



# Strings Tutor Fellow Candidate information brief

Dear Candidate,

King Solomon Academy is achieving remarkable things.

One of our most ambitious goals is for all of our pupils to become highly accomplished and successful musicians as part of our string orchestra. We believe all pupils, with the right role models, expectations and teaching can learn to love and excel at playing a string instrument. As a key part of the string programme, Music Tutor Fellows provide instrument teaching and tutoring to our pupils from aged 8 to aged 18.

For prospective candidates this role presents a unique offer. You will be part of a ground-breaking project which aims to show that all pupils, irrespective of background, can learn a string instrument to orchestra standard. The role will allow candidates to rapidly develop their small group instruction skills and also be developed as ensemble and whole orchestra teachers through coaching from expert leaders.

The role of Strings Tutor Fellow is perfect for someone who enjoys teaching their string instrument and who is currently looking for part-time work, perhaps alongside further study. We seek a Strings Tutor Fellow to join us to teach specified year groups. The exact remit would depend on the candidate but would involve teaching the same small groups of young people each week.

The role would also appeal to someone who would like to become a music teacher in the future, acting as a springboard and training ground for those who want to learn how to teach and build transformational relationships with pupils. For these candidates, we are able to offer a very clear pathway of progression into the teaching profession. The Ark Schools School Direct training programme provides a clear route for progression. We are growing a pipeline of great teachers who started with us as Tutor Fellows.

To apply, and to see more information about the school and this role please visit <https://kingsolomonacademy.org/jobs/vacancies>. The deadline is **Monday 16<sup>th</sup> June 2025**. To discuss the role, please feel free to email the Principal's PA, Abi Saleh ([a.saleh@kingsolomonacademy.org](mailto:a.saleh@kingsolomonacademy.org)) or phone on 020 8161 6634. Please note we will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response. Early application is advised.

We wish you the best with your application.

Yours sincerely,



**Beth Humphreys**  
Principal

## Job Description: Strings Tutor Fellow

- Contract:** Fixed term contract for one year from September 2025
- Salary:** Band 4 of Ark Support Staff (£28,143-£29,843) pro rata, exact salary dependent on agreed working days.
- Hours:** Term Time only; Full preferable Monday to Friday, circa 8.00am to 5.00pm during school term time (with a lunch break)

### The role

We are looking for a full time Strings tutor (please do contact us if you can't commit to full time but can do a substantial proportion of the week) to join our team in providing inspirational strings tuition for our pupils across the academy from Year 4 to Year 11. We have been expanding our provision every year and are now very close to our full steady state capacity.

### Key responsibilities

- To tutor individuals and groups of pupils as part of the string programme
- To prepare pupils for termly assessments and for twice yearly whole school concerts
- To mentor and coach pupils in the development of their self-confidence and aspirations for their future, in particular, their aspiration to go to, and excel at University

### Outcome and activities

#### String lessons

- Deliver small group string lessons as part of the music team to all year groups, from age 7 to age 16, including after school GCSE instrumental lessons where appropriate
- Support (and where appropriate lead) ensemble class string lessons and orchestra rehearsals
- Plan and deliver intervention during strings sessions
- Observe, assess, record and feedback information of pupil performance
- Liaise with pupils' class teachers and parents about any behavioural matters and or enthusiasm and completion of class work and homework

#### Strings Instrument Administration

- Assist with maintenance and repair of our instruments
- Assist with the logging, labelling and coding of our instruments

#### Coaching

- Coach pupils to promote better decision making, motivation and improved achievement inside and outside of music.

#### Other

- Complete relevant administration
- Maintain pupil and family confidentiality.
- Attend regular meetings and training, as required.
- Undertake other various responsibilities as directed by the Principal.

## **Person Specification: Strings Tutor Fellow**

### **Qualification criteria**

- Right to work in UK
- Grade 8 standard or equivalent on a string instrument
- Desirable: Qualified to degree level
- Desirable: Knowledge of/interest in the Suzuki method
- Desirable: Confidence in playing and teaching more than one string instrument (violin, viola, cello)

### **Experience**

- Experience of working with young people or adults in a paid or voluntary capacity
- Experience of tutoring string instruments and leading ensemble work

### **Behaviours**

#### **Personal characteristics**

- Genuine passion and a belief in the potential of every pupil
- Passionate about music and nurturing this passion in our children
- Helpful, positive, calm and caring nature
- Able to establish good working relationships with staff and pupils
- Able to follow instructions accurately but make good judgments and lead when required
- Motivation to continually improve standards and achieve excellence
- Team player willing to work in a committed and driven team across a variety of scenarios

#### **Specific skills**

- Good communication skills, including written and oral
- Excellent numeracy and literacy skills
- Competent with computers and other technology
- Good administrative and organisational skills
- Able to understand and implement particular strategies and methods to help pupils to improve their learning and enjoyment of learning
- Able to deal with minor incidents, first aid, and the personal health and hygiene of the pupils
- Understands the importance of confidentiality and discretion

### **Experience**

- First Aid training
- Available to support music related trips and other extra-curricular opportunities

### **Other**

- Commitment to the safeguarding and welfare of all pupils
- This post is subject to an enhanced Disclosure and Barring Services check



### **Principal: Beth Humphreys**

Beth Humphreys graduated from the University of Edinburgh with an MA in English Literature and French and then completed a second Masters' degree in Educational Leadership at The Institute of Education. She joined KSA secondary in 2012 as an Assistant Head and then Deputy Head, leading on curriculum and professional development before she became Head of Primary in January 2017 and Associate Principal. Beth has now been appointed to lead King Solomon Academy as Principal. She is proud to serve our all-through community and is passionate about ensuring our children get the very best start in life anyone could give them.

*“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”*

### **Head of all-through Music: Sophie Sayer**

Sophie studied cello with Alexander Baillie at the Guildhall School of Music, and graduated from the University of Oxford with an MA in Music. After completing her PGCE, she then completed a Masters in Leadership at the Institute of Education, University of London. She joined KSA as Head of all-through Music in 2022 and is also the ATT Lead – helping to train and qualify our newest teachers. Ms Sayer's favourite part of her job is conducting all of the orchestras, from Junior School to Upper School.





## **About the Music Programme at King Solomon Academy**

Underprivileged pupils at inner city schools do not have the same life chances as those from more affluent backgrounds, particularly when it comes to the arts. Access to musical instruments and lessons, and opportunities to play are often denied to them due to lack of resource.

At King Solomon Academy we are addressing this lack of opportunity with a string orchestra that every pupil is a member of. We believe that being part of the KSA orchestra creates a great sense of shared identity as well as enabling our pupils to benefit from the known academic, intellectual and social advantages of musical training.

All pupils are provided with a quality string instrument to call their own for as long as they are at the school. This gives them the chance to become highly trained musicians and instrumentalists, developing their character and confidence as they progress.

The programme offers pupils opportunities for the orchestra to tour locally and abroad, bringing music into the heart of our community, acting as an inspiration to other schools and giving our pupils a sense of being part of something exceptional. Pupils also have the chance to join ensembles and take part in workshops externally, and the music department has proud connections with a number of organisations across the capital and beyond.

Having first established the strings programme in 2010, we are now close to achieving our ambitious plan of delivering the programme to almost one thousand pupils.

## **About the role of a Strings Tutor Fellow at King Solomon Academy**

The music programme at King Solomon Academy is unique. Every child in the school learns a string instrument and performs as part of an orchestra. Throughout Primary and Secondary, music forms a key part of the main curriculum, with pupils engaging in music for up to 3 hours per week. In addition to the string programme, pupils in Years 5 to 9 have music lessons in half classes, using keyboards and music technology; ensuring that they have the skills and knowledge to study GCSE Music if desired. Many pupils also opt to undertake additional music in enrichment time, enabling them to broaden and deepen their musicianship even further.

The role of Strings Tutor Fellow is primarily to deliver the strings programme as part of the Music team. This takes the form of delivering small group string lessons (2-9 pupils to one teacher), supporting and leading parts of class ensemble string lessons (approximately 33 students with 2 or 3 teachers) and supporting orchestra rehearsals (up to 99 students with 4 or 5 teachers). Other responsibilities within the string programme could include teaching extra-curricular groups in preparation for ABRSM exams, preparing GCSE Music pupils for performance assessments and running intervention sessions for small groups who need more help.

The Strings Tutor Fellow will also help the team in the continual need for maintenance of the instruments including; basic repairs, replacing strings, fixing bridges, spikes, pegs and cases etc. There is also a necessary amount of admin to ensure we keep track of all the

instruments, label and code them correctly. The Strings Tutor Fellow will be responsible for tracking the homework of pupils in their small groups and ensuring instances of non-completion are followed up and appropriately sanctioned.

The Strings Tutor Fellow position is a perfect training ground for Music graduates looking to develop their teaching and ensemble-leading skills. It is also an opportunity to develop your ability to be highly effective in a high-performance environment, and to do so while making a real difference to pupils from an urban low-income community.

### **Opportunities for Strings Tutor Fellows at KSA and beyond after their year's commitment**

The Tutor Fellow programme is a strong experience for staff wishing to enter challenging, leadership-focused careers, in particular further teaching and work within music. With the launch of the ARK Schools Direct programme (<http://arkteachertraining.org>), Tutor Fellows now have a clear route to stay at King Solomon Academy and train to be a teacher here. Over the years, many of our current teaching staff have been trained by us.



## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 34 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

### ***Ark runs a number of additional programmes, including:***

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

*Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.*





### **Ark Safe Recruitment Procedure**

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### **Reference checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.