

EAST LONDON ARTS & MUSIC



THE INDUSTRY ACADEMY

Teacher of Music (Performance Specialism)

Start Date: 1st January 2025

Application Deadline: 03/10/2025

Interviews: Continuous application reviews and interviews

We are fully focused on equality and believe deeply in diversity of race, gender, sexual orientation, religion, ethnicity, national origin and all the other characteristics that make us different. We are particularly interested in hearing from candidates from Black and other underrepresented minority ethnic backgrounds.

Dear Applicant,

For a long time it has been evident that many creative young people - particularly those from marginalised communities - miss their calling due to a lack of industry opportunities, low-level recognition of their talents and a failure to develop sector relevant skills. We do not believe that circumstance should ever be a barrier to any young person's ability to realise their potential and we have made it our mission to show how talented young people can thrive and succeed in the creative industries.

ELAM was founded as a result of a deep and genuine partnership between devoted and visionary educators and professional creative industry collaborators. We are supported by and collaborate with a range of other organisations and individuals - such as Universal Music, YouTube, Sports Interactive, Creative Assembly, Sony Playstation, Microsoft, Space Ape Games and Chucklefish - who share our commitment to talented young people who might not otherwise get the chance to shine. Together, we are able to push pedagogical boundaries and create a truly world-class educational experience for our learners.

ELAM is not your typical school. We combine incredibly high standards with compassion and care, we aim to be more industry than school. We are looking for innovative, outstanding and dedicated individuals to help us prepare our talented trainees to thrive in the world they face tomorrow. We can build a learning environment that is rigorous, personalised and always 'plugged-in' to the real world.

I genuinely believe that, for the right candidates, this is a rare chance for passionate and creative teachers to become part of the ELAM team as we continue to design, build and deliver our vision for increasingly representative creative industries. If you deeply believe in the potential of talented young people and the possibility of radically changing access routes to the creative industries, please do join us on this journey.

Best Wishes,

Yansé Cooper
Head Teacher

About East London Arts & Music (ELAM)

ELAM is a world-class 16-19 Academy which offers young people everything that they will need to lead successful lives within the music, games design and film and television industries.

Our vision is that all children growing up in the UK see themselves represented in UK culture. We believe this vision will better the creative industries of tomorrow and believe this can be achieved by increasing the access routes into those industries for talented young people. The creative industries in the UK continue to do well and are currently worth £92 billion to the economy, while growing at more than double the speed of the wider economy. However, unlike many other industries, it is not always clear how to get into these jobs and therefore there is often a lack of diversity within these sectors. Increasing the access routes to everyone will therefore increase the quality of talent and the continued growth of the sector long term.

ELAM opened in September 2014 with an inaugural cohort of 75 Music Trainees- our music programme designed to provide young talent with the musical, technical and personal development needed for '*industry readiness*'. Our Film & Television Production and Games Design and Development courses were launched in 2017, resulting in our trainee numbers reaching a capacity of 300.

ELAM is fully funded by the Department for Education and inspected by OFSTED. Our first full Ofsted inspection in May 2017 resulted in a grading of Outstanding in every category. While this is a huge achievement, and something that we are immensely proud of, we are also still a long way from meeting our vision. There is still a lot of work to do and as a school we are restless in the pursuit of achieving this.

We seek to achieve this by providing industry standard courses for our trainees in Music, Games Design and Film and Television. We have partnered with sector leading organisations including YouTube, Universal Music, The BPI, Grain Media and Creative Assembly to devise a curriculum that will develop the future leaders of these sectors by meeting the relevant knowledge, skills and cultural demands. In addition, all trainees at ELAM undertake a study of Maths and English as we identified the skills provided by these subjects, such as written and oral communication, problem solving, data analysis and research are the key traits of the current leaders of these fields.

Who is involved?

ELAM has been founded by a group of leading figures from industry and education. Will Kennard, musician and one half of production duo Chase & Status, is a founder and governor. Alongside Will, the Governing body has senior executives from across the creative industries and education. We have support from a wide-range of partners from the music, film and games industries.

How does ELAM support its Trainees?

ELAM is totally committed to the successful progression of its Trainees onto these pathways. Our Trainee Handbook ([here](#)) is useful to see how we aim to support and develop our Trainees.

What does the end product look like?

Please see our 'Unseen, Unheard, Unplayed' showcase featuring the final projects of our Year 13s from 2021 [here](#).

- Unseen showcase [here](#)
- Unheard showcase [here](#)
- Unplayed showcase [here](#)
- Our YouTube shows the range of talent that our Trainees have and develop - see ELAM's vision in action [here](#).

About Music at ELAM

While our exceptional progress and outcomes in our Music Level 3 Extended Diploma are a source of great pride (64% achieved the highest possible grade compared to 29.5% nationally), it is the added extras that make ELAM's Music programme unique. We operate on a principle of making learning and assessment real-world, involving industry partners in choosing content and designing briefs, running masterclasses and work experience with industry legends, and curating world-class music making and recording facilities. This all adds to our trainees leaving with not just a qualification but the skills, portfolio and networks to genuinely make an impact, as evidenced by our increasingly impressive list of alumni.

None of this would be relevant, though, without outstanding teaching and learning. This will always remain at the core of what we do.

Role Purpose & Description

We are looking for a **music performance teacher** to join an established department delivering a world-class music programme supported by major industry partners. As well as teaching music performance, you'll also contribute to teaching other areas of the music curriculum.

- ❑ Cultivate ELAM's Vision and embed its Values of **Collaboration, Resilience, Inquisitiveness, Reflectiveness, Independence and Dependable** across every aspect of the school
 - ❑ Work closely with the Director of Music and Music Teachers to develop and teach the Music curriculum including schemes of work and assessment materials
 - ❑ Contribute to the running and coordination of [ELAM Live Sessions](#)
 - ❑ Collaborate with ELAM's industry partners to provide learning experiences and opportunities that align with ELAM's ethos and Values;
 - ❑ Take responsibility for marking and assessment for the UAL qualification and use this data and other contextual information to inform practice at all times;
 - ❑ Model ELAM's Values and work closely with the Trainees to exhibit these positive behaviours;
 - ❑ Regularly collect data to evidence Trainee progress towards intended outcomes and engage with target setting, monitoring and interventions;
 - ❑ Take an honest and open approach to teaching practice and welcome opportunities for feedback and development;
 - ❑ Play an active pastoral role as an Academy Tutor and ensure that our Trainees' emotional and social needs are met and that they feel part of our overall community;
 - ❑ Engage with the ELAM Extended Day by providing opportunities for ELAM's Trainees outside of the teaching day;
 - ❑ Actively promote the achievements of Trainees; and
 - ❑ Safeguard and promote the wellbeing of all Trainees and provide learning experiences that are personalised to their needs.
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Person specification

Qualifications

- Undergraduate degree (Essential)
- Qualified Teacher Status (Desirable)

Experience

- Able to provide evidence experience of impactful music teaching resulting in progress across all ability ranges;
- Experience of using data and other contextual information to inform practice
- Track record of achieving outstanding results
- Experience of working in a values driven environment (desirable)
- Track record of building strong, open and honest relationship with colleagues in a range of roles

Skills

- Demonstrable outstanding classroom practice with a proven record of ensuring the excellent progression of trainees across all abilities
- Very high standards of planning and a reflective approach to improving teaching lessons and schemes of work (desirable)
- Developed knowledge of delivering high quality feedback resulting in trainee progress
- An understanding and proficiency in music performance across various genres and instruments
- Clear communication and teamwork skills, needed to model leading effective ensemble/band development
- An ability to bring concepts to life through playing an instrument (or more) to a professional level
- An ability to model how to adapt performance technique in order to suit a wide range of performance scenarios
- A versatile approach to music teaching, meaning that they can support the team in one (or more) of the following: songwriting, production, engineering, Music Industry knowledge/practice, theory and musicianship, marketing and branding
- Able to coach and support Trainees individually as well as in groups

Characteristics

- Takes a proactive approach to their professional work and regularly goes the extra mile
- Engaging and able to quickly build rapport with young people
- Passionate about using ELAM's vision to deliver outstanding outcomes
- Able to establish good working relationships with staff, Trainees, parents and other relevant stakeholders including external agencies
- Takes an honest, respectful and empathetic approach to people and situations
- A belief in the capacity for potential and progress in all with no exceptions
- A commitment to continuous professional development and strengthening pedagogy as part of a team
- A strong individual aptitude for continuous improvement and lifelong learning personally and professionally.

Salary and how to apply

Safeguarding our young people

The start date for this role would be January 2026

To safeguard our trainees, the post for which you are applying is exempt from Section 4(2) of the Rehabilitation of Offenders Act 1974 and an enhanced Disclosure and Barring Scheme certificate will be obtained before an offer of employment is confirmed.

Please find our policies here: [safeguarding](#), [code of conduct](#) and [safer recruitment policies](#)

Salary: **£33,874 - £51,111** (dependent upon relevant experience and current position)

To apply for this role please complete the application form [here](#).

The start date for this role would be **1st January 2025**

Closing date: Friday 3rd October 2025