

Employment Package

Salary: £43,383 - £54,453 per annum (pro rata)

Distant Islands Allowance: £2,997 per annum (pro rata)

Weekly Working Hours: Various

Employee Benefits

- 40 days annual leave per annum (Pro Rata)
- Scottish Teachers Pension Scheme
- Generous Maternity, Paternity and Sick pay benefits
- Comprehensive induction
- Employee Assistance Programme

We are a Living Wage Employer

Teacher of Music

Western Isles Schools

Job Purpose

The purpose of this post is to contribute to overall school effectiveness in respect of the following areas:

Curricular

Care and welfare

Collegiate

Professional development.







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Job Description

Job Title:	Teacher of Music	**Job Number:**	
Department:	Education & Children's Services	**Grade:**	CST
Location:	Western Isles Schools	**Date:**	2026
Responsible To:	Chief Officer for Education & Children's Services; in the first instance to the Head Teacher		

Job Purpose

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Professional development.

Teacher of Music

A Outline Duties and Responsibilities

Subject to the policies of the school and the education authority the duties of teachers are to perform such tasks as the headteacher shall direct having reasonable regard to overall teacher workload related to the following categories:

1 Teaching assigned classes together with associated preparation and correction.
2 Developing the school curriculum.
3 Assessing, recording and reporting on the work of pupils.
4 Preparing pupils for examinations and assisting with the administration of examinations.
5 Providing advice and guidance to pupils on issues related to their education.
6 Promoting and safeguarding the health, welfare and safety of pupils.
7 Working in partnership with parents, support staff and other professionals.
8 Undertaking appropriate and agreed continuing professional development.
9 Participating in issues related to school planning, raising achievement and individual review.
10 Contributing to good order and the wider needs of the school.

B Key duties associated with job purpose.

Teachers are accountable, through appropriate line managers, to the Headteacher, and in turn to the Director for Education, Skills & Children's Services. Following a process of consultation, each teacher's line manager will determine the particular duties to be carried out. These may vary as required depending on the nature of the school, and the number of teachers in each sector/subject area.

The allocation of duties will have regard to teacher workload and must be capable of being undertaken within contractual time.

KEY AREA	DUTIES
Curricular All teachers will undertake duties allocated within each school's framework for the delivery of the curriculum, as exemplified.	• Teach assigned classes • Maintain classroom discipline and promote positive behaviour • Ensure pupil health and safety • Plan coherent and progressive teaching programmes that match pupils' personal learning needs and abilities

	• Develop teaching and assessment materials • Set and maintain targets and the pace of work for all pupils • Prepare pupils for internal and external assessments • Participate in/organise the administration of internal and external assessments • Use the results of assessment to evaluate and improve teaching, and the learning and attainment of pupils • Record, monitor and report on pupil progress • Meet with parents/carers to review pupil progress and ongoing educational needs • Participate in/organise the effective running of sector/curricular area/subject/department • Participate in development planning, evaluation and quality assurance processes.
Care and Welfare **For assigned classes and, if appropriate, register groups,** all teachers will undertake duties allocated within each school's framework for the care and welfare of pupils, as exemplified. Guidance duties in respect of pupils with complex needs and/or who display seriously challenging behaviour will be undertaken by colleagues with particular responsibilities for such pupils.	• Provide advice related to care and welfare for allocated pupils • Monitor and take appropriate action in relation to routine aspects of the attendance, behaviour and progress of these pupils • Communicate with parents/carers, as appropriate • Contribute to the planning and transfer of pupils across transitional stages.
Collegiate All teachers will undertake duties of a collegiate nature within the school's framework for collegiate activities, as exemplified. These may be undertaken on an authority/cluster/ whole school/ stage basis, and in the sector/curricular area/ subject/ department of each teacher.	• Engage in the process of curriculum development in collaboration with colleagues • Work in collaboration with other professionals • Engage in the planning, development and implementation of policies • Participate in the induction of new colleagues**.**
Professional Development All teachers will undertake professional learning and development within the school's development framework and as agreed with the Headteacher or designated line manager**.**	• Fulfil contractual obligations in relation to continuing professional development. • Participate in the annual professional development and review process. • Undertake appropriate and agreed continuing professional development.

C General Responsibilities

1 Ensuring that all duties or responsibilities are performed in a safe manner so that no risk to health or safety arises to yourself, any other employee or member of the public.

2 Ensuring that you comply with the Council's Non-Smoking at Work Policy.

3 Any other duties or responsibilities that may need to be allocated from time to time to ensure the efficiency and effectiveness of the service.

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Person Specification

THIS FORM LISTS THE ESSENTIAL AND DESIRABLE CRITERIA REQUIRED. APPLICANTS WILL BE LEETED ON THE BASIS OF MEETING THE CRITERIA. PLEASE ENSURE YOU COMPLETE YOUR APPLICATION FORM CONSIDERING THE CRITERIA BELOW.

POST TITLE: Teacher of Music **POST NUMBER:**

CRITERIA		ESSENTIAL		DESIRABLE
Knowledge	E1	Familiarity with current developments in teaching methodology, resources and national examinations in specialist subject.		
	E2	Familiarity with current educational initiatives.		
	E3	Knowledge of classroom management strategies.		
Skills and Abilities	E4	Effectiveness in the teaching and learning environment.	D1	Ability and willingness to teach through the medium of Gaelic.
	E5	Efficiency and effectiveness in all matters relating to assessment records.		
	E6	Firmness and fairness in discipline matters.		
	E7	Oral and written language skills, for communication with pupils, parents, school management and external agencies.		
	E8	Effectiveness in curriculum planning and implementation.		
	E9	Effectiveness in development and deployment of resources.		
	E10	Engagement with self-evaluation.		
Education and Experience	E11	University Degree or College Diploma in subject area.		
	E12	Certification from a Teacher Education Institution.		
Other Factors	E13	GTC Scotland Registration.		
	E14	Effectiveness in teamwork.		
	E15	Positive attitude to professional development.		