



## Teacher (Variable Hours)

### Job Description and Person Specification

<b>Location:</b>	Various locations across Kent
<b>Line Manager:</b>	Lead Teacher/Tuition Manager
<b>Working Hours:</b>	Variable hours
<b>Contract:</b>	Permanent
<b>Hourly rate:</b>	£23.30 - £29.64 per hour (plus holiday pay)

### 1 About Kent Music

Kent Music is a music education charity and the lead partner for the Music Hub for Kent. The organisation is driven by a core belief that music changes lives.

It does this through the provision of instrumental & vocal tuition in schools, music groups and centres in local areas, community music programmes, Orchestra ONE and advanced level programmes such as the County Youth Orchestra, Choir, and Wind Orchestra, and the annual Kent Music Summer School.

As the lead partner for the Music Hub, Kent Music works closely with partners and schools to co-ordinate and deliver high quality professional development for all music practitioners across Kent; support schools to develop and embed a culture of the arts; be an innovative leader that facilitates and provides inclusive and accessible music making for all children and young people.

#### Our Values

- **Creativity** – we champion creativity, nurture imagination and spark inspiration
- **Achievement** – we empower people to progress and excel
- **Inclusion** – we open doors, fostering inclusivity and accessibility
- **Awareness** – we recognise the impact of our actions and make ethical and informed choices
- **Joy** – we encourage fun, seeking enjoyment and opportunities for celebration

The current business plan for the organisation has three central aims:

1. To provide access to instrumental and vocal teaching across Kent.
2. To provide access to a broad range of out-of-school music activities across Kent.
3. To create the conditions where music thrives in schools in Kent.

Sitting across each aim is a commitment to equity, diversity & inclusion, and youth voice.

## **2 About the Role**

Our teachers form part of a larger team of instrumental and vocal teachers working across Kent to deliver high quality and inclusive music tuition to children, young people, and adults.

Teaching takes place in schools, during the day, and in our music centres, that are open during evenings and on Saturday mornings. Variable hours teachers have the opportunity to teach one-to-one and small group lessons, whole class lessons, and to lead ensembles. We provide training and upskilling and a line manager to support you in your role.

## **3 Job Description**

- 3.1 Teach students of all ages individually and in small groups and in a whole class to a high quality, ensuring good foundation of technique from the beginning
- 3.2 Ensure that learning is effective, well planned, and enjoyable and that students make good progress including preparing pupils for examinations as and when appropriate
- 3.3 Promote and ensure good behaviour among pupils and safeguard their health and welfare
- 3.4 Make recruitment a priority by delivering instrument demonstrations to classes, assemblies, and parent's evenings and open days
- 3.5 Be willing to tutor or lead ensembles in a weekly or residential setting with local or county groups including arrangement of basic ensemble parts
- 3.6 Be personable, enthusiastic, friendly, and professional. Build good relationships with internal and external staff and schools as well as acting as an advocate for Kent Music
- 3.7 Encourage all students to progress throughout their musical journey, from whole class instrumental tuition (MusicPlus) to one-to-one or small group tuition and to music centres, ensembles, and county wide ensembles
- 3.8 Engage in Kent Music's professional development opportunities, mentoring and quality assurance process
- 3.9 Manage a work schedule, keep accurate registers, update pupils' practice books, write annual reports to parents and communicate to Kent Music and parents in a timely manner
- 3.10 Attend staff meetings when required
- 3.11 Other duties as required by your line manager

#### 4 Person Specification

	Essential	Desirable
<b>Qualifications and training</b>		
Relevant music qualification	✓	
Teaching qualification, e.g., CME, QTS		✓
Safeguarding training and knowledge of safeguarding legislation		✓
Health and safety knowledge and training		✓
<b>Knowledge, skills, and experience</b>		
Relevant high quality and inspirational music teaching experience	✓	
Relevant teaching experience within a school environment	✓	
Be willing to work in community and SEN/D settings		✓
Experience of performing as a musician to a high standard in a variety of genres	✓	
Ability to motivate and inspire students of all ages and abilities, individually, in groups, or during whole class teaching	✓	
Highly developed interpersonal communication skills with a good standard of written and spoken English	✓	
Enthusiastic, energetic, creative, and innovative, with a proactive and positive attitude	✓	
Ability to accompany students on the piano		✓
Experience of conducting and leading ensembles		✓
Experience of using music technology within learning		✓
Multi-instrumentalist able to teach two or more instruments		✓
Proficient in Microsoft Office applications (especially Outlook, Word, and Excel), and able to learn other platforms as required.	✓	
<b>Kent Music attributes</b>		
Able and willing to work flexibly across the organisation	✓	
Knowledge and experience of safeguarding and GDPR processes		✓
Commitment to equality, diversity & inclusion, and youth voice	✓	
Experience of working in the arts and/or charity sector		✓

#### Safer Recruitment Statement

Kent Music is committed to the safeguarding of all its learners and staff. Safeguarding is a priority, with arrangements in place to ensure learners feel and are safe during Kent Music activities.

The learner experience and individual achievement are paramount, and safeguarding initiatives are developed to impact positively upon this. Kent Music ensures safeguarding legislation and guidance are

adhered to, and taken into account when developing and revising policies, procedures, and associated arrangements. Health and Safety arrangements are in place to ensure adherence to current legislation and guidance.

Applicants will be subject to recruitment and selection procedures designed to emphasise Kent Music's commitment to the safeguarding of its learners and staff. The procedures include questioning at interview stage, verification of appropriate qualifications, acquiring references, and necessary safety checks.

Kent Music has a 'Designated Safeguarding Lead' responsible for child protection, supporting staff in carrying out their safeguarding duties, and working closely with other services. Kent Music has appropriate policies and procedures in place to deal effectively with child protection and safeguarding issues, together with recording and monitoring processes.

It is a condition of employment that all staff are trained to a level appropriate to their safeguarding responsibilities. Kent Music's trustees, Senior Leadership Team, and the safeguarding working group will continue to keep abreast of developments in this area and implement arrangements to continually improve the safety and awareness of its learners, staff, and volunteers.

### **Diversity and Inclusion Statement**

Kent Music values diversity and particularly welcomes applications from under-represented groups of the community.

To address barriers, we will consider reasonable adjustments and access requirements throughout the application and interview process. Please alert us about anything we can do to make your application and interview process as accessible as possible.