



**Teacher of Music**  
**Fixed Term (Maternity Cover)**  
**Full Time**

Closing date: Midday Monday 14 October 2019  
Interviews: Wednesday 16 October 2019



Dear Candidate

I am delighted that you have requested further information regarding the position of **Teacher of Music** at The Spires College. This is a fixed term appointment to cover maternity leave.

I joined the College as Principal in September 2014 and am committed to providing an excellent education for every child in our learning community. The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that I believe is essential for a successful school and we all strive to ensure that every member of our community feels valued, but also contributes positively to College life.

Our primary focus is, and will always be, developing superb teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning as well as their teaching. At our recent inspection, the college was graded 'good' in all areas, which is a fitting acknowledgement of everyone's hard work over the past three years. The report offers a good balance between celebrating our students' successes and academic progress, with praising the College's ethos of care and inclusivity: "A good and rapidly improving school with a culture of respect and aspiration".

The Department of Creative Arts and Technologies is a strong team with a wide range of skill sets. The successful applicant to this post will bring an additional range of strengths and support the excellent work that has started in music in growing the subject both within the curriculum and beyond. She or he will be ambitious to play a role in enhancing the quality of teaching and learning in music, ensuring that all of our students receive the excellent education that they deserve. This may be as a NQT, bringing a wealth of innovation and energy, or as an experienced teacher, bringing a highly developed understanding of pedagogy and practice. It is currently a temporary post but there may be scope for it to become permanent given the increasing popularity of music within the College.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit The Spires College to help you decide if this is the role for you; I'd be delighted to meet you. Please contact my PA for an appointment.

I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, appearing to read 'Alex Newton', written in a cursive style.

**Alex Newton**  
**Principal**





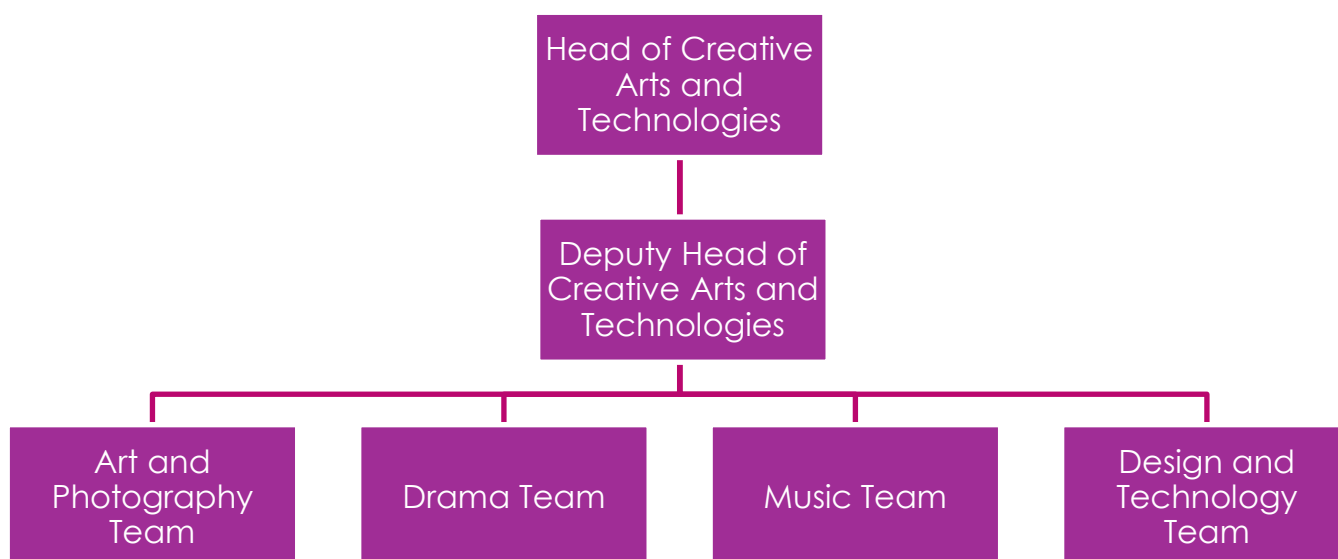
## The College

The Spires College is a co-educational, 11-18 college with a bilateral stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay. There are currently around 1100 students on roll. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

Torbay is an area with a Selective Grammar School system: parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 220 PAN). Students who have reached a designated pass mark in the '11+' test can apply to our selective stream to access a challenging academic curriculum.

We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. All full time teachers have their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised CPD programme based on individual needs and interests, and every teacher is involved in research and professional reading.

## The Department of Creative Arts and Technologies



Music sits within the Department of Creative Arts and Technologies. There are currently two music teachers and a part-time technician within that team.

At The Spires College we believe that Creative Arts and Technologies subjects play an exciting and leading role in enhancing the life, imagination and education of our students and the surrounding community. Through a continual focus on the highest quality teaching and learning in music, art and photography, design and technology and drama, we seek to build an aspirational, creative environment where students develop a love of learning and creativity through engaging and wide-ranging schemes of learning and extra-curricular activities.

Our vision is to foster an environment where independent and collaborative opportunities encourage each student in confident risk-taking so that they can express their individuality and pursue their ambition, however great. We believe that involvement in the Creative Arts and Technologies helps to foster a positive attitude among students by developing a wide range of qualities such as cooperation, enthusiasm, passion, inspiration, tenacity and ambition. In our outstanding facilities, we help students to acquire an important sense of belonging as well as build the self-confidence they need to do well and make their first steps towards higher education and employment.

Creative Arts and Technologies teachers contribute to an extensive programme of extra-curricular activities both in and out of normal school hours.

## Music

At The Spires College, we believe that a high quality music education should engage and inspire students to develop a love of music and their talent as musicians, and so increase their self-confidence, creativity and sense of achievement. As students progress, they develop a critical engagement with music, allowing them to compose and to listen with perception and awareness. The emphasis is on learning through practical music making and students are encouraged to rehearse as bands and solo musicians outside of lesson time.

The aim of the music curriculum at The Spires College is to ensure that all students:

- ▲ perform, listen to, review and evaluate music across a range of historical periods, genres, styles and traditions, including the works of great composers and musicians;
- ▲ learn to sing and to use their voices, to create and compose music on their own and with others, have the opportunity to learn a musical instrument, use technology and have the opportunity to progress to the next level of musical excellence;
- ▲ understand and explore how music is created, produced and communicated, including through the inter-related dimensions: pitch, duration, dynamics, tempo, timbre, texture, structure and appropriate musical notations.

Music teachers and students at The Spires College enjoy superbly equipped teaching spaces. Facilities include an IT suite equipped with Sibelius, a large performing space, five practice rooms and a purpose built recording studio. The wealth of instruments students and staff use in the curriculum include class sets of keyboards and ukuleles, electric, acoustic and bass guitars, drum-kits, djembes and samba drums.

## Curriculum

### Key Stage 3:

At Key Stage 3 our students learn to build on previous knowledge and skills through performing, composing and listening. They develop their vocal and/or instrumental fluency, accuracy and expressiveness; and understand musical structures, styles, genres and traditions. They use technologies appropriately and appreciate and understand a wide range of musical contexts and styles. Students are taught, throughout KS3, to:

- ▲ play and perform confidently in a range of solo and ensemble contexts using their voice, playing instruments musically, fluently and with accuracy and expression;
- ▲ improvise and compose; and extend and develop musical ideas by drawing on a range of musical structures, styles, genres and traditions;
- ▲ use staff and other relevant notations appropriately and accurately in a range of musical styles, genres and traditions;
- ▲ listen with increasing perception to a wide range of music from great composers and musicians;
- ▲ develop a deepening understanding of the music that they perform and to which they listen, and its history.

### Key Stage 4:

Students love for music at the Spires College is growing rapidly and this is reflected in the increasing number of students opting to study music at GCSE level. It is one of our most popular options subjects. At KS4 we offer both OCR GCSE and RSL Music Practitioners in Performance.

## Key Stage 5:

We are delighted to be able offer both Applied General and A-Level qualifications in Music in the Sixth Form.

## Enrichment

The music department runs clubs and performances to encompass all years and challenge all levels of musicianship. We have excellent facilities for students to learn a wide range of instruments and every lunchtime you will find a wide range of students rehearsing on different instruments from solo piano to rock bands rehearsing in our silent recording studio (jamhub).

We have a number of passionate singers at The Spires College and our enthusiastic choir, 'The Spires College Singers' meet weekly to rehearse high quality music performances for the college and wider community. Recent performances include The Torbay Festival of Performing Arts and Babbacombe Fayre. The Spires College Singers are proud to be finalists in this year's Devon Schools Choir Competition.

Students also benefit from the opportunity to learn Samba Drumming, join Keyboard Club and aspire to our Jazz, Funk and Soul Band.

## Instrument Tuition

Our instrumental music school provides students with the opportunity to learn a range of instruments including drum-kit, guitar, piano, vocals, strings and woodwind. We currently have over 100 students learning an instrument and this aspect of our music provision continues to grow.





## Job Description Teacher of Music

<b>Dates:</b>	Apply by Midday, Monday 14 October 2019 To start 1 January 2020
<b>Accountable to:</b>	Head of Creative Arts and Technologies
<b>Salary:</b>	MPS/UPS
<b>Contract Type:</b>	Fixed Term (Maternity Cover) 1 January 2020 – 31 December 2020

### Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the college to respond to changing priorities and also support and enhance individual professional development. It is the practice of the college to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

### Overall Purpose and Accountability

- ▲ To meet the requirements of the Teachers' Pay and Conditions document and to support students in attaining at the highest levels.
- ▲ To support and uphold the ethos, principles, policies and rules of the college in all respects and at all times.
- ▲ To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners.
- ▲ To support the Head of Department to develop an inclusive approach to Music so that all students are stimulated to accomplish their optimum performance.
- ▲ To assist the Head of Department to maintain standards of teaching and learning across the Music curricula.
- ▲ To teach across all key stages.

## Key Accountabilities

### Teaching and Learning

- ▲ Meticulously plan and teach engaging and challenging lessons.
- ▲ Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons.
- ▲ Set and mark appropriate homework.
- ▲ Use regular, measurable and significant assessments of teaching.
- ▲ Complete all reporting on time.
- ▲ Closely monitor progress and attainment of their students and use it to inform planning and teaching.
- ▲ Provide content for and where necessary deliver high quality student interventions.
- ▲ Ensure that all students achieve college targets.
- ▲ Work alongside the Head of Department on OFSTED Preparation, Self-evaluation measures and Quality Assurance processes.
- ▲ Support the Head of Department in the implementation of high quality Schemes of Learning.
- ▲ Maintain regular and productive communication with parents about students' progress.
- ▲ Organise and participate in exciting and motivating trips and events.

### School Culture

- ▲ Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships.
- ▲ Help develop a college culture and ethos that is utterly committed to achievement.
- ▲ To become an effective Form Tutor (teachers will usually be required to perform the role of form tutor).
- ▲ Create and sustain a positive learning culture.



## Person Specification

The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**. However, please do try to give evidence of how you fulfil the majority of these requirements in your application.

Beliefs	You hold a belief that the students of The Spires College must have access to the best educational experience possible.
	You are committed to raising standards in the school and believe in the potential of all young people to achieve highly.
	You are passionate about your subject and want to share this enthusiasm with others.
Qualifications	A good honours degree in Music or a related subject.
	A teaching qualification.
	QTS.
	Qualification in an additional or related subject area.
	An up to date knowledge of the emerging issues in education and record of appropriate CPD.
Skills and Attributes	You are a good practitioner in the classroom and keen to continue learning.
	You are capable of planning and delivering innovative lessons and Schemes of Learning.
	You have the ability to inspire high levels of student performance.
	You can work under pressure and prioritise according to need.
	You have good communication skills.
	You can use data effectively.
	You have good behaviour management skills.
	You have the ability to think creatively to solve problems, pioneering new approaches as well as understanding which prior methods have been effective.
	You have a sense of humour and good interpersonal skills.
	You have high levels of energy and enthusiasm.
	You are ambitious and keen to prove yourself.
	You are a committed, highly competent, reflective and resilient individual.
Experience	You have experience of teaching Music through Key Stages 3 to 5.
	You have experience of using data to inform actions.
	You have experience of the role and responsibilities of a form tutor.



## How to apply



Please complete an application form, which includes space for a supporting statement (please use font size 11 or 12 and double spacing for this). Your supporting statement should include your vision for this role and how your experience and skills will equip you to realise this.

The application form can be downloaded from our website and should be returned to Nadine Osborne, the Principal's PA, **by Midday on Monday 14 October 2019** preferably by email to: [nosborne@thespirescollege.com](mailto:nosborne@thespirescollege.com).

If you do not receive an acknowledgement of your application by the end of the deadline day, please contact the college.

Interviews will take place on Wednesday 16 October 2019.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the Principal's PA via the email above or telephone number below.

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