



MONK'S WALK
SCHOOL

CANDIDATE INFORMATION PACK



TEACHER OF MUSIC 1 YEAR FIXED TERM

EXCELLENCE FOR ALL

THIS POST



MONK'S WALK
SCHOOL

We are seeking to appoint a Teacher of Music to join our highly successful Music Department from the Summer Term 2025.

This post is offered on a one year fixed term contract.

Closing date for applications: noon on Thursday 24 October 2024.

KEY FACTS ABOUT MONK'S WALK

ALL ABILITY

For students aged 11-18 of all abilities.
Over 1400 students

POPULAR & OVERSUBSCRIBED

729 applications (197 first preference) for 240 places in Y7. 89% of parents say they would recommend the school (Parent survey June 2023)

STRONG ETHOS

Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

ACADEMICALLY SUCCESSFUL

Well above average Progress 8 score (0.6) for Year 11 students in 2023 and an average A Level grade of B-

BROAD CURRICULUM

24 courses at KS4 and 26 at KS5, including all three sciences

BROAD EXTRA-CURRICULAR PROGRAMME

A wide programme of activities, trips and visits and enrichment activities

POPULAR SIXTH FORM

268 in the sixth form and a member of the Welwyn Hatfield consortium.

STRONG FOCUS ON WELLBEING

For both staff and students. 93% of staff say they enjoy working at MWS (Staff Survey July 2023)

STRONG FOCUS ON STAFF DEVELOPMENT

We are committed to staff development including Initial Teacher and Early Career Framework training.

ABOUT OUR SCHOOL



We are a mixed school of about 1,400 11-18 year old students in Welwyn Garden City, a Hertfordshire new town on the outskirts of London.

Transport links are superb – direct rail links to London in less than 30 minutes; M1, A1(M), M11 and M25 all minutes away. WGC is a pleasant place to live – it even has John Lewis! The school is situated in a greenbelt area in the prosperous northwest corner of the city. Our grounds are magnificent and the view from the school is lovely. In September 2020 we opened a new teaching block to replace one of the more rundown ones. The DfE have just agreed funding for a new sports hall for the school.

Monk's Walk is a genuinely all-ability school. The number of students with learning challenges is in line with the national average, with 17% supported at SEN Support or with an Education and Healthcare Plan (EHCP). Our support for students with SEND is a real strength of the school.

We have a small number of blind or partially sighted students who receive specialist support. We also work very closely with Knightsfield School, a special school for deaf children on our campus.

We do not pursue academic achievement at the expense of the wider development of the individual, however. Form tutors, heads of year and heads of house all have important roles in the social, personal and academic support of individuals. Our house system is strong, providing a range of all-ability competitions and activities for mixed age groups. Recently we have become the first school in the country to have a recycling machine with the credit going as house points. All members of staff are allocated a house, except me who has to try to stay impartial of course.

Parental confidence in the school is high; there were 729 applications for 240 places in Year 7 for September 2024,

with 197 of those as first preference. Each year we hear appeals for students wishing to join the school.

The school has an extremely effective behaviour policy and in general behaviour is very good indeed. Our students want to learn and our parents are, on the whole, extremely supportive. Attendance is high, although in common with most schools affected by COVID. Our aim is for our students to be co-operative, courteous and kind.

There is a genuine 'buzz' around the school and we have a very strong reputation in the city. In September 2023, the school was judged by Ofsted to be 'good'. We were really pleased with the comments made by inspectors and expect the report to be published any day now.





GCSE exam results in 2024 were very good . 53% of students gained the strong basics (grade 5+ in both English and Maths) and 74% standard basics (grade 4+ in English and maths). Our attainment 8 was 50.2 and progress 8 +0.25. All well above national. Students of all abilities did better than would have been expected, given their starting points. Disadvantaged students made the progress that would have been expected given their starting points – unlike in most other schools in Hertfordshire where it is often well below. Students with SEND did phenomenally well. To look at the school's provisional results in the league tables google 'school performance tables 2024.

In terms of progress, disadvantaged and SEND students do



better in the school than they do nationally. BAME students attain very well and have good progress, as do each of the ability groups. We pride ourselves on the fact that Monk's Walk is an inclusive school.

The school has about 268 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students. Monk's Walk has the largest sixth form of the five schools and currently we have 82 guest students in Year 12 and 61 in Year 13. At Monk's Walk we concentrate on providing

A Level only (with the exception of iMedia), with decent numbers of students studying the facilitating subjects. Vocational programmes can be taken at Oaklands College or in other consortium schools.

A Level results in 2024 were also very good , with average point score per grade at 36.2 equivalent to B-. In 2024 almost all students who applied made it to their first or second choice university, high quality apprenticeship or employment. Students access a range of universities, with over 40% accessing Russell Group in 2022. We currently have 11 former students at Cambridge University.

Unfortunately, some schools are making cuts in creative subjects such as Art, Music, Drama and PE and even some DT specialisms. At Monk's Walk, these subjects are strong as we see these areas providing important learning opportunities for our students. All of these subjects are running at GCSE and A Level. Science subjects are among the most popular subjects at A Level.

We have a full orchestra (as well as other musical groups), thriving Art, Music, PE and Sport and an outstanding Drama department. Members of other departments involve themselves in extra-curricular activities in Music, Sport and Drama.

Knightsfield School (a special school for deaf children) is co-located with Monk's Walk School. We have an outstanding partnership arrangement; at key stage 3 Knightsfield students join classes in Art. A few students are also integrated into GCSE groups. Knightsfield students join ours for lunch every day in our canteen in B Block. One of our music teachers teaches at the school.

The school became an academy in September 2012. The decision to convert was purely pragmatic and trustees have no intention to make changes to teachers' pay and conditions beyond those made as part of national agreements.

Induction, training and continuing professional development have a very high priority in the school. All staff have an induction programme on joining the school.

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SAFEGUARDING

Safeguarding at Monk's Walk takes precedence over any other activity in the school. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students and obviously questions about candidates' suitability to act as tutor. References will be sought and an enhanced criminal records check will be undertaken for this position. Please note, it is an offence to apply for a role where the applicant is barred from engaging in regulated activity relevant to children.

BEING AN ECT



If you are an ECT you would be offered the opportunity to spend 3 weeks with us in July and be paid for it. The three weeks gives you the chance for a really comprehensive induction programme. You will meet and observe some of your teaching groups and find out about your form. If you are a Year 7 form tutor, you will also take part in the transition day when Year 6 come up to the school. You will get to know the senior leadership team, your head of department and the members of your teaching team. Simple things, such as learning about the school's management information system and having a log-in, as well as becoming familiar with the staff and the school's facilities, will help you to have a flying start to your career when September comes. Hopefully, being familiar with the school will help you to have a restful holiday, free of any concerns, so that you can have a proper rest after your teacher training!

We also offer the full two-year ECT induction programme, offering a blend of face-to-face and online training for ECTs and their mentors, based on the Education Development Trust's DfE accredited provider materials. This provides training on key aspects of teaching such as assessment and behaviour for learning, as well as providing a local network of support with other ECTs in similar subject areas through the Alban Teaching School Hub. Additionally, all staff have access to a bespoke CPD programme which has learning and teaching at its centre. We know too that there is much to take on board when starting at a new school and provide a bespoke programme of six well-timed training sessions for ECTs and those new to the school to ensure that you are supported and fully informed about the procedures of the school.

Monk's Walk School's 'coaching culture' ensures that all ECTs are supported by experienced and trained instructional coaches, as well as by their Heads of Department and department colleagues. We provide opportunities to observe other colleagues, both within and across departments, as well as provide opportunities, Covid-permitting, to visit other schools.



Monk's Walk School is a fantastic place to start your teaching career. In the words of one of our previous NQTs (ECT): "I joined MWS as an NQT (ECT), and felt fully supported not just by my department, but by the staff as a whole. Everyone is so friendly and always willing to help if you need it. The school has a great atmosphere and ethos. This filters through to the students' behaviour and general attitude to learning, which has always been fantastic." Angelina Sordillo (DT teacher).

THE MUSIC DEPARTMENT



The Music Department is very strong indeed. There are two full-time members of staff and one part-time teacher. All teachers are music specialists and lead a wide range of extra-curricular activities. It is an enthusiastic, dynamic, cohesive, and hardworking team, always looking for ways to improve the teaching and to raise students' levels of achievement. There are many music trips organised, such as the Music Tour for all year groups, travelling to France, Italy, Belgium, Austria and Germany in recent years, as well as trips to the West End, London Philharmonic Orchestra concerts, and other performance opportunities previously including The Hertfordshire Schools Gala concert at the Royal Albert Hall; local schools choir competitions (which we have won several years in a row); concerts with overseas schools such as the ISH (International School of the Hague).

The department currently carries out a large programme of outreach work with the local primary schools delivering music workshops and performances with sixth form student ambassadors.

The extra-curricular opportunities in music are vast, ranging from a full orchestra and choir to a Music Technology Club, World Music Drumming and Guitar Club. These clubs have the opportunity to take part in our Christmas Concert, Community Church Concert and represent the school at Open Evening and other events. There is also a range of other opportunities for performance such as presentation evenings, and a biannual collaboration with the Drama department on a production. We also host the House Music competition annually, showcasing a wide array of talent across the school.

We have been working with the Prince's Teaching Institute which has given us some excellent opportunities to attend specialist lectures and has once again raised the profile of the department across the school.

We also work very closely with Monk's Walk Alumni, many who return to take part, offering workshops and helping with concerts. Previous visitors from our Alumni include Alesha Dixon and Jaguar Skills.

In key stage 3 all students study Music for one hour every week through the Musical Futures pedagogy, focusing on areas of study such as Reggae, Film Music, and Songwriting. The emphasis of all lessons in Music is practical music-making, with Musical Futures being the foundation of this. Students learn in their form groups and are mixed ability.

At key stage 4 we offer OCR GCSE Music and BTEC Level 2 Certificate in Music Practice. Music is also offered at A Level. Currently the OCR syllabus is used. There is a high uptake of students for these qualifications each year.

The Music department has its own suite of rooms and is equipped with 6 Mac computers in a recording studio that are equipped with GarageBand, Logic, Sibelius 7 and Ableton. There is an additional computer suite in the school equipped with Ableton and MuseScore with a class set of midi keyboards. We also have a suite of 7 ipads in the classroom. Both classrooms are set up with interactive whiteboards, a set of keyboards, guitars, bass guitars and ukuleles. There are also 6 practice rooms.

We currently employ ten peripatetic teachers over a vast array of instruments including 'songwriting.' We currently have over 60 hours of instrumental teaching every week within the department. We currently work closely with our hub to develop projects, such as our Free School Meal initiative, offering students free instrumental lessons and a free rental scheme on a range of instruments.

JOB DESCRIPTION

Post Title:	Teacher of Music
Job Detail:	Full Time, 1 year Fixed Term Contract
Job Grade:	Teachers' Pay Scale
Responsible to:	Jennifer Rotchell, Head of Music

Job Purpose

- To ensure that students fulfil their potential in the classes you teach
- To support the school in keeping all students safe
- To oversee pastoral care and support the progress of your tutor group
- To contribute to the effectiveness of the teams in which you work (departmental, year group, house)
- To contribute to the musical life of the school
- To support the school's aim of providing an enjoyable educational experience for its students.

PRINCIPAL ACCOUNTABILITIES:

Planning, Teaching and Class Management

- To prepare and teach lessons of a high standard so your students make expected or above expected progress
- To follow designated programmes of study
- To set homework in line with school and departmental policy
- To ensure that your students' behaviour is conducive to learning.

Monitoring, Assessment, Recording, Reporting

- To follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.

Pastoral Duties

- At all times ensure that your students are subscribing to school policies in terms of behaviour, appearance, academic work and social interaction and follow the guidelines given in the staff handbook if any pupil is infringing these policies
- To adhere to the school's requirements on safeguarding at all times.

Other Professional Requirements

- To be able to lead at least one extra-curricular activity, preferably orchestral
- Work as a team member within the department, sharing ideas and resources and asking for guidance and help from fellow teachers when necessary.
- Participate in all CPD activities that will improve your professional performance
- To take part in the school's appraisal process and enter into a professional discussion with your line manager about your strengths as a teacher and any areas which are in need of improvement
- Address any areas of weaker performance, taking advice from your line manager and actively engaging in any actions that might be suggested
- To maintain, at all times, the reputation of this great profession and of the school.

Resource Management

- To take a shared responsibility to ensure the accommodation in which teaching takes place is vibrant and conducive to learning
- To ensure that all department resources used are kept in good order and any defects are quickly reported to the Head of Department.

This job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

Other specific responsibilities will be negotiated and agreed with the successful applicant.

This job description should be read in conjunction with the Statutory Requirements contained in the current version of the School Teachers' Pay and Conditions document.

PERSON SPECIFICATION

1. Educational Qualifications

- Honours Degree in Music or similar

2. Professional Experience

- Ability to teach across all three key stages (D)
- Proven track record in raising standards of student achievement
- Experience of constructive co-operation with parents
- Successful school-based training in secondary age range
- A portfolio of training and continuing professional development

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Effective practice and approaches to teaching, learning and assessment
- Current educational trends and thinking
- Current developments in teaching subject
- Effective use of ICT in teaching
- Strategies for motivating and inspiring students, and managing student behaviour

4. Personal Qualities and Skills

Ideally, we are looking for someone who:

- Can work as part of a team
- Is sympathetic to the pastoral needs of pupils
- Is abundantly energetic, creative and enthusiastic
- Is co-operative, flexible and responsible
- Is reliable, well organised and committed to high standards
- Is able to contribute to the extra-curricular programme
- Is able to contribute to the staff community
- Is committed to improving and enlivening the environment of the classroom and the school
- Is patient, optimistic and has a fantastic sense of humour
- Has a life outside of school

(D = desirable, all other essential)

YOUR ROLE IN OUR FUTURE

Monk's Walk School is a thriving, vibrant, learning community where our aim is to bring the best out of everyone. It is a very good school with the ambition and plans to be even better.

We are not complacent though – we know all schools have room for improvement! We set ourselves high standards and ambitious targets to enable us to reach our goal. I hope this information has given you a flavour of our school. Please read the Ofsted report and visit our website and Facebook page – Monk's Walk School Official - for more information. If you feel you can contribute to the music provision for the school and would like to join us, then please apply.

HOW TO APPLY

I really hope the information we have provided makes you want to apply to join us. If you would like to talk about the post in a bit more detail or visit the school before applying, please contact Nick Haynes, Deputy Headteacher. His e-mail address is: Nhaynes@monkswalk.herts.sch.uk.

Please apply, via the My New Term website. You should also include a letter of application. In your letter of application, please explain how you demonstrate that you fulfil the requirements of points 2 and 3 on the person specification (page 9 in this pack).

The deadline for us to receive your application is noon on Thursday 24 October 2024.

We reserve the right to interview before the closing date, so candidates are advised to apply as soon as possible.

We will shortlist for this post and then we will contact shortlisted candidates by telephone or e-mail to invite them for interview. We will ask referees of shortlisted candidates to complete our reference form.

As part of our selection and appointment process, and in accordance with Keeping Children Safe in Education guidance,

we will conduct online searches on all candidates in order to identify any incidents or concerns which are publicly available online. By signing and submitting your application, you acknowledge that such searches will be conducted as part of the selection and appointment process.

We look forward to hearing from you.

Matt Grinyer

Headteacher
October 2024



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Monk's Walk School Knightsfield, Welwyn Garden City, Hertfordshire AL8 7NL
Telephone: 01707 322846 Email: admin@monkswalk.herts.sch.uk