

Secondary Teacher: Job Description and Person Specification

Position Title	Teacher of Music (and Creative Arts)
Reporting to	Academic Director for Creative Arts
Hours	0.5 FTE
Salary	Unqualified/Teacher Pay Scale

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below.

Summary of Role:

To be an effective teacher who challenges and supports your students to do their best by:

- inspiring trust and confidence in your students and colleagues
- building team commitment amongst your students and colleagues
- engaging and motivating students
- analytical thinking
- taking positive action to improve the quality of your students' learning

Main Responsibilities

- Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.
- Plan tutorials, lessons and sequences of lessons to meet students' individual learning needs.
- Use a range of appropriate strategies and follow college policies for tutoring, behaviour management and classroom management.
- Use information about prior attainment to set well-grounded expectations for students in your teaching and tutorial groups.
- Assess, monitor and record the progress of students in your teaching and tutorial groups; give them constructive feedback, targets and advice; and report their progress to and discuss their progress with their parents/carers.
- Ensure that, as a result of your training and teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally. You will be expected to achieve agreed performance management objectives.
- Within the framework of the Trust's Appraisal and CPD policies, take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
- Make an active contribution to the policies, aspirations and plans of your House, of your curriculum team and of the College – a community comprehensive school.

Subject specific requirements:

- Strong subject knowledge across music theory, composition, and practical performance.
- Ability to teach a range of instruments and/or voice (individual specialism plus general classroom capability).
- Proficiency in leading ensembles (choirs, bands, orchestras).

- Skilled in delivering engaging, differentiated lessons across Key Stages 3–5.
- Experience preparing students for GCSE and L3 Music.

Professional Aspiration:

All teachers through professional growth and sustained and substantial performance and contribution to the College/Trust can aspire to a salary of UPS3.

UPS3 teachers play a critical role in the life of the College/Trust. They provide a role model for teaching and learning, making a distinctive contribution to the raising of student standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use outcomes effectively to improve pupils' learning.

Data Protection / General Data Protection Regulations Compliance

The Privacy Notice sets our general principles in relation to Data Protection and the General Data Protection Regulations. You should also abide all Trust policies relating to the use of data including but not limited to:

- Acceptable Use Policy
- Records Retention Policy
- Personal Data Breach Procedure
- Employee Code of Conduct
- E-safety Policy
- Social Media Policy
- Use of Personal Devices Policy

Our Privacy Notice for Employees explains how we use your personal data.

You should note that a duty of confidentiality applies to all personal data seen prior to the first day of employment (for example, pupil lists for the purposes of lesson planning or other activities to support teaching and learning). This reflects the custom and practice of those contracts of employment starting on the first day of term while recognising the need to be aware of and plan to support pupil needs.

The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post. Teachers must abide by the Teachers' Standards throughout their career. Teachers (and staff appointed under Teaching Staff Terms and Conditions) must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person specification:

Attribute	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Good degree or relevant vocational qualification pertaining to the subject to be taught • Qualified Teacher Status (QTS) 	<ul style="list-style-type: none"> • Further professional level qualifications (e.g. master's qualifications)
Experience	<ul style="list-style-type: none"> • Evidence of recent relevant professional training • Experience of Teaching Music to Key Stages 3 & 4 	<ul style="list-style-type: none"> • Ability to teach Music to Key Stage(s) 3, 4 & 5
Practical Skills & Personal Qualities	<ul style="list-style-type: none"> • Determination and energy to bring about continuous improvement in the operation of the College and the performance of its students • A commitment to placing the learner at the centre of your practice and a willingness to develop teaching and learning strategies that enable this • Willingness to work as part of a team in developing teaching and learning strategies • Ability to make effective presentations to both large and small groups • Ability to encourage and motivate students • Ability to build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all pupils • An understanding of current developments in Drama in education • Experience of examinations board requirements and regulations • Proficient user of ICT. • Ability and commitment to contribute to the provision of extra-curricular activities 	<ul style="list-style-type: none"> • The desire for further career progression

Dartmoor Multi Academy Trust is an equal opportunity employer.

All schools in The Dartmoor Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

You will have undertaken an Enhanced Disclosure via the Disclosure Barring Service (DBS).