



Head of All-through Music Candidate information brief



Dear candidate,

Thank you for your interest in the role of Head of Secondary Music at King Solomon Academy. In this pack, I hope to help you understand more about the role, our school community and the kind of person we are looking for to join our team.

King Solomon Academy is a unique and very special place. As an all-through school serving pupils from Nursery to Sixth Form, we have the privilege of shaping a young person's entire educational experience. Since our inception in 2007, our mission has always been clear: to provide a rigorous and transformational education to each and every child, preparing them to be successful at university and beyond. We commit to this mission because we believe it is the means to address educational disadvantage and lead the way on system change. Our mission is underpinned by four shared values that apply equally to children aged two or eighteen, teachers, leaders, support staff, parents or our wider community of stakeholders: to always aim high, work together, be kind and lead the way.

Since our first ground-breaking GCSE outcomes in 2014 when KSA set a new national bar for what was possible for a cohort of pupils where 75% were entitled to Pupil Premium, KSA has consistently achieved exceptional outcomes for and with our pupils. In 2023, when our most recent Progress 8 score was published, the average P8 score for schools across the country serving 60-70% Pupil Premium cohorts was -1.18. KSA's score was +1.18. These achievements reflect the dedication of our staff, the ambition of our families, and the shared and unwavering belief that every child can and will succeed when we do our best work.

Music is one of the cornerstones of the KSA curriculum. Whilst schools across the country are cutting their music provision, we remain committed to our ground-breaking music programme enabling every single pupil from Year 4 to Year 9 to learn to play a strings instrument in weekly small group specialist teaching during the school day so that they can play as a whole year group orchestra together one morning a week throughout Key Stage Three. We also run GCSE music and have a thriving Upper School Orchestra who have travelled around the world on our flagship music residential programme each Summer, performing in Austria, Spain, Bulgaria and Slovakia over the years. With three lessons of music a week in Key Stage Three, music is a fundamental part of the core KSA curriculum for every pupil.

To lead music at KSA requires a visionary and inspirational leader. This is no ordinary Head of Music role. We are looking for someone who loves music, who loves strings and is excited to lead this extremely important and special part of the KSA community. It requires someone who shares our passion for building an exceptional music programme, investing in coaching for the strings team alongside leading a whole year group orchestra of 90 pupils three times a week with all the necessary arrangements, logistics and instrument care that goes with it.

More important than any of that is a belief in the transformative power and joy of playing and performing music together. Orchestra should be the highlight of every pupil's week, a chance to come together as a year group team and family, invest in deliberate practice and experience the joy of collective music-making.

The successful candidate must also be ready to commit to leading an extensive extra-curricular music programme which will enrich the lives of our pupils and help prepare them for university and beyond. Nurturing a wide range of musical experiences, singing in a choir, developing their own interests in their own bands and groups is fundamental to the next stage of music's success in the KSA community.

KSA is a pioneering school looking to hire exceptional people. This is a unique opportunity for an ambitious and high-performing leader of music who is excited by the opportunity to show what is possible and who shares our deep belief in the potential of every child. The leadership development programme for curriculum leaders is well-established at KSA and the successful candidate would also benefit from being part of the wider network of Heads of Music across the Ark Schools network, alongside the incredible opportunities being part of music involves for example performing at the Ark Gala at The Barbican Centre every two years.

To apply, follow the link at <https://kingsolomonacademy.org/jobs/vacancies>. The deadline to apply is on **23 March 2026**. Please note we will be reviewing applications on an on-going basis, and this advert may close earlier than advertised depending on the level of response. Early application is advised. To discuss the role, please feel free to email the Principal's PA, Abigail Saleh. (a.saleh@kingsolomonacademy.org) or phone on 0207 563 6901.

We wish you the best with your application.

Beth Humphreys
Principal

Job Description: Head of Secondary Music

Reports to:	Appropriate SLT member
Start date:	September 2026 (or earlier by agreement)
Salary:	Ark Inner London Leadership Scale (Dependent on Experience)

The Role

To lead and manage the KSA music programme, including the development of the orchestra, providing a music curriculum that represents a transformational education for all our pupils

Key Responsibilities

- Plan and deliver a world class strings orchestra programme
- Lead the design, implementation, teaching and assessment of the core music curriculum
- Recruit, develop and manage a team of teachers and strings tutors who can create exceptional strings learning culture
- Be held accountable for the progress of all pupils in music
- Be a role model of outstanding teaching in the department
- Coach teachers in the department using frequent observations and drop ins to drive development

Outcomes and Activities

Leadership of subject

- Develop a wide and rich range of opportunities for pupils to perform regionally, nationally and internationally
- Develop an exciting and motivating extra-curricular and enrichment offer including university links, day trips and residential trips
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- Use regular, measurable and significant assessments to monitor progress and set targets
 - Produce periodic assessments with marks schemes
 - Ensure assessments are moderated internally
 - Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
 - Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high quality interventions

Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
- Set and mark appropriate homework
- Use regular, measurable and significant assessments of their teaching

- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Provide content for and where necessary deliver high quality pupil interventions with direction from SENDCO
- Ensure that all pupils achieve academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organize and participate in exciting and motivating trips and events

Form tutor

(Where applicable - teachers, including leaders, will sometimes be required to perform the role of form tutor)

- Create and sustain a positive class culture
- Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
- Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents
- Write form class teacher comments in reports

Other

- Undertake professional development as agreed with school leaders
- Perform additional duties and tasks required for the effective operation of the school, including: attending home visits, eating lunch with pupils, break and activity supervision, duties
- Undertake other various responsibilities as directed by the Principal

Person Specification: Head of Secondary Music

Necessary qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK
- Strong strings player

Essential experience

- Experience of leading, coaching and managing staff
- Experience of raising attainment in a leadership role in a challenging school context
- Evidence of continually improving teaching and learning

Skills and attributes

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

“Aiming high”

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

“Leading the way”

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

Other

This post is subject to an enhanced Disclosure and Barring Services check.

About Music at KSA

King Solomon Academy is a music specialist school. When we first opened the school, we chose music as a specialism because it is rigorous, fun and inspiring and can involve every pupil in aspiring to be excellent both as an individual endeavour and as a collective pursuit.

We believe that being part of the KSA orchestra creates a great sense of shared identity alongside enabling our pupils to benefit from the known academic, intellectual and social advantages of musical training:

- Strong musical skills are known to support cognitive development and therefore drive academic achievement
- Through a commitment to musical excellence, pupils learn resilience, self discipline, self confidence and the ability to listen to and value the effort of others.
- Experience of music making and performance exposes pupils to a broad and sophisticated culture of music.

Based near the Royal Academy of Music and many other musical venues in the heart of London, the school has a great opportunity to inspire pupils to develop musical excellence.

As they grow up, from entry to the school into Nursery aged two or three, every pupil at King Solomon Academy learns to utilise their voice through vocal performance. From Year 4, every pupil learns a strings instrument and plays their part in a strings orchestra from Year 7 to Year 9.

We know that a significant part of the orchestra's success comes from the opportunity it provides for pupils to perform outside of the school setting. We have two whole school concerts a year and take every opportunity to perform locally, for example in Paddington Basin or at our local care home. We also run an annual Upper School Orchestra international tour where we take our most dedicated musicians on tour to countries including Austria, Slovakia, Spain and Bulgaria.



Principal: Beth Humphreys

Beth Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA secondary in 2012 as an Assistant Head and then Deputy Head, leading on curriculum and professional development before she became Head of Primary in January 2017 and Associate Principal. Beth has now been appointed to lead King Solomon Academy as Principal. She is proud to serve our all-through community and is passionate about ensuring our children get the very best start in life anyone could give them.



“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Being part of the Ark network

Ark is an international charity, transforming lives through education. Ark exists to make sure that every child, regardless of background, has access to a great education and real choices in life. The highly successful network of 39 schools educates over 20,000 pupils across Birmingham, Hastings, London and Portsmouth, and is now recognised as one of the highest achieving academy groups in the country.

There is room to grow at every stage of your career from rigorous and transformational ECT training, skilful teacher courses, coaching programmes and leadership programmes at every level.

All Ark staff again access to a host of benefits to support you, including:

- Teaching salaries that are 2.5% higher than main pay scale
- Twice as many training days as standard
- Generous pension schemes
- Access to exclusive discounts and support – from gym reductions to discounts in over 3,000 retailers
- Interest-free loans of up to £5,000 available for train season tickets or to buy a bicycle
- Access to our Employee Assistance Programme, which provides free confidential counselling, legal advice and a range of different support.

Find out more here: <https://arkonline.org/careers/why-work-with-us/>

Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.