



Lewisham
music

join our team

Job description and person specification

Job title	Music Tutor
Work status	30 weeks per year (term time only)
Location	Lewisham Borough primary and secondary schools, Lewisham Music HQ at The Fellowship Inn, Bellingham and/or Lewisham Music borough wide venues for projects and performances as required
Contract type	Permanent – Employed PAYE
Salary and benefits	<p>Individual and small-group tuition starts from £33.15 (inc. holiday pay) per hour depending on qualifications.</p> <p>Whole class and ensemble tuition starts from £34.82 (inc. holiday pay) per hour depending on qualifications.</p> <p>One-off projects and performances is £37.11 (inc. holiday pay) per hour.</p> <p>Curriculum teaching is £40.82 (inc. holiday pay) per hour.</p> <p>Teachers' Pension Scheme (defined benefit) with employee contributions from 7.4%</p>
Reports to	Lewisham Music management team

Organisational context

Lewisham Music is an independent charity on a mission to inspire and empower young people across our community through a diverse programme of learning and music-making.

We are a Charitable Incorporated Organisation (registered charity number 1169721), and the lead partner for Lewisham Music Education Hub. We receive our core funding from Arts Council England/Department for Education. The outcomes and outputs of our work are based on [*The power of music to change lives: a national plan for music education*](#).

In partnership with local and national organisations, we deliver and support a range of musical opportunities in schools and community settings across the London borough of Lewisham. Our core funding supports work with 5–18 year olds, but we are also working hard to attract support for more programmes with Early Years children and young adults.

Our ever-expanding offer includes:

- **Whole Class Ensemble Tuition (WCET)** offering primary school classes the opportunity to learn an instrument for free
- **Individual and small group instrumental and vocal/singing lessons**
- **Ensembles, choirs, bands**
- **Music theory/musicianship classes**
- **Instrument hire** so young people can try an instrument without having to purchase one
- **Music production** classes and use of a range of **music technology**, including Assistive Music Technology
- **Rap and lyricism** and **song writing**
- Access to musical resources including **e-learning** and music production software
- **Creative holiday programmes**
- **Live events** and **concerts**
- **Professional musical experiences** with partner organisations
- **Socially focused programmes** targeted at disadvantaged young people, e.g., Looked After Children

- **Music-industry focussed** programmes and workshops for young people interested in a career in music, music education or the creative industries
- Support for music professionals through training, Continuing Professional Development, professional advice, and networks.

These activities cover a broad range of instruments and styles; everything from classical violin and concert bands to folk and jazz groups, rap collectives, pop choirs, Samba groups, rock bands and much more.

In June 2019 we moved into new premises at [The Fellowship Inn](#), Bellingham, a new cultural centre which includes a cinema and live music, theatre, and comedy venue. Our new base has given us a fantastic opportunity to expand our offer and the communities we engage with, creating a vibrant hub for music-making in Bellingham and beyond.

As well as being an education-focused organisation, we believe strongly in the social and personal impact that music can have, and are passionate about making music education diverse, accessible, and inclusive. Read more about our Vision [here](#).

Our network of [Hub partner organisations](#) includes local arts organisations such as Midi Music Company, The Albany and Goldsmiths University; referral and community partners like Phoenix Community Housing, Lewisham Virtual School and Youth First; and regional and national organisations such as Sound Connections, Music Mark and London Symphony Orchestra.

This is an exciting time to join Lewisham Music. Despite a challenging funding landscape, we have managed to attract significant investment for new programmes from national funders, trusts and foundations, and [our reach and impact](#) has grown significantly. Last year we:

- Worked with over 6700 children and young people on a weekly basis.
- Worked with 76 schools (89% of schools in the borough).
- Delivered 188 programmes of regular music-making across 49 schools, totalling over 375 hours per week.
- Supported 45 schools to develop their singing.
- Supported 54 schools with professional advice, support and training.
- Delivered 34 community music groups, bands, orchestras and choirs for children and young people.
- Provided 700 young people with additional subsidises to support their learning progression.
- Delivered over 600 hours of free music workshops.
- Delivered over 1200 free individual music lessons to low-income families.

- Co-created 300+ hours of targeted support for care experienced children and unaccompanied asylum-seeking children.
- Loaned over 3000 instruments to children and young people.
- Worked with all of Lewisham's special schools.
- Delivered 300 hours of tuition in Lewisham special schools, including over 100 hours of 'Open Orchestra' sessions with Greenvale school.
- In partnership with Live Music Now worked with 106 special school pupils and 45 special school staff.
- Delivered 25 performances involving around 2800 children and young people.
- Worked with 21 local partner organisations (including Midi Music, Heart n Soul, and Goldsmiths University); 19 regional and national organisations (including London Philharmonic Orchestra, Royal Albert Hall and Tomorrow's Warriors) and 14 referral and community partners (including Youth First and Lewisham Local).
- Worked with 54 partner organisations.
- Delivered or supported 177 hours of Continuing Professional Development.
- Supported 41 teachers through CPD, training, networking events and advice sessions.
- Employed, trained and supported a music education workforce of 54 Music Tutors.
- Delivered over 75 hours of creative industry skills training for local young people.
- Employed 66 people.
- Bought in over £1.1 million in funding and income into the local economy.
- Delivered 2 major programmes to support 18-30 year olds into the creative industries.
- Over 200 hours of paid work for 4 young creatives.
- Won the 'Try Something New' Award at London Youth Awards 2022.

Job overview and objectives

Lewisham Music Tutors deliver a diverse range of music education programmes and projects across Lewisham schools and within community settings. This can include teaching children and young people to play an instrument, sing, learn music theory, compose, and create music, and utilise music technology. This could be working with individuals, small groups, bands/ensembles, or whole classes and across a range of musical genres and traditions.

Music Tutors will develop the musical, personal and creative potential of young musicians, bringing all the benefits that a quality music education can offer young

people's individual and social development. They will be responsible for working across the Borough to deliver Lewisham Music's charitable aims and our objectives under the National Plan for Music Education.

Key responsibilities and duties

- Inspiring young people with a love of learning and making music.
- To teach a range of progressive music skills enabling a young person to learn, in an enjoyable way, to play an instrument, to sing, rap or use music technology.
- To deliver high-quality music tuition to a broad range of pupils across a range of settings:
 - fostering a supportive and inclusive learning environment for all pupils
 - using musical repertoire/material that represents different styles and cultures
 - exploring and utilising a range of teaching and learning strategies
 - planning lessons and learning programmes
 - monitoring, assessing, and reporting musical, personal and social progress
 - involving young people in planning how they want to learn and make music
 - developing resources and adapting practice to suit the needs and interest of all learners
 - creating positive and inspiring relationships with pupils
 - providing pupil data as required
 - signposting and monitoring uptake of progression opportunities.
- To lead and direct musical ensembles/groups as required, preparing suitable material, and supporting performance or recording opportunities.
- To work as part of a team and foster positive relationships with all school-based staff, other Lewisham Music tutors, Lewisham Music management and partner organisations.
- Communicate with other professionals about pupils' learning needs, to identify and remove barriers to progress and welfare (for example, talking to a school SENCO).
- To regularly reflect on and develop your own professional practice; to undertake a range of Continuing Professional Development, training, and networking opportunities. This will include being observed by colleagues regularly.
- To prepare pupils for informal or formal exams or accreditations.

- To keep registers and undertake other administrative tasks necessary to the smooth running of activities, including providing pupil data records; to write reports and support overall organisational evaluation.
- To observe all Lewisham Music policies including Health and Safety and Safeguarding; to promote and safeguard the welfare of children and young people, with a mandatory responsibility to report any identified concerns to the relevant professional.
- Support the strategic aims of Lewisham Music, advocate for the power of music education and the work of Lewisham Music, and support ongoing pupil recruitment and school and community engagement.
- Support Lewisham Music's objectives with regards to equal opportunities, cultural diversity, inclusion, and social justice.

Person specification

Experience and knowledge

Essential

- Experience of learning, creating, and performing music and/or facilitating music education
- Understanding of the benefits of different ways of learning music
- Understanding of the barriers that young people may face to making music
- Understanding of how learning music supports personal and social development
- Understanding of what motivates young people to learn
- Experience of rising to a challenge, and knowledge of when and how to seek support
- An interest to deliver a child-centred learning experience which values and responds to the needs and interests of individuals, within and beyond your musical specialism.

Desirable

- Experience of helping others to develop musically, personally, or socially
- Experience of teaching or facilitating learning/development in a range of settings, which may include school, youth, or community settings
- Knowledge of how to differentiate teaching to the interests, needs, and learning styles of a wide range of children and young people.
- Experience of developing and adapting resources to respond to learners' interest and needs

- Awareness and appreciation of the educational value of a diverse range of musical genres and practices.

Skills and personal characteristics

Essential

- A high level of proficiency in your area of specialism, e.g., music technology, instrumental or song-writing
- Ability to plan and deliver high-quality learning experiences to engage and progress a wide range of pupils, musically, personally, and socially
- Ability to create a safe learning environment, and to communicate effectively to build positive relationships with a range of pupils and colleagues
- Ability to relate and listen to a range of young people to plan activities that respond to their interests and needs
- Strategies for managing learning in groups; creating learning that offers a level of challenge and independence appropriate to age, ability, capacity, and context.

Desirable

- An ability to reflect on, refine and develop teaching practice
- An ability to work flexibly, responsively, and calmly under pressure
- An understanding of how music can benefit the whole child/community
- Ability to encourage independent learning across a variety of genres.



**We look
forward to
hearing from
you soon**