

About the Job To support Gloucestershire Music in achieving high quality music education by effectively supporting pupils to develop their musical and instrumental skills via mostly large group tuition, motivating and inspiring them to ensure that their identified outcomes are met, and working as part of a professional team of music tutors dedicated to offering high quality music education.

This is what we need you to do... *The highlighted roles are what will be required for this advertised post, but the other areas may also become available and internally advertised for employees that hold the relevant skills and experience.*

As an instrumental tutor – Whole Class Ensemble Tuition (WCET):

- To tutor instrumental groups in schools at all key stages to a high standard, taking into account the needs of the pupils and the school.
- To work within an agreed teaching programme, resulting in greater engagement with music within the school, greater numbers of pupils wishing to learn instruments either in groups or individually, and higher standards of progress and achievement. To prepare and research appropriate resources to meet the needs of pupils.
- To possess the ability to tutor pupils in whole class and large group settings and where needed on a 1-2-1 basis.
- Offer appropriate feedback, advice and guidance to pupils, parents and schools about opportunities to develop students' talents and interests, including progression routes within school, and the promotion of suitable pathways beyond whole class experience (for instance via county music centres and other First Access opportunities).
- Work with head teachers, heads of music and music co-ordinators to ensure that they are well supported and are fully aware of the progress and achievement of students involved in whole class musical activities provided by Gloucestershire Music. Where possible to remain flexible to meet the needs of school timetabling. To act as a positive ambassador for GM and the GSW Music Hub in the schools in which you work.

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.



- Report as necessary to senior Gloucestershire Music staff any data that may be required by the service to feed back to central government or the Arts Council England.
- Complete administration tasks as necessary and keep to strict monthly deadlines.

As an Instrumental Tutor - Individual/Small Group Tuition

- To tutor individual and small group (2 – 5 pupils) instrumental or vocal lessons in schools at all key stages to a high standard, taking into account the needs of the pupil(s) and the school.
- To work within an agreed teaching programme, resulting in greater engagement with music within the school, greater numbers of pupils wishing to learn instruments in groups, and achieving high standards of progress.
- To prepare and research appropriate resources to meet the needs of the pupil(s).
- To prepare pupils for external examinations in music as appropriate.
- To prepare an annual report for all pupils and their parents/carers to inform them of the progress made during the academic year.
- Offer appropriate feedback, advice and guidance to the pupil(s), parents and schools about opportunities to develop the student(s)' talents and interests, including progression routes within school, and the promotion of suitable pathways beyond whole class experience (for instance via county music centres and other First Access opportunities).
- Work in a flexible manner with head teachers, heads of music and music co-ordinators to ensure that they are well supported and are fully aware of the progress and achievement of the student(s) involved in musical activities provided by Gloucestershire Music.
- Keep up to date with the latest repertoire, tutoring methods, including music technology, examination requirements and actively engage in continuing professional development and incorporating this into your practice.

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- To act as a positive ambassador for GM and the GSW Music Hub in the schools in which you work.
- Report any data as necessary to senior Gloucestershire Music staff that may be required by the service to feed back to central government or Arts Council England.
- Complete administration tasks as necessary and keep to strict monthly deadlines.

Possible additional activities: As a Music Group Tutor (in music centres and county music groups):

- To help prepare and research appropriate resources to meet the needs of pupils.
- Ensure that music provision is of the highest quality by keeping up to date with the latest repertoire, tutoring methods, including music technology, actively engaging in continuing professional development and incorporating this into your practice.
- Establishing positive relationships with pupils from a wide variety of backgrounds, ensuring that they are motivated and inspired in an environment that is safe and conducive to learning.
- To possess strong group conducting / direction skills that meets the needs of its members. To take ownership over your own CPD in this area when required.

Possible additional responsibilities / leadership opportunities: Music Group Leader.

- Lead and direct regular music group rehearsals of individual groups, as required, to a high standard, taking into account the development needs of the students involved, arranging and leading at least 3 concerts in each school year and providing support and feedback to students and parents as appropriate.
- Coordinate and oversee the work of any support staff involved with the group at weekly rehearsals, ensuring that they provide the highest standards of support for pupils to enable them to develop to their full potential.

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- Offer appropriate advice and guidance to pupils, parents and schools about appropriate opportunities for students to develop their talents and interests both within and beyond the group or music centre. This could include regional and national opportunities.
- Creatively develop the group programme to ensure the maximum engagement from students, and an increase in student numbers wherever possible.
- To prepare, arrange and plan for concerts in line with GM and GCC guidelines as expressed in the staff documents.
- Ensure that music provision is of the highest quality by keeping up to date with the latest repertoire, tutoring methods, including music technology, actively engaging in continuing professional development and incorporating this into your practice.
- Establish positive relationships with pupils, ensuring that they are motivated and inspired in an environment that is safe and conducive to learning.
- Ensure that all relevant safeguarding and health and safety guidelines are followed and implemented. If the group rehearses on a school site ensure that effective communication is maintained with the caretaking staff. Risk assessments will be agreed with the Assistant Head of Service for all public events.

Special Conditions - This position is subject to an enhanced DBS Check (Disclosure and Barring Service) disclosure and you will be asked to apply for a Disclosure Certificate if you are offered the position unless you already have appropriate clearance.

Monitoring and ongoing development of outcomes - As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

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The ideal candidate will have...

Experience

- Giving instrumental tuition in schools at all levels and in a variety of whole class, group and individual settings.
- Public performance and presentation.
- Experience of directing ensembles.
- Experience of planning, delivering, assessing and evaluating music lessons.

Knowledge, Skills and Understanding

- The ability to play at least one instrument to at least diploma standard.
- ICT skills with a broad understanding of school systems and a requirement to work effectively with GM and GCC systems.
- Ability to compose/ arrange music.
- Ability to motivate and inspire pupils so they can achieve their full potential.
- Influencing skills.
- Planning skills.
- Highly developed communication skills, using effective language to convey lessons to pupils so they can learn.
- Able to communicate with conviction and sensitivity.

Behavioural attributes

- The ability to work independently and proactively
- The ability to inspire and communicate effectively with children, teachers and parents.
- Committed to providing high quality music education.
- Ability to cope and function effectively when working in a pressured environment, demonstrating emotional resilience.
- Ability to engage effectively with pupils.
- Organised and able to meet deadlines.

Education & Qualifications

Essential (*Please acknowledge these in your application*)

- At least NVQ2 in core subjects (the equivalent of having A*-C in GCSE level subjects which should include the core subjects) – please detail this on your application form.
- The ability to play at least one instrument to at least diploma standard (you do not have to have taken the actual qualification but can play around this standard).
- The ability to inspire and communicate effectively with children, teachers and parents.
- Experience of playing in / or directing ensembles (if applicable to the role you are applying for).
- Hold a valid UK driving licence and have access to a vehicle.

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