



Dame Alice Owen's School

NoR 1,477, Sixth form: 462

Ofsted: "An outstanding school", "Students achieve outstandingly well",
"Behaviour ... is excellent"

TEACHER OF MUSIC (MPS/UPS)

We welcome applications from both ECTs and experienced teachers

Required as soon as possible

Full Time, Temporary Post (to cover long term sickness)

Closing date: 9am, Thursday 16 November 2023

Interview date: Monday 20 November 2023

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

The Governing Body of this highly successful, partially selective, mixed school invites applications for the temporary post of Teacher of Music to cover a member of staff who has been taken ill. We seek a highly motivated, committed musician who is passionate about instilling a love for music across the whole school community. The successful candidate will work in a dynamic environment in a school which places special emphasis on the subject; they will be committed to musical teaching and learning across the school in a department which constantly strives to provide musical experience that is accessible, inspiring and exciting for all of our students. You may be new to teaching or seeking a position which offers greater scope for personal development in a stimulating, intellectually challenging environment.

Music is a popular choice at GCSE and A level. There are many extracurricular opportunities including a range of concerts in our own Concert Hall, less formal Soul Band and Jazz evenings, the 'Great Gig', musical theatre productions, tours abroad and competitions at regional and national level.

In the 2023 A level examinations, 60% of all grades were A*-A with 82% of grades being awarded A*-B. In GCSE examinations, students achieved an average Attainment 8 score of 71.2 with 24% of all grades being a grade 9 and 95% of students achieving 5 or more grades 9-4 including English and Maths. 100% of GCSE Music results were graded 7-9, with 63% at grade 9; 100% of A Level Music results were graded A*-B.

The Governing Body is committed to admitting the children of staff in line with our admissions procedures.

Please download our [Teaching Staff application form](#) from our website to make your application. Please note that applications cannot be considered unless the application is completed in full. We are not able to accept CVs for any posts based in school. To apply, please send your completed application form together with a covering letter stating why you are well placed to take this position at our school to recruitment@damealiceowens.herts.sch.uk by **9am, Thursday 16 November 2023**.



Dame Alice Owen's School

Dugdale Hill Lane | Potters Bar | Hertfordshire EN6 2DU

Headteacher | Mrs Hannah Nemko MA

T: 01707 643 441

F: 01707 645 011

admin@damealiceowens.herts.sch.uk

www.damealiceowens.herts.sch.uk

INFORMATION FOR APPLICANTS

Name of post: Teacher of Music

Location: Potters Bar, Hertfordshire

Closing date: 9am, Thursday 16 November 2023

Interviews: Monday 20 November 2023

Thank you for your interest in applying to Dame Alice Owen's School. Though much of the information we have about our school is available on our website, we have put some key information together here to help you through the application process.

The school is committed to safeguarding children, young people and vulnerable adults and promoting the welfare of children and expects all staff to share this commitment. Please take time to read our Safer Recruitment and Safeguarding and Child Protection policies available in the vacancy section of our website.

The selection process includes scrutiny of the information provided in your application form and a request for references including a reference from your current/previous employer.

If you have any general enquiries about the recruitment process, or to arrange a tour or informal discussion about this position, please do not hesitate to contact Katherine Bamber, Director of Music via email: bamberk@damealiceowens.herts.sch.uk

The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and applicants will be required to declare any convictions, cautions, reprimands and warnings that are not "protected" (as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020)). Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced Disclosure and Barring Service disclosure check.

Please email your completed application form together with a letter of application to recruitment@damealiceowens.herts.sch.uk by **9am, Thursday 16 November 2023**.

We look forward to receiving your completed application.

Hannah Nemko
Headteacher

Details of the School, Department and vacancy

Introduction

Dame Alice Owen's School is a mixed, partially selective secondary school with over 1,440 registered students and a vibrant and highly successful sixth form. Our school was founded 400 years ago by Dame Alice Owen, a remarkable philanthropist with an unusually modern vision for education. She established the first school in Islington and as demand outstripped space, it moved to its current setting in the Hertfordshire countryside. Because of its roots and its close and important relationship with the Worshipful Company of Brewers, there are 20 places each year for 11 year old students from Islington. It also offers 65 places to the highest scoring applicants who sit the entrance exam each year and a further 10 places for students showing the most aptitude in music who apply for a place in Year 7. The remainder of the places, in an annual cohort of 200, go to siblings, local students on the basis of proximity to the school and to those with priority need.

It is this combination of student and its truly outstanding record of achievement and added value that makes our school such a special place. It is oversubscribed by 5 applicants per place every year. Our dedicated staff, parents' association, Governing Body and school (staff and student) leaders constantly appraise and re-appraise the various aspects of school life, learning and achievement so we are never complacent. Our school faces the usual challenges of all educational establishments in the public sector, and ensuring that their impact is felt least by the students is a key objective.

We were delighted to be recognised as 'The Sunday Times Regional School of the Decade in November 2020' and the country's highest ranking non-fully selective state school of the year many times, but most recently in November 2022. Securing a place at Owen's has been described as "winning the lottery" in the Good School Guide and "the golden ticket" in Tatler. Our school benefits from some of the most able students in the country. Many of our school leavers from Year 13 have offers from top universities to choose from, including on average 20 places at Oxbridge each year.

Our Foundress left a number of fields in the then village of Islington to the care of the Worshipful Company of Brewers which now generate over one million pounds of additional income for the school annually, to support the school. This creates a very special ethos and fosters the very positive staff working environment. The students and staff benefit from a number of traditions including Beer Money, staff awards and Visitation.

What we can offer you

- An awareness of workload:
 - Minimal data entry. Reports to parents are very short with numbers replacing the need for additional prose;
 - Pride in supporting effective teaching and learning strategies which reduce staff workload whilst also having a positive impact on student learning;
 - Firm commitment to teaching staff undertaking minimal cover or none;
- An awareness of wellbeing:
 - A warm and supportive environment including numerous staff social events throughout the year. You can find our [Staff Wellbeing Statement here](#).
- A variety of benefits including:
 - The Governing Body is committed to admitting the children of staff in line with our admissions procedures;

- Access to an Employee Assistance Package, which provides staff with a wide range of health and wellbeing services;
- Excellent facilities and resources including a Fitness Suite which is open to all staff for certain hours outside of the school day;
- Ample free parking on school site;
- The school is situated on an attractive 35-acre site in the Green Belt. Central London is easily reached by rail from Potters Bar and the school is close to motorway links;
- Strong support to help you develop
 - Strong support for staff and an extensive programme of staff development opportunities. All staff members are encouraged to continue their personal development and undertake further qualifications if they wish.

Key qualities and attributes of Dame Alice Owen's School

Below are some of the key qualities and attributes we believe have contributed to the school's excellent reputation:

- Dedicated staff who are experts in their subject and responsive to change;
- Energetic, curious and enthusiastic students;
- Committed, forward-looking and supportive leadership;
- Strong sense of collaboration, both within departments and across the whole school;
- Superb pastoral care;
- Excellent resources and facilities;
- Wide range of co-curricular activities;
- Keen desire to develop as individuals and as a whole school.

Our primary aim is to work in partnership with students and parents to ensure that students achieve their full potential by:

- Striving for academic excellence;
- Providing a happy, safe, purposeful and caring environment and encouraging a sense of pride in the individual and our School;
- Embracing innovation whilst maintaining our strong links with tradition;
- Providing interesting and challenging opportunities so that students enjoy their learning and maintain a desire to continue learning throughout their lives;
- Recruiting and developing outstanding staff;
- Offering high quality co-curricular activities which involve all students;
- Promoting respect for and understanding of religious and moral values.

The Music Department

Dame Alice Owen's Music Department enjoys an excellent reputation and attracts some of the finest musicians to teach here. As a result, the school is lucky enough to attract students with an incredible aptitude for music as well as some of those who have been studying music at a high level in their own time.

The music department currently comprises three full time and one part time member of curriculum staff together with the support of 5 part time colleagues who help support the extensive extracurricular programme. This is in addition to a, full time, dedicated administrator.

Music is taught as part of the curriculum throughout Years 7-9. KS3 classes benefit from smaller group sizes enabling greater scope in their learning. This means that we have been able to introduce, for example, greater use of music technology into their curriculum, as well as offering them a wider range of learning styles. We are continually looking to build on new ideas and resources to develop the curriculum further, this is what makes the music department at Dame Alice Owen's School such an exciting place to work.

Music is a popular choice at GCSE. There are currently 5 classes in KS4. This interest carries through to KS5 where there is a strong interest and take up of music at A-level as well as Music Technology A-level. A significant proportion of our KS5 students go on to pursue Music at a variety of Higher Education institutions. Recent alumni have gone on to study Music at universities such Cambridge, Surrey and Manchester and at conservatoires such as the Royal Academy of Music, Royal College of Music and the Guildhall School of Music.

We have, on average, 25 visiting music teachers (VMT) who work with our students to deliver over 450 individual music lessons a week covering the full range of orchestral and band instruments as well as voice. Some of the VMTs also assist by running extracurricular ensembles and provide additional support for the numerous concerts we put on throughout the year, enabling us to offer an enormous range of opportunities. Each year the department puts on at least 17 ensemble concerts. We hold 15 'performance platforms' a year to encourage students to have the confidence to play to an audience. Our overseas concert tour (Concert Band, Symphony Orchestra and Senior Chamber Choir) returned this summer, we performed across Germany, and we are planning another tour for summer 2024. For many students, going on tour has been a real highlight of their musical career at Owen's!

Our Senior Strings, Close Harmony Group, various chamber ensembles and composers have found great success in regional and national competitions. In recent years, chamber groups across the age range have reached the finals of and won the Spring Grove Music Festival and the South East Schools' Chamber Music Competition, performing at St Johns' Smith Square and St George's, Hanover Square, while the Senior Strings and Concert Band have repeatedly been invited to perform at the National Festival of Music for Youth (NFMY) in Birmingham, with the former going on to open the Schools Proms at the Royal Albert Hall in 2017. They were also featured in the NFMY 50th anniversary online in 2020, along with our Close Harmony Group.

The Music department boasts:

- A large, well equipped Music block with 2 specialist classrooms, 1 networked computer suite, a recording studio, 8 practice rooms, a recital studio and a concert hall
- 67 GCSE students, 25 A Level students studying music in the current academic year
- 5 orchestras, 4 bands, 5 choirs, chamber music and musical productions
- A 300-seater auditorium used specifically for music
- 10 school places offered each year on the basis of musical aptitude



Music is at the heart of much of what we do at Dame Alice Owen's, and we have a history of creating ambitious excitement where music is concerned such as the school's 400th anniversary at the Royal Albert Hall and the 10-year anniversary of our Soul Band at the Cadogan Hall.

The Music department has a strong history of working with the Drama department to produce a school musical, most recently putting on

'Oklahoma' in 2019, 'The Baker's Wife' in 2022 and 'Chicago' in 2023.

Job Description



Post Title: Teacher of Music
Responsible to: Director of Music

Purpose of the Role: To teach a range of classes across the 11 – 18 age and ability range and use available resources to maintain the highest possible standards of teaching and learning in the subject.

Teaching and Learning

1. Teach well prepared, challenging lessons in accordance with Dame Alice Owen's expectations;
2. Make good use of class information and data to ensure all students are supported and challenged according to their needs;
3. Demonstrate your commitment to personal development through your actions and your commitment to your own Performance Management;
4. Implement curriculum change as appropriate;
5. Contribute to the writing and delivery of appropriate Schemes of Work which meet the academic needs of all students as directed by your HoD;
6. Ensure public examination syllabuses are taught thoroughly, keeping abreast of changes and swiftly making amendments as required;
7. Promote a stimulating learning environment, including useful and stimulating displays, which encourage students to learn.

Achievements and Standards

1. Track and monitor individual students to bring about improvement where needed;
2. Ensure appropriate participation in departmental moderation as required throughout the year;
3. Take responsibility for overall behaviour management within lessons and throughout the school to ensure a safe, secure and structured learning environment;
4. To play an active role in performance management and self-development activities.

General requirements

1. To carry out any pastoral support roles (including being a tutor and delivering PSHRE) as required;
 2. To contribute to the extracurricular offer;
 3. To play a role in ensuring effective safeguarding and wellbeing of our students;
 4. Provide clear and useful feedback to students and parents/carers as required;
 5. To attend periodical after school meetings/events such as Visitation, Parents' evening, as required by the Headteacher and published in the school calendar;
 6. To check your email regularly and respond in a timely manner;
 7. To contribute articles to the half-termly newsletter as appropriate;
- To complete any other reasonable tasks as required by the Headteacher.



Person Specification

	Desirable/ Essential
Education	
Holds a degree (or higher) level qualification in Music or a related subject	E
Holds QTS	E
Up-to-date in-service training in subject and whole school issues	E
Additional qualifications relevant to the post	D
Experience	
Experience from a similar post	D
Recent experience of teaching the 11-18 age range	E
Experience of producing examination results to a high standard	E
Experience of facilitating outstanding extra-curricular provision	D
Experience of working in more than one previous school	D
Specialist skills and knowledge	
Strong working knowledge of the National Curriculum, issues and developments	E
Excellent administration, organisation and management skills	E
Excellent information and communication technology skills	D
Knowledge of equal opportunity issues for students and staff	E
Clear commitment to the safeguarding of students	E
Ability to teach Music Technology	D
Ability to and interest in running choirs	D
An innovative and exciting approach to teaching and learning with an understanding and proven practice of excellence for all	E
Other	
An outstanding classroom practitioner	E
An energetic committed individual with a clear vision and unwavering commitment to excellence for all	E
Open and enthusiastic	E
A problem solver with a 'can do' attitude	E
Ability to multitask, prioritise, stay relaxed under pressure and deal with numerous challenges simultaneously	E
Willingness and clear commitment to be involved in extracurricular activities	E
Excellent emotional intelligence and interpersonal, communication skills	E
A good sense of humour!	E

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.