



Music Teachers

Salary £24,800 to £27,913 FTE (depending on experience) + pension

We are seeking a part-time music teacher to join our school in September 2017.

The music teacher will deliver music theory, instrumental and vocal lessons to full-class groups across both primary and secondary age groups, and will help to develop a creative music curriculum for our school.

This will initially be a part time post (0.37 FTE), subject to timetabling. However, as the school expands there is an opportunity for the post to expand.

Steiner Academy Bristol is a new state-funded Steiner school in an urban area. We are an all-through school (ages 4-16) and by 2022 we will have grown to 624 pupils.

The school is based on the St Matthias Campus in Fishponds, Bristol. You will be supported by learning support staff and a senior management team including a Principal and SENco.

Our ethos and values

Our vision is for a school in which all children can fully experience the wonders of Steiner education: maintaining childhood; thinking independently, clearly and considerately; observing the world perceptively; and acting with creativity, courage and self-determination.

We are part of a growing group of state-funded Steiner Academies (Hereford, Frome and Exeter) that are building a foundation for Steiner education in the state sector with a commitment to diversity and accessibility. Our school will be accessible to all, regardless of ability to pay.

We are in the process of creating an Umbrella Trust with the other Steiner Academies, to help coordinate work on curriculum development, teacher training, mentoring and career development as well as joint procurement and other services.

You can find out more about our school via our website at -

<http://www.steineracademybristol.org.uk/school-office/recruitment>

Please see the "How to Apply document for full information on how to apply.

Job description

Main responsibilities of the post

- To teach your subject(s) and to promote an awareness of your subject across the school.
- To work as a part of the teaching team to help the smooth day-to-day running of the whole school
- To ensure the curriculum is appropriate for all pupils with effective differentiation
- To implement effective assessment and recording systems to track pupils' progress and identify for them and their families what progress is being made
- To record pupil progress and use such data to support lesson plans
- To use assessment data to identify learning needs and improve teaching
- To support the school's ethos, principles and objectives
- To undertake appropriate preparation, study and training as necessary both for the effective discharge of this role and also to advance the school's ethos, principles and objectives
- To be aware of the school's policies and procedures and to support their implementation

Further duties will include:

- Contributing to parents' evenings
- Attending staff meetings at least once a week
- Participating in work, study and INSET days as required
- Contributing to school events and festivals throughout the year

The above list is not exclusive or exhaustive and the post holder will be required to undertake such duties as may reasonably be expected within the scope of the post. All members of staff are required to be professional, co-operative and flexible and undergo reasonable and directed professional development. This may require out of 'normal hours' and personal study which may be unpaid.

Person Specification

Essential Criteria

Experience	E1	Experience in teaching in the relevant subject and age range
Qualifications & Training	Q1	Degree or equivalent professional qualification in a relevant subject
Skills, Knowledge & Abilities	S1	Proven track-record or demonstrated potential of good teaching skills and qualities
	S2	Good grasp of the ethos of a Steiner school
	S3	Ability to work imaginatively with the curriculum
	S4	Team worker
	S5	Ability to relate well to parents & carers
	S6	IT literate
Personal Attributes	PA1	A calm, positive and authoritative manner
	PA2	Relish the challenge of developing a new school

	PA3	Good health A caring & supportive approach to children & their families
	PA4	Enthusiastic to engage with and participate in the development of Steiner education
	PA5	Flexible, willing to learn & develop teaching practice and willing to explore ideas from other educational sectors
	PA6	Organised and efficient with good administrative skills
Personal Circumstances	PC1	Able to take up the appointment for September 2015
	PC2	Evidence of suitability to work with children

Desirable Criteria

Experience	E1D	Teaching experience in a Steiner school
Qualifications & Training	Q1D	QTS or equivalent teaching qualification
	Q2D	A good track record in teaching additional subjects
Skills, Knowledge & Abilities	S1D	Knowledge of a broad range of contemporary teaching practice and OFSTED assessment processes
Personal Attributes	PA1D	Open-mindedness
	PA2D	A sense of humour
	PA3D	Able to take initiative
Personal Circumstances	PC1D	Able & willing to participate in additional whole school activities

Pay and conditions

Steiner Academy Bristol operates a set of pay scales, each having five pay grades. The pay scale for teachers is £24,800 (grade 1) to £27,913 (grade 5) plus pension. The successful applicant will be offered a starting pay grade based on their qualifications and experience.

These are part time roles and will be paid pro rata to the full time equivalent salaries given above.

Our general terms and conditions are largely in line with the Burgundy Book including the maternity pay scheme. We welcome and fully support union representation and we follow the Burgundy Book 'Agreement on facilities for representatives of recognised teachers' organisations'.

Essential Information

Steiner Academy Bristol is committed to safeguarding and promoting the welfare of children and young people. This is a commitment which we expect all staff and volunteers to share. The successful candidate will be subject to a Disclosure and Barring Service check and other safeguarding measures in line with safer recruitment guidelines

Proof of all qualifications will be required prior to an appointment being offered.

We are an equal opportunities employer. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favourable opportunities or treatment on the grounds of, for example age, race, colour, ethnic or national origin, nationality (subject to nationality rules), sex / gender, transgender, sexual orientation, marriage and civil partnership, disability, religion or religious affiliation / belief, or pregnancy and maternity.

Please be aware that we are not able to guarantee a school place for the children of staff. The school's admission policy is such that children of staff have some priority in the waiting list, but admission will depend on a place being available.

Steiner Academy Bristol

St Matthias Campus

College Road

Bristol

BS16 2JP

0117 965 9150

info@steineracademybristol.org.uk

www.steineracademybristol.org.uk