



Music Tutor Fellow (Strings Specialists) Candidate information brief

Dear candidate,

King Solomon Academy is achieving remarkable things. In our first four years of GCSE results we have regularly achieved nationally ground-breaking outcomes, including being the top 1% for pupil progress every year, and in three of the last four years we have been in the top 10 schools in the country.

One of our most ambitious goals is for all of our pupils to become highly accomplished and successful musicians as part of our string orchestra. We believe all pupils, with the right role models, expectations and teaching can learn to love and excel at playing a string instrument. As a key part of the string programme, Music Tutor Fellows provide instrument teaching and tutoring to our pupils from aged 7 to aged 18

For prospective candidates this role presents a unique offer. You will be part of a ground-breaking project which aims to show that all pupils, irrespective of background, can learn a string instrument to orchestra standard. The role will allow candidates to rapidly develop their small group instruction skills and also be developed as ensemble and whole orchestra teachers through coaching from expert leaders.

The role of Music Tutor Fellow is perfect for someone who enjoys teaching their string instrument but wants to be part of an orchestra programme rather than teaching isolated instrumental lessons. The role would also appeal to someone who would like to become a music teacher in the future, acting as a springboard and training ground for those who want to learn how to teach and build transformational relationships with pupils. For these candidates, we are able to offer a very clear pathway of progression into the teaching profession. The Ark Schools School Direct training programme provides a clear route for progression. We are growing a pipeline of great teachers who started with us as Tutor Fellows.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> Applications will be considered on a rolling basis up until the formal deadline of **11am on Friday 21st January 2019. We strongly encourage candidates to apply at the first opportunity to maximise their chance of securing a role.** For an informal conversation about the role, please contact Shaheen Riaz, at s.riaz@kingsolomonacademy.org and 0207 563 6901.

We wish you the best with your application.

Yours sincerely,



Max Haimendorf
Principal

Job Description: Music Tutor Fellow

- Start date:** January, April or September 2019
Contract: Fixed term till end of August 2020
Salary: circa £18,800 per annum
Hours: circa 8.00am to 5.30pm during school term time (with a lunch break)

The role

To provide inspirational music tuition and role modelling to the pupils who need it most at King Solomon Academy

Key responsibilities

- To tutor individuals and groups of pupils as part of the string programme
- To support individuals and groups within classroom music lessons
- To mentor and coach pupils in the development of their self-confidence and aspirations for their future, in particular, their aspiration to go to, and excel at University
- To support pupils with Special Educational needs in or out of classes
- Helping to maintain/establish discipline across the whole academy.

Outcomes and activities

String lessons

- Deliver small group string lessons as part of the music team to all year groups, from age 7 to age 18, including GCSE instrumental lessons where appropriate
- Support (and where appropriate lead) ensemble class string lessons
- Support (and where appropriate lead) orchestra rehearsals
- Plan and deliver intervention during and beyond string sessions
- Observe, record and feedback information of pupil performance.

Music lessons

- Assist with whole class teaching where appropriate, and support targeted pupils
- Provide administrative support to academy staff by ensuring teaching resources are prepared to an excellent standard and on time for classroom use.

Coaching

- Coach pupils to promote better decision making, motivation and improved achievement inside and outside of music.

Other

- Supervise pupils in playgrounds, lunchrooms, etc.
- Maintain pupil and family confidentiality.
- Attend regular meetings and training, as required.
- Undertake other various responsibilities as directed by the Principal.

Person specification: Music Tutor Fellow

Qualification Criteria

- Right to work in UK
- Qualified to degree level
- Grade 8 standard or equivalent on a string instrument
- Confidence in playing and teaching of either the Cello, Violin or Viola is desirable

Experience

- Experience of working with young people or adults in a paid or voluntary capacity
- Experience of tutoring string instruments and leading ensemble work

Behaviours

Personal characteristics

- A desire to be a qualified teacher in the future
- Genuine passion and a belief in the potential of every pupil
- Helpful, positive, calm and caring nature
- Able to establish good working relationships with staff and pupils
- Able to follow instructions accurately but make good judgments and lead when required
- Motivation to continually improve standards and achieve excellence

Specific skills

- Good communication skills, including written and oral
- Excellent numeracy and literacy skills
- Competent with computers and other technology
- Good administrative and organisational skills
- Able to understand and implement particular strategies and methods to help pupils to improve their learning and enjoyment of learning
- Able to deal with minor incidents, first aid, and the personal health and hygiene of the pupils
- Understands the importance of confidentiality and discretion

Other desirable training and skills

- An interest in sport and the ability to lead sport sessions
- First Aid training

Other

- Commitment to the safeguarding and welfare of all pupils
- This post is subject to an enhanced Disclosure and Barring Services check

About the Music Programme at King Solomon Academy

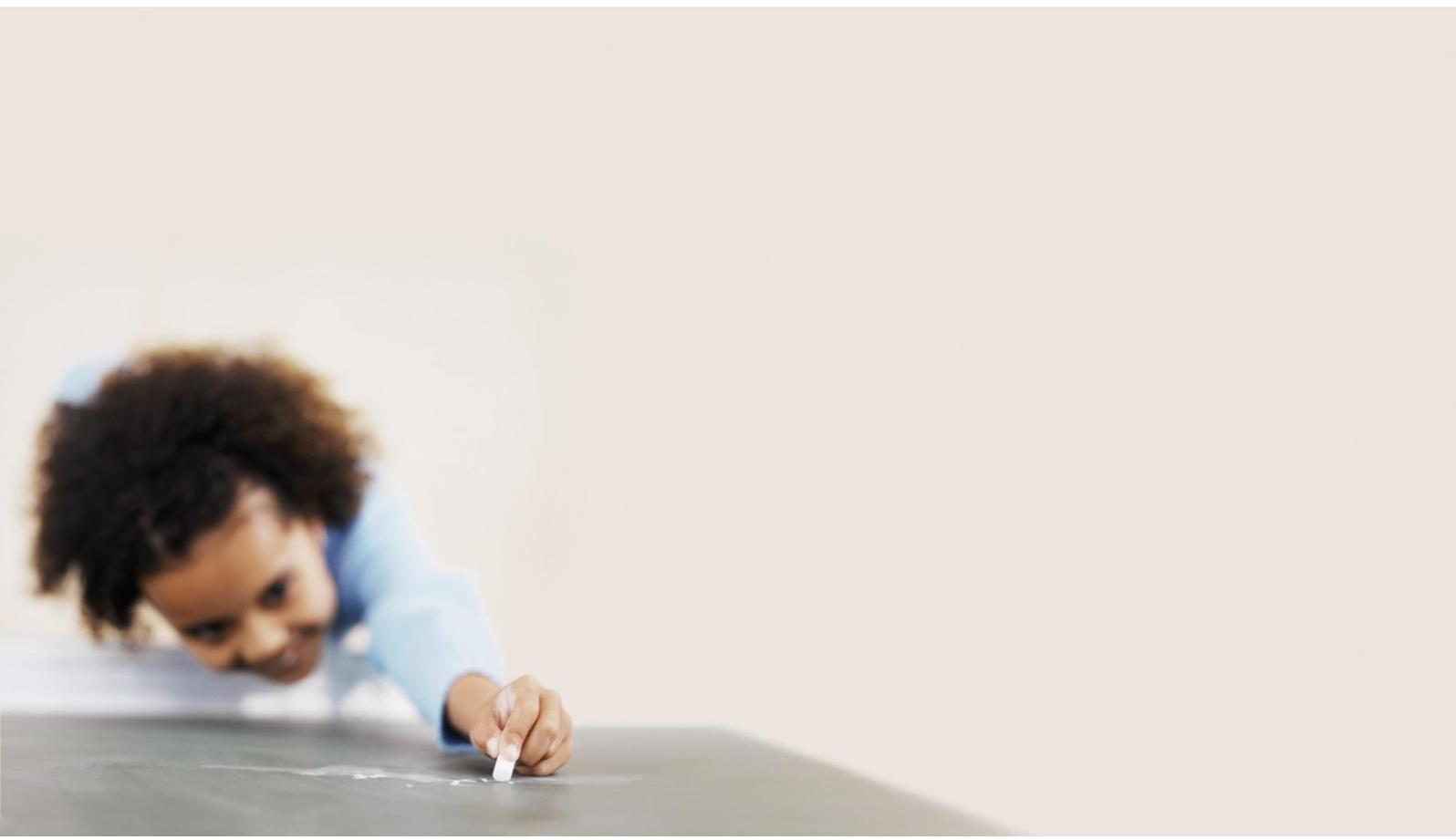
Underprivileged pupils at inner city schools do not have the same life chances as those from more affluent backgrounds, particularly when it comes to the arts. Access to musical instruments and lessons, and opportunities to play are often denied to them due to lack of resource.

At King Solomon Academy we are addressing this lack of opportunity with a string orchestra that every pupil is a member of. We believe that being part of the KSA orchestra creates a great sense of shared identity as well as enabling our pupils to benefit from the known academic, intellectual and social advantages of musical training.

All pupils are provided with a quality string instrument to call their own for as long as they are at the school. This gives them the chance to become highly trained musicians and instrumentalists, developing their character and confidence as they progress.

The programme offers pupils opportunities for the orchestra to tour locally and abroad, bringing music into the heart of our community, acting as an inspiration to other schools and giving our pupils a sense of being part of something exceptional. Pupils also have the chance to join ensembles and take part in workshops externally, and the music department has proud connections with a number of organisations across the capital and beyond.

We have ambitious plans to deliver the programme to almost one thousand pupils over the next five years.



About the role of a Music Tutor Fellow at King Solomon Academy

The music programme at King Solomon Academy is unique. Every child in the school learns a string instrument and performs as part of an orchestra. Throughout Primary and Secondary, music forms a key part of the main curriculum, with pupils engaging in music for up to 4 hours per week. In addition to the string programme, pupils in Years 7 to 9 have music lessons as a whole class, using keyboards and music technology; ensuring that they have the skills and knowledge to study GCSE Music if desired. Many pupils also opt to undertake additional music in enrichment time, enabling them to broaden and deepen their musicianship even further.

The role of Music Tutor Fellow is primarily to deliver the strings programme as part of the Music team. This takes the form of delivering small group string lessons (2-8 pupils to one teacher), supporting and leading parts of class ensemble string lessons (approximately 20 students with 2 or 3 teachers), and supporting orchestra rehearsals (60 students with 3 or 4 teachers). Other responsibilities within the string programme could include teaching extra-curricular groups in preparation for ABRSM exams, preparing GCSE Music pupils for performance assessments and running intervention sessions for small groups who need more help.

The Music Tutor Fellow will also deliver in-class support in music lessons outside of the string programme, and provide administrative support to the Music department.

The Music Tutor Fellow position is a perfect training ground for Music graduates looking to develop their teaching and ensemble-leading skills. It is also an opportunity to develop your ability to be highly effective in a high-performance environment, and to do so while making a real difference to pupils from an urban low-income community. Music Tutor Fellows are able to apply to train to be a music teacher at King Solomon Academy as part of ARK's School Direct programme.

Opportunities for Music Tutor Fellows at KSA and beyond after their year's commitment

The Tutor Fellow programme is a strong experience for staff wishing to enter challenging, leadership-focused careers, in particular further teaching and work within music. With the launch of the ARK Schools Direct programme (<http://arkteachertraining.org>), Tutor Fellows now have a clear route to stay at King Solomon Academy and train to be a teacher here. Over the years, many of our current teaching staff have been trained by us.

Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

Ark runs a number of additional programmes, including:

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCOs
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes. and offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.

Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.

