



Glyn  
School

**Teacher of Music**

**September 2024**

Dear Applicant,

Thank you for your interest in our vacancy. Glyn School is a comprehensive school for boys aged 11 to 16, and a successful mixed Sixth Form. Founded in 1927, we have a rich history of academic excellence, sporting prowess, artistic achievement and service to the community. The school carries the responsibility of being graded 'outstanding' by Ofsted in 2000, 2012 and again in 2023. In 2014 we were designated a Teaching School, one of a select number that represent the most outstanding and innovative practice nationally. We were also awarded SCITT status in 2015. Finally, we have the privilege and responsibility of being a founder member of GLF schools, a Multi Academy Trust (MAT) where the focus on collaboration, leadership and school improvement enables students to 'Grow, Learn and Flourish'.

At Glyn School we hold high expectations of all our students in every respect. We aspire to provide students with an outstanding learning experience each and every day. Every decision that we make is centred on their learning and achievement as we seek to enable each one to meet and exceed their potential. Our incredibly dedicated and talented staff never give up on a student.

### Glyn School's Vision



Glyn School inspires a love of learning and achievement that is founded on the virtues of integrity, kindness, respect and endeavour. Every person is highly valued and encouraged to achieve their full potential. Students are supported to develop and express their character, empowering them to positively contribute to their community. We are a values-driven school and thus our values underpin all we do.

**Integrity and Respect** - Integrity means 'doing the right thing, even when someone isn't looking'. A school community motivated by integrity and embodying a true understanding of respect and care for others is a successful school. We foster mutual respect between all members of our community and help students develop self-confidence and self-respect, so that they become well-rounded young people.

**Kindness** - Kindness is a type of behaviour marked by acts of generosity, consideration, showing assistance or concern for others, without expecting praise or reward. Our culture is positive and supportive, which increases students' sense of belonging and happiness towards their learning and school experience.

**Endeavour** - We nurture students to strive to achieve their true potential through perseverance, hard work and resilience. We place an importance on teamwork and developing independence, where all students are encouraged to embrace challenge, which leads to success and achievement.

***Tenax propositi ulteriora peto: Firm of purpose I seek for nothing but the best.***

We also continue to use the original school motto from 1927. This is an important part of our heritage and a reference point for our ethos and is proudly worn on the schools' blazers.

We firmly believe that colleagues who feel supported and valued impart their passion and enthusiasm to their students that ultimately sees the young people we teach make exceptional progress. We want you to enjoy working at Glyn School and we warmly welcome you to visit us and experience our vibrant, thriving and supportive atmosphere that makes Glyn the right choice for you.

**Mrs Jo Garrod**  
Head of School

**Mr Matt Duffield**  
Executive Headteacher

## **Creative and Performing Arts & Technology Department**

### **The Music Department at Glyn School**

The Music Department comprises of 2 music teachers and sits within the Creative and Performing Arts and Technology Faculty. This is a large team of over 10 full-time members of teaching staff, as well as a significant number of technicians and peripatetic teachers. It encompasses the teaching of Art & Design, Design Technology, Construction, Product Design, Food & Nutrition, Drama, Music, and Music Technology. It is a collaborative, supportive, and highly-experienced Faculty to join, where student engagement is high and excellent relationships underpin all that, we do. We encourage teachers to develop their knowledge and expertise by promoting courses that are relevant to their teaching needs and benefit from established professional relationships from other subject specialists in the GLF MAT and wider local area.

### **Curriculum and Facilities**

The Music curriculum is designed to support all students to access music from years 7 - 11, with BTEC level 3 performance taught in years 12 and 13. KS3 music is designed in half-termly projects which give the students a varied experience on a variety of instruments including Ukulele, Piano, Drums and composition. Years 10 and 11 music follows the Eduqas GCSE with components for performing, composing and analysis.

The music department is well-resourced with 2 specialist music classrooms, 3 practice rooms, a music technology studio for sixth form and a number of instruments such as Ukuleles, Guitars, Pianos, Djembes and Drum kits. Both classrooms are equipped with MIDI keyboards which the students use along with access to soundtrap.

### **Extra-curricular activities**

The Music Department delivers differing extracurricular clubs throughout the year to support the students at various points in their education. This includes a production performer, brass group, singing group and KS4 composition.

Our popular concerts such as the annual whole school musical production, house music competition and Creative Arts Evening run every year and are very much enjoyed by the audience members. We also perform and direct as a live band and musical director for the whole school musical every year.

### **Facilities**

All teaching rooms are equipped with smart-boards as well as visualisers for teacher demonstrations.

## Job Description

<b>Job Title</b>	Teacher of Music	<b>Job Reference</b>	GS-TM-2210
<b>Location</b>	Glyn School	<b>Travel Required</b>	No
<b>Core purpose</b>			
<ul style="list-style-type: none"> <li>The primary responsibility of a subject teacher is to ensure that all students receive an exceptional level of education, and progress to their maximum potential. The objectives are to secure consistently high standards of learning, continual student development and ensure each student has a positive attitude towards not only their personal education but the school as a whole.</li> </ul>			
<b>Key accountabilities</b>			
<b>Main duties</b>			
<ul style="list-style-type: none"> <li>Teach students in years 7 – 13.</li> <li>To deliver lessons which enrich and engage all students taught.</li> <li>Teach other subjects as required.</li> <li>Plan lessons carefully, having regard to the schemes of work and faculty practice.</li> <li>Cover for absent colleagues within the 'rarely cover' parameters within which we work.</li> <li>Work as a full member of the department team, working with others to promote good practice in the department, to create teaching resources and to develop consistent approaches.</li> <li>Assess student work to monitor and evaluate progress, set targets and advise lesson preparation.</li> <li>To drive attainment and progress for all students taught, setting targets, tracking progress and intervening where appropriate.</li> </ul>			
<b>Planning and classroom management</b>			
<ul style="list-style-type: none"> <li>Teach allocated students by planning your teaching to achieve progression of learning.</li> <li>Identifying clear teaching objectives and specifying how they will be taught and assessed.</li> <li>Setting tasks which challenge students and ensure high levels of interest.</li> <li>Setting appropriate and demanding expectations.</li> <li>Setting clear targets, building on prior attainment.</li> <li>Identifying SEN or very able students.</li> <li>Provide clear structures for lessons maintaining pace, motivation and challenge.</li> <li>Make effective use of assessment and ensure coverage of programmes of study.</li> <li>Ensure effective teaching and best use of available time.</li> <li>Monitor and intervene to ensure sound learning and behaviour management.</li> <li>Use effective questioning, listen carefully to students and give attention to errors and misconceptions.</li> <li>Select appropriate learning resources and develop study skills through library, ICT and other sources.</li> <li>Ensure students acquire and consolidate knowledge, skills and understanding appropriately.</li> <li>Evaluate own teaching critically to improve effectiveness.</li> <li>Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.</li> </ul>			
<b>Monitoring, assessment, reporting and recording</b>			
<ul style="list-style-type: none"> <li>Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.</li> <li>To meet and discuss as required, students' performance progress and attainment with parents and or carers.</li> <li>Mark and monitor students' work and set targets for progress.</li> </ul>			

- Assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which each student is achieving.

#### **Other professional requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities.
- To be aware of national developments in education and curriculum area.
- To abide by the teacher professional standards and carry out duties as required by STPCD.
- Operate at all times within the stated policies and practices of Glyn and GLF Schools.
- Establish effective working relationships and act as an exemplar role model.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Contribute to the 'corporate life' of Glyn through effective participation in meetings and management systems necessary to coordinate the management of the school.
- Take responsibility for your own professional development and duties in relation to school policies and practices.
- Liaise effectively with parents, governors and external professionals.
- Take on any additional responsibilities which might from time to time be determined.
- Participating in INSET in order to keep abreast of development.

#### **Main responsibilities as a Form Tutor**

- Being aware of the strengths and needs of each student.
- Undertaking regular tutor reviews to monitor and providing appropriate advice and guidance on individual student's progress in respect to attendance, homework, behaviour management and acceptable standards of conduct and appearance.
- Promoting high standards of student behaviour and attitudes to work.
- Communicating effectively with staff and parents.
- Completing administrative tasks as required.
- Attending tutor meetings.

#### **Accountable to**

- Head of Department with direction from the Key Stage Coordinators; Head of House for tutor duties.
- GLF Schools expects its employees to work flexibly with the framework of the duties and responsibilities above. This means that the post holder may be expected to carry out work that is not specified in the job profile but which is within the remit of the duties and responsibilities.

#### **Safeguarding**

- GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

## Person Specification

<b>Position: Teacher of Music</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		
Qualified Teacher Status	✓	
Good honours degree	✓	
Good honours degree in Music		✓
Evidence of commitment to continuing professional development	✓	
Evidence of further study		✓
<b>Experience</b>		
Teaching of subject to students at KS3 and KS4	✓	
Experience of teaching post-16		
Developing and maintaining good relationships with colleagues and students	✓	
Involvement in extra-curricular activities	✓	
Commitment to raising the achievement of all students of all abilities	✓	
Experience of preparing students for GCSE	✓	
Experience of preparing students for BTEC modules		✓
Using ICT to support learning and teaching	✓	
Supporting improvements in teaching and learning	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
A successful track record of improving performance outcomes	✓	
<b>Personal attributes</b>		
Values aligned with the school's mission statement and GLF Schools core values	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Self-motivated and well organised	✓	
Encourages ideas, initiative and innovation in others	✓	
Highly motivated showing resilience, stamina and reliability under pressure	✓	
Inspires respects and confidence	✓	
Reflective and keen to develop yourself and others	✓	
Ability to communicate effectively	✓	
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## **Making an application**

Please apply by the closing date shown in the online advert. In the event of difficulty, please email Shelley Anderson HR and Compliance Manager [s.anderson@glynschool.org](mailto:s.anderson@glynschool.org).

It is important that you explain clearly in your supporting statement why you are applying for the role and how you have been equipped for it by your experience and qualifications. If you have been shortlisted for interview, we shall contact you soon after the closing date. Please ensure we have a daytime number or email address so that we can get in touch to make the necessary arrangements. If you do not hear from us, then you may assume that your application has been unsuccessful on this occasion, but we should like to thank you for your interest in working at Glyn School.

We reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a high level of response. Therefore, we would recommend that you submit your application as early as possible.

## **References**

When providing details of referees, applicants must provide two references. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live.

The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form.

## **Interviews**

The interview process will include an interview and an activity and a school tour. Please note due to high numbers of interested candidates, we will only contact candidates whose applications are shortlisted to attend interview.

## **Safeguarding**

Glyn School is fully committed to safeguarding. If you are invited for interview, you will be required to provide original documentation to prove your identity (e.g. passport, driving licence, P60/45) and original exam qualification certificates. Successful applicants will be required to complete a disclosure form to enable an enhanced DBS check to be undertaken. Information from the DBS check will be held in strict confidence. You will also need to provide proof of your eligibility to work in the UK and complete a Medical Declaration.

## **Data Protection**

Should you be unsuccessful with your application the School will confidentially destroy your Application Form after six months of its submission. If you are successful in your application this information will be kept securely as part of your personal employment record.

## **Equality and Diversity**

Applications are welcome from all sectors of the community. No job applicant will be treated less favourably because of his or her sex, race, colour, ethnic origin, age, marital status, disability, religion or belief, sexual orientation, or by any other condition or requirement that cannot be shown to be justified.