

Hills Road Sixth Form College

Appointment of: Teacher of Singing (Maternity Cover)

Location: Cambridge



Shape
the
future



Hills Road
Sixth Form College
Cambridge

Welcome from the Principal and CEO Designate



Thank you for your interest in Hills Road Sixth Form College and in this post. I hope that the information in this booklet will help you to decide whether this role and our college might be the right next step for you. I sincerely hope it is!

As I prepare to take up the role of Principal in September, this marks an important moment in the College's continuing journey. Hills Road enjoys a strong national reputation and has led Sixth Form College performance tables for many years. But we are not complacent. In an ever-changing world, excellence is a moving target and we are ambitious - for our students, for our staff and for the future of post-16 education. We respond thoughtfully, continually reflecting and evolving to ensure that what we offer remains exceptional.

Working in a Sixth Form College brings distinctive rewards, not least the privilege of engaging with bright young minds who challenge, question and inspire. It is an intellectually rigorous environment grounded in collaboration and shared purpose. Everyone here has a role to play in helping every young person who comes through our doors to realise their potential – sometimes in ways they may never previously have been able to imagine.

I am fortunate enough to know first-hand the transformative impact that Hills Road has on our students and, as a former student, I am deeply committed to ensuring that it continues to flourish as a centre of academic excellence where kindness and integrity remain at the heart of everything we do.

We recognise that staff wellbeing is fundamental to student success and we pride ourselves on being consultative. In response to colleague feedback, we have introduced a two-week October half term and redesigned professional development. Staff consistently speak of the strength of our community. Our core values – Diversity, Kindness, Integrity, Respect, Community and Excellence – are not slogans, but lived commitments that shape how we work, how we lead and how we support one another. Hills Road is ambitious, yet humane; high-performing, yet deeply caring.

I hope I have been able to give you a flavour of Hills Road. If you would welcome an informal conversation about the role or about the College more broadly, we would be delighted to hear from you.

Finally, thank you for considering our college and for the commitment that an application entails. Whatever the outcome, I wish you every success in your future career.

With very best wishes,
Ali Kirkman

(Vice Principal – Staff and Student Learning)

Teacher of Singing (Maternity cover)

Fixed Term, part time (September 2026 to 18th December 2026)

£43.45 per hour

Hills Road Sixth Form College is looking for a supportive and inspirational Teacher of Singing to provide 1-1 lessons for students. The typical pattern is to deliver 30 x 30-minute lessons per student over the academic year. Exact hours are to be confirmed based on student interest, but it is likely to be around 5 hours of teaching. A keen interest in a range of musical styles would be advantageous.

Recently rated 'outstanding' again, Hills Road Sixth Form College continues to enjoy a strong national reputation for excellence in education. In part, this is because we continually review and refine our practice to enhance the experiences of our students and staff, for example, through our collaborative evidence-based approach to professional development. We also appreciate that academic success requires a happy, healthy and caring community, so our coaching culture ensures that the wellbeing of our students and staff is at the heart of all we do.

If you are excited by the opportunity to work in a team committed to the very best standards of education at a Sixth Form College where you can inspire highly motivated students to engage with your subject passions at an advanced level, we would love to hear from you.

We offer a wide range of competitive benefits including a generous pension scheme, free use of the College sporting facilities, free on-site parking, cycle to work scheme, discounted local train travel, as well as discounts on all our Adult Education courses.

Closing date: Friday, 26th June 2026 at 9:00

Interviews: Tuesday, 7th July 2026

Details and an application form for the above post may be obtained from our website www.hillsroad.ac.uk

The College is committed to safeguarding and promoting the welfare of its students and staff and expects all members of the College community, volunteers and visitors to share this commitment. The College actively promotes equality and diversity and welcomes applications from all sections of the community.

Information for applicants

The Post The Music Department at Hills Road is one of the largest centres for A level music in the country. It has an excellent reputation for the quality of its musical provision and richness of its musical opportunities. At present, we have around 120 students studying A Level Music (EDEXCEL) and / or A Level Music Technology (EDEXCEL). Almost all students continue to Higher Education, with a high percentage selecting music related courses at university or Music College.

The Music Department is housed in attractive accommodation including an impressive Recital Room with excellent performance acoustics, a suite of six practice rooms, 2 recording studios, 2 teaching rooms and an office. In addition to the Director of Music, there are 3 further Music and / or Music Technology Teachers, a full-time Music Technician, a part-time Administrative Assistant and 8 instrumental and singing teachers.

The department's range of extra-curricular work is extensive, with around 300 students and staff regularly involved. Seven large groups rehearse weekly in addition to many smaller chamber ensembles. The College's 70-piece Symphony Orchestra and Chamber Orchestra have both been finalists in the National Festival of Music for Youth in previous years. In July 2024 the Chamber Choir and Chamber Orchestra undertook a 5-day concert tour of Belgium and in previous years the Jazz Orchestra and FolkRoots group have also toured. Full-scale concerts take place twice a year in venues such as Ely Cathedral, King's College Chapel and the Cambridge University Concert Hall. There are also numerous informal concerts in the College's Recital Room. Recent repertoire has included Elgar's Cello Concerto, Shostakovich's 5th Symphony and Duruflé's Requiem. The annual Carol Service takes place in Great St Mary's Church or St John's College Chapel.

The College seeks to appoint a part-time Saxophone/ Clarinet Teacher to its team of 8 instrumental and vocal teachers. The successful candidate will typically provide 30 individual lessons of 30 minutes duration and will need to be flexible around study leave and examination periods. The students are likely to comprise a mixture of Year 12 and Year 13 students, following a number of different courses, including A level Music. Exact hours are to be confirmed based on student interest, but it is likely to be around 3 hours of teaching.

The College's Jazz Orchestra is a very well established 'big band' style ensemble, typically consisting of around 30 players. The Jazz Orchestra Director leads weekly rehearsals which take place immediately after the end of the College teaching day. The group is largely non-auditioned, with the exception of piano, bass, electric guitar and percussion. The Director supports the audition process alongside the Director of Music and conducts the Jazz Orchestra in major College concerts. These include the

annual Choral and Orchestral Concert at the Cambridge University Concert Hall, West Road and the Autumn Chamber Concert.

The Department

The Music Department is an energetic and supportive core team of 5 staff, of whom 4 are part-time. Two of the visiting instrumental and singing staff currently contribute to the department's extensive extra-curricular programme. The opportunity to deputise for rehearsal directors on an occasional basis may also arise if this is of interest.

Courses Offered

The department offers only A levels and delivers a linear curriculum. Most sets contain around 16 students and are shared between two teachers. Numbers of classes for 2025-26 are as follows:

Course	Current Awarding Body	Number of sets in Year 12	Number of sets in Year 13
Music	Pearson Edexcel	2	2
Music Technology	Pearson Edexcel	2	2

Results in all subjects are very strong and consistently exceed national norms; value added analyses regularly show that most students achieve results better than those predicted on the basis of their GCSE grades.

A level Results 2025	% A*-B grades	National % A* - B	% A*-E grades	National % A*-E grades
Music	71	49.7	100	97.6
Music Technology	54	36	100	95.4

I hope that we have been able to provide a flavour of the department through the details in this booklet. Please do not hesitate to contact me if you have any queries that I can

help with regarding any details of the post or person specification. My email contact details are below.

I should like to thank you in advance for your interest in this post and in our College. We have a very well-established and committed team of music specialists, and we hope very much that you will be interested in joining us.

Kate Murdoch

Director of Music

kmurdoch@hillsroad.ac.uk

Job Description

Teacher at Hills Road Sixth Form College

Purpose: To provide individual singing tuition

Reports to: Director of Music

Main Accountabilities:

- To provide a weekly individual lesson of 30 minutes duration for the required number of students
- To exhibit good teaching and learning practices to enable all students to improve and achieve their performance potential
- Where appropriate to prepare students for performance examinations
- To maintain appropriate record-keeping procedures including accurate attendance records and the provision of a Mid-Year Report for each student
- To write (where necessary) specialist references for Music College/University application
- To represent the interests of the instrument specialism to the Head of Department
- In consultation with the Head of Department, to develop links with professional colleagues in the Music Industry
- To develop links with the wider community, where appropriate.

Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for students, rooted in mutual respect
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- Demonstrate the positive attitudes, values and behaviour which are expected of students

Promote good progress and outcomes by students

- Be accountable for students' attainment, progress and outcomes
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- Guide students to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- Encourage students to take a responsible and conscientious attitude to their own work and study

Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings

- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English

Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and encourage young people's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum and scheme of work within the relevant subject area(s)

Adapt teaching to respond to the strengths and needs of all students

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of young people, and know how to adapt teaching to support students' education at different stages of development
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure students' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback

Manage behaviour effectively to ensure a good and safe learning environment

- Have clear expectations and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour in classrooms and around the College in accordance with appropriate College policies
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- Maintain good relationships with students, exercise appropriate authority and act decisively when necessary

Accountabilities that relate to all staff at the College

- Demonstrate behaviour and values consistent with the person specification for this role
- To promote equality of opportunity in accordance with the College's Equality and Diversity Statement
- To comply with all College policies and procedures, this includes those where each member of staff has an individual duty to act and for which the College can be held vicariously responsible for the actions of its employees:
 - equality and diversity
 - safeguarding the welfare of children
 - health and safety

Person Specification for Teacher of Singing

	Essential	Desirable
Qualifications and training	• Good teaching and performing skills • Ability to teach a range of styles • Good communication skills • Evidence of continued relevant professional development and commitment to developing strong classroom practices	• Relevant teaching qualification e.g. PGCE or Diploma • An understanding of current development in post-16 education • Proficient keyboard skills
Experience	• Relevant teaching practice • Relevant music experience	• Experience of working with young people and/or 16-18 year- old students • A willingness to contribute to the College's Wider Curriculum if needed. This may include the Extended Project or the College's Enrichment Programme

In addition, the successful candidate will demonstrate, or have potential to develop, strengths in the following areas. Evidence will be established from the application form, CV, covering letter, references, the interview or a combination of these.

Teaching	• Deliver lively, energetic and well-planned teaching • Employ strong subject knowledge in facilitating students' learning and progress • Develop and use effective and varied resources in support of students' learning, including digital resources • Focus clearly on maximising student potential and encourage high levels of attainment by all students • Demonstrate strong and positive commitment to individual students
Professional Responsibilities	• Make a positive contribution to the wider life and ethos of the college • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Deploy support staff effectively where relevant • Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues • Communicate effectively with parents/carers regarding students' achievements and well-being • Commitment to equality of opportunity • Commitment to collaborative teamwork • Good organisational skills and commitment to meeting deadlines • Flexibility and ability to undertake new activities • A willingness to support the enrichment and extension activities undertaken by the department • Confident and effective use of Information Learning Technology • Willingness to undertake appropriate staff development • Readiness and enthusiasm for taking initiative • Excellent written and spoken communication skills
Professional Standards	• Commitment to equality of opportunity • Commitment to collaborative teamwork • Good organisational skills and commitment to meeting deadlines • Flexibility and ability to undertake new activities • Willingness to undertake appropriate staff development • Commitment to safeguarding the welfare of young people
Focus on quality	• Commitment to continuous improvement

Personal and Professional Conduct	• Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position • Have regard for the need to safeguard students' well-being, in accordance with statutory provisions • Show tolerance of and respect for the rights of others • Support fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs • Ensure that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law
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How to Apply

Applicants are asked to do the following:

- complete the online [Hills Road Sixth Form College application form \(Part 1\)](#)
- complete the online [equality and diversity monitoring form \(Part 2\)](#)
- write a supporting statement of application (no more than 1,000 words)
- supply a brief CV

The online application forms ([Part 1](#) and [Part 2](#)) are available at the links above, and on the College's webpage for this vacancy. When completing Part 1, you will have the opportunity to upload your CV and provide a Supporting Statement of Application. Once you have submitted Part 1, you should then proceed to Part 2 (Equality and Diversity Monitoring form). All documents should be submitted **by 9am on Friday 26th June 2026**.

Please note that applications received after the closing date may not be eligible for consideration. If Human Resources have not contacted you by Tuesday 30th June, then unfortunately your application has not been successful.

Interviews will be held on Tuesday 7th July 2026.

Hills Road Sixth Form College will base its decision as to whether to invite you for interview solely on the details provided on your application and how well they match the criteria for this post.

In accordance with Home Office guidance, successful candidates will be required to evidence their right to work in the UK before commencement of employment. The successful candidate therefore must be able to demonstrate their right to work during the recruitment process.

Hills Road Sixth Form College is committed to ensuring equal opportunities in all aspects of employment and selects staff on merit, irrespective of race, religion, sex, disability or age. You are not obliged to complete the equal opportunities monitoring form, but any information given will help us to monitor the effectiveness of our equality and diversity policy.

If you have a disability, you are invited to request any special arrangements you may require for interview, or any adjustments you may anticipate would be needed in your working arrangements, by contacting the Human Resources Team on 01223 278063 (direct line). Further information about accessibility to the site can be found on our website under 'Equality and Diversity/Site Plan' and also from 'AccessAble: www.accessable.co.uk.

Thank you for your interest in this post and in the College. We do hope that you will decide to apply, and we should like to thank you in advance for taking the time and trouble to do so. For more information about working life at the College, please go to our website <http://www.hillsroad.ac.uk>

Human Resources



**Shaping the
future through
opportunity,
quality and
achievement**



**Supported
by a caring
and learning
community.**

