

A photograph of two young boys in school uniforms playing a xylophone. The boy in the foreground is smiling and looking down at the instrument. The boy in the background is also smiling and looking towards the camera. They are both wearing dark blue polo shirts with teal accents. The xylophone is red and white. The background is a classroom setting with a bulletin board.

Stephen Perse

Cambridge

Junior School

# Teacher of Music (Fixed Term) JD & PS

[stephenperse.com/currentvacancies](http://stephenperse.com/currentvacancies)

# History of Stephen Perse

The Perse Girls School, founded in 1881, evolved into the Stephen Perse Foundation in 2007, and first admitted boys to its Senior School in 2017. Stephen Perse has grown over recent years, adding a co-educational sixth form to its highly successful Senior School in 2008, and four nurseries and early years settings (three in Cambridge and one at Dame Bradbury's in Saffron Walden) between 2010 and 2021. Stephen Perse has been fully co-educational in all settings since 2017 and now comprises four nurseries, two junior schools, a senior school and sixth form.

Predominantly a day school, there are currently 60 (mainly sixth form) boarders. As well as its reputation for academic excellence, Stephen Perse is renowned for an innovative approach to education, and a focus on preparing students for the future.





## Our Mission Statement

At Stephen Perse, our mission is to educate and inspire the contributors to tomorrow's world: intelligent young people with the creativity, compassion, confidence and conviction to question, evaluate and improve society.

## Our Vision Statement

To deliver this mission, our vision is to create and sustain an outstanding educational environment that:

- Fosters modern scholarship through exceptional teaching and a dynamic, flexible and rigorous academic curriculum.
- Provides outstanding breadth of opportunity and quality of experience through a rich and varied co-curriculum.
- Nurtures and celebrates individuality, wellbeing, personal development, and contribution to the growth of others, through superb pastoral care, social and emotional education, and learning support.
- Champions and models equality, diversity and inclusivity, and social and environmental responsibility with a global outlook.

## Our Values Statement

With excellence and creativity in teaching and learning at the core of each of our schools and nurseries, we value the positive difference our students can make in the world through:

- Scholarship and the advancement of knowledge and understanding.
- Kindness, courtesy, inclusivity and collaboration.
- Diligence, independence and self-reliance.
- Humility, reflectiveness and the pursuit of self-improvement.
- Character, individuality, wellbeing and confidence.
- Conserving the environment and living sustainably.

*Welcome from the Principal*

## Richard Girvan

Stephen Perse is a leader in modern independent education, superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future.



Any school, indeed, any group of schools, is only as strong as its people. Stephen Perse boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure our pupils benefit from excellent role models, outstanding support and exceptional teaching. As Principal, I consider this investment in our people to be of utmost importance.

At Stephen Perse, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share our values, people who are passionate about our collective vision of developing the change-makers of the future.

**Richard Girvan**

*Principal*

## Teacher of Music (Fixed Term) JD & PS Responsible to: Head of School

**Location: Stephen Perse Cambridge Junior School**

### Role Description

This role is to cover a period of sabbatical leave, from September 2025 - April 2026 (or upon return of the current postholder, whichever comes first).

This role has the potential to lead to the Head of Music (fixed term) position for the right candidate. If interested, please express interest in the application form. The information for this role can be found on page 8 and 9 of this document.

### Your Role as a Teacher

At Stephen Perse everyone is a learner. While our pupils enjoy the benefits of a creative and innovative learning environment, our teachers strive to inspire and engage through using a wide range of pedagogical approaches.

We want every teacher to offer the very best in teaching and learning to our students and this will inevitably, and perhaps even increasingly, involve the digital world. We are iPad 1-to-1 from 11 to 18 and our Junior Schools use class sets. We are a leader in the use of digital technology within the classroom. This helps us to support our teachers and

learners to have an appropriate use of these technologies.

We don't need you to be a fluent or confident user of technology before you start working with us, but we will want you to have an agile and ambitious mindset that is open to adopting new techniques. Training and support are offered on a regular basis as part of formal and informal CPD and is focused on student learning



### Main Responsibilities

- To plan, lead, organise and further develop music lessons.
- To plan for, prepare and organise a range of high-quality performances and concerts throughout the year for pupils in each year group in conjunction with other music, drama, and peripatetic teachers.
- To organise appropriate and inspiring musical visits/events for specific year groups or whole school.
- To provide curriculum knowledge and expertise in the teaching of music from EYFS - Year 6.
- To take the lead in harnessing young children's natural enthusiasm for music and ensuring it is built on and developed as they move through the school.
- To be responsible for inspiring curriculum planning of music and to liaise with other key post-holders and colleagues to create cross curricular links to themes where appropriate.
- To set high standards and to keep

abreast of developments within the field of performing arts.

- To develop, assist and sustain the work of other teachers involved within the music curriculum area.
- To co-ordinate the work of the peripatetic music teachers and support pupils in identifying the most appropriate individual instruments, please note the responsibility of peripatetic teachers lies with the Senior School Director of Music.
- To assist in the induction of new members of music staff as appropriate.
- To encourage and implement the effective use of digital learning.
- To be responsible for the management and procurement of resources, books and training within agreed music budgets with the Leader of Music 3-11.
- To ensure awareness of health and safety issues.
- To organise and run, or delegate within the music team, the choral and instrumental groups.
- To promote active engagement in music both through the curriculum and through the extra-curricular programme.

### General responsibilities

- Act as an excellent ambassador for Stephen Perse at all times.

- Undertake other duties as agreed with the leadership team.
- Build and maintain good working relationships with all Stephen Perse colleagues.
- Assist as necessary in other Stephen Perse areas at peak times.
- Work at all times towards the aims and goals of Stephen Perse and any individual objectives and targets you may have agreed.
- Proactively identify areas for improvements within Stephen Perse.
- Actively promote the Stephen Perse Equal Opportunities Policy, encouraging staff awareness and participation in all areas.
- Act in accordance with the Data Protection principles at all times.
- Adhere at all times to Stephen Perse operational and employment policies and procedures.
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do).
- Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- Follow the training you have received when using any work items Stephen Perse has provided.
- Adhere to the Stephen Perse Privacy

Notice and ensure private and confidential data is kept secure and disposed of in the appropriate manner.

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may reasonably be required within the general scope and level of the post.

## Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Stephen Perse Safeguarding and Child Protection Policy statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns

to the School's Designated Person or the Stephen Perse Designated Safeguarding Lead. All employees of Stephen Perse adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be **found on the government website.**

# Person Specification

	Essential	Desirable	Assessment Method
<b>Qualifications</b>	<p>Honours degree, or equivalent, in Music</p> <p>A PGCE qualification, or equivalent</p> <p>Confident ability to accompany on the piano</p>		<p>Application Form</p> <p>Production of the Applicant's certificates at interview</p>
<b>Knowledge &amp; Experience</b>	<p>Experience of teaching music to Years 3-6</p> <p>Experience of differentiating music for pupils of a range of abilities</p> <p>Experience of leading small pupil performances</p> <p>An ability to lead choirs</p>	<p>Experience in linking music to themes</p> <p>Experience of leading large pupil performances</p> <p>Experience of working with a drama department</p> <p>Experiences of linking with Senior School staff and pupils</p>	<p>Application Form</p>
<b>Skills &amp; Aptitudes</b>	<p>Due to our statutory obligations in respect of safeguarding, the ability to read, understand and communicate in English to a sufficient standard to understand these obligations is required</p> <p>Ability to inspire, motivate and engage with all pupils</p> <p>Ability to demonstrate enthusiasm and creativity in teaching</p> <p>Ability to keep abreast of curriculum developments relating to the teaching of music</p> <p>Ability to make effective use of evolving technology in classroom practice</p> <p>Demonstrate active involvement in all aspects of school life</p> <p>Work as part of a team</p> <p>Communicate and collaborate with colleagues on different sites</p>	<p>Excellent IT skills</p> <p>Flexibility to work across different sites</p> <p>Use of Google Classroom and Google Suite for Education</p> <p>Experience of iSams</p> <p>Knowledge of how to use iPads to engage, enthuse and support learning</p> <p>Please note, no previous knowledge or experience of working with iPads is necessary for this post, but a willingness to engage with this technology and participate actively in the production of digital resources is essential</p>	<p>Interview</p>
<b>Personal Attributes</b>	<p>Commitment to the ethos of the School</p> <p>Professionalism and integrity</p> <p>Dedication and enthusiasm</p> <p>Flexibility, energy and resilience</p> <p>Approachability</p> <p>Excellent organisational skills</p>	<p>Good sense of humour</p> <p>Calm demeanour</p>	<p>Interview</p>

## Head of Music (Fixed Term) JD & PS

### Responsible to: Head of School

#### Role Description

The Head of Music (Fixed term) will oversee the school's music provision ensuring continuity and excellence in music education and performance. This interim role involves maintaining a vibrant and inclusive music curriculum, coordinating performances and extracurricular activities and managing instrumental and vocal tuition. Working closely with staff, pupils and the wider school community, the Head of Music will uphold the school's musical standards and foster a culture of creativity and engagement.

This role is to cover a period of sabbatical leave, from September 2025 - April 2026 (or upon return of the current postholder, whichever comes first).

### Main Responsibilities:

#### Curriculum development

- Lead and coordinate integration of music across the wider school curriculum

#### Performance & enrichment

- Plan and oversee musical performances, concerts and productions
- Manage extracurricular music activities

including choirs, ensembles and instrumental groups

- Foster partnerships with external music organisations

#### Instrumental and Vocal Programme management

- Oversee the peripatetic teachers to ensure best practices in teaching and learning
- Manage timetabling, recruitment and performance opportunities for instrumental pupils
- Support pupil participation in external music examinations and competitions

#### Departmental leadership and administration

- Manage the departmental budget, resources, facilities and equipment



# Person Specification

	Essential	Desirable	Assessment Method
<b>Qualifications</b>	<p>Degree in Music or Music Education or equivalent qualification</p> <p>A PGCE qualification, or equivalent</p>		<p>Application Form</p> <p>Production of the Applicant's certificates at interview</p>
<b>Knowledge &amp; Experience</b>	<p>Leadership experience - leading a music department, school choir or orchestra, with responsibility for curriculum planning and extracurricular activities</p>		<p>Application Form</p>
<b>Skills &amp; Aptitudes</b>	<p>Due to our statutory obligations in respect of safeguarding, the ability to read, understand and communicate in English to a sufficient standard to understand these obligations is required</p> <p>Instrumental &amp; vocal proficiency</p> <p>Conducting and ensemble direction</p> <p>Curriculum development integrating performance and theory</p> <p>Event organisation</p> <p>Excellent communication and interpersonal skills (to liaise with pupils, parents, collaborate with staff)</p>	<p>Passion for fostering a whole-school music culture engaging with wider music partnerships</p>	<p>Interview</p>
<b>Personal Attributes</b>	<p>Passionate and enthusiastic</p> <p>Strong team player</p> <p>Highly organised</p> <p>Resilient and adaptable</p> <p>Commitment to safeguarding</p>	<p>Multi-instrumentalist</p>	<p>Interview</p>

## Terms and conditions

All appointments for Stephen Perse are subject to satisfactory reference and disclosure and barring service (DBS) checks, suitability to work with children checks, online checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

## Hours of work

Full-time, fixed term.

## Salary

The successful candidate will be remunerated at the appropriate point on Stephen Perse teaching scale, which is in excess of the state sector teaching scale.



## Benefits

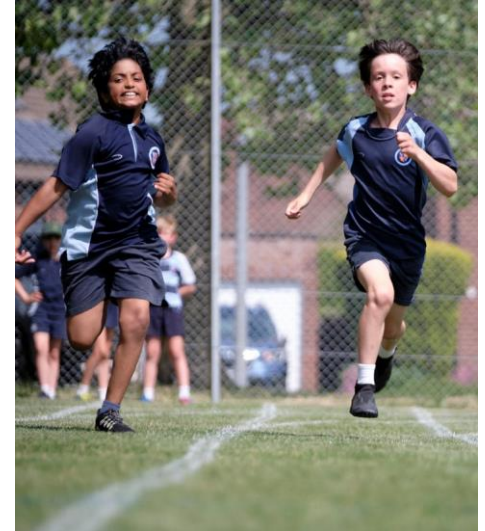
- Contributory pension scheme - Aviva Pensions Trust for Independent Schools (APTIS).
- Life assurance scheme.
- Rail season ticket loan/discount on train travel on Greater Anglia rail services.
- Free lunch and refreshments provided.
- A loan of an iPad, for use whilst employed at the school.
- Annual flu immunisation.
- Many of the sites offer covered bike parking.
- Free access to the Cambridge University Botanic Garden.

*Please note, all benefits are under periodic review and subject to change.*

## Privacy Notice

Please see our privacy policy which is available on the recruitment portal.

<http://www.stephenperse.com/recruitment>



Please apply directly by downloading an application form from our recruitment page at [www.stephenperse.com/recruitment](http://www.stephenperse.com/recruitment), or email [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com) to request an application form. Please send completed application forms to [recruitment@stephenperse.com](mailto:recruitment@stephenperse.com). We are unable to accept CVs.

### The Recruitment Process

- Closing date for applications:  
**9am on Friday 21 March 2025.**
- Interviews will take place:  
**Week commencing  
Monday 24 March 2025.**

**References may be taken up before interview.**

### Invitation to interview and recruitment arrangements

Stephen Perse is committed to safeguarding and promoting the welfare of its pupils. Stephen Perse has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to eight weeks to complete.

Stephen Perse has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.





Stephen Perse

Foundation

Stephen Perse (Main Office), Union Road, Cambridge, CB2 1HF

[stephenperse.com](http://stephenperse.com)



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