



SOMERHILL

YARDLEY COURT
BOYS 7-13 YEAR OLD

SOMERHILL PRE PREP
GIRLS & BOYS 3-7 YEAR OLD

DERWENT LODGE
GIRLS 7-11 YEAR OLD

Director of Music *Recruitment Pack*

Employment Status

Permanent, full time

Required From

September 2024

Interview Dates

28 February 2024



ABOUT US

A Message from the Head – Duncan Sinclair

Ours is a very special school with a unique structure in this part of the world. We have a coeducational pre-prep of 200 boys and girls aged three to seven. At the end of Year Two, in the same way as for 'diamond model' schools, our girls join Derwent Lodge, (136 girls from Year Three to Six) and the boys join Yardley Court (250 boys from Year Three to Eight). Our pupils are, therefore, taught in single sex classes from the age of seven but very much in a coeducational setting. More details can be found on our website: www.somerhill.org.

ABOUT US

The school is based in a stunning Jacobean mansion, set in 150 acres of beautiful parkland. You will be hard-pressed to find a more glorious setting for a school! Somerhill is an estate just to the south of Tonbridge and is readily accessed by a slip road off the A21. We have excellent facilities including a multi-purpose sports hall, astroturf, new dining hall, indoor swimming pool complex and music centre built in 2014.

Ours is a mixed ability school. We have very bright and capable pupils and are one of the largest 11+ grammar school feeders in Kent. We also have a strong record of obtaining scholarships to top independent secondary schools, such as Tonbridge and Sevenoaks, at 11/13+. We also have boys and girls who find aspects of their learning more challenging and currently approximately 60+ pupils receive some measure of additional support.

When girls leave Derwent Lodge, many of them go to the Kent grammar schools and others go on to Sevenoaks School, Kent College, Walthamstow Hall, Mayfield, and other independent and state schools. Of the boys who leave Yardley Court at 11+ many go to the local grammar schools. For boys leaving at 13+, Tonbridge School is the most popular destination. Others join Sevenoaks School, Bede's, Eastbourne, Caterham, and Sutton Valence.

Whilst Somerhill has some 600 pupils, the division into three separate sections means that each section can tailor its teaching to best suit the children within it. Parents feel that they have the best of both worlds with small care and linked pupil/teacher ratios but with larger school facilities and social opportunities. They are very supportive of the idea behind a coeducational pre-prep leading to single sex prep sections, but within a mixed gender environment.

THE AIMS OF THE SCHOOL

At Somerhill, we set out to help each pupil achieve their best possible all-round development. Children discover themselves and develop their talents here, with the wholehearted support of our caring community.

Taking a holistic approach to education, we nurture academic, personal, spiritual, social, and moral growth, enabling our pupils to become confident, curious, and resilient individuals going out into the world.

We encourage our pupils to work hard and take pride in their achievements, to think independently, to face up to challenges, to accept responsibility, to develop a broad range of skills and interests, and to show concern for others and the environment. To put it simply: we grow amazing people.

Somerhill Pre-Prep is our section for 2 to 7-year-old girls and boys.

“High quality education in a happy environment. Teaching enables pupils of all abilities to make progress. It promotes exploration and independent learning and gives pupils confidence in their abilities.” Independent Schools Inspectorate

Derwent Lodge is our preparatory section for 7 to 11-year-old girls.

“Excellent standards in lessons, in the scholarships and places gained at senior schools. Girls work together exceptionally well and show considerable imagination, independence of thought and flair.” Independent Schools Inspectorate

Yardley Court is our preparatory section for 7 to 13-year-old boys.

“Pupils thrive in the atmosphere of hard work, enjoyment, and effort. Their attitude to their work is excellent and they take pride in their achievements and the success of others.” Independent Schools Inspectorate



DIRECTOR OF MUSIC

As both an inspirational leader in all key aspects of school music and an enthusiastic and talented teacher of the subject, you will lead and oversee the work of the music department at Somerhill. This is a role for an ambitious musician with excellent leadership, organisational and people skills, capable of high levels of musical endeavour.

The Director of Music (DoM) takes operational responsibility for the smooth running of the music department in all its aspects. Music is taught to all pupils from Reception up to Year 8. As an outstanding, practising musician with excellent subject knowledge and experience, you will be responsible for teaching all levels of ability. The Somerhill Music Department is well-staffed, with the Director of Music supported by the Junior Music Teacher and the Music Administrator. The school also works with a large body of experienced peripatetic Music Teachers.

The DoM will be an able and experienced musician as well as an effective teacher and communicator. They will be able to inspire students and staff to achieve highly across all areas of the school's music-making as well as ensuring that music is a subject accessible to all. They will be a competent keyboard player if their main instrument is not the piano. Conducting skills and a lively, motivational rehearsal manner are essential, and candidates should have a good, working knowledge of the repertoire available for choirs and instrumental ensembles of varying standards. Above all, enthusiasm, commitment, and the ability to organise and harness the individual skills of all our pupils is essential.

A high level of commitment is required of all our teaching staff. Somerhill is a thriving school and much of the music-making takes place after school, during some evenings and at weekends.

Strategy and Vision

- To create a forward-looking and exciting vision and strategy for the Somerhill Music Department in line with the vision of the school.
- To ensure our ethos of 'Music for all' is reflected in the departmental teaching and activities.

Leadership and Collaboration

- To develop an atmosphere of intellectual enthusiasm and the open sharing of good practice in your department.
- To hold regular departmental meetings, which include collaboration and routine sharing of good practice and resources.
- To support, guide and motivate all staff members in the Somerhill Music Department.
- To meet regularly with their line manager, the Deputy Head Co-Curricular.
- To lead the department regarding staff appraisals, CPD and recruitment.
- To oversee the peripatetic Music Teachers, ensuring parent, pupils and school demands are met regarding standards and breadth of instrumental lessons available.
- To collaborate effectively across all departments, regularly meeting with other Heads of Departments, particularly with the Head of Drama and Sport.
- To provide guidance to parents who would like their children to learn instruments.
- To work closely with peripatetic Music Teachers to ensure that the school's and parents' demands can be met and that the teaching is of the required quality.
- To collaborate with Tonbridge school in the preparation of Choristers for the Tonbridge School Chapel Choir.

Teaching and Learning

- To continually evaluate the effectiveness of teaching and learning practices, the curriculum, schemes of work, and qualifications to ensure that pupils are always provided with the best learning opportunities available.
- To ensure that appropriate differentiation is occurring in all classes within your subject.
- To ensure that, both within and outside the classroom, those pupils who show a particular aptitude for an interest in your subject are provided with appropriate opportunities for academic extension and enrichment.
- To have a clear and practical set of strategies in place for dealing with underachieving pupils or those who need additional support in your subject.
- To continually review the effectiveness of all the following:
 - Departmental SoW for each year group.
 - Departmental trips, visiting speakers, music festivals and other enrichment activities.
 - Technologies, textbooks, and other resources.
 - Teaching practices employed within the department.
- To ensure all pupil reports are submitted on time across the department and meet the standards set by the Deputy Head, Academic.

Management of Resources

- To work with Finance to manage departmental budgets.
- To ensure that resources and facilities used within the department are fit for purpose.
- To identify future resourcing needs in a timely manner.
- To contribute to any site expansion plans that may impact the Somerhill Music Department.

Other activities

- Covering some break duties with other members of staff.
- Assisting within the school's marketing, HR, and administration departments.
- Accompanying pupils on trips away from the school.
- Helping with displays across the school.
- Occasionally covering classes in a supervisory capacity.



Person Specification

Operational Excellence	
Experienced teacher with proven track record of success	Essential
Qualified graduate with a relevant degree	Essential
The ability to nurture and develop musical talent with pupils	Essential
Strong understanding of music pedagogy and current research and thinking on current assessments	Essential
Good understanding of the use of IT with music and experience of SOCS Music desirable	Essential
Strong piano skills are an advantage	Desirable
Personal Behaviours	
Excellent communication skills and the ability to communicate with a wide range of stakeholders including parents, staff, pupils, and governors	Essential
Ability to build and maintain strong working relationships	Essential
Dynamic and creative with the ability to challenge and offer new ideas	Essential
Team player working well with all staff across the school	Essential
Flexibility to work the hours of the Somerhill Music Department	Essential
Excellent organisational skills – the ability to ensure that the annual music programme is well-planned, consulting with the Deputy Heads on the school wide calendar and considering relevant interdependencies with other events and departments	Essential
Ethos and Whole School Values	
Able to operate at the heart of the school community	Essential
Committed to the Somerhill values	Essential
Determined to ensure that every pupil fulfils their potential regardless of ability and at whatever level	Essential
Safeguarding and Pastoral	
Committed to superinducing and promoting the welfare of children and young people	Essential
A satisfactory Enhanced Disclosure from the DBS	Essential
Leadership and Management	
Understanding and able to contribute to the development of the vision of the Somerhill Music Department	Essential
Inspirational leadership to encourage pupil development	Essential
Strong management skills	Essential
Flexible and firm with the ability to know when to be either	Essential
Enjoy rising to the challenges inherent in a school environment	Essential
Team spirit and positive approach	Essential
Unflappable and calm in stressful situations	Essential



THE PACKAGE

Salary: Competitive, based on our Somerhill teaching pay scale and allowance

Closing Date for Applications: 20 February 2024

Interviews: 28 February 2024

Start Date: September 2024

Hours of work: Full Time, Term Time

Reporting to: Deputy Head Teacher, Co-Curricular





EMPLOYEE BENEFITS



SUPPORT

Professional support through regular appraisals and CPD opportunities



SALARY

Competitive salary package, regularly benchmarked



COVER

Group life assurance



GYM MEMBERSHIP

Discounts to our local gym (Tonbridge School)



SPORTS ACCESS

Free access to our extensive sports facilities, including swimming pool on dedicated days



WELL BEING

A range of well-being activities including fitness classes, tennis, book club - all complimentary or at a reduced cost



EMPLOYEE ASSISTANCE

Access to a 24/7 employee assistance programme that offers lifestyle advice and well-being services



CYCLE

Cycle to work scheme



HEALTH

Flu vaccinations



PENSION

Pension and financial wellbeing workshops

Generous defined contribution pension scheme for staff and the option of TPS for teachers



LUNCH

Free hot lunches and refreshments including vegetarian options, bistro dishes and salad bar during term time



MODERN STAFF ROOM

Modern and friendly staff room facilities and a range of social activities for staff



REWARD

Staff recognition and reward opportunities



CAR PARKING

free



FEE REMISSION



INCOME PROTECTION

for teachers



CONDITIONS

Format of Applications

Formal applications will only be accepted via the official Somerhill Application Form which will be published alongside this pack. All completed applications should be sent to recruitment@somerhill.org.

A tour will form part of the interview process. Our website provides a lot of information about us including a virtual tour <https://spark.adobe.com/page/NWmTWhbdpiUZE/>

Child Protection

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are always required to adhere to and ensure compliance with the school's Safeguarding Policy Statement. If, in the course of carrying out their duties, a member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must immediately report their concerns to the Designated Safeguarding Lead.

We are an equal opportunities employer, and we welcome applicants from all backgrounds. We celebrate the diverse backgrounds that make up our community and consider it important that people from a diverse range of backgrounds are represented in our setting.

Offer Conditions

Somerhill is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be offered the role conditionally, subject to the satisfactory completion of a number of background checks including but not limited to an enhanced DBS check with Children's Barred list check, the taking up and verification of references, and the verification of career history and medical fitness to undertake the role. The complete list of required checks will be provided to the successful candidate.

Note

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible, and willing to carry out the wide range of duties that are likely to be required to make a success of this role. We reserve the right to appoint at any time during the recruitment process and encourage early applications.

Health and Safety

Under the Health and Safety at Work Act 1974 and subsequent legislation, the school is obliged to provide you with a workplace and working conditions which, so far as is reasonably practicable, are safe and without risk to health. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety of others.

Further Information

If you require any additional information, please do not hesitate to contact the Headteacher for a confidential conversation or for general queries Jess May at recruitment@somerhill.org.

