



## Strings Programme Leader Candidate information brief

## KSA Strings Programme Leader

Thank you for taking the time to find out more about King Solomon Academy in Westminster and the possibility of joining us. Included in this information pack is information about the academy, and the role of Strings Programme Leader.

We are looking for an experienced Strings tutor who is passionate about strings instrumental teaching and curriculum development to continue growing our school's ground-breaking orchestra programme where all pupils learn a string instrument from the age of 8. Our ambitious goal is for all our pupils to become accomplished and successful musicians and to perform confidently as a member of their whole year group orchestras. We believe all pupils, with the right role models, expectations and teaching can learn to love and excel at playing a string instrument, irrespective of their starting point.

Our orchestra programme is unique. Rehearsals are the highlight of the week. The elite orchestra at the top of the school has toured Austria, Spain and nationally, bringing excitement and learning opportunities as well as a transformational culture to the pupils who play in it. Our approach is one of rigour and joy, inspiring pupils to love playing their instruments.

King Solomon Academy is achieving remarkable things. In the last 7 years of GCSE results we have regularly achieved nationally ground-breaking outcomes, including being the top 1% for pupil progress in all but one year.

KSA is rare in that it is a genuine all-through school. Our pupils join at 3 years old and stay with us until they are 18. By joining KSA you play a part in showing what is possible when children's education is seen as a long-term commitment.

Professionally, it also provides our staff with a unique opportunity to have impact across all phases of learning.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> by **11am on Thursday 23<sup>rd</sup> March 2023**. For an informal conversation about the role, please contact Shaheen Riaz, at [s.riaz@kingsolomonacademy.org](mailto:s.riaz@kingsolomonacademy.org) and 0207 563 6901.

We wish you all the best with your application.

Yours sincerely,



**Max Haimendorf**  
Principal

## Job Description: Strings Programme Leader

<b>Reports to:</b>	Head of All-through Music
<b>Start date:</b>	Immediately
<b>Salary:</b>	Band 6 (£27,073 – £32,527), candidates would normally be appointed at the start of the band dependent on experience levels

### The Role

To have oversight of all strings tuition, curriculum progression and design across the academy with particular focus on years 4 to 9 (aged 8-13).

The role will include but not be limited to:

### Curriculum / Teaching and Learning

- In collaboration with the head of department, develop and implement the KSA approach to small-group and individual strings tuition
- Develop medium-term plans for the all-through String Programme
- Source and arrange appropriate repertoire and related developmental technical exercises for the orchestras
- Design lesson plans for small group string learning
- Train all strings teaching staff to ensure they are confident in delivering this curriculum and teaching approach
- Model excellent teaching of small group, ensembles and larger orchestras
- Lead extra-curricula activities at the direction of the head of department
- Design and implement a rigorous and appropriate assessment policy for strings that creates meaningful reporting opportunities and prepares pupils for GCSE level assessment
- To prepare pupils for concerts, performances and assessments across all levels of the academy
- Observe, record and feedback information of pupil performance
- Develop and implement an independent practice policy for strings to ensure pupils are encourage to/are safely able to practice their instruments at home
- Support pupils with Special Educational needs in or out of classes

### Programme Administration

- Maintain, manage and organise all instruments and related items, including record keeping, damage repair, allocation, etc
- Organise pupil groupings for small group learning and liaise with the string teaching team accordingly
- Market the string department through social media/national news/school newsletter
- Oversee the KSA Strings Youtube channel and ensure appropriate resources are available for pupils
- Contribute to fundraising approaches for the String Programme

## **Other**

- Undertake other various responsibilities as directed by the Principal.

# **Person Specification: Strings Programme Leader**

## **Qualification criteria**

- Qualified to degree level and above
- Right to work in the UK

## **Experience**

- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc
- Experience of raising proficiency in a challenging classroom environment
- Experience of teaching across primary and secondary age ranges
- Experience of leading and developing strings programmes in educational settings
- Experience of providing tuition in all upper and lower string instruments

## **Skills and attributes**

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

### **Leadership**

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with KSA's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

### **Teaching and Learning**

- Creative and highly skilled musician
- Excellent classroom practitioner
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

### **Alignment with KSA vision**

- Relentless drive to do whatever it takes to ensure all students succeed.

- The belief that with the right environment more than 95% of our pupils are able to excel at University.
- The courage and conviction to make a difference.

### **Communication skills**

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
- The ability to influence and motivate others.

### **Problem solving**

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.

### **Resilience**

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

### **Results and learning orientation**

- Commitment to ongoing improvement and learning.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

### **Other**

This post is subject to an enhanced Disclosure and Barring Service check.

## **Principal – Max Haimendorf**

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016.



*“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”*

## **Head of Primary and Leader of Curriculum**

### **– Beth Humphreys**

Ms Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 and is Secondary Deputy Headteacher, leading on curriculum and professional development. She is a passionate teacher of English and loves nothing better than seeing young people reading, writing and talking about brilliant texts. Ms Humphreys took on the role of All-through Vice Principal in September 2016, and Head of Primary in January 2017.





## About Music at KSA

King Solomon Academy is a music specialist school. We chose music as a specialism because it is rigorous, fun and inspiring and can involve every pupil. We believe that being part of the KSA orchestra will create a great sense of shared identity as well enabling our pupils to benefit from the known academic, intellectual and social advantages of musical training:

- Strong musical skills are known to support cognitive development and therefore drive academic achievement
- Through a commitment to musical excellence, pupils learn resilience, self discipline, self confidence and the ability to listen to and value the effort of others.
- Experience of music making and performance will expose pupils to a broad and sophisticated culture of music.

Based near the Royal Academy of Music and many other musical venues in the heart of London, the school has a great opportunity to inspire pupils to develop musical excellence.

Every pupil at King Solomon Academy will learn to utilise their voice through vocal performance, and every pupil will be given the opportunity to learn a strings instrument and be part of a strings orchestra. The academy will develop a talented and exciting strings orchestra which we hope will be a life changing experience for all the pupils at

the school. We will put on outstanding musical performances. Every pupil will be taught and will practice their musical instrument. There will not be any costs associated with this tuition. We expect support from parents in allowing your child to practice at home.

We know that a significant part of the orchestra's success comes from the opportunity it provides for pupils to perform outside of the school setting. We have conducted tours and performances inside and outside of London and the UK, including Austria, Slovakia, Bulgaria and Spain.



## **Positive Action and inclusive recruitment at KSA**

We are keen to bring new perspectives and backgrounds into our school to build a diversity of thinking so that we can build the best school possible. Following an analysis of our teaching body, we are actively welcoming qualified candidates from Black and Ethnic Minorities, as they are currently under-represented amongst our teachers. This is particularly important given the diverse community we serve.

We want to make applying to and working at King Solomon Academy as inclusive as possible, and have a variety of systems in place to ensure that our approach is as fair and open as possible:

- Transparent application procedure, including a well signposted interview day, which tells candidates how they will be assessed and how they can prepare
- 'Blind' screening of applications, discounting identifying characteristics when shortlisting, in pairs
- Diversity and Inclusion training for senior leaders involved in recruitment



- Interview processes which include a range of leaders to avoid any individual bias
- Discussion with the Staff Working Group (staff consultative body) to ensure the recruitment process is inclusive.

## 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 35 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.