



SHREWSBURY SCHOOL



Information
for Job Applicants

Teacher of
Music (from September 2019)

Leading
Independent
Schools

HMC

Shrewsbury School, The Schools, Shrewsbury, SY3 7BA

Tel: 01743 280500

vacancy@shrewsbury.org.uk

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SCHOOLS'
ASSOCIATION



SHREWSBURY SCHOOL

Headmaster's Welcome



Having moved to Shropshire with my wife and young family relatively recently, I can speak with first-hand experience of the warmth of welcome offered by the School community and indeed within the town of Shrewsbury. It really is a friendly, gentle yet invigorating place to live and work.

The School's 110 acres have the feel of a village gathered around a green. Stunning architecture complements the natural beauty of ancient trees and open spaces that are meticulously maintained. We wholeheartedly believe that children and staff alike respond to the inspiration of their surroundings. There can surely be fewer more uplifting places in which to live and learn. Staff morale is high and there is a shared sense of purpose which is energising. The pupils are a diverse crowd who are united by a willingness to participate and enjoy all that the school has to offer.

We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals.

Above all, it is a community where the individual is celebrated and encouraged to become the fullest and best version of her or himself: this goes as much for the staff as it does the children in our care.

Thank you for your interest in Shrewsbury School. I hope that this document will encourage you to go ahead with an application that may lead to your joining this unique and vibrant school community.

Welcome to Shrewsbury School

Set above a gracious curve of the River Severn, amidst what Sir Neville Cardus described as "the most beautiful playing fields in the world", Shrewsbury is a co-educational school of some 790 pupils. Founded by Royal Charter in 1552, the School moved to its current location in 1882. Girls first joined the Sixth Form in 2008 and we are now fully co-educational throughout the school.

With a new 19-classroom humanities block opened in September 2015, a state-of-the-art Design and Technology building opened in September 2016, a fully refurbished and upgraded Library and a series of phased large-scale building and refurbishment projects planned to follow, this is an exciting time to join Shrewsbury School.



SHREWSBURY SCHOOL

The Music Department

Music has long been one of the sparkling gems within Shrewsbury School's treasure chest, and our reputation for excellence in this area travels well beyond Shropshire's borders to national - and indeed international - horizons. A rich and varied musical programme is very much at the heart of the co-curricular programme with long-established events such as the St Cecilia concerts, the Inter-House Singing competition, and the Eve of Speech Day concerts amongst the highlights of an eclectic and exciting year-long celebration of musical performance.



The Maidment Building is an award-winning venue opened in 2001 by His Highness Prince Charles and very much at the forefront of similar buildings in the country. Its main auditorium (which seats over 200) is regarded as possessing one of the finest acoustics in the country for a recital hall of its size. Larger-scale performances take place in the Alington Hall which can accommodate a chorus of up to 150 and full symphony orchestra with room remaining for several hundred

in the audience. Both venues are equipped with model D Steinways for Concerto and recital work. Performances take place in venues throughout the country – such as the Holywell Room in Oxford, Birmingham Town Hall, and London's Cadogan Hall – and indeed further afield, including a first international tour to the Far East in October 2018 with performances in Hong Kong to coincide with the opening of the new Shrewsbury Primary School. The cast and crew of home-grown musical 'The Drowned Bride' have also recently returned from Edinburgh continuing a 25 year association with the Fringe.

A talented body of instrumental teachers, many of whom are top performers in their own right, ensures that the pupils' talents are nurtured and developed, many of whom will go on to achieve Grade 8 in their time here (and a number of whom will achieve Diplomas). A number will progress to further study at Conservatoires and Academies and a professional career in the industry.





SHREWSBURY SCHOOL

The Music Department cont'd

The School boasts a vast range of musical groups including a vibrant Chapel Choir of some 70 choristers, Chamber Choir, Choral Society, Symphony Orchestra, String Ensembles, Wind Orchestra, Concert Band, Big Band, Sax Ensembles, Harp Ensembles, and many more besides. Our regular pupil-led Open Mic nights are also very popular amongst the singer-songwriters in the School.



Whilst Shrewsbury enjoys a rich heritage of excellence in music at the very highest level, most important is the culture of 'music for all' where we look to develop and instil a love and appreciation for music regardless of ability and experience.



Academic Music

At A- Level the subject routinely attracts a small, but talented and driven cohort (8 to 10 pupils) who work with teachers to achieve some truly fantastic results on the OCR course, with notable strengths in composition and performance, typically achieving 100% A* to B with a heavy bias toward the very top end. It is from this academic platform that seven of our pupils have gone on to study at the country's most prestigious conservatoires, including the RA, RCM, RNCM and RW.



At GCSE, the option is a popular one and the department is thriving in the face of the more robust AQA specification and the nuances of the 9-1 grading system. This year's cohort generated seven 9 grades and seven 8 grades and, while this was excellent, it was certainly not atypical. Groups of between fifteen and twenty pupils have been achieving at this exceptional level since 2012.



SHREWSBURY SCHOOL

Teacher of Music: Job Description

There will be a vacancy in September 2019 for a well-qualified teacher of Music at all levels, who will have sufficient energy and passion for the subject to maintain the strong tradition of academic Music at Shrewsbury School. The post could either suit an experienced teacher looking to further their experience or an NQT, however the successful candidate must be able to demonstrate the capacity to deliver all aspects of an A Level Music Curriculum (this will form the mainstay of their teaching commitment).

Shrewsbury's Music faculty has an international reputation for quality and dynamism and the successful candidate would be expected to make a strong contribution to the co-curricular programme (almost certainly involving the direction of at least one musical ensemble). Attendance at and assistance with the wide range of musical events which populate the school calendar would also be requisite features of this post.

The successful candidate will also be expected to contribute to the pastoral life of this boarding community.

A full induction programme is provided for all new members of staff with further support for those new to the teaching profession.





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Personal Specification

Shrewsbury School seeks to deliver an outstanding educational experience in all fields to its students. It requires staff with the ability and expertise to support this ambition.

It is anticipated that the successful candidate will demonstrate the following:

Subject teaching

- Good honours degree in Music or a closely-related subject.
- Ability to provide stimulating, well-planned lessons across the age and ability range within the school.
- Ability to deliver all components of the A Level Music curriculum (a proven track-record of success in this area may well prove to be an advantage).
- Ability to deliver the GCSE Music Curriculum to all levels; the capacity to provide stretch and the top end and support for those who find the subject challenging.

Pastoral duties

- Commitment to boarding school life and the ability to carry out the role of tutor effectively.
- A professional, caring and compassionate approach to dealing with students.

Co-Curricular duties

- Willingness to contribute significantly to the co-curricular musical life of the school.
- Ability to offer ensemble coaching or individual lessons may be an advantage.
- Attendance at key music events in the school calendar.
- Significant involvement with the organisation and judging of internal musical competitions.
- Willingness to engage in outreach and feeder-school liaison.

Personal qualities

- Suitability to work with children in a boarding context. An enhanced Disclosure and Barring Service check will be completed on the successful applicant.
- Strong communication skills (oral and written) for dealing with pupils, parents and colleagues.
- Conscientiousness, enthusiasm, and the ability to sustain long hours during term time, including evenings and weekends.
- Ability to work collaboratively.
- Ability to develop a rapport with pupils throughout the school.
- Strong organisational skills and the ability to meet deadlines.
- A positive attitude towards professional development and their own learning.

Shrewsbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



SHREWSBURY SCHOOL

Our Ethos

Shrewsbury School has a strong vision, derived from our position as a major co-educational boarding and day school of international reputation. Our aim is to instil a rigorous approach to academic work, based on the encouragement of independent thinking and intellectual curiosity. We believe that learning should be a habit that is inculcated for life, not only a means to short-term examination success.

Through the diverse opportunities we offer our pupils, we aim to encourage and enable them to become caring, thoughtful, confident members of society. Salopians should be ambitious yet not arrogant, generous in spirit, interesting, interested and able to respect and communicate effectively with people of all backgrounds.

To this end, we will always strive to achieve the highest possible standards in the breadth and quality of the curriculum we offer; the provision of our facilities and resources, and the achievements – whether academic, sporting, musical, theatrical or artistic – of our pupils and staff.

We delight in the uniqueness of a Shrewsbury School education; a blend of values, traditions, inspiring people, a beautiful location, participation in the world beyond school, and a strong belief that life is what you make of it.



International Links

The links between Shrewsbury UK and our first licensed international sister school in Bangkok, the Riverside Campus, which opened in 2003, have grown stronger and stronger. 2016/17 saw further development of this link, with the signing of the Licence Agreement for a second school in Bangkok, Shrewsbury International School City Campus, to complement the success of the Riverside Campus. So, from September 2018, there are now three Shrewsbury international schools: two in Bangkok and another in Hong Kong.

The international and mother schools share a commitment to encouraging intellectual curiosity and respecting diversity, and have formed a close and effective partnership over the years. We exchange best practice and perspectives from our own operating contexts via regular staff visits and via Governors who sit on the Boards of both schools. Over the years Shrewsbury UK graduates have visited Bangkok to enjoy gap year opportunities there.





SHREWSBURY SCHOOL

Academics at Shrewsbury

Our aim in the classroom is to inspire and enthuse pupils from across the top of the ability range. In recent years, on average, up to 10% of our leavers have gone on to Oxford and Cambridge and virtually all have won places at the university of their first choice; we expect about 80% of A Levels each year to be passed at A*, A or B grade. But there is as much joy for the less academic pupil who surpasses his or her expectations as there is for the pupil whose progress to top grades always seemed more certain.

Teaching at Shrewsbury



Shrewsbury's academic provision endeavours to be exciting, challenging, responsive and versatile. We want pupils to be engaged in a learning process that combines inspirational experience (through curricula, through teaching and through independent initiative) with the sort of rigour and precision that will prepare children not only to produce the sort of spectacular public exam results that they so routinely do, but also to be



empathetic, innovative and leading contributors to the world beyond the school gates.

We believe that education is the process by which children are brought into contact with the world and we take this responsibility very seriously, giving careful thought to the values and behaviours we model and communicate. Above all else, we aim to engender excitement and enjoyment and to cultivate a love of learning for its own sake both in the classroom and well beyond it!

Periods are 40 minutes here at Shrewsbury and there are between 6 and 7 of these each day, including Saturdays. Wednesday, Thursday and Saturday afternoons are dedicated to Sport and Activities. Teachers usually teach 24 periods per week (though this depends on any other responsibilities). In addition, all our teaching staff are allocated to a House for pastoral duties as a tutor, and to our wide ranging co-curricular programme. Involvement and willingness to support both the faculty and the house in a supervisory capacity is also expected (e.g. trips).



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Teaching at Shrewsbury cont'd

We employ approx. 130 teachers across the range of subjects. We accept NQTs as well as recent graduates – all appointments are based on ability in the classroom and outcomes of the interview process. We support those taking their PGCE here at school and those wishing to complete their NQT year; our mentors are experienced and proactive in ensuring these years are a success.



All new members of staff are given a comprehensive programme of inductions to help familiarise them with Shrewsbury life. Their academic and buddy mentors are there to assist the transition to Salopian life and support both professionally and personally.

Continuous Professional Development (CPD) is a key part of the teacher's academic structure throughout the year; at the beginning of each term we organise whole staff INSET training. Typically, over the course of the year, we look at whole school issues in both the academic and pastoral spheres. Time is dedicated to the sharing of ideas in Faculty Teach Meets. Shrewsbury School is committed to the continuous professional development of its staff. Individual training needs are identified both informally and through formal appraisal mechanisms.

As a full boarding school, teaching staff are required to be full members of the community, demonstrating their willingness to help, participate and engage in faculty, house and co-curricular life.

Please take a look at our 'Why Work at Shrewsbury School' video at <https://www.shrewsbury.org.uk/page/job-vacancies>





SHREWSBURY SCHOOL

Co-Curricular at Shrewsbury

We want all our pupils, whatever their ability, to enjoy their life beyond the classroom, and Shrewsbury has a well-earned reputation for artistic, musical and sporting excellence. We compete internationally in cricket and rowing, and we are one of the strongest schools in the country for football, cross-country running and fives; facilities and coaching for these and a host of other sports including badminton, basketball, tennis, fencing, lacrosse, hockey, netball, and rugby are excellent.



Our school plays and musicals have drawn praise at the Edinburgh Fringe Festival and in London. As one would expect from one of the strongest music departments in the country, the breadth and quality of music-making is remarkable, and a number of students win places at some of the top music colleges each year.

We also offer our pupils an extraordinary array of clubs, societies and other co-curricular activities many of which take



place on a dedicated weekly activity afternoon. The majority are led by members of school staff. Shrewsbury is surrounded by glorious unspoilt countryside and the School makes the most of its easy access to the Shropshire Hills, the Welsh Marches and Snowdonia.

Pastoral at Shrewsbury



The unique, friendly yet respectful atmosphere between staff and students plays a crucial part in establishing the character of Salopians and the School. Together we are a highly supportive community. The House system (of which there are 13) is at the heart of Shrewsbury School.

The House is a Salopian's centre of gravity, a real home from home, somewhere to relax and make friends, as well as work. In addition to their Housemaster or Housemistress, each pupil has a personal tutor who also has strong links to a house and will be involved in a duty evening plus helping out with house events and trips.



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Location

Shrewsbury School lies on the outskirts of the town of Shrewsbury, approximately 50 miles west of Birmingham, and 75 miles south of Manchester. Shrewsbury is served by Virgin trains from London Euston (by changing at Birmingham New Street or Wolverhampton). There are also regular services from Birmingham, Manchester, Liverpool, Oxford, Cardiff and Bristol. The international airports of Birmingham, Manchester, Liverpool and East Midlands are all between 1 hour and 1 hour 30 minutes away (by car or rail).

Shrewsbury is the county town of Shropshire and just nine miles from the Welsh border, is almost completely encircled by the River Severn. Perched on its vantage point directly above the river bank, the School is a ten-minute walk from the town



centre and enjoys a fine view of it across an extensive park ('The Quarry'), which plays host each August to the Shrewsbury Flower Show, the longest-running flower show in the world.

Part of the town's medieval street plan still exists, with many 'shutts' and 'passages' – a maze of narrow alleys, which criss-cross the town centre. Throughout the town there are numerous boutiques and quirky independent shops, restaurants and cafés, and a huge indoor market which won the title of 'Britain's Favourite Market' in 2018. Our Theatre Severn attracts some big acts from Comedians to Musicals. Shrewsbury is one of the few places in the UK where the independent shops outnumber the big chains – one of the reasons it has earned the title of 'Healthiest High Street in the UK'. It also carries the distinction of being named twice in the last two years by Rightmove among the top 10 Happiest Places to Live in the UK, and has **Purple Flag status** for town safety.

Nearby, the Shropshire Hills and the historic towns of Ironbridge and Much Wenlock are within easy access. Although slightly further afield, we are well positioned to enjoy the benefits of the mountains and coastline of North and Mid-Wales.

Shropshire offers a wide range of primary, junior and preparatory schools, both independent and state maintained. Many are small village schools set within a close knit community. House prices remain steady here in Shropshire, with the average price of a semi-detached house currently being £188,663 (March 2018, Land Registry Data). The Schools are in easy walking distance to some of the main residential areas of the outskirts of the town – Radbrook, Copthorne, Belle Vue and Porthill.





SHREWSBURY SCHOOL

The Application Process

Please complete the Shrewsbury School application form together with a covering letter.

Ideally please email your documents as 'pdfs' to **vacancy@shrewsbury.org.uk** by the closing date and time.

Alternatively, you may prefer to send a printed copy, addressed to The Headmaster and posted to:

The Headmaster
The Schools
Shrewsbury
Shropshire
SY3 7BA

Closing date for applications:

10am Thursday 18th April 2019

Start date: September 2019

Short-listed candidates will then be invited to interview on **Thursday 25th April**.

Offers will be given verbally and in writing as soon as possible following the interview.

The School reserves the right to appoint at any stage of the recruitment process.

Queries regarding applications should be addressed to vacancy@shrewsbury.org.uk or telephone 01743 280500.

Please also see the Recruitment Guidance Notes overleaf.





SHREWSBURY SCHOOL

Benefits and Contractual Terms

Salary

Shrewsbury School has its own competitive salary scale.

Accommodation

Accommodation may be provided.

Sick pay

4 months in any rolling year, 8 months after 5 years service.

Holiday pay

Entitlement to school holidays as published each year at full pay.

Pension

All teachers will be auto-enrolled into the Teachers' Pension Scheme.

Private Medical Insurance

The School has a fully funded (subject to the prevailing tax rules on Benefits in Kind) corporate membership of a medical insurance scheme and the successful candidate will be entitled to join the scheme.

Child Care Voucher Scheme

A tax saving scheme for parents administered by Faircare. The provider must be OFSTED registered. Further details available from the HR Department.

Training & Development

All Shrewsbury School staff have the opportunity to access generous professional training; we seek to develop individuals in all areas of their school life: academic, pastoral and in their wider co-curricular commitments.

Provision of Meals

Lunch is provided at our dining room, Kingsland Hall while on duty. Refreshments are provided on site.

Parking

Parking is provided free of charge on site in designated areas and with a school permit.

Sports Facilities

Our swimming pool has both staff and staff family swim times. We have tennis courts, squash courts and a gymnasium which are available for staff use at prescribed times.

Fee Remission

Fee remission for Shrewsbury School age children is available subject to the usual entry requirements and space being available.

Probationary Period

All appointments are subject to a twelve months' probationary period.





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Recruitment Guidance Notes: Shrewsbury School 2018-19

TERMS OF APPOINTMENT

Under the Department of Education's Keeping Children Safe in Education Regulations we have a legal duty to follow safer recruitment checks. Therefore any appointment will be subject to the following employment checks:

Application Form:

All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. This should be accompanied by a covering letter. Note: *Unfortunately, CVs are not accepted.*

Ideally your form and letter should be sent as a pdf to vacancy@shrewsbury.org.uk

References:

In order to assess candidates' suitability we shall request at least two references. Please note that in accordance with best practice Shrewsbury School will follow up written references with a telephone call to the referee.

Right to work in the UK:

If you are invited to attend an interview you will be asked to bring identification with you to confirm your right to work in the UK. We ask that you bring **three** forms of identification with you, to include:

- Current passport or biometric residence permit
- Current driving licence
- Birth or adoption certificate for the UK or Channel Islands - issued within 12 months of birth
(including those issued by UK authorities overseas, eg Embassies, High Commission and HM Forces)

Evidence of qualifications:

If you are invited to attend an interview you will be asked to bring original evidence of your qualifications.

Medical Fitness:

If successfully appointed, you will be asked to complete a medical questionnaire and if necessary a satisfactory report from your GP.

DBS Disclosure and other checks:

If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed criminal convictions. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

If you have spent time abroad for 3 months or more in the last 10 years you will be required to obtain an overseas check from that country. The school will support the successful candidate through this process.

In addition we will contact the Teaching Regulation Agency to check for:

- the award of QTS
- completion of teacher induction
- prohibitions, sanctions and restrictions that might prevent candidates from taking part in certain activities or working in specific positions.