



Job Advert

JOB TITLE:	Music teacher
CLOSING DATE:	8am Wednesday 25 th June 2025
START DATE:	September 2025 or sooner
SALARY:	MPS 1 to 6 (£31,650 to £43,607) + additional allowance for suitable candidates (or prorated if part time)
LOCATION:	Oasis Restore secure school in Rochester, Medway, Kent.
WORKING PATTERN:	This is a full-time role, but we will consider part-time applicants and flexible working arrangements.

-
- **Do you believe in the right of all children to play, create, and experience music?**
 - **Do you believe in the power of music to transform children's lives?**
 - **Do you want to be a part of a new way of teaching and a courageous team developing the UK's first secure school?**

We are offering an exciting opportunity for a practicing musician or music leader/teacher to join the team in contributing to and delivering an outstanding curriculum at the UK's first secure school. We recognise the power of music to transform young lives, build confidence, raise aspirations, and support the development of personal skills. We anticipate that music will be an integral route to connecting with our children as well as to upskilling them for life beyond the justice system in the music industry and/or beyond. Whether you are a qualified music teacher, a passionate performer, or a music tutor, we are looking for people who want to make a difference to the lives of children in custody. If you are a skilled and passionate musician and would like to invest in children, we would love to hear from you.

Whilst the role is advertised as full time, we know that what is most important for our children is having the opportunity to work with people who are keen to invest in them and who are practicing, skilled musicians – and that they may not be available for a full-time role. We are keen to consider flexible working requests including part time working. When considering any such requests we would review this against our operating requirements. If you would be interested in exploring whether we could potentially accommodate your desired flexible working pattern or not, please state this in the additional sheet within the application form providing as much detail as possible or get in touch. Our full-time working patterns are Monday to Friday at 35 hours per week.

Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to experience a truly restorative environment, that creates the potential for them to thrive in the future. As a founding teacher, you will play a key role in designing and delivering a music curriculum that provides nurturing, therapeutic and educational community that embeds hope,

stability, and opportunity for children in our care. Come and develop your career within an organisation dedicated to transforming lives.

The role and what we are looking for?

Your role as a music teacher will be integral to the progress of all children at Oasis Restore, to deliver aspirational educational outcomes. You will be responsible for inspiring teaching, tutoring and/or workshop leading that builds confidence in our children as expressive musicians with technical skill in their areas of interest. You will develop children's skills in at least one of these areas: instrumental/vocal skills, production, composition, or knowledge of a range of musical styles and traditions. You will have the opportunity to teach a second subject area, developing your own practice with the necessary support to deliver consistently outstanding teaching. You will launch and continuously contribute to a carefully planned, creative and flexible music curriculum and enrichment offer underpinned by progressive pedagogies, in line with and a variety of formal qualifications, setting a true gold standard for learning and progress in music.

You will be an integral part of a passionate, committed, and ground-breaking multidisciplinary team, working integratively towards improving the outcomes for children so often overlooked. Together, we will devise strategies to empower children to take ownership of their own learning journeys, so preparing them for successful transitions into the next phase of their journey. You will teach class sizes of 5 children, with the support of two additional staff to tailor learning support to each student, with access to specially designed education buildings with two brand new music studios, ICT suite and a teaching classroom.

As a champion of restorative practice, you will place relational connection at the heart of everything you do. Your work will be the driving force that enables children to transition out of Oasis Restore with the support in place for them to succeed in the next step of their journeys.

Our Secure School

Oasis Restore is the UK's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ) and the Youth Custody Service. Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community with education at its core that embeds hope, stability, and opportunity for children beyond the secure school. To read more about us please visit our website www.oasisrestore.org.

Benefits to Staff

As a newly established subsidiary of the Oasis Charitable Trust, you enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation.

- Class sizes of approximately 5 children, with 2 additional support staff
- A minimum of 15% planning, preparation, and assessment time (PPA)
- Use of brand new, specially designed classroom and music studios with access to the latest technology and software for music production
- Use of a performance area that has been designed to showcase the talents and skills of the students
- Reduced teacher workload, exams and at home marking expectation
- A mixture of one to one and group reflective practise, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.

- An elected staff forum to listen to, and act on, staff feedback
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- 40 days annual leave including bank holidays (*see application pack for staff working pattern*)
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- Have a structured and bespoke induction training plan plus a training offer bespoke to our context leading to a level 4 qualification in the therapeutic care of adolescents.
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.
- We are in the process of setting up a new employee health care cash plan and employee discount scheme

What are you waiting for? Apply today

Make sure you download the Application Pack and fill out our application form along with the Equal opportunities form* and submit both documents to recruitment@oasisrestore.org before the below deadline.

Please email us at recruitment@oasisrestore.org to arrange a confidential phone call.

Closing Date: 8am Wednesday 25th June 2025

Interview Dates: Thursday 3rd or Friday 4th July 2025

(Alternative dates are available, to arrange please contact recruitment@oasisrestore.org)

If you have not been invited to attend interview by 5pm on Monday 30th June 2025, you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

Safeguarding and Pre-Employment Checks

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

Equality, Diversity, and Inclusion

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success.

Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students. We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with people who have multiple and complex needs.
- Personal experience of the criminal justice system or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.
- Ability to actively listen and motivate young people.
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at recruitment@oasisrestore.org.

**The Equal Opportunities Form will not be shared with anyone involved in processing your application. Please complete this as part of the application process. Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team.*

