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Teacher of Music

Candidate

information brief

**June 2018**

Dear candidate,

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

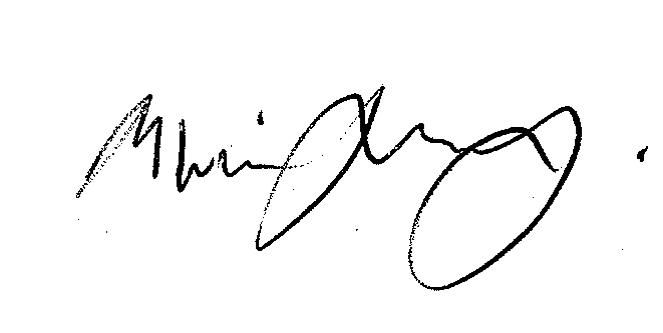
It is not an exaggeration to state that our music programme is genuinely ground-breaking. As a music specialist school, we have set the ambitious goal for all of our pupils to become highly accomplished and successful musicians in our string orchestra, irrespective of background or parental resources. We believe music, and in particular the experience of playing in a high quality orchestra should be an experience for the many, not the few. 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.

We seek an enthusiastic and talented teacher, ready to deliver great learning within and beyond the curriculum and in our specialist subject and by doing so, to have a huge impact on the futures of our pupils. There are significant opportunities for progression and development, including the possibility of formal teaching and learning responsibilities for the right candidate.

We are looking for an individual with a genuine passion for working at King Solomon Academy, a belief in the potential of every child and that through hard work all pupils can access and benefit from a university education, and the confidence and vision to lead others in making things happen.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> by **11am** on **Friday 28th June 2018.** For an informal conversation about the role, please contact the PA to the Principal, 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: Teacher of Music**

**Reports to:** Head of Music

**Start date**: September 2018

**Salary**: Ark MPS/UPS (Inner London): £28,514 - £47,523 dependent on experience + TLR dependent on experience / skill

**The Role**

To provide outstanding teaching and learning to ensure exceptional progress of their students.

**Key responsibilities**

* Prepare, deliver and assess learning to a high standard, ensuring great outcomes.
* Provide a nurturing classroom and school environment that helps students to develop as learners
* Helping to maintain/establish discipline across the whole academy
* Contribute to the effective working of the Academy

**Outcomes and activities**

**Teaching and Learning**

* To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
* With direction from appropriate curriculum leaders, assist in the creation and development of 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.
* 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 residentials.

**Academy Culture**

* Help create a strong academy community, characterised by consistent, orderly, caring and respectful relationships
* Help develop a small school culture and ethos that is utterly committed to achievement
* Form teacher / class teacher (teachers will usually be required to perform the role of form teacher / class teacher):
* Create and sustain a positive class culture
* Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
* Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents
* Write appropriate comments in reports

**Other**

* Undertake other various responsibilities as directed by the Principal.

**Person Specification: Teacher of Music**

**Qualification criteria**

* Qualified to degree level and above
* Qualified to teach in the UK
* Right to work in the UK
* Grade 8 in instrument(s) is expected

**Experience**

* Experience of raising attainment in a challenging classroom environment
* Evidence of continually improving the teaching and learning of their subject though schemes of work and extra-curricular activities etc.
* Experience of leading orchestras, ensembles, classes and small groups in instrumental learning

**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 instrumentalist
* 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.
* Make fact-based decisions.

**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**

* Awareness of own strengths and limits.
* Commitment to ongoing improvement and learning.
* A passion for teaching subject.
* 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.

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**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.