



THE ECCLESBOURNE SCHOOL

Learning Together for the Future


INVESTORS IN PEOPLE®

We invest in people Gold



TEACHER OF MUSIC

Start Date: February 2022



HEAD TEACHER'S WELCOME

I have great pleasure in offering you the warmest of welcomes to The Ecclesbourne School. Since opening more than sixty years ago as a small county grammar school in the grounds of Duffield Hall, The Ecclesbourne School has been through many changes but, whatever our particular title or status, the school's great strength has always been our continued commitment to providing a first class education for the children and young adults we serve. Each year we aim to build on the high standards and reputation achieved over many years, whilst looking to prepare the young people in our care for the challenges of the future.

We believe that our students are all equally important. We encourage them to welcome and celebrate their differences and operate on an inclusive ethos designed to ensure all our students achieve their full potential whatever their starting points and aptitudes. We encourage students to value each other and the relationships they make. We have very high expectations and we challenge every member of our school community to raise their aspirations and develop the confidence to reach for the stars.

We have a close relationship with all our primary school partners and we build on the excellent educational experiences that our students bring with them by providing a wide range of exciting learning opportunities through our broad and balanced curriculum.


We encourage students and staff alike to be lifelong

learners as we help them to acquire the skills and knowledge necessary for Higher Education and the world of work.

I am very proud to be the Head Teacher of The Ecclesbourne School and feel privileged to work with students, staff, parents, governors and a local community who all expect the very best from our school.

We are dedicated to improve continually the quality of education we provide. If you join us we expect you to take a full part in the life and work of the school, to meet the challenges that we offer and to endeavour to become an active member of our school community. The school's motto, "Integrity, Tenacity, Service", is as significant now as it was when we first opened in 1957.

If you want an inspirational learning experience then Ecclesbourne is the School for you.



James McNamara
Head Teacher





THE SCHOOL

You may have preconceptions about what our school is like, but Ecclesbourne is a school like no other.

From the moment you enter the school you can embrace the Ecclesbourne magic and discover the infectious positivity and energy which is threaded through the classrooms, across the sports pitches and onto the stage.



The house system at Ecclesbourne plays a vital part in the life of the school and involves many students in wider extra-curricular experiences. Houses are led by members of staff, assisted by Sixth Form House Captains. Students represent their house in events such as music, sport and chess throughout the year and one of the highlights of the school year are the Christmas House Plays which are totally written, cast and directed by our students.

Active participation in sport and the promotion of a healthy lifestyle are central to what we are trying to achieve as a school. The old expression “mens sana in corpore sano” - a sound mind in a sound body - is as true today as when it was coined in the classical world. We know that successful athletes are likely to also be successful academically. Commitment to a sport requires discipline and dedication. It makes us goal oriented. It teaches the connection between effort and reward. It fosters skills of co-operation and teamwork. It trains us to meet with triumph and disaster and treat those two imposters just the same.

There is no typical Ecclesbournian, what binds us is a strong set of shared values.

Our students are encouraged to take responsibility for themselves and develop a community spirit during their time with us. Our students are self-confident and self-reliant without being arrogant, they are generous with their support of each other and of the community and their imaginations knows no bounds.

This is a remarkable place!



VISION AND AIMS

- ◆ *A broad and balanced curriculum that develops the knowledge and skills pupils need to thrive now and for a fulfilling future.*
- ◆ *Develop pupils' resilience and confidence in themselves and their capacity for growth.*
- ◆ *Ensure pupils feel valued, value others and learn to work together to make a positive contribution.*
- ◆ *Ensure pupils stay safe and healthy in mind and body.*
- ◆ *Develop creativity in an innovative learning environment.*





SCHOOL PERFORMANCE

GCSE Academic Performance 2021 to 2022

- Attainment 8 Score 60.5
- 93.2% of our students secured five or more GCSEs at grades 9 to 4 (A* to C)
- 89% of students achieved a 4 (C) or better in both English and Mathematics
- 73% of students achieved a 5 or better in both English and Mathematics
- 88.2% of our students secured 5 or more GCSEs at 9-4 (A*-C) or better in both English and Mathematics
- of students entered the English Baccalaureate
- 54.9% of students achieved the English Baccalaureate 9-4
- 40.9% of grades were at 9-7(A*/A)

Derbyshire Ranking



89%
9-4 inc.
E & M



73%
9-5 inc.
E & M



60.5
Attainment 8

A Level Academic Performance 2021 to 2022

- 89% of students gained A* to C
- 72% of students gained A* to B
- 39% of students gained A* to A

These were our best ever A level results



THE ECCLESBOURNE SCHOOL

FACILITIES

The school is set in the village of Duffield, in the Amber Valley district of Derbyshire. It is centred on the western bank of the River Derwent at the mouth of the River Ecclesbourne. Duffield is within the Derwent Valley Mills World Heritage Area and its elevated surroundings are the southern foothills of the Pennines.

The school's sporting facilities include an all weather surface, grass football, rugby and hockey pitches, netball courts, tennis courts, a large sports hall, a sprung floor dance studio and a fully equipped fitness suite.

Our English block contains twelve state of the art classrooms along with a theatre with tiered seating for up to 240.

Our Sixth Form Centre is a place of relaxation and study, with classrooms, a communal area, a deli bar and access to pastoral support.

High quality modern IT facilities exist throughout the school. All main teaching rooms are equipped with interactive whiteboards.

Wherever you are on our site you will find well maintained buildings full of happy students.





WORKING AT ECCLEBOURNE

WHY JOIN US?

The Ecclesbourne School aims to provide a first class education in a happy, well-ordered and purposeful atmosphere. We are a non-selective school and committed to an inclusive community ethos. We challenge all our learners to achieve their best.

Our success depends on the people we employ. We expect every member of staff to strive for continuous improvement to make our school even better. Our teaching and support staff work very hard and we want them all to find The Ecclesbourne School a rewarding environment in which to work.

"Learning together for the future" means that everyone who studies or works at The Ecclesbourne School is encouraged to broaden their experience and to be a lifelong learner. We employ ambitious people who want to progress and we support and encourage them to do so. All staff are given the opportunity to access the training and support they need.

WHAT WE LOOK FOR

We employ a wide range of talented, well-qualified people capable of delivering a high standard of education and support for our students. You must be passionate about the power of education to improve the quality of life and the life chances of young people, driven to achieve better results through determination and commitment and motivated to work in partnership with everyone in the School.

WHAT OUR STAFF SAY

'The behaviour of students is excellent and my classes have been a pleasure to teach. As they leave the classroom students say 'thank you'; this doesn't happen in every school. The students are rightly pushed to achieve academic excellence but there is also a strong sense of encouraging them to realise their full potential through the wide range of enrichment activities on offer.'

'During my first term at Ecclesbourne I have felt extremely welcomed by staff and students alike. The school have been beyond supportive and encourage me to be the best teacher that I can possibly be. Ecclesbourne inspires pride in its students through presentation, attitude and extra-curricular events. I have never known a school take so much delight in organised student-centred activities that, ultimately, boost the students' ideologies. I have thoroughly enjoyed my first term at Ecclesbourne and I hope that it will be the first of many in an enjoyable career.'

Financial

The school manages its budget well and as result has:

- Clean unqualified audits
- Significant capital reserves
- Sizable revenue budget surplus
- 3 year forecast sustained revenue budget surplus
- Significant private investment via Section 106.

Furthermore, the school is a going concern with:

- 500+ applicants for 240 places each year
- Consistently in the top 20% of schools nationally for academic performance

**The reward for working at Ecclesbourne
is more than financial.**



STAFF WELLBEING

At The Ecclesbourne School we value our staff and recognise the on-going contributions they make to the continued success of the whole school. School staff juggle many different tasks and demands, it is important that everyone is given the right emotional and practical support so that they can, in turn support our students.

Our well-being aim is to:

- Develop and sustain a healthy, supportive working environment that brings out the best in people.
- Enable individuals to pro-actively manage their own well-being and personal effectiveness.
- Develop a solutions-focused culture that engages everyone in positive change.
- Facilitate colleagues at vulnerable times to access early and appropriate support.
- Continue with our long record of retaining staff for many years and our extremely low, compared to national averages, staff turnover.

Although not exhaustive, the following list sets out some of the benefits we enjoy:

- Cycle2Work Scheme
- Recognition and reward through accelerated pay progression, threshold and pay reviews.
- Occupational sick pay
- Additional maternity pay
- A leave of absence scheme, for emergencies and one off special family events
- Free on-site parking
- A staff room which is free to use all day, every day
- Complimentary tea and coffee, available all day, in the staff room
- Complimentary breakfast during staff briefings

- Complimentary breakfast, lunches and snacks on whole school closure days
- Complimentary drinks and cakes at extended breaks
- Complimentary tea on parents' evenings
- Complimentary Christmas lunch
- Gifts and flowers for life events, such as births and weddings
- Hampers at Christmas
- Free use of The Minton Hall, our sports hall which includes a state-of-the-art gym
- Staff clubs; badminton, netball, football, choir, book club
- Walk and pub lunch events at weekend throughout the year
- Staff social events; bowling, race night, Christmas and end of year parties, curry and snooker nights, theatre trips, barbeques
- Reimbursement of eye tests for those eligible
- Healthy, well-balanced meals available at lunch time
- Costa coffee and snacks
- Support through a counselling service and occupational health when needed.

Our staff are valued

INVESTORS IN PEOPLE®
We invest in people Gold



THE ROLE

Post Title:	Teacher of Music Full time maternity cover from January/February until November/December 2023 (exact dates depend on circumstances outside of the school's control)
Responsible to:	Head of Music Department Head of Creative Arts Faculty
Responsible for:	Any staff assigned to the post
Grade:	Main or Upper Pay Scale

Our ideal candidate will be passionate about the power of education to improve the life chances of young people and a committed team player who is driven to raising attainment. You will ideally have experience of teaching music at GCSE (Year 10) and A level (Year 12). However, we warmly invite applications from less experienced teachers who are capable of teaching at A level with training and support alongside those with a proven track record.

Our vision statement 'learning together for the future' is evident throughout the school. There is a focused atmosphere that is conducive to excellent learning, an engaging and broad curriculum and an extensive range of enrichment activities. As a result our students are well behaved, highly motivated and achieve high academic standards.

We are student-centred and our aim is for every student to experience first rate learning and teaching. The school motto of 'Integrity, tenacity and service' is at the core of school life.

The Music Department run a wide range of extra-curricular activities, including a swing band, orchestra, student and staff choirs and numerous small ensembles. A willingness to contribute to this exciting aspect of school life is essential.



RESPONSIBILITIES IN THE CLASSROOM

- Strive to create a stimulating and well managed atmosphere within which students gain success, interest and enjoyment.
- Strive to operate as an effective member of the Faculty.
- Follow Faculty Policy on the setting, marking, recording and reporting of pupils' work.
- Prepare lesson material fully and in good time following Faculty Policy.
- Strive to deliver lesson material with due regard to broader issues, particularly with respect to equal opportunities.
- Attend Faculty meetings and become involved in any aspect of the Faculty's cross-curricular work.
- Perform break duties as required.
- Cover for Form Tutors during Pastoral Period when necessary.
- To participate in the development of appropriate syllabus, materials and schemes of work.
- To participate in recording and assessment activities.
- To participate in meetings with parents.
- Teach courses as directed by the relevant Head of Faculty and set out in the faculty handbook.
- Follow relevant faculty policies as identified in faculty handbook and implement any amendments explained at faculty/department meetings.
- Participate in any appropriate training activities to keep up to date with current teaching practices.
- Contribute to the extra-curricular life of the school.



RESPONSIBILITIES AS A FORM TUTOR

The main function of the tutor is the pastoral care of the students in the form and to keep a check on their academic progress. The Form Tutor should be the first person to whom a student will turn for help or advice, although it may sometimes be necessary to refer the matter to the Year Head, to the Deputy Head or, through them, even to an outside agency. It is through daily contact that unobtrusive care is exercised.

- Form Tutors are the first point of contact with students in school and a key aspect of their responsibilities is to monitor the progress of each individual within the group.
- Registration and Routine Business – the Form Tutor is responsible for the daily marking of the Register (a legal document) and for seeing that all information kept in the Register is up to date. Other returns of a routine nature should be dealt with as required, together with the distribution of information to parents. All absences and lateness must be accounted for by notes and any not so covered should be reported to the Year Head.
- Reports and Records - Any information of a confidential nature should be referred to the Head of Year or Deputy Head. The Form Tutor is expected to comment on Reports and to cover aspects of achievement and personality which are not covered by academic reports.
- Reference and Special Reports – Form Tutors are expected to prepare, in consultation with colleagues, initial drafts for references, testimonials, reports to outside agencies and the like, as required.
- Personal Appearance and Conduct - Form Tutors are expected to keep a general eye on the personal appearance and behaviour of their charges and to insist on a reasonable standard.
- Personal Organisers - Form Tutors should check and initial Personal Organisers regularly.
- Tutor Form Time - This time should be used purposefully and profitably. The periods may be used for a variety of purposes beyond the routine matters already listed and a programme of Tutorial Work, as drawn up in consultation with the Year Head and Head of Personal Development and Citizenship will be followed. The time should also be used to interview students for the RAT programme.
- Assemblies - Form Tutors are expected to attend assemblies with their Form at least for notices and to supervise their movements from base to the place of assembly. Form Tutors are expected to maintain the Thought for the Day programme on non-assembly days.
- Pastoral Team Meetings – In accordance with the calendar of meetings, Form Tutors are expected to attend meetings chaired by the Year Head.
- Relations with Parents – Form Tutors are encouraged to foster good home-school relationships but are advised not to undertake home visits without prior reference to the Year Head.



RESPONSIBILITIES

Other Duties:

1. To take reasonable care for the health and safety of her/himself and other persons who may be affected by her/his activities and, where appropriate, safeguarding the health and safety of all other persons under her/his control and guidance, in accordance with the provisions of the Health and Safety Legislation and the School's own policies. This will involve liaising with the Health and Safety Officer in areas of emergency such as fire drills.
2. To exercise proper care in handling, operating and safeguarding any equipment, systems or appliances provided or issued by the School for the post-holder's individual or shared use in the performance of his/her duties including computer equipment.
3. To be involved in the Performance Management/Personal Review procedures of the School either in the role of a reviewee responsible for continually seeking to develop professionally and/or in the role of a reviewer responsible for supporting the work of colleagues as they seek to develop professionally.
4. To support the examination process of the School in any way necessary, including invigilation duties.
5. To positively promote the good name of the School and actively support its aims.
6. To undertake any other tasks which may reasonably be regarded as being within the nature of the duties and responsibilities of the post defined above, subject to the proviso that any significant and permanent changes shall, after satisfactory negotiation by both parties, be incorporated into a revised job description in specific terms.

You are required to preserve the confidentiality of any information regarding staff (in connection with their employment) and students and this obligation shall continue indefinitely. A breach of this requirement will be regarded as misconduct and as such may be grounds for dismissal.

The duties summarised in your job description are indicative and we retain the right to include other reasonable duties which which may be reasonably requested commensurate with the post held and duties

As you are aware, any post working within a School includes substantial access to young people and all appointments are subject to an enhanced Disclosure and Barring Service check and a satisfactory result being received. All employees (temporary or permanent) are required to inform the School of any subsequent convictions or other matters whilst employed by the School. Failure to do so will result in the disciplinary process being invoked. All employees in posts eligible for an enhanced check are contractually required to undergo a re-check upon request.



RESPONSIBILITIES

In addition to the duties summarized in your job description please refer to:

Teaching Staff

- The current year's statutory Guidance on School Teacher's Pay and Conditions (issued by the DfE) which details:
 - ◇ Conditions of Employment of Teachers other than Head Teachers
 - ◇ Conditions of Employment of Deputy Head Teachers and Assistant Head Teachers
 - ◇ Conditions of Employment of Head Teacher's (the duties of which you will be expected to carry out in the event of the absence of the Head Teacher from the School).
- The current year's Professional Standards for Teachers.
- The Conditions of Service for School Teachers (the Burgundy Book)

Support Staff

- The National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (the Green Book)



PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	Honours degree (at least 2:2) in a relevant subject Qualified Teacher Status	
Experience	Successful teaching of music at Key Stages 3 and 4.	Successful teaching of music at A level.
Skills and knowledge	<p>Intellectual: can analyse problems, recognise key issues, propose relevant and workable solutions, devise means of evaluation; can argue coherently and in a manner which can be understood; has a well-developed critical faculty.</p> <p>Managerial: can articulate aims, plan objectives and organise to reach them; a good leader as well as a successful team-worker; can coach, delegate and develop confidence in others</p> <p>Professional: can stimulate learning in others; recognises the implications for learning in organisational proposals; can communicate effectively with students, staff, governors and parents.</p> <p>Personal: enthusiastic, self-motivated, optimistic, hard-working, honest and a strong sense of humour</p> <p>Information Technology: confident in the use word-processing, spreadsheets and/or databases. Familiar with the SIMS database.</p>	
Personal qualities	<p>Fit to teach.</p> <p>A passion for education and a desire to inspire the next generation. The ability to work as part of a team to ensure best outcomes for young people.</p> <p>A good communicator who is able to develop effective working relationships with colleagues.</p> <p>A commitment to upholding the values of the school.</p> <p>A commitment to safeguarding and the promotion of the welfare and care of all students.</p>	



HOW TO APPLY

Thank you for your interest in and working at The Ecclesbourne School. We are extremely proud of our school and are looking for staff who will build productive relationships with our students, their parents and carers, their colleagues, governors and the wider community. For the right candidate this post will be an extremely rewarding experience. So that you can gain a fuller understanding of the place and the people who learn and work here I would suggest you explore our website and/or visit our school. If you think that your values fit with the philosophy of our School we would love to hear from you.

For any queries or requests to visit the school please contact Tina Spencer-Keyse, Director of Human Resources by email at: TSpencer-Keyse@ecclesbourne.derbyshire.sch.uk

If you have not heard from the school within two months of the closing date I would like to take this opportunity to thank you for taking the time to apply, ask you to assume that you have been unsuccessful on this occasion and encourage you to apply again in future.

How to Find Us

Sat Nav/GPS Systems enter DE56 4GS

The Ecclesbourne School is off the A6 approximately five miles north of Derby and fifteen miles west of Nottingham.

