



Eastbrook School
part of the Barking Abbey family



Teacher of Music

Secondary Recruitment Pack



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Eastbrook School

Part of the Barking Abbey Family.

*'If a teacher makes
the weather the
school creates the
climate.'*

Sir Tim Brighouse

Welcome

For me there are three simple things that I want us to achieve

First. We believe in character education which is delivered through all schools. Through this we instil the key habits needed for young people to be successful in life. It also pushes us to be the best in everything we do. Across our schools we have some of the best results in the area, we have pupils at the best universities, we have the most pupils on apprenticeships in the entire country, we have pupils on international scholarships and much more. We have all of this because we push our pupils and each other to try hard and be our best each and every day.

Second. I believe that if you can't see it you can't be it. We want to give our pupils the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Lastly, we want our pupils to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know the more powerful you can be in the world.

The quote from Sir Tim Brighouse symbolises our approach to leadership. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning while minimising workload and maximising impact.

Eastbrook is part of the Barking Abbey family and in joining our community you will be part of a group that educates nearly 5000 pupils with over 400 staff. We are well regarded with a fantastic reputation due to our supportive culture for staff, inclusive environments for pupils and excellent academic achievements at all levels.

If you think the way that we do and absolutely believe in the potential of all young people, then we can offer you the chance to make a difference and change our community for the better.

I look forward to receiving your application.

Kind Regards

Tony Roe

**Executive Headteacher
Barking Abbey and Eastbrook Schools**



Eastbrook School

Part of the Barking Abbey Family.

Welcome

Thank you for expressing an interest in applying to work with us.

At Eastbrook secondary phase, all pupils are given the opportunity and platform to work, study hard and achieve in all aspects of the curriculum, in and outside of the classroom. We believe that all pupils should demonstrate good character in all aspects of their life and our curriculum is built around our PROUD Habits, Principled, Resilient, Open, Understanding and Disciplined.

We are a School of Character which allows pupils to demonstrate these habits to offer a full and rounded educational experience.

We are fortunate to have a new school site, which offers some of the best teaching facilities in the area. Our science labs, art and photography classrooms, technology facilities, high spec music and drama facilities and equipment, and multiple sports halls and equipment are second to none. All of which give pupils the best platform for high quality teaching and learning, where teachers are able to teach and learners are able to learn.

We have three key aims for all pupils that attend Eastbrook School.

- For all pupils to strive for Excellence.
- For all pupils to feel that they Belong.
- For all pupils to have the platform to Succeed.

To achieve these aims we ask that all pupils are PROUD. PROUD of the work that they produce and the effort they put into their learning. PROUD of their achievements and that we have a culture of achievement where we celebrate the successes of others. And finally, but most importantly, that all pupils, staff and families are **Proud to be** part of the Eastbrook and Barking Abbey family and community.

Eastbrook is an evolving and improving school; if you see potential in all young people, and want to help harness and captivate the minds to eager and enthusiastic learners, we can offer you the chance to make a difference, and improve our school for the better.

So welcome, once again to Eastbrook School, and we look forward to joining us and contributing to a community that you are **Proud to be** part of.

King Regards

Jamie Gibson

**Eastbrook Secondary School Headteacher
Barking Abbey and Eastbrook Schools**



Teacher of Music

ECT/MPS/UPS + Inner London Weighting

Eastbrook school is an increasingly popular and rapidly improving 'all through' school in Dagenham. We are proud of our recent 'Good' judgement from Ofsted, and want to build an excellent team of teachers who can provide our students with the very best education and pastoral support.

Our vision - At Eastbrook we believe that a truly outstanding school is one that enables all pupils to achieve their best. One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all pupils acquire the character virtues that lead to success in school and university, in work and life beyond.

Eastbrook School is looking for an inspirational and dedicated Music teacher to join our thriving Performing Arts team in April 2024 or sooner, where the successful candidate will teach Music up to KS4. There is scope to build this into KS5 for the right candidate. We would welcome applications from experienced teachers and ECTs. * **The post is full time but a part time post would be considered for the right candidate.**

The successful candidate is someone who:

- Is passionate about music and has the ability to motivate and inspire students.
- Has the ability to build excellent relationships with all students and staff.
- Can demonstrate excellent teaching and classroom management skills.
- Can promote and maintain the highest standards in all aspects of the work in the school.
- Has a strong commitment to developing Music curriculum and enrichment activities
- Is dedicated to building upon the achievements of the school so far.

If successful, you will work in an innovative and dynamic all through school where:

- All stakeholders are fully committed to building on the rapid improvement that OFSTED recognised in December 2021, and becoming a truly outstanding school.
- You will experience the daily satisfaction of working with our wonderful students who come from a wide range of backgrounds, cultures and circumstances and behave exceptionally well
- You will give and receive excellent support from our highly ambitious and collegiate all through staff team.
- Your continued professional development will be a high priority.
- All staff have the highest expectations of themselves and others, and an absolute belief in the potential of every student.



Job Description

Job Title	Teacher of Music
Grade	ECT/MPS/UPS + Inner London Weighting
Department	Music
Location	Eastbrook Secondary School
Line Manager	Headteacher through Subject Lead

As a member of the Music team you will take specific responsibility for the following:

- To contribute to the subject teaching programme
- To contribute to the drive to raise standards and progress across the school for all students
- To follow school and departmental systems for maintaining records of teaching, pupil progress and assessment
- To participate in collaborative work with planning and the development of appropriate resources, schemes of work and such additional tasks as may be delegated by Heads of Department
- To develop ICT skills and promote the effective use of ICT in your teaching
- To promote anti discriminatory practice and respect for students of all abilities and cultural and linguistic diversity within learning

As a classroom teacher you will take specific responsibility for the following:

- To plan and prepare all lessons
- To teach the pupils assigned to you, including the setting, marking and assessing of work
- To write reports and profiles as required and communicate with parent/carers regarding students' progress
- To participate in arrangements for professional development
- To maintain good order and discipline among pupils and safeguard their health and safety, both in school and in authorised school activities elsewhere
- To actively participate in meetings relating to teaching, learning, expectations and organisation
- To cover for absent colleagues in accordance with the Educational (schoolteachers Pay and Conditions of Employment) Orders for 'Rarely Cover'
- To participate in internal examination arrangements
- To register the attendance of pupils at each lesson and be responsible for your teaching rooms with regard to health & safety, good order, appearance and quality display.

As a member of a year team you will take specific responsibility for the following:

- Keep an accurate and up-to-date Tutor Register
- Summarise achievement following each reporting cycle; praise, acknowledge and follow up issues raised
- Prepare initial drafts for references, testimonials and report to outside agencies for students in your Tutor Group
- Insist on high standards of work, behaviour, attendance and punctuality from members of the Tutor Group, following school procedures
- Check planners on a weekly basis and follow the school Form Time Activities
- Attend assemblies with the Tutor Group and supervise their arrival, behaviour and departure
- Participate in meetings called by the Head of Year; participate in Parent/Carer meetings involving the Tutor group, and foster good home-school relationships



Job Description

Other Main Duties and Responsibilities:

- To carry out the professional duties of a schoolteacher, following the Teacher Standards
- To carry out a share of supervisory duties in accordance with published rotas
- To participate in appropriate meetings with colleagues and families in relation to professional duties of care
- To implement whole school policies
- To establish and promote good relationships with every student
- To work closely with the whole school staff; setting high expectations and standards for students' welfare, discipline and academic development in liaison with year tutors, subject, inclusion and support staff
- To implement the rewards and sanctions policies as appropriate
- To record, monitor and liaise with appropriate parties about individual student circumstances
- To work well under pressure and remain calm and orderly at all times
- To work on your own initiative and as part of team
- To take pride in the school
- The above mentioned duties are neither exclusive nor exhaustive and the postholder may be called upon to carry out such other appropriate duties as may be required by the Headteacher within the grading level of the post and the competence of the postholder.

Employees Signature		Date	
Line Managers Job Title		Date	



Person Specification

Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status
Experience	<ul style="list-style-type: none"> • Experience of teaching at secondary level • Experience of working successfully with students in formal and informal settings to raise achievement, motivate and improve, engagement, behaviour and commitment to learning • Experience of developing formal and informal learning experiences to heighten achievement
Knowledge	<ul style="list-style-type: none"> • Knowledge of the secondary curriculum • Knowledge of legislation as it relates to Safeguarding, Personal Development and Well-Being.
Skills/ Competencies	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills with students their families and staff • Ability to establish and support a climate of high expectations and high self-esteem in students • Ability to monitor the individual learning progress of each student • Ability to maintain effective learning and achievement support for all students • Ability to harness the support of parent/carers in developing partnerships • Ability to promote student participation in all areas of school life including assemblies, school councils • Ability to maintain effective lines of communication within the Pastoral Structure • Ability to maintain effective lines of communication regarding students' attainment and progress between teachers and parent/carers • A commitment to Restorative Justice based systems to ensure positive behaviour for learning and a safe, respectful and tolerant environment • A commitment to promoting equality of opportunity and high aspirations in a diverse, multi-ethnic community.



EXPECTATIONS OF STAFF

In addition to the specific requirements of the advertised role, all members of the teaching staff are expected to adhere to the areas outlined below:

WHOLE SCHOOL

To promote the vision, culture and ethos of the school.

To deliver our skills-based and knowledge-rich curriculum to the highest standard, ensuring deep learning takes place and that students make excellent progress.

To help maintain excellent behaviour across the whole school.

To contribute to the effective working of the school.

TEACHING AND LEARNING

To teach their specialist subject across the secondary key stages, and achieve the highest quality outcomes and standards of learning for all pupils.

Plan, prepare and teach engaging and effective lessons that motivate, inspire and develop students' skills, knowledge, character strengths and a love of learning.

Use regular assessments to set targets for students, monitor pupils' progress and respond accordingly to the results of such monitoring.

Develop and maintain high expectations of routines, behaviour and attainment for your classroom and the wider school.

Ensure that all students are on track to achieve at least nationally expected standards of attainment, and where this is not the case, intervene appropriately to address the identified gaps in learning.

Enrich the curriculum with regular school trips and visits that reinforce learning.

Maintain regular and productive communication with pupils, parents, carers and colleagues.

Implement and adhere to Eastbrook's Code of Conduct and safeguarding policies, ensuring the health and well-being of pupils is maintained at all times.

ETHOS AND VALUES

Role model Eastbrook's PROUD values - Principled, Resilient, Open, Understanding and Disciplined

Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.

Help create a strong school community, characterised by excellent behaviour and caring, respectful relationships.

Help develop a culture and ethos that is committed to high academic achievement and the development of good character.

OTHER

Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development.

Undertake other various responsibilities as directed by the Headteacher.



PERSONAL AND PROFESSIONAL QUALITIES

In addition to the specific requirements of the advertised role candidates will have:

An understanding of, and a commitment to, the vision and values of the school

An understanding of how to establish and instil consistently high standards of behaviour and a culture of high achievement in an inner city classroom.

The curiosity to question the status quo and to visit, read and learn from others.

A genuine belief in the potential of every child to be skilled, knowledgeable and virtuous.

An appreciation of the value of data to identify weaknesses and inform continual improvement.

The drive and perseverance to continually reflect, evaluate, improve and learn.

Integrity and a willingness to take personal responsibility for their own actions.

Excellent organisational skills and ability to work effectively and efficiently with others.

A strong ethos of service and the desire to work collaboratively with partner stakeholders, agencies and peers within and beyond the school.

QUALIFICATIONS AND EXPERIENCE

Qualified to degree level or higher.

Qualified to teach and work in the UK.

OTHER

Commitment to equality of opportunity and the safeguarding and welfare of all pupils.



VISION AND APPROACH

Eastbrook is a happy, purposeful place where young people and adults enjoy learning together. We have a clear vision for the school that is based on a broad understanding of what success looks like for our students.

Our vision is for Eastbrook to be a school where academic attainment is high and the academic progress of individuals is maximised; a place where all young people acquire the character virtues that lead to success in school and university, in work and life beyond.

To ensure this success we have developed an exacting curriculum that is skills-based and knowledge-rich; we offer an educational experience that stimulates an appetite for learning, and encourages and guides our students to achieve beyond their perceived potential. Alongside this we have defined five core character virtues that we particularly value and we pursue through explicit character education.

We take an inclusive approach that maintains a focus on the wellbeing and progress of every young person; we provide a safe place for learning through the application of our positive behaviour system; and we achieve better results by establishing a partnership between parents and teachers.

All the adults who work at the school are committed to this clear vision and are driven by our shared understanding of what success for our students looks like and how we achieve that success together.

To find out more about learning and teaching at Eastbrook, take a look at our website.

www.eastbrookschool.org



OUR COMMITMENT TO YOUR DEVELOPMENT

At Eastbrook we know that investing in you is an investment in our students' success.

In addition, the school will support you in developing your specific talent and furthering your career.

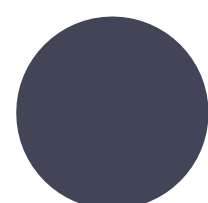
Whether you are interested in developing an area of expertise or whether you are interested in developing as a leader, we will support you in identifying the appropriate course. At present we have staff enrolled on a number of subject specific courses, from short courses linked to discrete curricular approaches to longer courses at Masters level.

At Eastbrook you will be encouraged and supported to find and pursue your own development path.



RECRUITMENT TIMELINE

From 10 th October 2023	Call or visit the school to find out more about us.
27 th November 2023	Deadline for submission of application form (12.00pm).
WC: 1 st December 2023	Candidates will be informed of the outcome of shortlisting.
WC: 4 th December 2023	Interviews will be arranged after this date.



SAFER RECRUITMENT

Eastbrook is committed to safeguarding and promoting the welfare of children and young people in our school. In order to meet this responsibility, our school follows a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.

DISCLOSURE

Eastbrook requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

APPLICATION

Complete the application form and send it by email to Jobs@eastbrookschoo.org or via TES

SHORTLISTING

Only those candidates meeting the right criteria will be taken forward from application.

INTERVIEW

Shortlisted candidates will take part in an interview process that includes teaching a lesson and an interview. We will be assessing all candidates on their commitment to our values as well as their teaching ability and experience. During interview, candidates may be asked to address any discrepancies, anomalies or gaps in their application form.

REFERENCE CHECKING

As appropriate, references from your previous and current employer will be taken up following interview. Where necessary other previous employers may be contacted to gather further information.



ENCOURAGING DIVERSITY

Eastbrook School is committed to eliminating discrimination and encouraging diversity amongst our employees. Barking and Dagenham is one of the most diverse London boroughs. Our aim is that our workforce is representative of the people that live in the borough and that each employee feels respected and able to give their best.

To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.



SCHOOL INFORMATION

Eastbrook is an all-through school. The primary school was opened in September 2016 and is growing in size year on year. There are currently 130 pupils on roll and one class in every year group from Reception to Year Six.

The proportion of pupils who speak English as an additional language or come from minority ethnic groups is high.

The proportion of children who are eligible for the pupil premium is well above average. The pupil premium is additional funding given to schools for children in specific groups including those in the care of the local authority and those known to be eligible for free school meals.

Eastbrook is situated in the London Borough of Barking and Dagenham.

The nearest tube station is Dagenham East on the District Line.

Dagenham Road
Dagenham RM10 7UR
020 3780 3609
office@eastbrookschoo.org





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