



Newham  
**Music**

**JOB DESCRIPTION**

**TEACHER LEADER**

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# Job Description & Employment Conditions

<b>Title of post:</b>	Teacher Leader
<b>Accountable to:</b>	Manager for Teaching and Learning
<b>Hours:</b>	0.6 - 0.8 FTE (based on FTE of 35 hours) for 39 weeks during term time. There may be flexibility around working time in consultation with the appointed candidate.
<b>Term:</b>	This post will initially be for a fixed term period up to the end of the current funding agreement, 31st August 2024.
<b>Location:</b>	Newham
<b>Salary:</b>	£31,425 - £33,715 pro rata per annum
<b>Application deadline:</b>	Wednesday, 24th May 2023, 12:00pm (midday)

Newham Music: We help people be outstanding musicians and music educators.

We are looking for an experienced and outstanding music educator to join our team of senior Teacher Leaders. Do you enjoy working collaboratively with a creative, can-do team to lead, plan and deliver high-quality music opportunities for young people and their communities? Are you invested in developing exceptional music educators and leaders through practical support and training?

Newham Music is innovative, flexible and values agency and autonomy. We want ALL young people to have a genuine opportunity to access great opportunities. At the centre of our programmes and projects are musical foundation skills, progression and excellence informed by professional music industry-facing standards. We are all committed to ongoing professional development; leading life-long learning in a constantly changing world requires it!

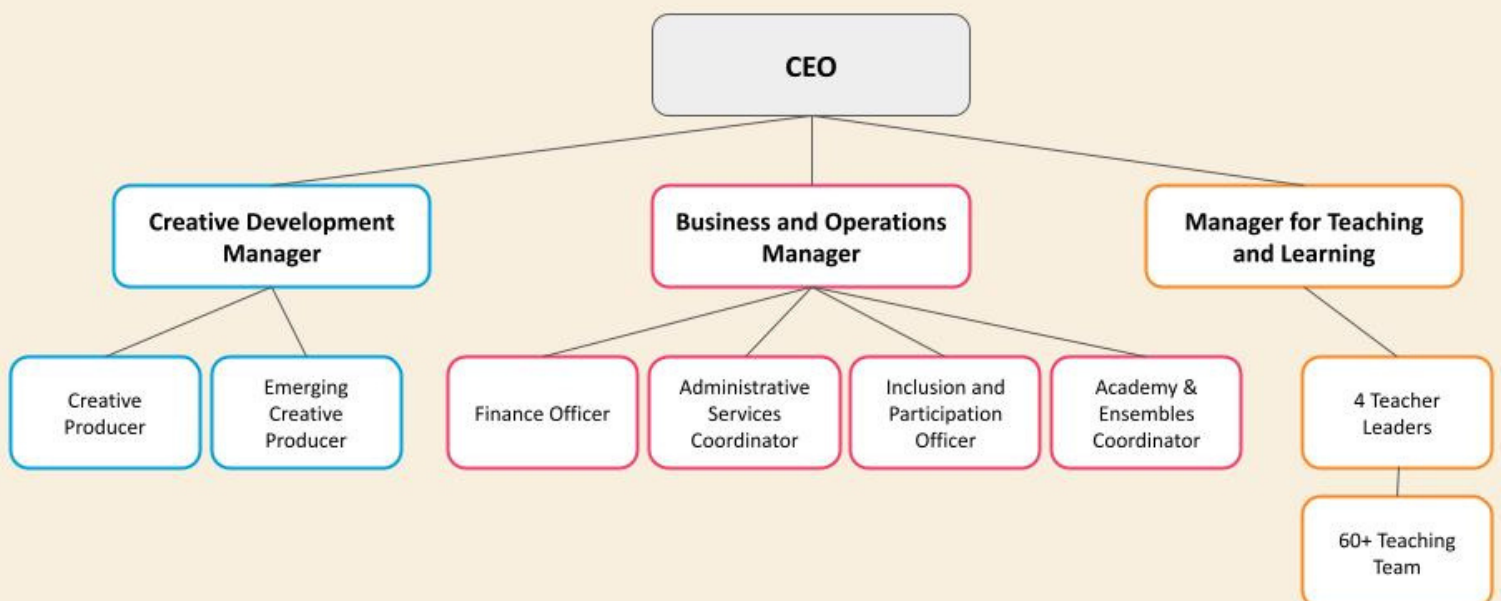
# About Newham Music

Newham Music is the nationally renowned and award-winning lead organisation for Newham Music Education Hub, working with children and young people, schools, community groups and cultural partners across the London borough of Newham. Newham Music also runs the Newham Music Academy, a thriving after-school and weekend music academy. Over 21,000 children and young people are actively involved in music-making activities through our services.

An award-winning charity, Newham Music has received the Diploma of Merit and the Incorporated Society of Musicians Award for Music Technology in Education from the National Music Council as well as Outstanding Musical Initiative at the National Music and Drama Teacher Awards for Excellence.

In November 2022, Arts Council England confirmed that Newham Music would become a National Portfolio Organisation from April 2023. As part of that investment, Newham Music is launching an ambitious new community music and arts venue in Westfield Stratford, the largest shopping centre in Europe. Newham Music Hub is an exciting social enterprise initiative in partnership with Westfield which will provide much-needed performance space for our young and emerging artists, showcasing their talents and increasing the visibility of the arts, culture and heritage across the diverse communities of Newham.

## THE TEAM



# Newham Music Values

## VALUES

- **passion:** we believe in the fundamental power of music and the arts to transform lives;
- **inclusion:** we strive for inclusion and equity for all and recognise that our differences make us stronger;
- **innovation:** we seize opportunities to challenge boundaries, search for and welcome new ideas, new thinking and fresh approaches in all that we do;
- **collaboration:** we listen to and work with our people and our partners to ensure we are greater than the sum of our parts;
- **integrity:** we achieve our aims without compromising our commitment to honesty and integrity throughout our work.

## EQUITY, DIVERSITY, INCLUSION & ACCESS

As an organisation, we are committed to creating an inclusive environment for all; tackling inequality in the arts through our programming, working practices and culture.

We want to engage people from a variety of backgrounds and experiences and we welcome suitably qualified applicants who identify with or have lived experience as one of the following: a Global Majority background, live with a disability, Newham residents, Neurodivergent applicants and members of the LGBTQIA+ community.

Your application is considered on its merits regardless of your age, disability, medical conditions, ethnicity, faith, gender identity or sexual orientation.

## SAFEGUARDING

Newham Music is committed to safeguarding and promoting the welfare of children and vulnerable adults and we expect everyone at Newham Music to share this commitment. We all have a responsibility to promote the welfare of all children and vulnerable adults and to keep them safe and are committed to practice in a way that protects them.

This role is subject to an enhanced DBS check and we will take up references prior to interview as part of our safer recruitment policy.

For further information regarding Newham Music's safeguarding procedures, please refer to our website [www.newham-music.org.uk/about-us/policies-procedures](http://www.newham-music.org.uk/about-us/policies-procedures).

# Key Responsibilities

- To promote inclusion and diversity in the access, delivery and development of music learning programmes, including high quality and appropriate provision for all young people, including those who:
  - Have special educational needs and/or disabilities
  - Have a permanent health condition (physical, mental or emotional)
  - Are living with disadvantage
  - Are from all ethnicities/cultural/faith backgrounds
  - Are going through a life change which may or may not be short term
  - Exhibit challenging behaviour
- To undertake teaching and leading duties and responsibilities as required.
- To lead, train and support Newham Music teachers to deliver the highest quality music education including:
  - Delivering and modelling practical, musical, outstanding music lessons, ensembles and workshops
  - Identifying and modelling strategies to support the quality assurance of their key teaching and learning skills
  - Meeting nationally recognised standards with regard to teaching and learning
  - Supporting and monitoring the work of Newham Music teachers through Formal and Informal observation, feedback and discussion.
  - Recruiting, selecting and auditioning pupils
  - Teaching pupils in groups according to their needs both in schools and the Academy
  - Enabling pupils to make outstanding musical progression
  - Inclusive teaching and learning and accommodating a range of learning styles
  - Enabling pupils to perform regularly with confidence
  - Planning lessons effectively with connected activities
  - Producing engaging and differentiated resources and activities
- To lead the development of curriculum and assessment schemes including self and peer assessment, Assessment for Learning, and Student Report writing.
- To lead your own continuous professional development and keep up to date with developments in music education.
- To provide educational leadership for Newham Music projects, programmes and events including evaluation, recording qualitative and quantitative data as required.
- To build and maintain relationships between Newham Music and Head Teachers, Heads of Department, Music Coordinators, Community and Youth Services
- To promote and develop Newham Music's partnership network and meet with partners as required.

# Key Responsibilities

- To represent Newham Music at meetings and in working parties and groups as required.
- To be a proactive member of the Newham Management team and to contribute positively to the management and strategic development of Newham Music.
- To undertake such other duties as are commensurate with the grade of the post that may be required from time to time at the direction of the Senior Leadership.

The nature of the work will involve the postholder carrying out work outside of normal working hours including activities such as teaching, leading, developing and attending Newham Music academy, events in evenings, at weekends and during school holidays as required.

## POST SUMMARY

This role will be split equally between teaching and management. The post holder will have the ability to motivate and inspire those that they work with, break through the barriers of expectations and harness all opportunities to create a climate of success and achievement for all.

- To be a key member of the Education Team, as teacher and leader, working to ensure that Newham Music's educational aims and services are delivered across all schools, families and communities in Newham;
- To provide artistic and educational expertise and leadership for Newham Music in accordance with its policies, strategic priorities and key objectives, namely, to provide all children and young people, whatever their background or circumstances, with the opportunity to access a music education of the highest quality.
- To lead and provide support, training and leadership for our team of music teachers;
- To manage, support and develop high-quality musical opportunities and progression routes for children and young people in schools and out of school settings;
- To lead, coordinate and develop the educational and artistic aspects of Newham Music's programme of projects and events in schools, the academy and the community;
- To develop Newham Music's work with partners and associate organisations.

# Person Specification

## SKILLS AND EXPERIENCE

- Experience of delivering high-quality music education in schools
- Knowledge of the (school) music curriculum
- Knowledge of national and local education plans and policies
- Knowledge of nationally recognised qualifications eg. Arts Award, Graded examinations, GCSE, BTEC, A Level
- High level of musicianship skills
- Excellent interpersonal and communication skills; able to act with sensitivity and authority as required
- Ability to form good working relationships with a variety of people
- Ability to access information and resources in a variety of ways including through the internet
- An understanding of, and commitment to Equal Opportunities, and the ability to apply this to all situations.
- Able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010

## PERSONAL ATTRIBUTES

- Punctual, reliable, able to work without supervision
- Self-motivated and organised with ability to manage conflicting priorities
- Creative, innovative and reflective practitioner
- Enthusiastic about the value of music education
- Committed to own development as an educator

## DESIRABLE CRITERIA

- Experience working with large groups of children in schools or ensemble settings
- Experience of partnership working
- Experience of ensemble working/leaders
- Music or teaching qualification
- Relevant training in field of expertise
- Competent in ICT applications including appropriate music technology



# How to Apply

## HOW TO APPLY

If you have any accessibility requirements for any stage of this application process, please do contact Neethu Carpio, Business and Operations Manager at [neethu.carpio@newham-music.org.uk](mailto:neethu.carpio@newham-music.org.uk) or 020 3089 3214 to discuss how we can support your application.

For further information on the role or for a discussion about what the role entails please contact Julie Sharpe, Manager for Teaching and Learning on 07944 237019 or [julie.sharpe@newham-music.org.uk](mailto:julie.sharpe@newham-music.org.uk)

To apply, please [complete the application form here](#).

## RECRUITMENT SCHEDULE

Applications open:	Wednesday 3 May 2023
Applications close:	Wednesday 24th May, 12:00 pm (midday)
Shortlist Task:	Friday 26th May
Interviews:	Friday 9th June 2023
Start date:	As soon as possible

Shortlisted candidates will be asked to submit an online task ahead of the interview round.

Interviews will be held in person where possible, at the Newham Music Offices in Canning Town.

Candidates who are invited to attend the interviews will be asked to prepare a short 5-minute presentation, details of which will be shared with confirmation of interview.

Interview questions will be shared via email 1 hour ahead of scheduled interviews.