



# Primary Music Lead

Dear candidate,

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 Primary Music Lead.

We are looking for an inspiring teacher and leader who is passionate about inclusive, joyful and high-quality music-making. We are interested in candidates who are enthusiastic and ambitious about developing and leading Primary Music at the school. Music is at the heart of our school community. Students have four hours of music at week at Key Stage 3 and two hours a week at Key Stage 2. We believe every child is a musician, but only engaging teachers with a growth mindset can help them develop to their full potential. Our goal is for all of our pupils to become expressive, confident and technically accomplished singers, African drummers, string players, composers and keyboard players, irrespective of their starting point. We want a teacher who values these different musical voices, but is also passionate about the potential of our core strings programme.

Alongside teaching a rich and varied music curriculum, you will also contribute to the school's ground-breaking and transformational KS2 and KS3 instrumental programme where all pupils learn a string instrument from the age of 8. Our instrumental programme replaces a traditional peripatetic model with an inclusive one and helps students to develop, not only a new musical voice, but also a practise ethic and the skills to become lifelong learners. Our vibrant whole year-group string rehearsals are the highlight of the week and our students have toured Austria, Spain and nationally.

King Solomon Academy is an all-through school 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. 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. We join together with Ark Paddington Green in 2019, to form a three form entry all-through. The breadth and capacity of music department is vital to the growth of the school more widely.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> by **11am on Friday 18<sup>th</sup> May 2018**. For an informal conversation about the role, please contact the Principal's PA, Shaheen Riaz, at [s.riaz@kingsolomonacademy.org](mailto:s.riaz@kingsolomonacademy.org) and 0207 563 6901.

We wish you the best with your application.

Yours sincerely,



**Max Haimendorf**  
Principal

## **Job Description: Primary Lead of Music**

**Reports to:** Head of Music  
**Start date:** September 2018  
**Salary:** Ark Main Scale (£28,514 - £38,807) + TLR 2a (£2,667)

### **The Role**

To provide outstanding leadership, teaching and learning of music to ensure high attainment of their students, and the growing impact of the all-through orchestra programme.

### **Key responsibilities**

- Build on current Primary curriculum offer to extend and develop it further
- To work with Primary teachers help embed music into all aspects of daily life
- Foster and develop a musical learning community across the whole academy, building buy in from parents and other key stakeholders
- Model a nurturing classroom and school environment that helps students to develop as learners
- To help develop a culture of practise, for example developing an online learning platform to help students practise at home
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy
- To focus on primary but teach secondary lessons where required
- To help train secondary music staff to deliver Outstanding Primary lessons
- To ensure continuity between Primary and Secondary phases

### **Outcomes and activities**

#### **Subject Leadership**

The Primary will work in conjunction and under the direction of the Head of Music to undertake the following:

- Facilitate joyful, inclusive music-making experiences for all students at KSA
- Create and develop challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Produce periodic assessments with marks schemes. Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level which is both
- externally valid and provides an accurate baseline for the next academic year

- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers, SENDCO and Head of Department to ensure pupils receive high quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- Develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential

### **Teaching and Learning**

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

### **Academy Culture**

- Help create a strong academy community, characterized by consistent, orderly and caring respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.

### **Other**

- Undertake other various responsibilities as directed by the Principal.

## **Person Specification: Primary Music Lead**

### **Qualification criteria**

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

### **Experience**

- Experience of developing string instrument playing

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc.
- Experience of teaching across primary and secondary age ranges desirable (although not essential)
- Being a string player is desirable (although not essential)

### **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**

- Excellent classroom practitioner
- Experience of Primary teaching
- Confident musician and modeller, who is keen to learn new musical skills
- 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.



## About the Music Programme at King Solomon Academy

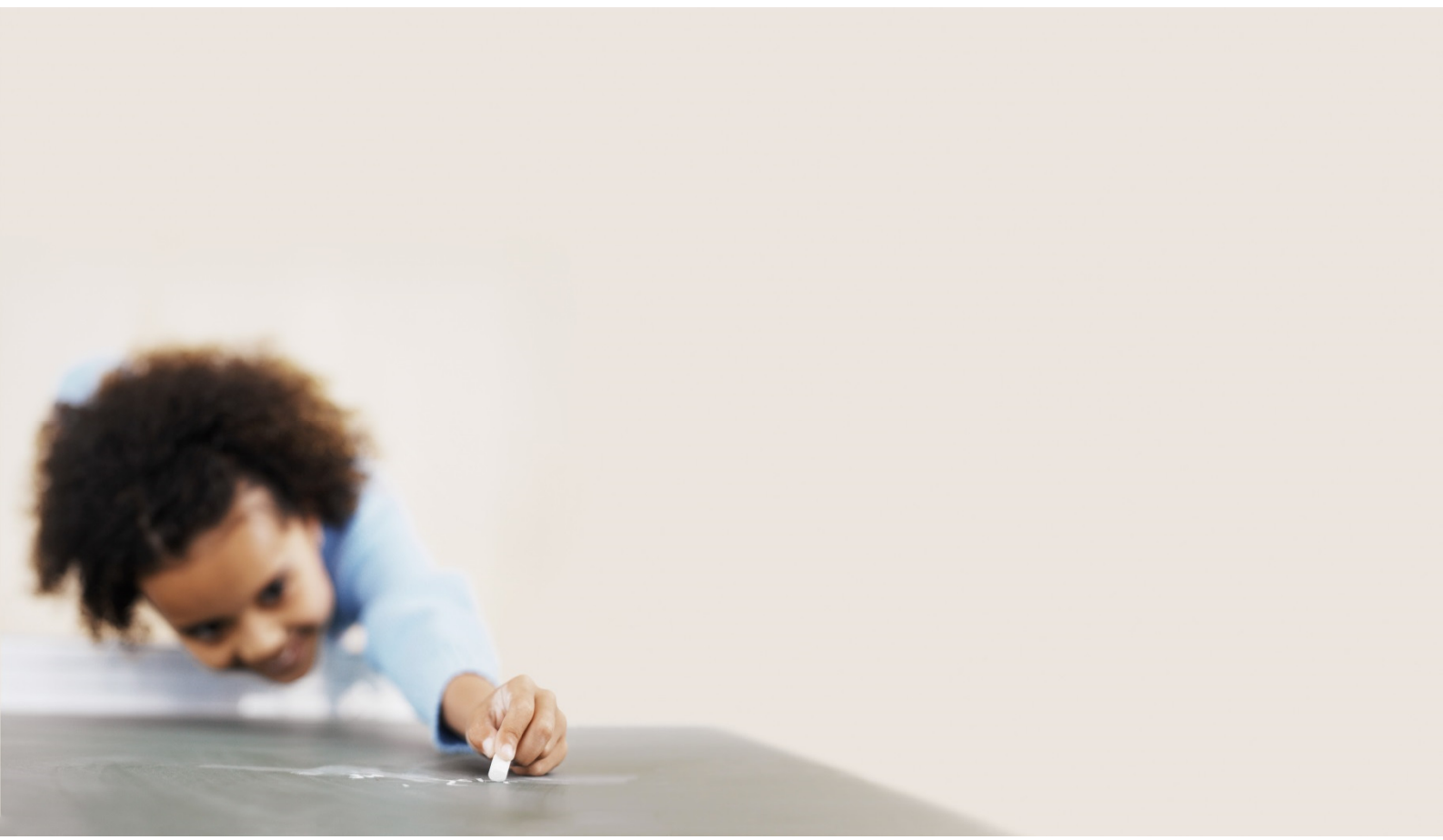
Underprivileged pupils at inner city schools do not have the same life chances as those from more affluent backgrounds, particularly when it comes to the arts. Access to musical instruments and lessons, and opportunities to play are often denied to them due to lack of resource.

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.



## 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.

