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# SMITHILLS SCHOOL

## SUCCESS FOR ALL

**Tutor of Brass and Performance  
Candidate Information**



### OUR VALUES



EXCELLENCE



INDEPENDENCE



COMMUNITY



Welcome to Smithills School

Thank you for expressing an interest in the position of Tutor of Brass and Performance. This is a wonderful opportunity to join our successful, over-subscribed 11-16 school at an exciting stage of our journey.

We are a large secondary school, a single Academy Trust, situated in the heart of Bolton. As Headteacher I am fortunate to work alongside our talented staff, pupils, families and community partners. Our school is a very special place where we respect individuality, diversity and difference. Every child who joins us is encouraged to achieve and every adult who joins our team is given the opportunity to contribute.

Our values of Excellence, Independence and Community are evident in all that we do. They combine to ensure our vision of 'Success for All' is achieved.

In September 2023, just two weeks into my headship, the school was rated as 'Requires Improvement' in both Quality of Education and Leadership and Management, but was judged as 'Good' for Personal Development, and Behaviour and Attitudes. Ofsted acknowledged that 'pupils are warmly welcomed and quickly settle into school life,' praised our 'high aspirations for pupils' achievement,' and highlighted that 'staff feel happy and proud to work' at the school. They affirmed that we are heading in the right direction with the changes we are making, noting that more time is needed to fully implement and embed these improvements.

Since then, we have had a very positive monitoring visit, leaving us with only one Area for Improvement (AFI). Ofsted's feedback included that across curriculum areas, subject leaders have clearly identified the essential knowledge pupils must learn and the order in which it should be taught. Additionally, disadvantaged pupils and those with special educational needs and/or disabilities (SEND) are benefitting significantly from these efforts.

Our pupils are at the heart of everything we do. We are committed to developing and nurturing every child, providing the very best standards of education through a strong, knowledge rich curriculum, which is built around our expectations that all pupils will develop their depth of understanding across a wide range of subjects, securing an ambitious education for all. We also offer our pupils a wealth of cultural experiences, broadening horizons and developing self-esteem which provides them with the skills to make positive contributions to society, now and in the future.

We are committed to the continued professional development of all our colleagues and take our responsibility to develop leaders of the future seriously. We are equally committed to staff wellbeing: we provide a package of support to help all colleagues achieve a happy work life balance and we have a thriving wellbeing group that initiates real change in school.

If you are a dynamic, motivated, conscientious professional who has a passion for working with children and young people and you feel you have the skills and personal attributes to work as part of an innovative, energetic and ambitious team, we would love to hear from you.

Carolyn Dewse  
Headteacher



## Why work at Smithills?

As a team, we value every member of staff – from the site team to middle leaders, from teachers to SLT, from canteen staff to teaching assistants, from pastoral staff to IT support. We know that every person on our staff is crucial to the strategic development and the operational work of our school. As such, we promote well-being and prioritise manageable workloads in the following ways:

- SLT are supportive and highly visible around our site
- Teachers have their own classrooms
- We are committed to the Education Staff Wellbeing Charter
- Staff wellbeing is prioritised with free access to our swimming pool, gym, 'Friday football' and all sports centre activities during the week and at weekend
- The Staff Wellbeing Team includes broad representation from teaching and associate staff
- This team meets at least every half term, capturing staff voice and responding with concrete actions
- Teaching staff typically have above the national expectation of 10% of Planning, Preparation and Assessment (PPA) time
- Every teacher has a protected Professional Development hour every fortnight
- CPD is a regular feature of our calendar and includes teaching and support staff
- Opportunities for career development are embedded in our structures and systems
- Early Careers Teachers thrive in a supportive and caring environment. They have access to a broad and individualised programme of professional development
- As part of our commitment to continuous professional development all staff are encouraged and supported to undertake further study
- Internal applications for a range of roles are actively encouraged
- Data entry points are kept to a minimum for each year group
- Every department has high quality 5-year curriculum plans in place
- Departmental marking policies have been designed to actively reduce marking workload
- All teaching staff have an iPad/laptop
- The correction system is centralised
- Lunch duties are paid
- Reprographics is centralised

Most of all, though, we offer something which a bullet point list cannot capture: our staff and students are friendly and fiercely loyal to our school. Our school is a community and we are proud of that.

**'Leaders at all levels carefully consider the impact of any changes that they make to school systems which may affect the workload and well-being of staff'.**

OFSTED  
September 2023

We encourage you to come and see our school for yourselves. Please contact the Headteacher's PA, Chris Shaw on 01204 842382 ext. 104 or [c.shaw@smithillsschool.net](mailto:c.shaw@smithillsschool.net) to arrange an appointment. A member of SLT will be only too happy to show you around.

**Closing date for applications: Friday 31<sup>st</sup> January 2025 at 9.00am**

**Interview date: To be confirmed**



## **Tutor of Brass and Performance**

**Salary: Unqualified Teacher pt.3 (£137.01 per day)**

**1 day a week (5 hours per day – must be the same day each week)**

**Term Time Only Casual Contract**

### **Primary Purpose of the Job**

To teach musical instruments as required by the Head of Performing Arts in group and individual settings to students aged 11-16 years ranging in standard from beginner upwards.

**Responsible to:** Head of Performing Arts

## **Job Description**

### **Main Duties**

- To teach musical instruments as required by the Head of Performing Arts in group and individual settings. To direct and support ensembles as directed by the Head of Performing Arts.
- To encourage students to gain musical knowledge and skills through learning in lessons and through the experience of group music making and performing.
- To enrich the education of each student through the provision of appropriate musical experiences and to provide skills that will serve the student for future music making, be it for leisure or professional purposes.
- To inspire a lifelong love and enjoyment of a wide variety of musical genres.
- To assess, in co-operation with the Head of Performing Arts, potential pupils' suitability for a particular instrument(s).
- To plan and keep accurate records of lessons, pupil progress and achievement, keep accurate attendance registers and other such records as required by the director of music.
- To have and continue to update a thorough knowledge of teaching methods and repertoire and to be able to advise pupils and the school about suitable repertoire and teaching material.
- To advise and encourage pupils to take advantage of appropriate musical activities such as ensembles, competitions and other musical opportunities.



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- To be aware of the individual needs' of pupils by liaising with the Head of Performing Arts.
- To prepare pupils for the various performances in school and the wider community throughout the year.
- To take part in performances with students and other instrumental staff as required.
- To advise parents and pupils on the appropriate choice and purchase of music and accessories.
- To attend meetings as directed by the Head of Performing Arts.
- To perform other such duties related to the job purposes as may be required from time-to-time.
- To practice and uphold the policies of Smithills School
- This post requires teachers to be self-reliant and to be committed to equality principles and practices.
- Maintaining good order and discipline among pupils and safeguarding their health and safety

**The roles and responsibilities in this job description may change and/or evolve in a reasonable manner over time**

**The post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated, at the discretion of the Head Teacher and to meet the needs of the school.**

## **Person Specification**

### **Experience**

- A proven track record of directing and performing with brass ensembles/bands
- Previous experience of providing instrumental tuition
- Experience of working with children
- Experience of working within a formal educational environment
- Able to teach all abilities, individually and in groups

### **Skills and Qualities**

- Aware of the role of instrumental tuition, and of music in general
- Understanding of how to prepare students successfully for graded instrumental examinations



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- Able to motivate and inspire children of all abilities and backgrounds
- Able and willing to work as part of a team within the department
- Willing to carry out some duties (e.g. concerts) outside of normal school hours, as reasonable and relevant
- Receptive to new ideas and methods

### **Safeguarding**

Smithills School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates are subject to an enhanced disclosure from the Disclosure & Barring Service.

Current or previous employers will be contacted as part of the verification process pre-appointment checks if the applicant is short-listed. Information requested will include:

- Disciplinary offences relating to children, including anywhere the penalty is “time expired”
- Whether the applicant has been the subject of any child protection concerns
- The outcome of any enquiry or disciplinary procedure

Any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview.

We may use internet searches using information held in the public domain to perform due diligence on shortlisted candidates in the course of recruitment, in terms of suitability for the post applied for. Where we do this, we will act in accordance with our data protection and equal opportunities obligations.

C Dewse  
Headteacher