INSET days, departmental meetings and School functions as published in the yearly calendar.

- To contribute to the school's co-curricular programme by offering a range of activities for the younger sections of the School.
- To attend Parents' Evenings and communicate and consult with parents of pupils, when necessary, throughout the year.
- To carry out any additional responsibility which the Headmaster or Leadership Team may reasonably from time-to-time request.
- To take part in the Professional Development Programme including the opportunity for personal development.

Other

- Promoting high standards of work and behaviour inside and outside the classroom.
- Contributing to the pastoral and co-curricular life of the school.
- Carrying out the normal supervision duties as laid down in school policies.

Safeguarding

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practices and pre-employment background checks will be undertaken before any appointment is confirmed.

Person Specification

Experience required

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	Good honours degree in Music, or equivalent, and recognised teaching qualification.	Evidence of continued CPD.
Experience	Experience in early years/primary school teaching N.B. For NQTs, a placement will suffice.	
Knowledge, skills and abilities	 Job Related A highly competent practising musician, ideally a pianist. Confident with Microsoft tools and programmes (iSAMS and SOCS an advantage). Confident performing (singing and playing) in front of a class and encouraging 1:1 instrumental and vocal music study. Flexible and creative to be best placed to deliver an organic curriculum where the pupils are at the centre of the learning journey – from Listening and Appraising, Music Theory and Composition, to Class Performances (vocally/instrumentally). 	 A well-developed understanding of SEND and successful experience of teaching pupils with SEND. Confident with Music Technology (ideally Garage Band, Logic Pro X and Sibelius/Musescore).

- Able to keep current with: Teaching practice, courses, CPD, the music profession.
- Monitor and evaluate standards of own teaching and learning, identifying areas for improvement.
- Plan and implement strategies to improve teaching where needs are identified.
- Expected to teach a variety of ages (KG to Year 6). Personal
- The resilience, drive, strength of character and sense of both humour and perspective to thrive in a fast-paced, demanding and ambitious environment.
- Excellent organisational skills.
- Reliability, energy, integrity, resilience, and enthusiasm.
- Ability to form good relationships with staff and pupils.
- Ability to work well in a team.
- Versatility and adaptability.
- Someone who understands children and wants the very best for them academically whilst being fully committed to their safety and well-being.
- Willing to be fully involved in the life of a busy and purposeful independent school which will mean taking co-curricular activities.
- Enjoys the creative process and sets the bar high.
- Is happy to work above and beyond to make the 'magic happen'.
- Acts as a role model of excellent classroom practice for all other teachers, modelling effective strategies for teaching and performing.
- Promotes curriculum events and the co-curricular music activities programme.
- Can sustain their own motivation and that of others, to develop own and others personal and professional effectiveness.
- Can carry out such other duties, at the request of the Head of School, as may be required commensurate with the scope and grade of the post.

The Appointment

The school is seeking to appoint an energetic and enthusiastic classroom practitioner with strong musical skills.

The school operates a programme of induction for new members of staff and the successful applicant will be supported by the Head of Department.

Salary will be determined according to qualifications and experience.

School lunch and refreshments are available for all staff during term time.

This job description and accompanying documentation do not form part of the employment contract. Terms and Conditions of Service - the post holder will be required to comply with all policies and procedures issued by and on behalf of the school. The post holder will be required to participate in the school PDP procedure as an appraisee and, if applicable, as an appraiser. The post holder will be required to attend statutory and mandatory training.

Equal Opportunities

The post holder must comply with and promote Equal Opportunities and avoid any behaviour which discriminates against others on the grounds of sex, disability, marital status, sexual orientation, age, race, colour, nationality, ethnic or national origin, religion, political opinion, trade union membership.

Information Security, Confidentiality and Data Protection

During the course of employment, the post holder may have access to, see or hear information of a confidential nature and they will be required not to disclose such information. All person identification information must be held in the strictest confidence. All employees are required to make themselves familiar with the School's Privacy Notice for Staff policy.

Applications

How to apply:

Applicants are asked to complete a Teaching application form, along with their letter of application, and send it, addressed to the Headmaster (recruitment@ballardschool.co.uk), to arrive no later than 9.00am on Wednesday 28th May 2025. The School retains the right to interview and appoint at any time during the application process, so early applications are strongly encouraged.

Working Hours: Part-time (0.5 FTE)

Salary: Will be determined according to qualifications and experience

Interviews: w/c Monday, 2nd June 2025

Start date: September 2025 or as soon as possible after that date

Shortlisted applicants will be invited to the school for interviews and will also have the opportunity to see the department, meet departmental staff, and demonstrate their teaching skills in the classroom.

Ballard School is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. The successful applicant must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (Enhanced Disclosure). As part of the referencing process, the school will undertake a digital screening, including online searches of candidates and any potential matters of concern will be discussed with the candidate.

This post is exempt from the Rehabilitation of Offenders Act.

The successful candidate will be required to complete and sign a medical form.

Ballard School is committed to Equal Opportunities and welcomes applications from all sections of the community.

For further details and an application form, please visit: www.ballardschool.co.uk/vacancies

