



Lancing College

Appointment of
Teacher of Music

for

September 2019 or January 2020

The College

The College stands in an impressive downland estate of some 550 acres, which includes playing fields, residential properties, and an educational farm. The distinguished Victorian buildings, including the spectacular chapel that was begun in 1868, are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. Recently a co-educational house, a dance studio, gym and learning support suite have been formed by conversion. There is also major investment in funds for scholarships and bursaries, including the Foundationers' Campaign which funds a number of transformational bursaries annually.

Lancing first admitted Sixth Form girls in the 1970s and moved to full co-education in 2000. The College's modern history is one of evolution from an almost wholly boarding community to a mixed boarding and day school with an intake of local, national and international pupils: a proudly cosmopolitan community. In 2002 the governors acquired what has now become Lancing College Preparatory College at Hove which is about five miles away from the College itself. As a result of a further acquisition Broadwater Manor School became Lancing College Preparatory School at Worthing in January 2014.

Lancing has a strong history of achievement academically, in the arts, and in a wide variety of sport. There is a modern swimming pool, squash and fives courts, a range of tennis courts and two all-weather surfaces in addition to a newly developed sports and fitness centre and a new Equestrian Centre. Music, drama and art are very strong. The specialist music school is next to the Chapel, which possesses a modern Frobenius organ as well the original Walker instrument. The theatre has recently been re-furbished and a dance studio added to the College's facilities. The new Art School brings art, photography, sculpture and ceramics under one roof. Extensive work has taken place to re-model the Science Department. The College has a remarkable reputation in the arts. OLs include Sir Tim Rice, Christopher Hampton, and Sir David Hare who continue a tradition which reaches back to Evelyn Waugh, and other distinguished figures such as Archbishop Trevor Huddleston, Sir Peter Pears, Sir Roy Calne and Sir Christopher Meyer. The seam of independent thought and a willingness to challenge orthodoxy runs deep.

The College recruits a 13+ (Year 9) entry of approximately 100 and an additional Sixth Form (Year 12) entry of about 50-60 students in any given year. There are ten houses, seven boarding houses (four boys' and three girls'), and three day houses (one each for boys and girls, and a new co-educational day house from academic year 2018/19). Lancing operates a six day academic week with teaching on Saturday mornings and sports fixtures on Saturday afternoons, and day pupils are expected to engage fully with the life of the boarding community. The College was graded 'excellent' in all categories and sub-categories in the recent, 2017 integrated ISI inspection document which can be found here: <https://www.lancingcollege.co.uk/lancing-college/about/inspections>.

Academic standards are consistently high: A* - B grades at A Level average over 80% for the last ten years and the A* average since 2010 is over 20%.

The College has excellent IT provision. Since September 2013 all pupils have been equipped with a College iPad in addition to an impressively stocked VLE and supportive software.

Each year the College offers several academic scholarships and similar awards for Art, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Head Master, Mr Dominic Oliver, has been in post since September 2014.

Woodard Schools

The Woodard Schools group now consists of some 16 independent schools and is affiliated with a further 27 state, independent, academy and overseas schools. The schools are responsible to the Woodard Corporation for good management but are separately incorporated as charitable companies.

As the Senior School of the Woodard Corporation, Lancing is closely identified with the worship and practice of the Anglican Church and its Catholic tradition. The Eucharist has always been the centre of worship in the Chapel. The College is involved in the work of the Corporation and the Woodard Southern Area Provost is an ex-officio member of the Governing Body. Candidates should be happy to work within this context and to support the Christian life and education of the College.

General

The College requires of all its employees a high standard of behaviour and integrity when undertaking duties and when in contact with pupils, parents, fellow employees and visitors alike.

Music at Lancing College

Lancing College Music School is home to a highly successful, flourishing and relaxed department, which continues to uphold the College's long-established tradition of choral and orchestral music. Musical alumni range from Steuart Bedford and Sir Peter Pears to Sir Tim Rice. The community provides an environment in which the most talented pupils aim for the highest standards through opportunities as many and varied as one would find at any of the best non-specialist music schools. 250- 300 individual lessons take place each week in a wide range of instrumental and vocal disciplines. Lessons in composition, conducting and improvisation are also given. Instrumental ensembles include four orchestras, a wind band, a swing band, a brass ensemble, and there is a busy programme of chamber music. The many choral groups include the Chapel Choir, Choral Scholars and an A Cappella Club and the Lancing Opera Project has been running for some years. Regular rock music workshops take place throughout the year. Upwards of thirty-five concerts appear in the annual calendar of events, both inside and outside of the College. Student compositions are frequently celebrated and performed. In the summer term the Choir sang in two BBC broadcasts, one live on Radio 4 and one in the prestigious Choral Evensong programme on Radio 3. There are close links to Cathedral choirs, with former choristers from Chichester (one of whom was BBC young

Chorister of the Year in his first year at Lancing), Salisbury and St Paul's currently members of the College. Some have called Lancing "The public school with the Oxbridge Chapel Choir" and that is certainly the aspiration.

Lancing College Chapel is a remarkable building, conceived and built on the grandest of scales, with vaults rising to 92 feet in height. This iconic building (sometimes known as 'The Cathedral of the Downs') is reputedly the largest school Chapel in the world. The Chapel contains three organs, a large Walker organ on the west gallery beneath the rose window, a fine Frobenius in the choir, and an 1818 Elliott chamber organ in the Crypt. An Organist would have full access to these instruments at any time when the Chapel is not being used for services, lessons, rehearsals or visitors' tours.

Notable recent successes include remarkable performances of Poulenc's Sextet for Piano and Wind Quintet, Tchaikovsky's Symphony No. 2 in C minor (Little Russian), Mozart's Horn Concerto No. 3, Haydn's Te Deum and Nelson Mass as well as premières of works by three Lancing composers – one a violist with the National Youth Chamber Orchestra, another was a winner of the major piano prize at the RCM Junior Department, and another was a winner in the 16-18 category of the 2016 BBC Inspire Young Composers' Competition. Lancing students have recently gone on to Choral Scholarships at Gloucester Cathedral, Trinity College, Cambridge, and New College, Oxford; and two have joined the Manchester Joint Course, studying for music degrees at the University of Manchester and as first study composers at RNCM. A former Lancing Organ Scholar is currently Organ Scholar at St John's College, Cambridge.

The appointment arises as the College seeks to build on this success to enhance a musical reputation, particularly in choral terms, on the national stage. There is a strong liturgical tradition to develop and enhance and the opportunity to make Lancing renowned for its choral training, singing teaching and as a breeding ground for organ scholars.

General

The College requires of all its employees a high standard of behaviour and integrity when undertaking duties and when in contact with pupils, parents, fellow employees and visitors alike.

The Appointment

The College is seeking to appoint a well-qualified, inspirational, enthusiastic and innovative musician to teach music. An organist or an instrumental specialism would be advantageous but not essential. The role would particularly suit either an enthusiastic graduate looking to make a direct entry into teaching or an experienced teacher seeking an entry into the independent sector. The College provides statutory induction for NQTs and will assist graduate entrants to gain QT status through the funding of a PGCE by arrangement.

Teacher of Music - Key Skills and Qualities required

- An excellent classroom practitioner with a genuine passion for music, able to lead by example and inspire pupils.
- An additional musical specialism would be preferable but not essential, for example in one or more instrumental areas.
- A strong degree in a relevant discipline. Post-graduate qualifications and experience are desirable.
- Experience and excellence in teaching music to GCSE and A Level is desirable
- A good team player with the ability to lead and work with a small team but also to work independently.
- Outgoing and positive in personality with the vocation, enthusiasm and gravitas to be an outstanding ambassador for the College.
- Kindly, approachable and measured in manner with the ability to form strong working relationships with pupils, colleagues and parents.
- Organisation, discretion, flexibility and attention to detail.
- Excellent skills in oral and written communication.
- An understanding of and appetite for engagement and involvement in the pastoral life of a busy boarding school. Willingness to contribute to the co-curricular life of the school both within and beyond the musical sphere.
- Confident proficiency with using Microsoft Office, especially Outlook, Word and Excel. Training will be given on the College's Management Information System (PASS) and on the use of an iPad, which all pupils and staff are given.
- Undertake such other reasonable duties from time to time as the College may reasonably require

This job description sets out the main duties at the time it was drawn up. Such duties may vary but without changing the general character of the duties or the level of responsibility entailed.

Terms and Conditions

- The starting date will be September 2019 or January 2020.
- The starting salary will be commensurate with the experience of the successful candidate. The Lancing College salary scales currently range from £28,045 to £57,310 per annum. The Governing Body usually makes an inflationary award each summer term in preparation for the start of the new academic year in September. Members of

staff appointed on the first six points of the Lancing Scale can expect to move one point up the scale each year (in addition to any inflationary award made by the Governing Body and subject to satisfactory progress) until they reach Point 6 (£40,239 per annum). Thereafter salary increases (other than inflationary awards) are made as a result of a biennial salary review process. There are allowances of £2,498 to £10,707 for Assistant Housemasters/mistresses, Heads of Department and Housemasters/mistresses. There is a separate scale for members of the Senior Management Team.

- The person appointed will be expected to join the contributory pension scheme operated by the Teachers' Pension Agency, if not already a member.
- Accommodation may be available although rent is normally payable. Meals are provided for resident staff during term time.
- As may be consistent with the entry conditions of the School, up to two children may be educated as day pupils at Lancing College up to the normal leaving age for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition and as may be consistent with the entry conditions children may be educated at Lancing Prep at Worthing up to the normal leaving age for the payment of 33.33% of the appropriate fees up to and including Year 2, and 50% of the appropriate fees from Year 3 to Year 8. This remission does not apply to wrap around care during term time or to care outside school terms. At Kindergarten and Nursery level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council and subject to the maximum fee discount allowable by HMRC of 83.33%.
- The College operates a medical health insurance scheme. Teaching staff are eligible to join after three months' service. The College will pay for membership, but this is regarded as a benefit in kind and is therefore taxable.
- The employment will be subject to a probationary period of one year during which time the College may terminate the employment by giving in writing not less than four weeks' notice and the member of staff may terminate the employment by giving in writing not less than one term's notice.

Applications

Applications should be made using the application form which is available from the College website www.lancingcollege.co.uk and returned to hr@lancing.org.uk. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of three referees, one of whom should be the candidate's current or most recent employer, should be included with the application. References will be taken up in advance of the interviews.

Early applicants may be invited for interview before the closing date and the College reserves the right to make the appointment before the formal closing date, so early applications are encouraged.

The closing date for applications is **midday Thursday 25 April 2019** although applications may be reviewed on receipt.

Further Information

- Lancing College is a no smoking site.
- Unfortunately, due to the large number of applications received, the College is unable to acknowledge every application. The College will only notify those candidates who have been successfully shortlisted for interview. Therefore, if applicants have not had a reply from the school within 21 days of the closing date, they can assume that their application has been unsuccessful.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be subject to a Disclosure and Barring Service check.

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence.