



Dame Alice Owen's School, NoR 1,448, Sixth form: 425

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

TEACHER OF MUSIC (MPS/UPS)

We welcome applications from both NQTs and experienced teachers

Required for September 2021

Full time/Part time, permanent post

Closing date: Noon, Thursday 13 May 2021

Interview date: Tuesday 18 May 2021

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 invite applications for the post of Teacher of Music. We are seeking 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. An interest in choirs and / or music technology could be an advantage.

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 2019, 96% of all students secured five or more grades 9-4 at GCSE and 84% of all A level entries were graded A*- B. 92% of GCSE Music results were graded 7-9, with 100% at grade 5 or above; 100% of A Level Music results were graded A*-B.

The school is situated on an attractive 35-acre site in the Green Belt, has excellent facilities and is committed to an extensive programme of staff development. Central London is easily reached by rail from Potters Bar and the school is close to motorway links.

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

Please visit <https://damealiceowens.herts.sch.uk/> About us > Vacancies to download an application pack. For an informal discussion, contact Katherine Bamber, Director of Music via email: bamberk@damealiceowens.herts.sch.uk.

To apply, please send your completed application forms 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 **noon on Thursday 13 May 2021**.

*The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.
Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. CVs will not be accepted for any posts based in schools.*



Dame Alice Owen's School

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INFORMATION FOR APPLICANTS

Name of post: Teacher of Music
Location: Potters Bar, Hertfordshire
Closing date: Noon, Thursday 13 May 2021
Interviews: Tuesday 18 May 2021

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. 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, a request for references including a reference from your current/previous employer, teaching a lesson, an informal interview with a student panel and an interview.

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.

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 CV's for any posts based in school.

Applicants shortlisted for interview must bring original evidence of their qualifications for verification. Applicants will also be asked to complete a declaration regarding convictions and working with children as posts in schools are exempt from the provisions of the Rehabilitation of Offenders Act 1974. All appointments are subject to a satisfactory 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 **noon on Thursday 13 May 2021**.

We look forward to receiving your completed application.

Hannah Nemko
Headteacher

Details of the School, Department and vacancy

Teacher of Music for September 2021 Full Time, Permanent Post

Introduction

Dame Alice Owen's School is a mixed, partially selective secondary school with over 1,430 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'. 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.

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

- Committed and dedicated staff who are responsive to change
- The value we place on collaboration, both within our school and with other schools
- Teamworking
- Superb pastoral care
- Energetic, curious and enthusiastic students
- A very wide range of extra-curricular activities, most notably within Music
- Excellent resources and facilities
- Forward-looking and proactive leadership
- Attention to detail
- A foundation stone of tradition and heritage; and
- Exceptional recognition by Ofsted.

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 extra-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 two full time and one part time member of staff as well as a dedicated administrator.

Music is taught as part of the curriculum throughout Years 7-9. In a usual year, Year 9 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 as well as a strong interest and take up of music at 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 as Cambridge, Surrey and Manchester and at conservatoires such as the Royal Academy 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 for our students. 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) in 2020 was, sadly, cancelled due to Covid, but we are looking forward to reinstating our regular foreign music tours in the future. 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 the Chamber Music for Schools competition, performing at St Johns' Smith Square, while the Senior Strings have repeatedly been invited to perform at the National Festival of Music for Youth (NFMY) in Birmingham, 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
- 60 GCSE students, 16 A Level students studying music in the current academic year
- In normal times, 5 orchestras, 4 bands, 5 choirs, chamber music and musical productions

- During the pandemic, we have continued with our extra-curricular programme as best as we could, hosting 'Live at 5' productions streaming 'bubbled' ensembles. Most year groups have their own orchestra, a band (wind/jazz/soul), a chamber ensemble, and some also have a chamber choir
- A 300-seater auditorium used specifically for music
- 10 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, as well as a planned production of 'Chicago' for 2020 that was already cast, with the rehearsal schedule posted, when we went into lockdown in March 2020.

What we can offer you

The school provides an excellent range of staff development opportunities. This is currently led by Lauren Common, Assistant Headteacher together with our team of ASTs/SLEs. All staff members are encouraged to continue their personal development and undertake further qualifications if they wish.

We have a commitment to ensuring staff undertake minimal cover and wherever possible none at all. The Governing Body is committed to admitting the children of staff in line with our admissions procedures.

We fully appreciate the time and consideration which go into applying for a new job. If there is anything we can do to help you through this process, please do not hesitate to ask.

We very much look forward to receiving your application.

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 need
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 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 School's 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
8. 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 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	E
Recent experience of teaching the 11-18 age range	E
Experience of producing examination results to a high standard	E
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	E
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.