

## Music Teacher (Mainscale)

In this document, you will find more information about this particular role. Use the contents page below to skip to a specific section.

The department has a dedicated page on the school website: <http://www.isleworthsyon.org/subjects/music>.

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### Reminders

The closing date for this post is **9.00am on Monday 17 May 2021**.



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# About

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## The Post

The post will offer the successful candidate a fantastic opportunity to join our excellent, over-subscribed school, and to work within an inspirational and supportive team of staff. This post is permanent and will suit a colleague wishing to progress their career. The position is required to start in September 2021; NQTs can be employed in July.

## The Role

### DEPARTMENT ETHOS

The performing arts department sets exceptionally high expectations and offers a well-designed learning experience for all students. The departmental plan prioritises an agenda that aims to provide enjoyment and intellectual stimulation through all performing arts subjects, effectively securing student success and achievement.

There are currently five members of staff, two full-time in music and two full-time in drama and one part-time drama teacher who divides the timetable with English teaching - and around ten peripatetic teachers. The team comprises of a Curriculum Leader for Performing Arts, a Head of Music and three subject teachers. Staff teach across the full age and ability profile. Our current teaching team is a strong, dedicated group of experts committed to see all students achieving their potential.

All staff are subject specialists in their areas and have considerable experience of working in the performance industry as performers, directors and stage managers. Colleagues collaborate closely and work exceptionally well together with a clear philosophy of openness, sharing and mutual support. Collaboration across the school takes place and drama and music are key components of several cross-curricular projects.

### CURRICULUM

In Key Stage 3, the aims of the music course are:

- To develop their creativity, confidence and discipline
- To extend students' understanding of the subject
- To acquire skills to write about the subject with accuracy and insight
- To develop skills transferable to the wider world.

In Years 7 and 8, every student has one music lesson per week in a maximum class size of 24. Topics include Orchestra, Club Dance, Film composition and Band scheme in which every Year 7 studies a brass instrument for two terms.

In Year 9, students are given the opportunity to have two lessons of music a week or to stop studying the subject entirely. This will not be the case for the academic year 2021-22 as we do not believe students have had enough high-quality exposure to music to make such a decision, so for that cohort all students will study music in Year 9 before making GCSE options.

Those who continue with music are prepared for the rigours of the GCSE course with composition and performance projects as well as significant class time dedicated to developing writing about aspects of music. At GCSE level, students follow the Edexcel specification, which includes study of set works of Queen, Bach, John Williams and the Afro Celt Sound System.

At Key Stage 5, we offer the Level 3 RSL Subsidiary Diploma for Music Practitioners which focuses on preparing composers, performers and music technology specialists with skills and experience ready for music industry careers.

At all levels, examination results regularly exceed those for boys nationally and for those local boys in mixed schools.

### IMPACT

In recent years, the number of students going on to study at music college and university has flourished. Our students have received places to study at Guildhall School of Music and Drama, The Royal College of Music and the Purcell School of Music. Since 2013, the school has had six students accepted into the prestigious National Youth Theatre of Great Britain, while students have also taken up places at the Royal Academy of Music and the Royal College of Music Saturday schools. We are proud recipients of the Music Mark given to schools which demonstrate a commitment to music.

### FACILITIES

The performing arts faculty has five teaching rooms, four of which were new facilities in March 2021. There are also a number of practice rooms and a recording space. All teaching rooms are equipped with interactive projectors. The principle drama space is a black box studio with lighting rig, which can hold two classes and can be opened for a performance space and accommodate an audience of around 60. The department boasts a recently refurbished music technology suite with 26 Mac computers in the main teaching room and 2 in the

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office/studio for Sixth Form students to develop and enhance their music production projects. The second teaching room features bespoke practice room resources for guitar and piano as well as a live room for band rehearsals.

The school hall acts as a stage area for larger-scale events including the school production (in which girls from local schools join us) held every December and the Summer Arts & Technology Evening in June.

Display boards are plentiful and students' work is displayed and updated regularly to encourage motivation and continue to engage student interest.

### **EXTENDED SCHOOL**

Our extra-curricular provision creates an outstanding variety of opportunities for all our students. Visits to see live music are regularly organised across all Key Stages. Our musicians have recently performed at prestigious venues such as the Barbican and the Royal Festival Hall. Additionally, we have begun a very successful musical performance partnership with several local primary schools and we host the Hounslow Music Service's weekday school each Wednesday evening.

Parents/carers are supportive and are kept informed of all aspects of their child's life at school through, for example, the school website, new stories, social media, and the Annual Review. The Student Planner and Insight App records all homework set and is also a means of communicating positive comments, commendations and important dates.

### **EXTRA-CURRICULAR ACTIVITIES**

The performing arts are very popular with our students and there are many well-attended, long-standing clubs and activities that run as part of our tradition and as part of our commitment to the arts. These include:

- The annual music and drama production
- Christmas Concert (this event involves many boys in musical groups and readings, and the school staff band)
- Summer Performing Arts Evening
- Key Stage 3 Drama groups
- Key Stage 4 and 5 rehearsals
- Peripatetic teachers for instrument and singing lessons
- Instrumental ensembles
- Junior Band
- Jazz Band
- Concert Band
- Choir
- Excellent links and activities with external providers
- Trips and visits to London theatres and music venues.

## **Applying**

### **HOW TO APPLY**

You must submit either:

- an application via the GOV.UK Teaching Vacancies site;
- the 'Quick Apply' form from the TES site; or
- our 'Teaching Staff' application form from the school website, ensuring that all sections are fully completed.

The application will include a supporting statement, which should demonstrate how your qualifications and experience make you a good candidate for the post.

### **SENDING YOUR APPLICATION**

Please address your application to the Headteacher, Mr Euan Ferguson. You may submit applications:

- via the Teaching Vacancies site;
- through the 'Quick Apply' process at TES;
- by email to [school@isleworthsyon.org](mailto:school@isleworthsyon.org) (with a subject line of 'Job Application: Music Teacher'); or
- by post to: Isleworth & Syon School, Ridgeway Road, Isleworth, Middlesex, TW7 5LJ.

Applications must be received by **9.00am** on **Monday 17 May**. Early application is encouraged, as we may well undertake selection processes on receipt of completed forms.

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### **Rehabilitation of Offenders Act 1974 (Exceptions)**

Isleworth & Syon School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. This Act requires applicants for employment concerned with the provision to persons under the age of 18 of schooling, supervision, training or recreational facilities which allows access to children and young people, to disclose all their previous criminal convictions whether “spent” or “unspent”, bind-over orders and cautions, as defined within the Act. The successful applicant will be subject to an Enhanced DBS check, references and other pre- and post-employment checks.

### **Equal Opportunities**

The School is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010), and values diversity amongst its staff and for applicants for posts.

The School, therefore, aims to ensure that all individuals are treated fairly and equally. Unless the job is covered by a statutory exception, we will not discriminate directly or indirectly on the grounds of: cultural background; ethnic or national origin; nationality; age; gender; sexual orientation; disability; religion; marital status; or membership of a trade union.

*Read the Job Description on the next page.*

# Job Description

<b>RESPONSIBLE TO:</b>	The Headteacher Governors Line Manager
<b>RESPONSIBLE FOR:</b>	The students and staff in your charge, and the management tasks associated with the extra responsibilities in the job description. The professional duties as set out in the Teachers' Pay and Conditions Document.
<b>RELATIONSHIPS:</b>	HT, SLT, governors, students and parents/carers.

## 1. Conditions of Employment

You are employed in the capacity of a teacher subject to, and with the benefits of, the conditions of employment set out, or referred to, in your letter of appointment and statement of particulars. Within such conditions of employment, the description of your post is as follows:

### 1.1. CURRICULUM

To ensure the development of students by teaching the curriculum with due regard to the aims of the school.

### 1.2. PROFESSIONAL DUTIES

The post requires that you should take an appropriate share of the responsibilities attached to teachers generally within the school, in connection with the teaching of students, the preparation and marking of their work, and the promotion of their progress and welfare. You will work under the direction of the Headteacher, whose responsibility it is to ensure that a reasonable balance in the workload of each teacher is maintained. You will be required to undertake other duties as may reasonably be expected.

- 1.3.** This job description identifies the responsibilities attached to your post. It is subject to the limits on working time set out in the Teachers' Pay and Conditions Document, in particular to those provisions whereby you may be required to be available for work under the Headteachers direction for 195 days, of which 5 days will be without students, and for not more than 1265 hours.

### 1.4. TEACHING - IN EACH CASE HAVING REGARD TO THE CURRICULUM FOR THE SCHOOL

- Planning and preparing courses and lessons.
- Teaching, according to their educational needs, the students assigned to him/her, including the setting and marking of work to be carried out by the student in school and elsewhere.
- Assessing, recording and reporting on the development, progress and attainment of students.

### 1.5. OTHER ACTIVITIES

- Promoting the general progress and well-being of individual students, and of any class or group of students assigned to him/her.
- Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports.
- Making records of and reports on the personal and social needs of students. Communicating and consulting with the parents/carers of students.
- Communicating and co-operating with persons or bodies outside the school; and participating in meetings arranged for any of the purposes described above.

### 1.6. ASSESSMENTS AND REPORTS

Providing or contributing to oral and written assessments, and reports and references relating to individual students and groups of students.

### 1.7. APPRAISAL

Participating in arrangements made in accordance with regulations made under section 49 of the Education (No 2) Act 1986 (74), for the appraisal of his/her performance and that of other teachers.

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## **1.8. REVIEW, INDUCTION, FURTHER TRAINING AND DEVELOPMENT**

- 1.8.1.** Reviewing from time to time his/her methods of teaching and programmes of work. Participating in arrangements for his/her further training and professional development as a teacher.
- 1.8.2.** In the case of a teacher serving an induction period pursuant to the Induction Regulations, participating in arrangements for his supervision and training.

## **1.9. EDUCATIONAL METHODS**

Advising and co-operating with the Headteacher and other teachers (or anyone or more of them) on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.

## **1.10. DISCIPLINE, HEALTH AND SAFETY**

Maintaining good order and discipline among the students and safeguarding their health and safety, both when they are authorised to be on the school premises, and when they are engaged in authorised school activities elsewhere.

## **1.11. STAFF MEETINGS**

Participating in meetings at the school which relate to the curriculum for the school, or the administration or organisation of the school, including pastoral arrangement.

## **1.12. COVER**

- 1.12.1.** Subject to paragraph 66.9.2 (Conditions of Employment Document), supervising and so far as practicable teaching any students whose teacher is not available to teach them. Subject to the exceptions in paragraph 66.9.3 (Conditions of Employment Document), no teacher shall be required to provide such cover:
- 1.12.2.** After the teacher who is absent or otherwise not available has been so for three or more consecutive working where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the maintaining authority or, in the case of a school which has a delegated budget, to the governing body, for two or more working days before the absence commenced.
- 1.12.3.** The exceptions are: he/she is a teacher employed wholly or mainly for the purpose of providing such cover ("a supply teacher"); or the authority or the governing body (as the case may be) have exhausted all reasonable means of providing a supply teacher to provide cover without success; or he/she is a full-time teacher at the school but has been assigned by the Headteacher in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at the school.

## **1.13. PUBLIC EXAMINATIONS**

Participating in arrangements for preparing students for public examinations, and in assessing students for the purposes of such examinations; recording and reporting such assessments; and participating in arrangements for students' presentation for and supervision during such examinations.

## **1.14. ADMINISTRATION**

Participating in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment and materials; and attending assemblies, registering the attendance of students and supervising students, whether these duties are to be performed before, during or after school session.

- 1.15.** This job description is subject to amendment from time to time within the terms of your conditions of employment, as the needs of the school may require - but only to an extent consistent with those conditions of employment, and only after consultation with you. The agreed Grievance Procedure may be invoked in any dispute arising from this job description, or subsequent amendment, in which case teachers are advised to consult their Professional Association.

# **2. Knowledge and Experience**

- 2.1.** The post holder will have experience of working within the secondary sector and have a proven track record of high-quality teaching in the subject area. Appropriate further professional development will be evident.
- 2.2.** The post holder will have a thorough understanding of the relevant Programme(s) of Study and the National Curriculum. They will also have a thorough understanding of the principles of good classroom management and a good understanding of assessment, monitoring, recording and reporting procedures.

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### 3. Performance Standards

Performance will be measured against student progress and outcomes in relation to set targets and progress as measured against team development plans.

### 4. Organisation Chart

Separately available.

### 5. Additional Information

- 5.1. The post requires that you should take an appropriate share of the responsibilities attached to teachers generally within the school in connection with the teaching of students, the preparation and marking of their work, and the promotion of their progress and welfare.
- 5.2. You will work under the direction of the Headteacher, whose responsibility it is to ensure that a reasonable balance in the workload of each teacher is maintained.
- 5.3. You will be required to undertake other duties as may reasonably be expected.

<b>JOB HOLDER SIGNATURE:</b>		<b>DATE:</b>	
<b>PRINT NAME AND TITLE:</b>			

<b>LINE MANAGER SIGNATURE:</b>		<b>DATE:</b>	
<b>PRINT NAME AND TITLE:</b>			

*Read the Person Specification on the next page.*

# Person Specification

SECTION	ASSESSMENT METHOD
<b>EDUCATION, QUALIFICATIONS &amp; TRAINING</b>	
<ul style="list-style-type: none"> <li>DfE Qualified Teacher Status</li> <li>Degree or good professional qualification</li> <li>Evidence of in-service training / higher qualifications if teaching for more than two years</li> </ul>	Application form Proof of qualifications
<b>EXPERIENCE</b>	
<ul style="list-style-type: none"> <li>Successful teaching experience within the 11-18 sector</li> <li>Teaching in 11-16 or 11-18 age range</li> <li>Experience of organising or participating in extra-curricular activities</li> <li>Experience of lesson planning (examples to be brought to interview)</li> <li>Written and spoken fluency and accuracy in English</li> </ul>	Application form Interview
<b>SKILLS AND ABILITIES</b>	
<ul style="list-style-type: none"> <li>Ability to ensure the safety and well-being of students at all times</li> <li>Ability to plan and evaluate your work with a view to improving school standards and attainment</li> <li>Ability to maintain records of pupil progress and achievements in order to provide evidence of work, progress and attainment over time</li> <li>Basic understanding and competence in ICT</li> <li>Work effectively as part of a team; developing positive relationships with colleagues, students, parents/carers and other agencies as appropriate</li> <li>Can work collaboratively with specialist teachers and other colleagues to enhance students' learning</li> <li>Possess good organisational skills</li> <li>Set high expectations for student behaviour and establish a clear framework for classroom discipline, which promotes self-control and independence whilst managing student's behaviour constructively</li> <li>To provide opportunities for students to develop awareness of cross-curricular themes and key skills</li> <li>Energy and enthusiasm for the education of young people</li> <li>Ability to utilise an effective range of teaching and learning styles</li> <li>Ability to create a learning environment that values all students equally and enables all to achieve</li> </ul>	Application form Interview Tasks
<b>KNOWLEDGE</b>	
<ul style="list-style-type: none"> <li>Excellent professional knowledge and understanding</li> <li>A thorough understanding of the relevant programmes of study</li> <li>Knowledge of the principles of good classroom management</li> <li>An excellent understanding of assessment, monitoring, recording and reporting procedures</li> </ul>	Application form Interview Tasks



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COMMITMENTS	
<ul style="list-style-type: none"><li>• Commitment to equal opportunities</li><li>• Commitment to achieving high standards</li><li>• Commitment to all aspects of inclusive education</li><li>• Commitment to the ethos and life of the school</li><li>• Committed to teaching and to further professional development</li></ul>	Application form Interview Tasks



Selection decisions will be based partly on the criteria outlined in this form. At each stage of the process, an assessment will be made by the appointment panel to determine how far the criteria have been met.

Criteria should be addressed on the application form and/or in the statement of application. Criteria will be further tested later in the process through interviews and other methods such as presentations.

When completing your statement of application, you should ensure that you provide supporting evidence of how you meet the criteria through reference to work or other relevant experience. We will consider any reasonable adjustments under the terms of the Equalities Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.