

CANDIDATE PACK

Head of Bexley Music



Start date:
January 2027

Location:

Bexley Music, Belmont Road, Kent, DA8 1LE
Mobile throughout London Borough of
Bexley and SE London
Flexible working is supported including
home working 1-2 days per week

About Us

Bexley Music is the lead provider of music education in the London Borough of Bexley and a Principal Partner in the South East London Music Hub. As part of London South East Academies Trust (LSEAT), we aim to enrich the lives of thousands of children, young people and adults every week through high-quality, inclusive musical opportunities delivered in schools and at our thriving Music Centre at Belmont Academy.

From individual and group instrumental lessons and workshops to choirs, bands, orchestras and ensembles, we provide exciting pathways for musicians of all ages and abilities to learn, perform and flourish.

Our vibrant programme includes regular concerts and performances in prestigious local, national and international venues, inspiring students to experience the joy and power of music-making at the highest level.

At the heart of everything we do is a commitment to widening access, nurturing talent and raising aspirations. Working in partnership with schools, families, arts organisations and the wider community, Bexley Music champions excellence, creativity and inclusion in all its activities. Through this work, we help to shape the cultural landscape of the borough and ensure that every child and young person has the opportunity to develop their musical potential.





About the Trust

Bexley Music is part of London South East Academies Trust - a multi-academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Job Description



Job title: Head of Bexley Music

Reports to: Deputy Chief Executive, London South East Academies Trust

Team Management: You will lead a dedicated team of senior, administrative and support staff and share responsibility for overseeing a wider workforce of specialist music tutors and teachers across Music Centre and school-based provision.

Salary: H45 to H48 on the LSEAT Harmonised Payscale

Contract Type Permanent, full time (37 hours) Subject to a 3 month probation period

Working Pattern: Monday to Friday (52 weeks)

Regular evening and weekend work, for which TOIL may be available

Attendance at concerts, holiday courses and national/international tours is a requirement of the post

About our vacancy

The Head of Bexley Music is the senior leader responsible for the overall strategic vision, leadership and operational management of Bexley Music, part of London South East Academies Trust and a principal partner in South East London Music Hub.

The postholder will ensure the delivery of high-quality, diverse, accessible and inclusive music education for all children and young people across the borough. The role integrates executive leadership with artistic direction, operational rigour, financial sustainability and high-profile advocacy.

As the primary spokesperson and advocate for Bexley Music, the postholder will foster strong partnerships with schools, cultural organisations, the five other principal partners in South East London Music Hub, funders and local communities.

This is a unique opportunity to lead and shape one of London's most vibrant and ambitious music services. As Head of Bexley Music, you will play a pivotal role in driving the strategic direction of the organisation, delivering its vision and influencing music education across the borough. You will join us at an exciting point in our development, with the opportunity to build on a strong foundation of success while leading the next phase of growth, innovation and impact.

Working with a talented and committed team of music educators, leaders and partners, you will have the platform to champion excellence, inclusion and progression in music education. You will develop and strengthen relationships with schools, cultural organisations, communities and regional partners, ensuring that children and young people have access to exceptional musical opportunities and clear pathways for achievement.



Job Description

Strategic Leadership and Governance

- Provide clear, confident strategic leadership for Bexley Music aligned with the priorities, vision and STARS values of LSEAT, ensuring a compelling vision for music education and sustainability.
- Analyse local need and demographic data to inform strategic decision-making and service development and collect data to demonstrate Bexley Music's impact.
- Navigate and lead organisational change in response to national policy, funding reforms and sector developments.
- Act as the primary ambassador and visible advocate for Bexley Music across borough, regional, and national networks, building sustainable strategic partnerships with schools, local authorities, and cultural organisations.
- Work effectively with LSEAT and the Bexley Music Development Group to ensure strong governance, compliance and effective decision-making.
- Report regularly on performance, risk, impact and development to boards, partners and stakeholders.
- Ensure all Bexley Music policies align with LSEAT policy and that they are reviewed to schedule and applied consistently across all delivery sites.



South East London Music Hub

- Represent Bexley Music on the Executive of the South East London Music Hub Consortium (South East London Music Education Ltd), managing Hub strategic functions by agreement with colleagues and ensuring compliance with the relationship framework and grant conditions.
- Hold yourself, fellow members of the SELMEL Executive, and the wider Hub partnership to account for delivering against agreed targets, quality standards, and learner outcomes.

Financial Leadership and Sustainability

- Fulfil the role of Budget Holder, overseeing financial planning, monitoring, reporting and allocation of resources to ensure value for money in all areas of operation.
- Lead income generation and diversification through traded services, partnerships, trusts and foundations (including the group's internal funding opportunities), cross-borough collaborative projects and other external opportunities.
- Balance pricing structures for schools and families with the cost of delivery to maintain equity of access while ensuring full cost recovery and financial sustainability.
- Ensure compliance with grant conditions and financial regulations, including payroll oversight and audit requirements.

People Leadership and Culture

- Cultivate an inclusive, high-performing and compassionate staff culture rooted in the Trust's STARS values (Success, Teamwork, Achievement, Respect, Service).
- Provide line management to the senior leadership, administrative and support teams, and music tutors and teachers, whilst assuring appraisal systems and professional development throughout the whole Bexley Music team.
- Ensure strong internal communication, cross-team collaboration and clear accountability structures.
- Ensure full compliance with employment law, HR best practice and organisational policies.
- Lead safer recruitment practices, workforce and succession planning to ensure high-quality appointments.
- Promote development of the wider music education workforce in Bexley schools through provision of continuous professional development (CPD) and Music networks for primary, secondary and SEND settings.

Operational Management

Programme, Quality and Artistic Leadership

- Hold overall accountability for championing the highest standards of musicianship and educational practice across all Bexley Music provision.
- Lead the development of the Bexley Music Quality Framework and oversee its implementation through robust, developmental observation and supervision processes.
- Oversee a rich, dynamic programme of weekly rehearsals, projects, performances, concerts, and music tours (within the UK and abroad), including managing the annual Bexley Festival of Music.
- Align Bexley Music's progression routes with SEL Music Hub's Progression Strategy, ensuring clear opportunities for all young musicians; this includes progression into partners' and trusted local provision, and pathways to advanced study and/or employment.
- Ensure that Bexley Music's offer reflects diverse genres and traditions responding to the needs and interests of local communities.
- Oversee the deployment of resources (instruments, music technology, equipment and music library).
- Optionally, direct an ensemble or undertake regular/ad-hoc teaching in line with the postholder's musical expertise and the needs of Bexley Music.

Risk Management

- Maintain robust risk management frameworks in line with LSEAT's health and safety management system.
- Ensure full compliance with GDPR and data protection laws, ensuring that personal data is only processed in accordance with LSEAT's Data Privacy Policy.

Safeguarding and Educational Standards

- Serve as Designated Safeguarding Lead (DSL), embedding a proactive, child-centred culture, leading staff training, and addressing topical safeguarding challenges (e.g., online safety, county lines) in partnership with local agencies.
- Embed Equality, Diversity and Inclusion (EDI) across all activity, actively removing barriers for disadvantaged, underrepresented and SEND learners.
- Ensure that all Bexley Music staff uphold the Trust's Equity, Diversity and Inclusion, Safeguarding and Health and Safety policies.
- Champion Learner Voice, putting children and young people at the heart of decision-making.
- Build strong, authentic relationships across local communities to ensure Bexley Music is outward-looking and responsive.
- Maintain an up-to-date understanding of developments in music education and the wider education landscape, using this to position Bexley Music as a trusted partner to schools.

General Responsibilities

- Contribute to wider organisational development within LSEAT.
- Work in accordance with all LSEAT organisational policies, including safeguarding, equality and diversity, and health and safety.
- Undertake additional duties appropriate to the seniority and scope of the role.

What we offer

- A collaborative and supportive working environment
- Access to a wide network of professional partners
- The opportunity to lead exciting programmes, performances and strategic initiatives that make a lasting difference
- The chance to shape the future of music education in Bexley, enriching the lives of young people and helping to redefine the borough's cultural landscape.
- A proactive and supportive line management structure
- The advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages
- Free parking on site

Person specification

Qualifications	Essential	Desirable
Evidence of relevant continuous professional development (CPD)	X	
Degree level education (or equivalent experience) in music, education or arts management	X	
Qualified Teacher Status		X
Leadership or Strategic Experience	Essential	Desirable
Senior role in an arts and/or education environment	X	
Track record of leading strategy and change	X	
Managing budgets	X	
Securing external funding and complying with grant conditions		X

Music Education	Essential	Desirable
Awareness of national policy relating to music education and education more widely	x	
Knowledge of the Music Hubs sector		x
Programme Delivery	Essential	Desirable
Experience of delivering a varied and multi-faceted programme or service	x	
Experience of managing resources	x	
Experience of organising concerts, events or tours		x
People and Workforce	Essential	Desirable
Line managing large (ideally geographically distributed) teams, including performance management and professional development	x	
Ability to challenge and hold others to account sensitively and supportively	x	
Demonstrable commitment to inclusive and diverse employment practices	x	

Partnership	Essential	Desirable
Strong track record of developing partnerships and working with multiple stakeholders	X	
Community development and engagement		X
Governance, Safeguarding and Compliance	Essential	Desirable
Knowledge of governance principles and experience of reporting to boards (e.g. governors, charity trustees, stakeholder groups)	X	
Understanding of Safeguarding in an educational environment	X	
Commitment to Equity, Diversity and Inclusion	X	
Experience of managing Health and Safety including risk assessment		X
Skills and Abilities	Essential	Desirable
Strong leadership, organisational and strategic planning skills	X	
Ability to communicate clearly and persuasively with different audiences including young people	X	
Resilience and ability to manage competing priorities	X	

How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

Application closing date: 20th November 2026

Interviews commencing: 26th and 27th
November 2026

