

# Ivy Education Trust



Application Pack and Job Description  
Teacher of Music  
Newton Abbot College



**Teacher of Music**  
**Newton Abbot College**  
**Part time / Full-time (with a second subject)**  
**Start date: September 2024**  
**Permanent**

Newton Abbot College is seeking an outstanding individual with drive, passion, enthusiasm and ambition to join our Music department in the next stage of its development. Your challenge will be to teach outstanding and interactive lessons across different topics within the department leading to high levels of student progress.

Music plays a critical role in the whole college curriculum and wider opportunities at Newton Abbot College. The department prides itself in creating an environment where students' passion and drive for the Arts are fostered through engaging and challenging lessons, but also the opportunities to regularly practise, rehearse, perform and further develop their skills. This exciting and demanding role requires an individual who is an exceptional Musician and can teach both the practical elements of the subject as well as Music theory to a high level. Year 7, 8 and 9 students receive one hour of music a week and we offer both Eduqas GCSE Music and BTEC Level 3 National Extended Certificate in Music (Performing).

The extra-curricular opportunities that we provide for our students play a vital role in the success of both the students taking the subjects and the wider college arts community. The Music team currently run a concert every term; a Winter Concert, a Spring Concert and an open-air summer BBQ. They also collaborate with the wider Creative Arts departments to produce an annual production, which has grown from strength to strength, demonstrating the highest calibre of professionalism, talent and above all, student enjoyment.

Are you:

- an inspirational, creative, dedicated and forward-thinking classroom practitioner?
- committed to raising standards?
- creative, enthusiastic and committed to active learning?
- an excellent team player

Can you:

- demonstrate excellent planning and organisational skills
- enthuse and motivate all students
- demonstrate incredibly high expectations
- believe that **all** students are capable of success.

If you think you can make a difference to our students and relish the idea of joining our successful, supportive and highly motivated Music team in the delivery of an excellent education, then we want to hear from you!

Newton Abbot College is an over-subscribed secondary school with a growing Sixth Form that is situated in the heart of Newton Abbot, Devon. Our mission is to support, challenge and inspire every individual to be better than they ever dreamt they could be. To achieve this staff and students share the same set of values and drivers that underpin an ethos of traditional values and incredibly high expectations and a culture of high-quality teaching supported by exceptional pastoral care. Staff wellbeing and professional development are always a priority and we work hard to look after our staff and provide them with opportunities to develop their practice and, if they wish, further their careers. There is a very strong sense of community and team at Newton Abbot

College; everybody looks out for one another and everybody is proud of their role; as together we grow our college from strength to strength.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you have any questions about the role, then please email Matt Simm, Subject Team Leader - Music, [msimm@nacollege.devon.sch.uk](mailto:msimm@nacollege.devon.sch.uk)

Application forms and further information are available from our website, [www.ivyeducationtrust.co.uk](http://www.ivyeducationtrust.co.uk) or via email to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk)

**Completed application forms should be sent to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk) before the closing date stated below.**

**Closing date for applications is Monday 26<sup>th</sup> February at 9am. Interviews will take place the following week.**

**Suitable candidates may be interviewed before the closing date and the trust reserves the rights to withdraw the position if an early appointment is made. Applicants are therefore encouraged to apply early.**

Dear applicant,

First, I would like to say a huge thank you for your interest in working at Newton Abbot College.

When I started as Headteacher in September 2021 every time I asked a member of staff what they loved about working at Newton Abbot College the reply came back the same: the staff and the students! And after being here for two years, I completely agree with them; our staff body are friendly, caring, inspiring, diligent and collaborative. They epitomise the essence of team and I feel privileged to be part of it. And our students are kind, respectful, hard-working and take a real pride in our college community and the role that they play in it; they make me proud!

As a staff, our mission is to provide *all* our students with the best possible educational experience that we can; an experience that supports, challenges & inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within the Newton Abbot College Lesson Framework that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering an enrichment calendar which is unrivalled in its breadth of offer and in what it has enabled our students to experience and achieve – most recently our U-14s Netball team getting through to the National Finals, and the college being awarded the ArtsMark Platinum Award.

We treat everyone in the Newton Abbot College community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of courage & perseverance, hard work & achievement, kindness & respect and pride & aspiration; values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole college framework of behaviour for learning expectations; centralised behaviour systems; a weekly coaching programme for all staff (because, in the words of Dylan Williams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong Pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to offer the best and be the best and would like to be part of the Newton Abbot College team as together we aim to achieve our mission, then please apply; we would love to hear from you.



Amy Grashoff  
Headteacher  
Newton Abbot College

# Job Description

<b>Post Title:</b>	Teacher of Music
<b>School:</b>	Newton Abbot College
<b>Salary Grade:</b>	MPS/UPS
<b>Contract Type:</b>	Part time / Full-time (with a second subject). Permanent from September 2024
<b>Responsible to:</b>	Subject Team Leader: Music

## Key purpose of job:

In accordance with the college Teachers' Standards, develop and deliver the Music curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

## Expected outcomes:

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant, and innovative teaching and learning.

## Main duties:

- Teach Music across the age and ability range from KS3-KS5 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and college policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with college policies, ensuring that marking and assessment are of consistently high quality and in accordance with the college assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the college's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the college's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of Music. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work.
- To engage actively in the college's Coaching CPD.
- Contribute to objectives of the curriculum area within the college objectives and take part in an annual review of the subject and curriculum area.
- To support with extracurricular Music activities within the school including clubs, concerts and other performance opportunities.
- Take a full role in the pastoral system of the college, by being a tutor and a member of staff well known to the community of students.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the college.

- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the college.
- To follow agreed policies for communications in the college.
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner colleges/colleges; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.
- To engage actively in the college's Performance Management review process.
- To embrace the continued professional development programme within the college, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the college and Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the college's policies, including Department Improvement Plans and the overall college Improvement Plan and to contribute to the process of college Self-Evaluation taking full account of quality standards and performance criteria.
- To supervise/line manage any technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Subject Team Leader.

#### **Other Duties**

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the college's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college.
- To follow the college's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the college as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities.
- To comply with the college's Health & Safety policy and statutory requirements .
- To undertake any other additional duties not detailed above as required and as specified in the college Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

**This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.**

**This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.**

# Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Teaching Qualification	✓	
Good Honours Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
<b>Professional experience and knowledge</b>		
Ability to teach Music to GCSE level	✓	
Ability to teach Music to A level equivalent standard	✓	
<b>Personal aptitudes, qualities and skills</b>		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	
Ability to set high levels of challenge for students	✓	
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.



# Music

## Approach

Music is an exciting, creative and challenging subject that requires a range of skills and disciplines. We aim to give students the very best opportunities to explore performance, composition and appraising music. Students are introduced to all three of these elements in year 7 and are encouraged to perform both inside and outside of lessons in a wide variety of showcase events throughout the year.

At KS3 level, students develop their understanding and techniques using a wide range of instruments and technology. Units include, The Musical Canon, Contemporary Composition, Gaming Music, Music of Black Origin, Music for Purpose as well as several Mac schemes using Garageband and Logic Pro. Students are assessed on their performance and composition skills as well as ensemble skills and appraising.

At KS4, students follow the GCSE Eduqas specification. This allows students to further develop their understanding of performance, composition, as well as appraising the subject. Students take part in practical performance exams in year 11, as well as controlled assessment throughout the course, and a final listening paper at the end of the course.

At KS5, students follow the BTEC level 3 National Extended Certificate in Music (Performing). We expect high levels of commitment and students to develop their craft to an exceptional level. The department has outstanding results in which students have achieved no less than a Distinction since the courses started. There are several exam performance evenings throughout the year where students will perform their exam pieces to an audience.

There are many concerts and shows throughout the year, at least one per term. Our Winter Concert is always a sell-out, Our Spring concert features more small ensembles and auditioned acts, and our Summer Sessions is a more relaxed atmosphere with a BBQ and is open air. We also produce an annual production which again always sells out over all three nights. Previous shows include: Legally Blonde, Chicago, School of Rock, Footloose and Rock of Ages. Our extra-curricular program is extensive with at least one opportunity per key stage and instrument type – we currently run The Collective (a high-level invite only group), KS4 Band, KS3 Band and an Orchestra, amongst several student-led groups. We are looking to grow our extracurricular provision, and ideas and suggestions for new groups are welcome and encouraged.

Music is a very strong and valued subject at the college. It is a popular preference at KS4 and KS5 level.

## The team, resources and accommodation

There is currently one Music teacher who teaches across the ability and age range and who works closely together with our Arts Technician. There are two designated music classrooms, four practice rooms and a suite of 30 iMacs (which also doubles up as a rehearsal space) and a recording studio. The teaching rooms contain keyboards, guitars and drum kits all maintained to a high standard. Across the department we have 3 ensemble performance spaces ready to go, maximising rehearsal time and improving student engagement. We have kit specifically for concerts so that we aren't leaving classrooms short during concert weeks.

## Timetable and curriculum

The college operates a five period day (one hour per period) within a two week timetable. Students at Key Stage 3 have two lessons per fortnight. At key stage 4 (year 10 – 11) students have five lessons per fortnight and at A level students have nine lessons per fortnight.



## Why work at Newton Abbot College? Because we look after our staff.

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Fairy Godmother scheme – every member of staff has an anonymous fairy godmother who leaves them messages (cards and/or gifts).
- 

Annual flu jab offered to all staff.
- 

Annual diary/and or planner and staff handbook for all staff to aid planning and induction.
- 

No am briefings after a late-night whole school event.
- 

No after school meetings in the first and last week of each half term.
- 

In-trust career development and leadership courses; support to access the NPQ suite of courses and progression opportunities within the college's leadership structures.
- 

Centralised detention system for non-completion of homework and behaviour that does not meet expectations.
- 

All teaching staff receive weekly incremental coaching as their personalised CPD to develop pedagogy; no whole school one-size-fits-all approach.
- 

Staff social events each term and staff sport sessions/running club.
- 

PowerPoint clicker, visualiser and timer for all teaching staff to facilitate lesson delivery.
- 

Dedicated INSET days following exam and assessment windows to allow for marking, moderation and planning.
- 

Regular safeguarding updates to empower & protect staff.
- 

New staff buddy system: a buddy outside the department to catch up with for support.
- 

Transparent meetings schedule and sacrosanct line management meetings to ensure consistency of experience.
- 

Room 101 – regular opportunities to meet with the Headteacher and talk about things you'd like to change about the college.
- 

Laptop and tablet for teaching staff to allow for administering of ClassCharts without interrupting use of PowerPoint/other software delivering the lesson.
- 

Late start/early finish cards x 2 for every member of staff.
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SLT & coaching team open door policy.
- 

College calendar published at the year start detailing deadlines for advance notice.
- 

Centralised department schemes of work and shared resources.
- 

Three cover supervisors employed to minimise rarely cover.
- 

Only three data drops a year per key stage, staggered to ensure drops are manageable and timely.
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Cake (and fruit)-at-break Fridays.
- 

Communication strategy that protects time outside of the school day by promoting a 7am-7pm email window, core working hours, individual working patterns and no-email days.
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Numerous strategies to value staff contributions e.g. colleague of the month, thank you postcards, shout-outs.

Our mission is to provide all our students with the best educational experience we can. We are driven by having high expectations & standards in all we do; delivering high quality lessons that inspire & engage; maximising opportunities & outcomes; treating all individuals with care & compassion; and creating a strong culture & college community.