



TRURO SCHOOL



Information for Candidates Teacher of Music

Commence September 2024

Part-time

(Approx. 0.6fte)

Truro School, Trennick Lane, Truro, TR1 1TH
www.truroschoo.com, recruitment@truroschoo.com

Established in 1880, Truro School is Cornwall's leading independent schools for girls and boys aged 3 to 18

From Andy Johnson Head



Dear Candidate,

Thank you for your interest in the role of Teacher of Music here at Truro School.

With more than 60 events each year the Music Department is one of the biggest and busiest in the South West offering pupils numerous opportunities to perform and develop in a range of styles and at a variety of levels. We are also proud to be the Choir School for both the boy and girl choristers of Truro Cathedral.

We are seeking an enthusiastic, talented and creative Teacher of Music, to join our dedicated teaching staff. With a desire to teach with excellence and the ability to inspire across the span of key stages, our staff are engaging, passionate about their subjects and hold an unwavering belief that all pupils should flourish.

Working in a professional, welcoming and dynamic environment, each pupil is supported and challenged to be ambitious about their own potential. As well as a genuine passion for excellence in academic and pastoral care, and inspired by our School's ethos, all our teachers are expected to contribute to our outstanding variety of co-curricular and supra-curricular activities.

The School is steeped in 140 years of history, and is Cornwall's leading coeducational independent school for children aged 3-18. The School is situated over two campuses, the Senior School is set within 40 acres of sports fields and open spaces overlooking Truro and its iconic Cathedral, and a vibrant Prep School located next to the Royal Cornwall Hospital. We have superb facilities and resources at both sites that support our forward-looking educational environment.

To give you a flavour of life here at Truro School please take a look around our website www.truroschoo.com and take a moment to watch our virtual tour where you will see and hear from our staff and pupils and get a glimpse of our beautiful site.

Truro School is an "excellent¹" school seeking "excellent" people to join our staff team and help us deliver an ambitious, broad and balanced education to our enthusiastic children here in the beautiful county of Cornwall.

A handwritten signature in black ink that reads "Andy Johnson". The signature is written in a cursive, flowing style.

Andy Johnson

Head

¹ As judged by ISI in 2017 at both our Senior and Prep Schools

Job Description: Teacher of Music (Part time)

RESPONSIBLE TO: Director of Music

The Role

The successful candidate will be an inspiring musician, relishing the opportunity to teach music across Key Stages 3, 4 and 5 to equip pupils with the lifelong ability to perform and love music in all its forms.

The successful candidate will be joining a strong team of musicians and will themselves be an innovative classroom practitioner or will show the potential to become one. They will contribute to the development of bespoke departmental teaching and learning resources to support lessons for all ages and be proactive in keeping up to date with recent educational trends. They will show an active interest in the development of pupils' knowledge, skills and enthusiasm within and beyond the classroom.

They will be expected to play a full part in supporting and shaping the Music Department's extensive co-curricular provision, including concerts, practices, clubs and competitions. Applications are welcome from candidates at any stage of their careers, including newly qualified candidates.

Teaching and Assessment

- Plan, prepare and deliver lessons in line with Department Schemes of Work and School policy.
- Assess, record and report on pupil attainment, learning and progress in accordance with Department and School policy.
- Set and mark classwork and homework regularly, and in accordance with Department and School policies.
- Support the supervision, marking and moderation of internal examinations and coursework or controlled assessment as required.
- Prepare for Report writing and attend Parents' Evenings and other parent-teacher events as requested, maintaining constructive and developmental dialogue with pupils and families then and at other times.
- Support Department and School guidance and advice to pupils regarding GCSE, A Level and Further Education choices as appropriate.
- Collaborate and contribute positively to Departmental Development Planning, including in relation to Schemes of Work, the creation of teaching and learning resources, and co-curricular initiatives as appropriate.
- Routinely reflect on professional practice, and actively engage with training and professional development expectations and initiatives by the School including its annual monitoring and evaluation cycle.
- Consult early and honestly with your line manager regarding any concerns that might impact on the fulfilment of your responsibilities or the learning of your pupils.

Safeguarding and Pastoral Care

- Always ensure School safeguarding expectations and priorities are met by understanding and complying with the School Safeguarding Policy at all times.
- Consult with appropriate members of the Pastoral team should you have concerns of pupil wellbeing, safety, or behaviour, and follow School record keeping and referral procedures.
- Maintain good order and manage the learning and wider behaviour of pupils at all times and in all contexts, via the appropriate use of both rewards and sanctions in line with School policy.
- Fulfil the responsibilities of being a Form Tutor as required.

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Co-curriculum and School

- Support and contribute to wider co-curricular activities in the School, including, if appropriate, the Wednesday Afternoon Activities programme.
- Support colleagues by providing cover for absence when required.
- Invigilate internal or external examinations as required.
- Support and attend relevant School events, acting and interacting professionally and in support of School values at all times.

Administration and Organisation

- Keep appropriate records in relation to pupil attendance and behaviour using the School information management system.
- Keep an up-to-date and complete markbook, which is made regularly available for scrutiny by your Head of Department or line manager.
- Complete administration associated with probation, appraisal and professional development as appropriate in a timely and efficient manner.
- Carry out other duties as reasonably required by the School.

PROFESSIONAL ATTRIBUTES

The following professional attributes are expected from all staff:

Courtesy, consistency, discretion, energy and stamina, resilience, enthusiasm, flexibility, initiative, sound judgment, patience, integrity and honesty, self-awareness

PERSON SPECIFICATION

The following Experience and Skills are Essential:

- a good degree in Music or a related discipline
- a passion for the subject and a good level of subject knowledge across a broad range of musical genres
- a willingness to engage and support students beyond the classroom
- a strong work ethic and high levels of personal organisation
- excellent communication skills, both written and verbal
- desire to engage enthusiastically with the wide range of enrichment and co-curricular activities offered by the dept
- a willingness to enhance pupil learning via the use of ICT within the classroom, in remote learning and in administration contexts
- support for independent education and specifically the values and ambitions of Truro School
- sensitive to the Methodist ethos of the School

The following Experience and Skills are Desirable:

- an appropriate teaching qualification such as QTS
- further education beyond degree level in Music, or related subject
- teaching experience through the age range from Key Stage 3 to 5
- experience leading musical ensembles at secondary school level

Truro School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening including checks with past employers and a Disclosure and

Barring Service check. We embrace diversity and promote equality of opportunity. We welcome applications from all sections of the community.

Department Information:

Current Department Staff

Truro School has three members of staff who currently teach Music and these range from part time to full time. The team is also supported by a Music Manager and Music Administrator. We also have over 30 of the county's top specialist instrumental and vocal Visiting Music Teachers (VMTs) who provide private tuition to our pupils and the School is the home of Cornwall Music Service Trust who provide peripatetic music teachers to 80% of all state schools in Cornwall.

Department Facilities

The Music Department is housed in its own self-contained building and holds several large classrooms, nine individual peripatetic teaching rooms with Yamaha upright pianos and a computer suite for GCSE and A-Level composition work with Dorico software. There is a smaller, separate building that provides the location for drum teaching, percussion ensemble and samba band rehearsals. The School Chapel is used for the majority of weekly concerts, however the Cathedral, Hall for Cornwall and other locations around the county are also used for the more substantial school concerts. The Chapel contains a Steinway Model D grand piano and the 1972 three manual Mander Organ from Jesus College, Cambridge.

Curriculum

Music is taught to all pupils in the 1st and 2nd years. Beyond this pupils can opt to take GCSE Music and A-Level Music (EduCas). Many pupils go on to study Music at University or Music College and we also regularly provide Oxbridge colleges with choral scholars. Numbers are healthy, with 8 studying A-level in the current L6.

Approximately one third of all pupils take individual instrumental or vocal lessons each week. In the July 2023 ABRSM examinations we achieved a 100% pass rate with 47% Distinction and almost 44% Merit. In addition, many pupils go on to take their DipABRSM examinations.

Exam Results

We have a track record of outstanding results at GCSE and A level. At GCSE, 70% of grades were at 9 to 7 in 2023. At A level, 75% of pupils attained A* to A in 2023 and 83% did so in 2022. Value added at A level has been outstanding over the past few years with an ALPS score this year of 3.

Enrichment/Co-Curricular Activities

There are choirs and ensembles taking place for almost all instrumental groups throughout break times, lunchtime, before and after school. We believe strongly that ensemble playing is integral to musical experience and education. All pupils who play an instrument and/or sing are encouraged to join an appropriate ensemble to accelerate their learning and provide additional enjoyment.

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The school is responsible for the education of the boy and girl choristers of Truro Cathedral, and these exceptional musicians provide a solid backbone for many of our ensembles.

In addition to the School's large ensembles (Orchestras, Jazz Bands, Wind Band and Choirs), the Music Department also runs twenty medium-sized groups (Flute Choir, Boys' Barbershop, Percussion Ensemble, Samba Band etc.). We regularly host master-classes and workshops for our pupils with other top county performers.

Many pupils also play in county and national ensembles, particularly:

- Cornwall Youth Orchestra
- Cornwall Youth Jazz Orchestra
- Cornwall Youth Choir
- The South West Youth Orchestra
- The National Youth Orchestra of Great Britain
- The National Youth Choirs of Great Britain



OUR HISTORY

Established in 1880, we are a leading independent day and boarding school situated in the beautiful cathedral city of Truro in the Duchy of Cornwall. Originally founded by leading Cornish Methodists as a boarding and day school for boys. Girls were accepted into the sixth form in 1976 and the School became fully co-educational in 1990. The School has always maintained its Christian principles and became part of the Methodist Independent Schools Trust in 2017.

Our school motto, *Esse Quam Videri*, (to be rather than to seem to be) captures the essence of our identity. From Nursery right through until Sixth Form the Truro School Community shares the same values and approach to education which help to shape our identity. Underpinned by strong Christian principles, we are a caring and inclusive community which values, nurtures and develops each individual. We are called to be people of integrity, who bring constructive energy, honesty, rigor, humility and generosity to the pursuit of our mission.

Our mission is to be a beacon on inclusive excellence, providing a balanced education and producing confident, tolerant and enthusiast young people who enjoy working with others and are ready to influence the world.

OUR ETHOS

From Nursery right through to Sixth Form, the Truro School Community shares the same values and approach to education. Our approach to education is characterised by six key hallmarks.

- To develop individual academic excellence at every level
- To inspire creativity, ignite imaginations and help each pupil to find and fully develop his or her talents
- To develop pupils who are at ease with themselves and each other.
- To forge pupil characters through challenges and opportunities.
- To develop pupils who respect other people and the world around them.
- To encourage pupils to develop their own way of thinking

SENIOR SCHOOL

The Senior School educates around 800 pupils between the ages of 11-18 of which around 80 of those pupils live in our boarding community. Academic excellence, sport, music and drama, the breadth of co-curricular activities and pastoral care come together to build qualities such as confidence, independent living, and leadership. We welcome pupils from around the world from places such as China, Hong Kong, Thailand, Italy, Germany to name but a few. The celebration of the cultural diversity is extremely important to us and is a component of our values as a Methodist school.

ACADEMIC

Many of our pupils at Truro School celebrate exceptional results as they prepare to move on to the next stage of their lives, education and career. Our Upper Sixth pupils enjoy places at some of the best universities in the world including Oxford, Cambridge, and a range of Russell group universities.

49% of GCSE and iGCSE grades in 2023 awarded were 9-7 (or A*/A), with just under 17% at grade 9.

In the same year, we were pleased to report 43% of A-Levels were graded A*/A. Furthermore, 67% of all A-Level grades were graded at A*-B.

Further information can be found here: www.truroschoo.com/senior-school/academic/results

CO-CURRICULAR

We believe that a rich co-curricular life is the key ingredient to aiding character development in our pupils. Whilst having fun, participating in a wide range of activities, without academic pressures, pupils can broaden their horizons and learn a new skill or extend existing skills. This in turn develops their confidence, self-esteem, teamwork and independent-thinking, communication skills and social development across all year groups.

Our aim is for every Truro School pupil to leave us with a breadth of knowledge, understanding and a desire to continue with their selected passion. We encourage pupils to try a variety of activities, to embrace challenge, success and failure in order to grow.

SPORT

Truro School has an enviable reputation for the high quality of its sporting provision. Several teams compete nationally and the School hosts elite sportspeople in the fields of windsurfing, fencing and sailing to name but a few. All abilities are catered for and every pupil is encouraged to participate in order to maintain a healthy lifestyle.

MUSIC

Truro School is one of the most busy and vibrant music departments in the country and is home to the Truro Cathedral choristers. Music is evident in all year groups with over 60 concerts each year involving our ensembles, choirs and bands. Tuition is available for numerous instruments including cello, violin, flute, clarinet, saxophone, drums. Over a third of our school undertake instrumental or vocal lessons each week from 30 of the county's top specialist teachers.

Major events each term include the annual Hall for Cornwall Concert, the Junior and Senior Charity Concerts, jazz band and Nine Lessons and Carols.

DRAMA

Truro School is renowned for the quality of its drama productions which are held in our professional Burrell Theatre. The school runs a number of major productions throughout the year including the annual whole school play or musical, an annual sixth form drama project (including performing at the Edinburgh Fringe Festival every two years) and the junior play in the summer term.

CORNWALL

Truro School is located in the county of Cornwall, in south west England. It is surrounded almost exclusively by water which makes it ideal for those who love to spend their downtime at the beach, surfing, sailing, windsurfing or just enjoying a coastal walk. With the nearest beach only a 15-20 minute drive either north or south from Truro School, it is most certainly a life style choice of many. Take a look at www.visitcornwall.com for more information about how to get here, where to stay and what's on.



TERMS OF APPOINTMENT

If you are appointed to the role, a formal offer will first be made verbally and then followed up with an offer letter and contract of employment. The following are for guidance and may or may not be available at the time of offer. Benefits are subject to change from time to time.

- Competitive salary based on the Truro School Salary Scales
- Pension scheme
- Lunch provided
- Free membership of the Sir Ben Ainslie Sports Centre and pool facilities
- Free weekly fitness classes for staff only
- Access to a wide range of books, magazines and DVDs through the School library
- Free parking
- Free fruit, tea, coffee and espresso machine
- Discounted school fees
- Employee Assistance Program
- Cycle to Work scheme
- Employee benefits platform
- Continued Professional Development and training possibilities.

Appointment Date

The appointment will commence September 2024.

Salary

The starting salary is dependent on skills and experience. Truro School has its own pay scales.

Pension Scheme

Truro School complies with its legal obligations to provide access to a pension scheme and teaching staff have the option to be part of the Teachers' Pension Scheme or join our Defined Contribution Scheme run by L&G with a higher salary.

Employee Assistance Program/Employee Benefits Platform

Truro School utilises a provider to offer an EAP 24/7 helpline and access to Care First. As part of this is a platform to access hundreds of discounts, offers and savings from high street retailers to holidays.

Other Employment Checks

The offer of employment will be conditional upon satisfactory receipt of the following;

1. Proof of right to work in the UK
2. Acceptable self-disclosure form
3. Overseas criminal record check (if you have resided or worked out of the UK in the past 3 years)
4. Two satisfactory references
5. Evidence of qualifications held
6. Barred List check
7. TRA and section 128 check (if applicable)
8. Fitness to Work Questionnaire



APPLICATION PROCESS

To apply for this position, you will need to complete and submit a formal application using our Truro School application form. We are unable to accept any CVs. This should be emailed to recruitment@truroschool.com or mailed to the School address.

Through the submission of your application form you should demonstrate your qualifications, skill, and experience in relation to the role you are applying for. This information will be assessed against the requirements detailed in the job description.

Once the closing date for applications has been reached we will shortlist applicants and you will be contacted in order to either be invited to interview or to be notified that you have not been successful this time. Our shortlisting process utilises anonymised application form in order to avoid any bias. If you are called for interview you will be asked to provide your right to work in the UK evidence, complete a self-disclosure form and a provide a copy of your qualifications. Additional selection methods such as preparation and delivery of a lesson, a presentation or activities/tasks may be used and you will be notified in advance if that is the case.

References may be taken up prior to interview.

All applicants must be prepared to have a Disclosure and Barring Service (DBS) check and undergo any other appropriate child protection screening including checks with past employers.

The post for which you have applied is exempt from Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975, amended 2013. If you are shortlisted and invited to interview, you must declare any relevant warnings, reprimands, cautions and/or convictions by completing a self disclosure form prior to interview. Any positive disclosure will be discussed at interview.

Any information given will be treated in strict confidence and will be considered only in relation to your application for this post. Truro School does not discriminate against candidates with irrelevant criminal convictions. For further information on which offences should be disclosed please visit:

<http://hub.unlock.org.uk/wp-content/uploads/What-will-be-filtered-by-the-DBS.pdf> and/or view the flowchart on our employment webpage.

Candidates who have a disability or any other special requirement should let the school know so that reasonable adjustments can be made during the recruitment process.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or Department for Education.

We look forward to receiving your application.