

## Teacher of Music and/or Performing Arts (full-time/part-time)

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We wish to appoint a well-qualified, innovative and inspirational full-time teacher of Music & Performing Arts from 24<sup>th</sup> August 2026. The successful person will teach Music at A level (Eduquas) and Performing Arts CTEC (OCR).. We will also consider applications from candidates wishing to teach either subject on a part-time basis.

Applications will be most welcome from both experienced teachers of 16-19 education and those newly qualified. Training and support will be offered to allow the development of ECTs during their early career, together with a validated scheme for those preparing for ECT induction. They will receive their own personal mentor as well as a subject specialist mentor to help further develop their skills and experience. The college's 'Teaching and Learning Group' will also provide opportunities to develop their teaching strategies through the sharing of good practice and observation of the lessons of experienced practitioners.

It is hoped to recruit a well-qualified, innovative and enthusiastic teacher with the potential to contribute to the continued success of the department and be fully involved in development and delivery of an exciting and relevant curriculum for the 16-19 age group. They will be committed to providing students with an outstanding learning experience and to engage them in a range of activities which enhance their understanding and commitment.

**Within this pack or online ([www.wsfc.ac.uk](http://www.wsfc.ac.uk) under Job Vacancies) you will find:**

1. An introduction to the College
2. Conditions of employment and department description
3. Salary structure for teaching staff
4. Job descriptions and person specifications (teacher)
5. Teacher person specification
6. An application form with equal opportunities monitoring form
7. Policy Statement on the recruitment of ex-offenders and guidance to applicants on disclosing information
8. Code of Conduct for staff

### Applications

Please complete the College application form including a supporting statement giving details of reasons for your application including experience, skills, training and achievements and how these are particularly suited to the needs of the post. Please refer to the job description, person specification and/or job details as applicable. Please do not write more than two sides of A4. We regret that CVs are not accepted in place of the application form.

**Application forms** are available at [www.wsfc.ac.uk](http://www.wsfc.ac.uk) under **Job Vacancies** and should be returned with the equal opportunities monitoring form by **noon on Monday 23<sup>rd</sup> February**

Interviews are currently scheduled for **week commencing 2<sup>nd</sup> March** and candidates will be notified by email and/or phone. The selection panel will be chosen in terms of their availability on the relevant dates and their current/designated roles.

If you do not hear from us, we regret that you will not have been included on the shortlist and we would like to thank you for your interest in the College.

## Department of Performing Arts

**Head of Department:** Rachael Alexander

The Performing Arts Department has facilities and learning resources assembled over many decades in support of its students. The Academy programme has also extended with the department producing a musical theatre show each year. In addition to the traditional A Levels we also offer the Cambridge Technical Extended Certificate in Performing Arts.

The Performing Arts department covers the subject areas of Dance, Performing Arts, Music and Music Technology.

At present there are the following teaching groups:

- A Level Dance year 1
- A Level Dance year 2
- Cambridge Technical Extended Certificate in Performing Arts year 1
- Cambridge Technical Extended Certificate in Performing Arts year 2
- Music A Level year 1
- Music A Level year 2
- A Level Music Technology year 2

### Facilities and Resources

The Performing Arts department is well equipped with many students going on to enter the profession.

We offer trips to productions and workshops across the country in theatre, dance, music and music technology.

We facilitate peripatetic Music lessons which, in recent years, have included lessons in piano, keyboard, guitar (electric and bass), saxophone, drums and voice.

The College has close links with the University of Worcester and our partner schools.

There is a large Dance Studio with a fully sprung dance floor and a small Drama Studio which is used for teaching and for small productions with an audience capacity of up to 60. There is a sound system and a 24-circuit lighting rig with a 12-channel desk and a data projector.

The Hall is used for larger scale productions. It has removable raked seating with seating capacity of 160 when set out in a thrust-stage format or 300 in a single bank. This space has a data projector with an electric screen; a 48-channel computer lighting board with a range of lanterns plus a follow-spot; sound system with a 20-channel mixer, 4 speakers, 5 Sennheiser radio mics and a Steinway concert grand piano. There is also a props room / wardrobe.

The Music classroom has a piano, and there are a further 3 practice rooms each with a piano. The Music Technology classroom is a computer suite with relevant software. We presently use Sibelius notation software and the latest Cubase pro composing software.

The department has a fully equipped recording studio with a purpose-built vocal booth, 24 channel analogue mixer and a selection of industry standard microphones. The department also has a wide range of instruments and amplifiers for use by students.

### Approach to Teaching

The Performing Arts Department at the College is a busy department and although members of staff have their own individual practical specialisms, they work or consult across the subject boundaries sharing teaching groups and good practice. Detailed schemes of work and other department documentation are developed collaboratively and there is a continuous quality cycle for the monitoring of programmes and the development of learning focused targets. Working relationships with the students are very good and there is an open-door policy for consultation and support which encourages mutual respect. Every opportunity is taken to develop student skills and self-awareness through practical activities

Staff in the department have a strong commitment to student centred learning where applicable and the successful candidate will be expected to continue in this tradition. All classes are of mixed ability and self-reflection is encouraged, leading to action planning and evaluation. Staff are expected to be friendly and approachable and to value each student as an important individual. The Staff in the department always offer positive encouragement where possible and provide an enjoyable yet serious approach to work.

The staff work closely together and see being part of a team as important. There are regular department meetings, all staff contribute to the calendar of events and the Academy. Opportunities for staff development and training are excellent.

### The Academy

The College runs a full programme of performance events based on the work of extra-curricular student groups recruited from across the college. During the autumn term students and staff work together to create a large-scale production, this is usually a musical and involves around 50 students. Recent past performances include *West Side Story* and *Hadestown*. In the second term students opt from a series of workshops such as drama performance, direction, choreography, performance in group dances, conditioning classes and group singing. There is an annual performance of student work in the third term in which students can perform a selection of pieces that they have produced during the year. There are regular daytime and evening performances of student work.

**CONDITIONS OF EMPLOYMENT**

<b>General Conditions</b>	Conditions of employment for teaching staff are as agreed between the Sixth Form Colleges Association and staff representatives at national and local level. Pay and conditions for teachers are similar to, but not the same as, those for school teachers.
<b>Start Date</b>	<b>24<sup>th</sup> August 2026</b>
<b>Status</b>	Permanent full or part-time post in the College's teaching staff structure.
<b>Teachers' Salary</b>	The salary structure consists of a 9 point main scale. Appointment will be to the individual's relevant point on the Main Scale. Further details are enclosed. Annual pay progression, where relevant, will be directly linked to acceptable appraisal outcomes via the colleges' annual appraisal process.
<b>Hours of Work</b>	Full time consists of 1425 minutes of teaching per week and 1265 directed hours per annum worked over 195 days of which 190 are teaching days with a commitment of 23.75 hours per week contact time. The College day for daytime students starts at 8.50 am and ends at 4.10 pm.
<b>Pensions</b>	There is automatic entry to the Teachers' Pensions Scheme. Employee contributions are tiered and based on actual earnings and employer contributions are 16.48%. Further details can be found at <a href="http://www.teacherspensions.co.uk">www.teacherspensions.co.uk</a>
<b>Induction</b>	There is a programme of support for all staff new to the College. We recognise that commencing a teaching career is both an exciting and challenging time. Training and support will be offered to allow the development of ECTs during their early career, together with a validated scheme for those preparing for ECT induction. They will receive their own personal mentor as well as a subject specialist mentor to help further develop their skills and experience. The college's 'Teaching and Learning Group' will also provide opportunities to develop their teaching strategies through the sharing of good practice and observation of the lessons of experienced practitioners.
<b>Holidays</b>	Details of holiday periods will be made available to you. The College year is similar to the Local Authority's academic year with some variations.
<b>Child Protection/ Safeguarding</b>	The College and all its personnel are committed to safeguarding and promoting the welfare of children, young persons and vulnerable adults. This position is subject to an Enhanced Disclosure and Barring Service (DBS) check. Where you have lived overseas in the last 5 years the College is required to evidence an overseas check in addition to the DBS check. Please refer to <a href="https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants">https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants</a> for further information as to how you can apply for a 'certificate of good character' if you are appointed. Where there is a charge applicants will be required to pay for this themselves.
<b>Equality and Diversity</b>	The College is an equal opportunities employer and staff, students, volunteers and workers are expected to respect the principles of open access and opportunity for all regardless of age, disability, gender identity, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Applications from members of the ethnic minorities would be particularly welcome as they are currently under represented in our workforce.
<b>Disability</b>	Where a disabled candidate is placed at a substantial disadvantage in comparison to a non-disabled applicant consideration will be given to any reasonable adjustments required to enable them to do the job after an offer of employment has been made. HR will discuss any reasonable adjustments required for the recruitment process with candidates shortlisted for interview. The selection process for this position will include a teaching activity.

**Sixth Form Colleges: Salary Structure for Teaching Staff****SFCA Pay Spine Point Sept 25**

NSP1	£33,465
NSP2	£34,752
NSP3	£36,718
NSP4	£38,975
NSP5	£41,174
NSP6	£43,915
NSP7	£45,699
NSP8	£48,734
NSP9	£51,714

## **JOB DESCRIPTION**

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It must be recognised that this job description is likely to change as the circumstances of the College change and the post holder must recognise and actively adapt to these changes as they affect the job described.

**JOB TITLE:** Teacher

**JOB PURPOSE :** To teach students according to the College timetable so as to ensure excellent success rates and Value Added.

The role of the teacher is central to the provision of a high-quality learning experience. Teachers at Worcester Sixth Form College will have enthusiasm and excellent subject knowledge to encourage, motivate and inspire students within their subject area. Teachers will provide engaging lessons which inspire students to achieve their best, enabling students to continually improve their performance by providing positive, constructive feedback. Teachers will have a thoughtful and self-reflective approach to pedagogy and a strong desire to be an outstanding classroom practitioner, with a genuine enthusiasm for working with 16–19-year-olds

**RESPONSIBLE TO:** Head of Department

### **MAJOR TASKS**

**To teach effectively and create an effective learning environment by:**

1. Effectively and thoroughly preparing lessons that considers the range of ability and prior attainment of students within a class and the individual learning needs of the students;
2. Assessing, recording and reporting on the development, progress and attainment of students;
3. Marking, monitoring and returning work within a reasonable and agreed time span providing constructive feedback which clearly indicates strategies for improvement;
4. Providing regular feedback on work, maintaining accurate records of students' progress and development in line with the College's tracking, monitoring and intervention procedures;
5. Providing appropriate support and challenge for students including a range of teaching and learning strategies which incorporate processes to ensure effective learning has taken place;
6. Developing and making effective use of resources, materials, schemes of work and learning technologies appropriate to the subject matter/skill being taught which will meet the needs of individual students;
7. Promoting high standards of motivation, behaviour, attendance and punctuality with clear communication of the College expectations and consistent use of the College's referral processes and pastoral systems where this is necessary;

8. Creating a purposeful, positive and supportive teaching environment, sensitive to equality and diversity, and health and safety considerations;
9. Keeping full and accurate attendance records making prompt and regular use of the College's electronic attendance system;
10. Setting regular and relevant homework, tests, independent study work and assignments to support and consolidate learning;
11. Attending all relevant staff and curriculum area meetings as reasonably required;
12. Participating in the systems and events for College publicity, recruitment and induction of students as appropriate;
13. Demonstrating a commitment to student support, guidance and student enrichment activities;
14. Communicating regularly with students, colleagues and parents regarding student progress and student needs;
15. Promoting a positive image of the College to external agencies and the local community;
16. Taking part in the College's staff appraisal and performance management cycles as appropriate;
17. Being informed about progression from the courses being taught and to advise students about the opportunities which are available to them on completion of the course, or to refer them to other sources of information;
18. Contributing to all appropriate Quality Assurance processes;
19. Maintaining teaching rooms used in as attractive a state as possible and to report any issues to the appropriate Head of Department or Health and Safety Officer.

## **GENERAL RESPONSIBILITIES**

1. To be responsible for and committed to promoting and safeguarding the welfare of children, young persons and vulnerable adults whether responsible for, or in contact with them.
2. To observe the College Health and Safety policy at all times, taking responsibility within own areas as set out in the policy.
3. To be fully aware of and implement College policies relating to equality and diversity and actively promote positive practice.
4. To comply with all other College policies and procedures.
5. To participate in training and team development activities, to update knowledge and skills.
6. To undertake any other duties commensurate with this post as the Principal may from time to time decide.

**PERSON SPECIFICATION**

<b>Requirements</b>	<b>Essential/Desirable</b>	<b>Assessment methods</b>
<b>Education / training</b>	<b>Essential</b> A degree or equivalent academic qualification in the relevant subjects A Level 5 teaching qualification e.g. PGCE, DTLLS	A, Q
<b>Knowledge/ Experience</b>	<b>Essential</b> A good knowledge of the relevant subject matter Successful professional training or commitment to the process Excellent teaching skills and successful classroom management A record of good success rates and value added or evidence of skills and knowledge likely to promote these	A, R, I, T  A, R, I A, R, I, T A, R, I
	<b>Desirable</b> Successful experience in using Microsoft Teams Experience in leading bands, accompanying, and preparing music for productions.	A, R, I A, R, I
<b>Skills/ Aptitudes</b>	<b>Essential</b> Ability to relate to and an interest in the welfare, growth and development of 16–19-year-old students.	R, I, T
	Ability to support students/respond to parents through fluent and accurately spoken English	R, I, T
	Ability to work successfully with others individually and as part of a team	R, I, T
	Consistent approach to dealing with staff and students	R, I, T
	Commitment to the use of ICT to enhance learning	R, I, T
<b>Other factors</b>	<b>Essential</b> Demonstration of effort and commitment	R, I
	A reflective approach to teaching & learning	A, R, I
	Ability to carry out administration effectively	A, I
	Willingness to take full part in extra-curricular activities including trips and visits	A, I
	Initiative, drive and enthusiasm	A, R, I
	A willingness to actively promote equality and accept and value individual differences	R, I

Key: A = Application form, R = Reference, I = Interview, T = Teaching activity/discussion Q = Qualification

When shortlisting the panel will seek evidence of the criteria above. In exceptional circumstances, where there is evidence to demonstrate that the candidate has very strong potential or relevant overall experience, this might compensate for the inability to demonstrate a single essential criterion. In such circumstances the panel has the discretion to shortlist a candidate.

If candidates are shortlisted any relevant issues arising from references will be taken up at interview.

In line with the updated Keeping Children Safe in Education guidance, we will also carry out an online search on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which again would then be explored with the applicant at interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of young people including: motivation to work with them, ability to form and maintain appropriate boundaries and emotional resilience when dealing with issues of student discipline.

If you do not hear from us, we regret that you will not have been included on the shortlist and we would like to thank you for your interest in the College.