



Strings Tutor Fellow Candidate information brief

Dear Candidate,

King Solomon Academy is achieving remarkable things.

One of our most ambitious goals is for all of our pupils to become highly accomplished and successful musicians as part of our string orchestra. We believe all pupils, with the right role models, expectations and teaching can learn to love and excel at playing a string instrument. As a key part of the string programme, Music Tutor Fellows provide instrument teaching and tutoring to our pupils from aged 8 to aged 18.

For prospective candidates this role presents a unique offer. You will be part of a ground-breaking project which aims to show that all pupils, irrespective of background, can learn a string instrument to orchestra standard. The role will allow candidates to rapidly develop their small group instruction skills and also be developed as ensemble and whole orchestra teachers through coaching from expert leaders.

The role of Strings Tutor Fellow is perfect for someone who enjoys teaching their string instrument but wants to be part of an orchestra programme rather than teaching isolated instrumental lessons. The role would also appeal to someone who would like to become a music teacher in the future, acting as a springboard and training ground for those who want to learn how to teach and build transformational relationships with pupils. For these candidates, we are able to offer a very clear pathway of progression into the teaching profession. The Ark Schools School Direct training programme provides a clear route for progression. We are growing a pipeline of great teachers who started with us as Tutor Fellows.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> Applications will be considered on a rolling basis up until the formal deadline of **11am on Friday 17th February**. We strongly encourage candidates to apply at the first opportunity to maximise their chance of securing a role. For an informal conversation about the role, please contact Shaheen Riaz, at s.riaz@kingsolomonacademy.org and 0207 563 6901.

We wish you the best with your application.

Yours sincerely,



Max Haimendorf
Principal

Job Description: Strings Tutor Fellow

- Contract:** Fixed term contract until end of July 2023
Salary: Band 4 of Ark Support Staff (£24,928-£26,628)
Hours: Term Time only; Full preferable Monday to Friday, circa 8.00am to 5.00pm during school term time (with a lunch break)

The role

We are looking for a full time Strings tutor (please do contact us if you can't commit to full time but can do a substantial proportion of the week) to join our team in providing inspirational strings tuition for our pupils across the academy from Year 4 to Year 11. We have been expanding our provision every year and are now very close to our full steady state capacity.

Key responsibilities

- To tutor individuals and groups of pupils as part of the string programme
- To support individuals and groups within whole year group orchestra rehearsals
- To prepare pupils for termly assessments and for twice yearly whole school concerts
- To mentor and coach pupils in the development of their self-confidence and aspirations for their future, in particular, their aspiration to go to, and excel at University
- To help maintain, repair and organise our 700 plus strings instruments
- To support pupils with Special Educational needs in or out of classes
- Helping to maintain/establish discipline across the whole academy

Outcome and activities

String lessons

- Deliver small group string lessons as part of the music team to all year groups, from age 7 to age 16, including after school GCSE instrumental lessons where appropriate
- Support (and where appropriate lead) ensemble class string lessons and orchestra rehearsals
- Plan and deliver intervention during and beyond string sessions
- Complete relevant administration around strings lessons including homework tracking
- Observe, assess, record and feedback information of pupil performance
- Liaising with pupils' class teachers and parents about any behavioural matters and or enthusiasm and completion of class work and homework

Strings Instrument Administration

- Assist with maintenance and repair of our instruments
- Assist with the logging, labelling and coding of our instruments

Coaching

- Coach pupils to promote better decision making, motivation and improved achievement inside and outside of music.

Other

- Complete relevant administration
- Maintain pupil and family confidentiality.
- Attend regular meetings and training, as required.
- Undertake other various responsibilities as directed by the Principal.

Person Specification: Strings Tutor Fellow

Qualification criteria

- Right to work in UK
- Grade 8 standard or equivalent on a string instrument
- Desirable: Qualified to degree level
- Desirable: Knowledge of/interest in the Suzuki method
- Desirable: Confidence in playing and teaching more than one string instrument (violin, viola, cello)

Experience

- Experience of working with young people or adults in a paid or voluntary capacity
- Experience of tutoring string instruments and leading ensemble work

Behaviours

Personal characteristics

- Genuine passion and a belief in the potential of every pupil
- Passionate about music and nurturing this passion in our children
- Helpful, positive, calm and caring nature
- Able to establish good working relationships with staff and pupils
- Able to follow instructions accurately but make good judgments and lead when required
- Motivation to continually improve standards and achieve excellence
- Team player willing to work in a committed and driven team across a variety of scenarios

Specific skills

- Good communication skills, including written and oral
- Excellent numeracy and literacy skills
- Competent with computers and other technology
- Good administrative and organisational skills
- Able to understand and implement particular strategies and methods to help pupils to improve their learning and enjoyment of learning
- Able to deal with minor incidents, first aid, and the personal health and hygiene of the pupils
- Understands the importance of confidentiality and discretion

Experience

- First Aid training

- Available to support music related trips and other extra-curricular opportunities

Other

- Commitment to the safeguarding and welfare of all pupils
- This post is subject to an enhanced Disclosure and Barring Services check

Principal – Max Haimendorf

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016.



“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Head of Primary and Leader of Curriculum

– Beth Humphreys

Ms Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 and is Secondary Deputy Headteacher, leading on curriculum and professional development. She is a passionate teacher of English and loves nothing better than seeing young people reading, writing and talking about brilliant texts. Ms Humphreys took on the role of All-through Vice Principal in September 2016, and Head of Primary in January 2017.



About the Music Programme at King Solomon Academy

Underprivileged pupils at inner city schools do not have the same life chances as those from more affluent backgrounds, particularly when it comes to the arts. Access to musical

instruments and lessons, and opportunities to play are often denied to them due to lack of resource.

At King Solomon Academy we are addressing this lack of opportunity with a string orchestra that every pupil is a member of. We believe that being part of the KSA orchestra creates a great sense of shared identity as well as enabling our pupils to benefit from the known academic, intellectual and social advantages of musical training.

All pupils are provided with a quality string instrument to call their own for as long as they are at the school. This gives them the chance to become highly trained musicians and instrumentalists, developing their character and confidence as they progress.

The programme offers pupils opportunities for the orchestra to tour locally and abroad, bringing music into the heart of our community, acting as an inspiration to other schools and giving our pupils a sense of being part of something exceptional. Pupils also have the chance to join ensembles and take part in workshops externally, and the music department has proud connections with a number of organisations across the capital and beyond.

Having first established the strings programme in 2010, we are now close to achieving our ambitious plan of delivering the programme to almost one thousand pupils.



About the role of a Strings Tutor Fellow at King Solomon Academy

The music programme at King Solomon Academy is unique. Every child in the school learns a string instrument and performs as part of an orchestra. Throughout Primary and Secondary, music forms a key part of the main curriculum, with pupils engaging in music for up to 3 hours per week. In addition to the string programme, pupils in Years 5 to 9 have music lessons in half classes, using keyboards and music technology; ensuring that they have the skills and knowledge to study GCSE Music if desired. Many pupils also opt to undertake additional music in enrichment time, enabling them to broaden and deepen their musicianship even further.

The role of Strings Tutor Fellow is primarily to deliver the strings programme as part of the Music team. This takes the form of delivering small group string lessons (2-9 pupils to one teacher), supporting and leading parts of class ensemble string lessons (approximately 33 students with 2 or 3 teachers) and supporting orchestra rehearsals (up to 99 students with 4 or 5 teachers). Other responsibilities within the string programme could include teaching extra-curricular groups in preparation for ABRSM exams, preparing GCSE Music pupils for performance assessments and running intervention sessions for small groups who need more help.

The Strings Tutor Fellow will also help the team in the continual need for maintenance of the instruments including; basic repairs, replacing strings, fixing bridges, spikes, pegs and cases etc. There is also a necessary amount of admin to ensure we keep track of all the instruments, label and code them correctly. The Strings Tutor Fellow will be responsible for tracking the homework of pupils in their small groups and ensuring instances of non-completion are followed up and appropriately sanctioned.

The Strings Tutor Fellow position is a perfect training ground for Music graduates looking to develop their teaching and ensemble-leading skills. It is also an opportunity to develop your ability to be highly effective in a high-performance environment, and to do so while making a real difference to pupils from an urban low-income community.

Opportunities for Strings Tutor Fellows at KSA and beyond after their year's commitment

The Tutor Fellow programme is a strong experience for staff wishing to enter challenging, leadership-focused careers, in particular further teaching and work within music. With the launch of the ARK Schools Direct programme (<http://arkteachertraining.org>), Tutor Fellows now have a clear route to stay at King Solomon Academy and train to be a teacher here. Over the years, many of our current teaching staff have been trained by us.

Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running

your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

Ark runs a number of additional programmes, including:

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.

Ark Safe Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal

background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.

