

**Director of Music**

**Required from January 2018**

**(or September 2017 if possible)**

The School

In addition to being a registered charity, Bethany is a co-educational, independent boarding and day school for pupils aged 11-18 years. There are 345 pupils in the School, including 130 boarding pupils. The majority of pupils remain in the School until they are eighteen and most proceed to University. There are 110 pupils in the Sixth Form and the A Level pass rate in 2016 was 97%. The GCSE pass rates are normally between 75% and 85% at A\*- C grade. Bethany enjoys an ever-growing reputation, both locally and further afield, for the quality of its teaching and pastoral care. As a result, pupil numbers are very buoyant. The School is in the middle of a major programme of building development including the construction of an indoor swimming pool, an extension to the sixth form building as well as a dedicated fitness building all of which were completed last academic year.

The School is a Christian foundation with a strong community life. All members of staff are expected to be in agreement with the Christian values and to attend Chapel with the pupils. The School is well known for its high level of pastoral care for pupils. In addition, it enjoys an international reputation for the education of dyslexic pupils. Class sizes are small, rarely reaching more than eighteen pupils, and considerably less in the Sixth Form.

The School is set in beautiful Kent countryside and the 60-acre campus is spacious and attractive. It lies in the hamlet of Curtisden Green, mid-way between Goudhurst and Marden. Central London is less than an hour’s journey from Marden Station, as are Dover and the Channel Tunnel. For a small school, the high standard of sporting success and the extensive games programme are made possible by the expertise and commitment of the teaching staff outside normal lesson time. The Duke of Edinburgh’s Award Scheme also enjoys remarkable success, as do the Performing Arts. We have a hugely successful pupil/teacher/exchange programme with a senior school in Taiwan.

The School is forward thinking in all aspects of teaching, learning and curriculum and has recently created a renewed 10-year vision, Bethany 2026, for its education provision.

Bethany 2026 is a school, which is:

* Providing an innovative education relevant to the 21st century.
* Encouraging the virtue of learning in young people delivering 21st century learning habits.
* Living our Christian values through excellent pastoral care.

Furthermore, the School has a unique philosophy of learning centred on developing excellent learning habits in its pupils in order to instil in them the ‘Virtue of Learning’. All teaching staff are members of one of five Professional Learning Communities, each one encompassing a different area of teaching and learning, which the school is focused on developing, with the aim of encouraging all teachers to complete their own action-based research. The curriculum was further enhanced in September 2015 with the introduction of Mandarin, GCSE Dance and A Level Economics. This academic year, we have introduced an up-to-date computing course including coding to Key Stage 3 with a view to preparing pupils for the opportunity to study Computing at GCSE and eventually A level. In addition, all full-time staff are provided with a laptop computer and more than 90% of pupils have their own laptops, including all of the pupils in Years 9 and above. Every Year 7 pupil was given an Apple iPad in September 2013 and their curriculum was adapted accordingly. This has been repeated annually since, which means that every pupil in Years 7 & 8 currently uses an iPad to enhance his or her learning.

**General Salary and Conditions**

The Bethany teaching salary scale is similar to, but above, the previously used State National Scale with management points added according to experience and responsibilities. Enhanced UPS1, UPS2, and UPS3 payments are available to all full-time staff of suitable experience. Full UPS1 is paid once teachers reach the modern equivalent of M4, and those on formerly used salary points M1-M3 receive 50% of this sum on top of their salary. Salaries are, therefore, especially favourable for those in their early years of teaching. The School participates in the Teachers’ Superannuation Scheme.

There are significant advantages to the School and to the Postholder if he/she can live in school accommodation – although this is not an essential requirement for the Postholder. Accommodation free of rent may be available to the Postholder in return for assistance with boarding duties.

The post is subject to the completion of a confidential medical questionnaire and the self-certification of medical fitness together with the normal DBS checks. Subject to entrance tests and places being available, children of full time Bethany staff may be educated at the School at 50% of the day fee rate.

In September 2016 Bethany School also introduced Benenden Health Care to its employees. Benenden Health Care is a not-for profit health organisation which was set up over 100 years ago to help reduce the NHS waiting times. It offers its members local consultations and tests, physio and rehab as well as psychological support and financial support if anyone is suffering from a life-changing condition

**Application**

An application form can be obtained from our website under About Bethany or by contacting the Human Resources Manager (hr@bethanyschool.org.uk). The closing date for applications is 12 noon on Thursday 22 June and interviews will be held the following week.

# The post is subject to the receipt of two satisfactory references, completion of a confidential medical questionnaire and an enhanced Disclosure & Barring Service check.

**The Post and Candidate Profile**

**DIRECTOR OF MUSIC**

The Director of Music is one of the key departmental responsibilities within the school. The appointee will lead a well-established and friendly department. At the same time, there will be the opportunity to bring new ideas and to take a lead in determining future plans. The Director of Music , reports to the Director of Performing Arts and will take the lead in all aspects of planning for Music and Instrumental lessons. The teacher appointed will be expected to teach Music in all Key Stages. Music Technology plays an important part in our teaching.

The person appointed must have a clearly formed vision for the future development of Music for **all** within the school. They must have the ability to develop this into a strategic plan with the Director of Performing Arts and to drive that plan through. This must be set within the ethos and values of the school.

This is a most exciting time to join Bethany as we have started preliminary planning for a state of the art Digital Performing Arts Centre. This purpose built innovative building will become the centre for Music, Drama, Dance, Animation and Radio and the successful candidate will play a central role in ensuring that the Music elements of this building reflect the highest standards of current best practice from both acoustic and electronic perspectives.

The Music Department is currently housed in the old village Primary School and comprises the following rooms: a small hall (suitable for minor concerts) a classroom (equipped with 10 PCs running both *Cubase SE* and *Sibelius 5*) and numerous practice rooms. All major concerts take place in the Function Suite in central campus, where there is a magnificent reconditioned Steinway Grand piano.

Music is taught throughout the school up A level. It is compulsory for key Stage 3 and optional for GCSE and A Level.

Each term, there is both an **Informal Concert** and a **Formal Concert**. At the former, budding soloists perform to a sympathetic and supportive audience, usually in the intimate surroundings of the Chapel. The major concert of the term takes place in the main performing space, the Function Suite, which has spectacular views across the rolling Kent countryside. At this event, the larger instrumental and vocal ensembles perform. Curriculum items are often showcased at this concert. The concert hall is frequently full to capacity for these major events. There are also lunchtime recitals and exam class recitals.

Each year, the Music Department collaborates with the Drama Department and produces a major musical. In recent years, these have included: ‘Sweeney Todd and ‘The Little Shop of Horrors’. These have been a great success, with sell-out performances on every night of the respective productions.

Some of the ensembles which have rehearsed and performed during the current academic year include: Symphony Orchestra, Choir, Brass Consort, Concert Band, Rock School and Woodwind Ensemble.

**Personal qualities**

The successful candidate is likely to possess the following:

* A **real passion** and **enthusiasm** for igniting within in each pupil a love and respect for Music
* A commitment to developing the skills of all students and their enjoyment of Music regardless of ability;
* Education to degree level or equivalent in a relevant subject;
* Appropriate teaching experience;
* An outlook which is positive, receptive, proactive and open and wholly pupil centred;
* Exceptional drive to move the development of Music within the school;
* The capacity to lead by example, to inspire others and to work as part of a team;
* Ability to develop good relations with staff, pupils, parents and governors;
* Be proactive in analysing situations and problems and suggest workable solutions which at times may involve compromise;
* A successful track record of personal achievement in Music and continued involvement within Music;
* Be committed to the continued diversification of Music within Bethany;
* Very good administrative and organisational skills;
* Very good and effective ICT skills;
* A willingness to play a full part in the life of a busy and vibrant school;
* A commitment to the Christian ethos of the school.

Key responsibilities will include expertise in the following areas:

**Strategic Leadership**

* Leading the delivery of Music within the curriculum throughout the school, revising and developing schemes of work regularly with the Director of Performing Arts;
* Keeping abreast of new techniques and developments within the subject;
* “Talent Spotting” and the provision of opportunities for all pupils, absolutely regardless of ability;
* The encouragement and support of the ablest instrumental players so that they are able to perform at the highest level;
* Maintaining and further developing links with local primary/ preparatory schools and the community;
* Acting as an ambassador for Bethany School in the field of Music;
* Keeping abreast of wider developments in Music through attendance at courses and conferences and membership of appropriate national bodies;
* In partnership with the school Chaplain, organize and develop the programme of worship music at morning chapel as well as major services in local parish churches;
* Lead on the musical composition and orchestration of productions, concerts and services;
* Liaising with Pastoral Team in order to gather and report relevant and meaningful information about pupils;
* Liaise with the Dyslexic and Learning support department effectively to ensure that the experience of pupils who require additional assistance is fit for purpose.

**Staffing and Management**

* Overseeing the Academic Music and Instrumental timetables and staffing allocations;
* Informing the Director of Performing Arts of the expanding extra-curricular music programme;
* Assisting the Director of Performing Arts with the appointment of new performing arts staff and managing their induction;
* Participating positively in the School’s Staff review scheme and using the process to develop the personal and professional effectiveness of the whole department;
* Attending whole school meetings, INSET days and staff development workshop sessions as appropriate.

**Resources**

* Negotiating and managing the Music budget;
* Managing the department’s facilities, equipment and resources;
* Using accommodation including display areas to create an effective and stimulating learning environment.

**Administration**

* Writing of reports and checking that these have been completed on time;
* Overseeing and co-ordinating the weekly extra-curricular programme;
* Overseeing the daily instrumental lesson rota system;
* The assessment of our Music Scholarship Scheme;
* Maintaining a high regard for health and safety and providing relevant training.

**Role of a Teacher at Bethany**

* To set high expectations which inspires motivate and challenge pupils;
* To promote the virtue of learning through the encouragement and practising of learning habits for pupils in lessons;
* To use data to promote good progress and outcomes for pupils;
* To plan and teach well-structured lessons;
* To adapt teaching through differentiation to respond to the strengths and weaknesses of all pupils;
* To use the school’s assessment policy to make accurate and productive use of assessment;
* To use the school’s behaviour policy to manage behaviour effectively to ensure a good and safe learning environment;
* To fulfil wider professional responsibilities including tutoring, duties, staff meetings, Saturday activities and school events;
* To take an active role in managing personal professional development including contributing effectively to a Professional Learning Community.

***Bethany School Performing Arts is a superb environment in which to work, with enthusiastic pupils, supportive staff and improving facilities. The Governors, Senior Management Team and Academic staff are very supportive of all of Performing Arts events that take place throughout the term.***

***May 2017***