



King's High School



## Information for Applicants

**Director of Music**  
**For September 2022**



## A Message from the Heads



We are delighted that you are taking the time to find out more about the post of Director of Music.

This brochure can only give you a glimpse of the exciting and unique opportunities the post presents; however, we hope that it conveys our ambition for our pupils' musical experience from the ages of 3-18.

We take pride in offering a broad and well-rounded education. Our pupils are characterised by their commitment to their studies, the enjoyment they take in pursuing their extra-curricular interests to the full, and the important contributions they make to the local and wider community.

This is an exceptionally dynamic and vibrant community in which to work. Our expert staff show great commitment to the pupils both in the classroom and in their wider endeavours, delighting in their many and varied successes. We therefore very much hope that you will be inspired by what you discover about us, and that you will wish to be a part of this exciting community. We look forward to receiving your application.

**Dr Stephen Burley – Head Master (King's High) and Mrs Hellen Dodsworth – Headmistress (Warwick Prep School)**



# The School



## WARWICK INDEPENDENT SCHOOLS FOUNDATION

Warwick Independent Schools Foundation comprises five schools: King's High with Warwick Preparatory School, Warwick School with Warwick Junior School and The Kingsley School. The Foundation is unique in the Midlands, offering co-education for our pupils aged 3 to 7, and single-sex education from age 7 onwards. This offers the best of both worlds for our pupils: teaching specifically tailored to their needs with extensive opportunities to collaborate outside the classroom.



### Warwick Preparatory School

Warwick Preparatory School is an independent day school and nursery for boys aged 3-7 and girls aged 3-11 with a flourishing community of around 500 pupils. Located on the Foundation campus, just off the Banbury Road, the school is a few minutes' walk from the historic town centre of Warwick and has exceptional, purpose-built facilities.

**[www.warwickprep.com](http://www.warwickprep.com)**



### King's High School

Founded in 1879, King's High School provides independent, single sex, day education for approximately 780 girls aged 11 to 18. The school is renowned for its friendly and welcoming atmosphere, founded on a distinguished academic tradition tailored to individual girl's needs by a highly qualified and motivated staff. We pride ourselves on the outstanding academic and creative performance of our pupils.

In September 2019, King's High School moved from its town centre location to the Foundation campus, just off the Banbury Road, to join Warwick Preparatory School and Warwick School.

**[www.kingshighwarwick.co.uk](http://www.kingshighwarwick.co.uk)**





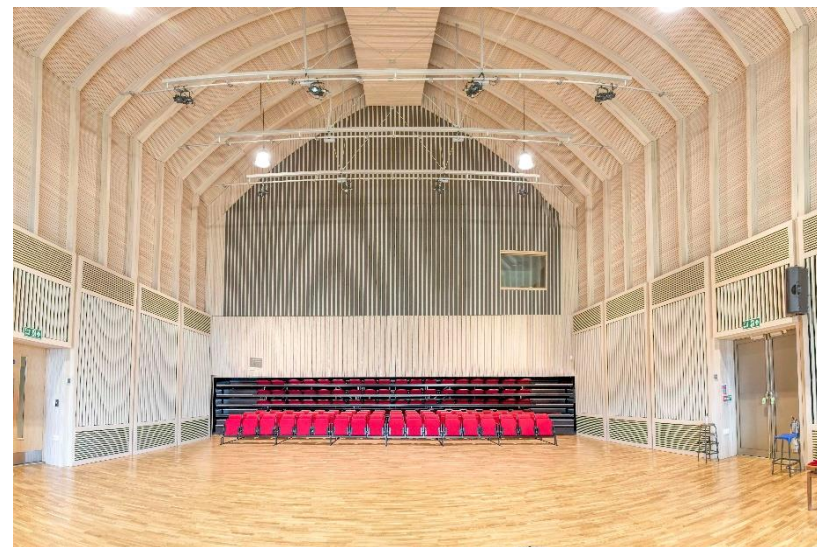
# The Department

The Music Department is housed in our state-of-the-art Music School, which was newly built in 2020 and provides outstanding musical education for both King's High and Warwick Preparatory School. The acoustically-tuned building includes an outstanding auditorium, a rehearsal studio with world-class organ, two music classrooms, a keyboard suite, a percussion studio, 14 practice rooms, and a music library.

The department consists of three full-time members of staff, a part-time organ scholar, and number of VMTs, all of whom support music across all genres and foster creativity, excellence and community. A wide range of choral and orchestral clubs run alongside Wind, Jazz and Rock bands, ensembles and clubs, with an active culture of student leadership and initiative.

The department has a busy concert programme including major concerts and musicals, showcase recitals featuring the best instrumentalists, informal tea time concerts, jazz nights, annual Carol Services at St Mary's Church, joint projects with Warwick School and Warwick Preparatory School and regular workshops and trips.

Students regularly take up places as members of the National Youth Orchestra of Great Britain, National Children's Orchestras of Great Britain, National Schools Symphony Orchestra, National Youth Choir of Great Britain, City of Birmingham Symphony Orchestra Youth Orchestra, City of Birmingham Symphony Orchestra Youth Chorus and Rodolfus Choir.



# The Role

We are seeking to appoint an outstanding and talented Director of Music, who will oversee and lead the provision of exciting musical opportunities for pupils from age 3-18. The successful candidate will be committed to the school's goal of becoming a flagship centre for musical excellence, working closely with colleagues across our Foundation of schools and the local community.

The successful candidate will line-manage the Director of Music at Warwick Preparatory School and the three full-time members of staff in the Department, as well as having overall responsibility for the management, recruitment and deployment of visiting music teachers at Warwick Prep and King's High. The new Director will inspire pupils and colleagues to embrace the range of exciting musical opportunities that are available to them through effective and dynamic leadership, as well as taking an active lead in the effective administration of a large and busy department.

This is an excellent opportunity for an outstanding leader and educator to build on an existing ethos of musical excellence, and to widen participation from a large community of keen young musicians. Candidates will be expected to outline a strategy for placing music at the centre of the life of a school, through the sharing of both elite and more inclusive musical events and activities to inspire maximum participation throughout the schools.

Developing our Foundation as a place of recognised music excellence for our pupils and the wider community is a key strategic aim. Two important initiatives - 'Warwick - A Singing Town' ([warwicksingingtown.co.uk](http://warwicksingingtown.co.uk)) and a new residency with the Orchestra of the Swan ([www.kingshighwarwick.co.uk/music/orchestra-of-the-swan](http://www.kingshighwarwick.co.uk/music/orchestra-of-the-swan)) demonstrate our ambition.

The Director of Music will teach half of a timetable of lessons and will be able to teach Music to a very high standard across all Key Stages, inspiring a genuine interest in the subject. The role will offer scope for an innovative and forward-looking practitioner to make their mark on an outstanding school, and to develop the use of our superb new facilities.



# Job Description

Reporting to the Deputy Head (Co-Curricular and Operations), the post holder is required:

## Line Management

- To line-manage the Director of Music of Warwick Prep and three full-time members of staff at King's High.
- To have overall responsibility for the management, recruitment, and deployment of visiting music teachers at Warwick Prep and King's High.

## Leadership

- To inspire both pupils and colleagues to enthusiastically embrace the exiting opportunities available to further progress their musical skills, through effective and dynamic leadership.
- To ensure that a robust and outstanding curriculum is in place for pupils 3-18.
- To lead, co-ordinate, and contribute to a rich and vibrant co-curricular programme across the age and ability spectrum, both within and outside the school day.
- To arrange and lead a comprehensive and varied programme of high-profile concerts and performances, formal and informal, and to assist the Director of Drama with the Senior Schools musical throughout the year.
- To develop a vibrant series of events, networking and engaging with local schools and the local community.
- To ensure that pupils have a varied range of musical experiences, drawing on the skill of leading professional musicians to enhance our own pupils' experiences.
- To ensure that music has a high profile in the marketing of the school, including activities for prospective pupils on Taster and Open Days.
- To liaise with colleagues to provide cross-curricular experiences and performances.
- To ensure a high-profile for musicians at key school events, for example Carol Services, Founders and Benefactors, Speech Day.
- To organise music tours and trips to concerts at home and abroad.
- To assist with the recruitment of music scholars and develop a programme for gifted musicians.



**Foundation Community**

- To work collaboratively with colleagues in our Foundation family of schools, in order to provide opportunities for girls and boys to share musical experiences and performances.

**Teaching commitment**

- To teach an agreed number of academic lessons at King's High.

**Wider Community**

- To forge links with local and national music groups and institutions.



# Further Details

**The Employer** is the Warwick Independent Schools Foundation.

## Salary

The Warwick Independent Schools Foundation has its own salary scale and salary will be determined according to qualifications and experience.

## Benefits for Staff

- Staff Fee remission at our Warwick Campus.
- Complimentary lunch and refreshments
- Free parking
- Use of the Sports Complex for staff
- A strong, supportive staff community

## Pension

Applicants will automatically be enrolled into the Teachers' Pension scheme.

## Child Protection

The school's Child Protection Policy is included in this pack. An interview will include questions about safeguarding children. The appointment will depend on satisfactory DBS clearance.

The Warwick Independent Schools Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any concerns should be reported in accordance with the Foundation's Child Protection policy.

## Safeguarding

All staff are required to:

1. Adhere to the School Policy on safeguarding and undertake training as required;
2. Ensure the safeguarding and well-being of children and young people at the school, in accordance with School policies.

## Appointment Method

Interviews and lessons

## Appointment Timetable

**Friday 11 March 2022 by 9.00am**

Deadline for submission of applications (on the standard application form please).

Notification of outcome to short-listed candidates & interviews will happen as soon as possible after the closing dates, with interviews likely to take place the **week commencing Monday 14 March**.

## The Application Process

The application form must be completed in full before the application can be considered. Any discrepancies or anomalies in the information provided or issues arising from references will be discussed at the interview.

If you have any queries about the completion of the application form, please contact Mrs Sarah Norton (PA to the Head Master)

[s.norton@kingshighwarwick.co.uk](mailto:s.norton@kingshighwarwick.co.uk)

## Enclosures

- Application Form
- Job Description
- Equal Opportunities Policy
- King's High School Child Protection Policy
- Recruitment of Ex-Offenders Statement





# Person Specification

	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A highly qualified graduate in a relevant subject</li> <li>QTS Performance Diploma or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Additional qualifications at a higher level</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Copies of qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Outstanding classroom practitioner of Music up to GCSE level</li> <li>Experience of leadership within a successful Music Department</li> <li>Experience of teaching and organising within a successful music department</li> <li>Experience of running music-related trips</li> </ul>	<ul style="list-style-type: none"> <li>Teaching at all levels to A level and Oxbridge</li> <li>Background of teaching very able students with significant success</li> <li>Background of leading a department or department section in a high-achieving school</li> <li>Personal performance track record</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Lesson/activity observation</li> <li>Interview</li> <li>Professional references</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to teach using a range of innovative pedagogies</li> <li>Proven leadership ability</li> <li>Ability to communicate effectively with colleagues, pupils and parents</li> <li>Effective management and leadership strategies</li> <li>The ability to inspire musicians of a range of abilities</li> <li>Ability to prioritise and make decisions</li> <li>Organisation and administrative efficiency</li> <li>Excellent time management and organisational skills</li> <li>Outstanding use of ICT in the classroom and to develop resources</li> </ul>	<ul style="list-style-type: none"> <li>Specialist skills in a specific area of music, for example orchestral conducting</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Lesson</li> <li>Professional references</li> <li>Evidence of directed productions (Recordings; photographs)</li> </ul>



<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Up to date knowledge of current developments in musical education and careers</li> <li>Subject knowledge of the highest order</li> <li>Knowledge of the management of large groups of VMTs</li> <li>Extensive knowledge of the craft of teaching and learning</li> <li>Understanding of the factors that influence pupils' learning, with sensitivity to the strategies that might be most effective in a Girls' School setting</li> </ul>	<ul style="list-style-type: none"> <li>Specialist knowledge of particular fields of Music</li> <li>Understanding of how to use Assessment for Learning to develop pupils into independent learners</li> <li>Up to date knowledge of ISI requirements within music departments</li> </ul>	<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Lesson</li> <li>Professional references</li> </ul>
<b>Personal competencies and qualities</b>	<p>A wholly professional attitude to include:</p> <ul style="list-style-type: none"> <li>Commitment to high standards and achievements, as well as to raising these standards</li> <li>Commitment to inspirational, effective leadership</li> <li>Commitment to own professional development</li> <li>Support for school aims and policies</li> <li>Ability to cope with pressure/workload</li> <li>Organisation and communication</li> <li>Tact and discretion, loyalty, flexibility</li> <li>Adaptability, confident and dependable</li> <li>Soundness of judgement</li> <li>Time management</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate being articulate, presentable, co-operative, organised, reliable, responsive with a "can do" attitude with good communication skills both on the phone and in person that allows effective communication at all levels</li> <li>Creates good rapport with staff, parents and pupils</li> <li>Ability to prioritise</li> <li>Ability to organise self and work independently</li> <li>Ability to listen</li> <li>Ability to work in a team</li> <li>Sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>Interview</li> <li>Lesson</li> <li>Professional references</li> </ul>
<b>Safeguarding Children, Young People and Vulnerable Adults</b>	<ul style="list-style-type: none"> <li>A commitment to the safeguarding and well-being of children and young people at the school, in accordance with school's policies</li> <li>A willingness to adhere to the school's policy on safeguarding and to undertake training as required</li> </ul>		<ul style="list-style-type: none"> <li>Contents of the Application Form</li> <li>Interview</li> <li>Professional references</li> <li>Successful DBS Clearance</li> </ul>
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>Understanding of the requirements of Equality and Diversity</li> </ul>		





King's High School  
Warwick Preparatory School

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