



Terms and conditions of employment as an instrumental teacher with BANDSKOOL

Dear prospective BANDSKOOL teacher, please note the following terms and conditions in regard to the post above:

- The standard hourly rate is £20
- BANDSKOOL should be invoiced on a monthly basis (at the end of any given month) whereupon details should be provided about the number of lessons provided across all days attended during the course of any given month. Upon receipt of said invoice, BANDSKOOL will immediately transfer the appropriate amount online to teacher's bank account using details provided.
- Teacher will be able to make use of BANDSKOOL'S own resources in the preparation and delivery of lessons. However, the teacher is also invited to bring their own resources. Note that guitar/bass teachers will be expected to bring their own instruments but amps will be provided. Suggestions for future resources to help provide a service will be listened to.
- Teachers will each possess an up-to-date CRB certification. Help will be offered to the teacher – if necessary – in securing this before the date of employment. Please note that the CRB agency impose an admin fee for the privilege of doing this. Please note also that the CRB certificate needs periodic renewal.
- Each teacher will be registered as self employed and therefore responsible for their own tax and national insurance affairs.
- As freelance instrumental teachers, there will be no contracts involved in the ongoing arrangement of employment. BANDSKOOL is free to disassociate itself with any given teacher for a number of legitimate reasons; such as poor results, inappropriate behaviour, theft, disregard for BANDSKOOL property etc. Naturally, any issues that may arise would be discussed in a fair and forthright manner though BANDSKOOL'S ultimate decision would be final.
- It is strongly advised that each teacher carries their own public liability insurance in the event of any mishap for which they are proved to be duly responsible. Please note that membership of the Musicians Union automatically provides such protection. Otherwise, help and advice can be offered on matters of insurance if necessary.
- Teachers are expected to be punctual and leave their room tidy as found. More than one teacher will be using the room so it is essential that resources and teaching materials remain organised. Note that teachers will be able to leave teaching materials at BANDSKOOL as shelves and cabinets will be provided. (this applies to those using bandskool premises; hired or otherwise)

- Teachers will not be paid for any absence no matter what the reason. Teachers will only be paid for lessons delivered and presented on each monthly invoice. For any absence which is foreseeable, the teacher should notify BANDSKOOL so that some appropriate action can be taken. It might be the case that a substitute teacher can be found. Either way, the teacher is responsible for notifying BANDSKOOL of any absence.
- Teacher should be able to offer appropriate exams on their 1st study instrument from beginner grades through to at least grade 8. A range of examination boards may be used to that effect and is something that could be discussed as and when the situation arises.
- Teacher should try to encourage their students to join our band coaching sessions at the earliest opportunity. Instrumental lesson discounts will be offered to all students who enrol on the band coaching sessions as an extra incentive.
- In addition to instrumental tuition, there is future scope for other activities such as running music-related classes in a range of subjects including composition, theory, music software as well as band coaching. In regard to the running of such classes, BANDSKOOL will prioritise its instrumental teachers in offering said work.
- Teachers are expected to continually promote and market their lessons in a variety of ways. In addition, BANDSKOOL will promote each teacher's services on its own website including an up-to-date biography and photos etc...
- It may be possible to offer a teacher more than one day's teaching at BANDSKOOL.
- If the teacher wishes to discontinue employment at BANDSKOOL then a fair period of notice would be expected of at least a month.
- There should be good communication between instrumental teachers and any given band coach where any given student also receives our band coaching.
- The emphasis – in all instrumental teaching – is on popular music and its requirements. This certainly applies to our target market of 11/12 to 18 year olds, all of whom would have the potential to be in our bands too. For students outside of this range, there are other teaching possibilities.
- If you choose to find students of your own and are not using bandskool's facilities (resources and/or premises) then you are free to come to your own arrangements with students. Students are only classed as belonging to bandskool if they have applied through bandskool's application process and have agreed to our terms.
- It is hoped that an online version of BANDSKOOL will develop over time (www.bandskool.com). This may present instrument teachers and others with an opportunity to contribute content which will not only attract more traffic to the site but may serve to promote a teacher's services. Furthermore, advertising revenue and sponsorship may become a reality; which contributors will also benefit from.