



# Job Pack

Teacher of Music

Full Time/Part Time

September 2019



**Weald of Kent**  
Grammar School

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## About Us

Weald of Kent is a selective Girls Grammar School for 11-18 year olds with a roll of approximately 1550 students including our co-educational 6th Form. The school is one of the highest performing schools in the Country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge site in a brand new Annexe in Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge site which now has a state of the art Sports Hall and university style 6th Form Study Centre. Both sites are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

## Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A level this year. 99.4% of students achieved 5 GCSEs grades 9 to 4 and A\* - C (including Maths and English). The average GCSE grade was above a Grade 7. We also enjoyed superb A Level results with 72% of our students achieving A\*-B grades. The cohort gained the highest A\*-A % for six years, at 38%. The average was a Grade B. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.

## Teaching School

This is an exciting time for Weald of Kent as we continue on our journey as the Lead School of the Kaizen Teaching School Alliance. We are passionate about ensuring students and staff have an opportunity to develop and grow and because of this we are working with a fantastic group of schools on collaborative projects.

## Staff Development Opportunities

We are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

A personalised induction programme	Mentoring-Coaching programme
CPD days and a range of workshops	Relevant external courses and training
Performance development programme	

## The Music Team

We have a beautifully equipped, lively and expanding Music Department, which has benefitted from very significant investment recently.

Classes receive two single periods per fortnight of music lessons in Years 7, 8 and 9. Students follow a variety of topics that have an emphasis on developing their musical understanding through a wide range of focused projects. These approaches are always “hands on” and adopt the same working practices as they would in a real world situation; whether that be acoustic, electronic or computer based instruments. We have a brand new suite of PCs running Cubase Pro 9.5 and Dorico Pro 2.2. Additionally we have a fully functioning, purpose built recording studio with control room, drum booth and a large live room. This is used extensively by Key Stage 4 and 5 students, particularly in support of the performing and composing requirements at GCSE and A level.

There is a very strong uptake of the subject at GCSE and results are strong with a commitment to improve them further. At GCSE, in 2018 we achieved 92%, Grade 9-5 (66%, Grade 9-7), whilst at A Level we achieved 57% A\*/B.

We want our students to develop an authentic and individual musical voice, through understanding the conventions of current and past genres and then extending this understanding to create music of their own. We are therefore committed to independent learning, encouraging students to think for themselves and take risks in order to develop into lifelong learners. Music teachers are encouraged to be imaginative and flexible in their teaching skills. This is student led learning at its best. The Department works as a supportive team, sharing skills and resources, everyone has a voice and expertise to share. Students see Music as a lively and exciting place to be.

Extended curriculum opportunities include two orchestras, four choirs, concert band, rock bands, flute choir and ukulele band. These ensembles are directed by Music staff but students are encouraged to lead and direct groups and take on the responsibility, under guidance, of leading groups.

A large number of students receive lessons from visiting instrumental teachers: either privately employed by the department or from Kent Music. Lessons take place on a rota basis during the school day, thus ensuring minimal disruption of their other subject studies. Students normally hire an instrument for the first year and can then choose to buy at a later point, if they wish, using the assisted instrument purchase scheme that the school participate in. Students often reach high standards and some later pursue Music as a career. All abilities are strongly encouraged to enjoy the rewards of playing an instrument. A large percentage of our A Level students go on to study Music at university.

Concerts, recitals, musicals, competitions and ‘Pop-Up Gigs’ give focal points to our year and opportunities for students to perform in various venues and to various audiences. In our growing department trips are becoming established as an essential extension to curriculum learning.

## The Post

<b>Job Title:</b>	Music Teacher	<b>Reports to:</b>	Head of Music
<b>Team:</b>	Music Department	<b>Start date:</b>	September 2019
<b>Grade:</b>	Main / Upper Pay Scale		

This position is an excellent opportunity for an outstanding and inspirational Music teacher to join our exceptional team. The post will involve leading on the teaching and learning of music across all key stages.

This post would ideally suit a colleague who is looking for a new challenge and wishes to work with highly motivated, extremely engaged, enthusiastic and able learners. If you are keen to develop further as a practitioner and wish to extend your repertoire of teaching and learning strategies and leadership then Weald of Kent would be a perfect fit for you.

## About You (Person Specification)

	Essential	Desirable
<b>Qualifications</b>		
Qualified teacher status	✓	
Degree or equivalent	✓	
<b>Experience</b>		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
The ability to teach GCSE and A Level Music	✓	
<b>Skills &amp; Knowledge</b>		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Governors	✓	
Effective behaviour management	✓	
Able to support students in maintaining high standards	✓	
Up to date awareness of curriculum development	✓	
Efficient and effective administrative, organisational and personal management skills	✓	
<b>Personal Attributes</b>		
Ability to inspire, challenge and motivate students	✓	
Have a positive approach to education with a desire to succeed	✓	
Energy, enthusiasm and perseverance	✓	
Reliability and integrity	✓	
Good interpersonal skills	✓	
Professional appearance and manner	✓	
Clear vision and educational philosophy	✓	
Positive commitment to individual personal development	✓	
Capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
Adaptable and amenable with respect to working practices	✓	
Ability to work independently and in a team, take a collaborative approach	✓	
Ability to build supportive working relationships with colleagues	✓	
Commitment to supporting the full life of the school	✓	
Suitable to work with children	✓	
<b>Equal Opportunities</b> – A commitment to inclusive education	✓	

## The Package

Salary: MPS/UPS

### Benefits:

Generous Pension Scheme (TP / LGPS)	Health Care Cash Plan *
Priority Admission for Staff Children **	Free On-Site Parking
Kent Reward Scheme	Free refreshments

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

\*Available upon successful completion of probation

\*\*See Admission Policy on the School Website

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## The Application Process

Application forms can be found on our website and should be sent to Human Resources, [HR@wealdgs.org](mailto:HR@wealdgs.org) or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

References may be taken up before being short-listed please indicate on your application form if you have any objection to us contacting the referee prior to interview.

### Dates:

Closing date for applications: Wednesday 24 April 2019, midday

Interview day: w/c 29 April 2019

*\*Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.*

*The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.*

