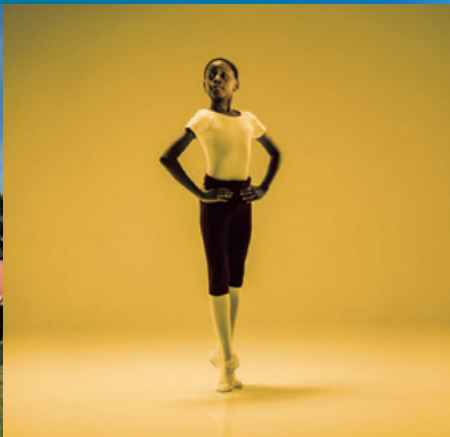


WORKING AT ELMHURST BALLET SCHOOL



HELP MAKE A
REAL DIFFERENCE
TO THE LIVES OF
OUR STUDENTS



INFORMATION FOR PROSPECTIVE APPLICANTS

WELCOME TO ELMHURST

INTRODUCTION FROM THE PRINCIPAL



Can you help shape and support Elmhurst Ballet School to ensure it remains a global centre of excellence in dance education for the next 100 years?

Welcome to Elmhurst Ballet School where we work hard to create a culture that encourages you to be a caring, free thinking and intuitive individual; able to embrace the challenges of vocational dance training and develop a lifelong curiosity and love of learning.

Whether it is as part of our Artistic, Academic, Health and Wellbeing, Support staff or Boarding teams you can make a real difference to the lives of our students, helping them to excel at school and in the wider world... we look forward to welcoming you to our vibrant school!

Jessica

JESSICA WARD

PRINCIPAL



**HELPING
STUDENTS
EXCEL**

ABOUT ELMHURST BALLET SCHOOL

Our vision is to inspire, nurture and celebrate young ballet dancers sharing a talent, commitment and passion to become exceptional dance professionals, regardless of financial circumstances.

- We put our students at the heart of everything we do and strive to maximise potential by providing rigorous, brilliant, inspirational opportunities that prepares them for life.
 - We are passionate and proud of our work and the excellence of the dance and academic outcomes we achieve.
 - We actively listen by dynamically researching, evolving and adapting our elite performance environment to be leading-edge through world-class teaching.
- We foster a caring culture that is inclusive, demonstrates integrity, and where people are aspirational, energetically engaged and take ownership in maximising their own potential.
 - We believe that talent is classless and we only engage with and teach top people who have the desire to perform exceptionally.
 - We demonstrate the courage to question, challenge and change the cultural norms in the dance world.

HELPING STUDENTS THRIVE



Our holistic ethos encourages students to **LIVE, **DANCE** and **LEARN** in equal measure. This successful and rounded approach continues to produce happy and healthy, elite classical ballet dancers, who are interesting, inquisitive and grounded and ready to take their next steps in life.**

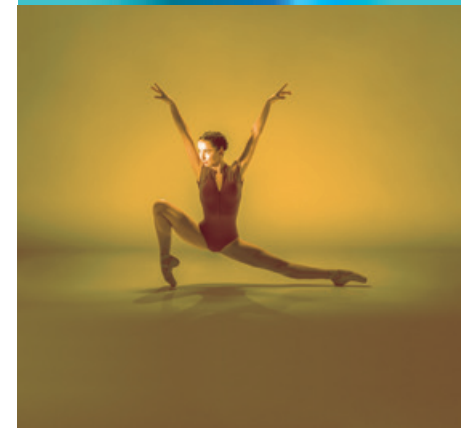
Founded in Camberley, Surrey in 1923, Elmhurst was one of the UK's first vocational dance schools. In 2004, the school moved to its purpose-built new home in Edgbaston, Birmingham forming a close association with Birmingham Royal Ballet, formerly Sadler's Wells Royal Ballet. Importantly in the 2022–2023 academic year Elmhurst will celebrate 100 years of history and we have lots of exciting plans to celebrate.

Her Majesty The Queen Consort – formerly HRH The Duchess of Cornwall – has been Patron of Elmhurst since 2006 and last visited the Birmingham site in

January 2020, marking her fourth visit to the school. Elmhurst enjoys a close association with Birmingham Royal Ballet, the UK's premiere touring ballet company under the Directorship of Carlos Acosta CBE, and an on-going partnership with the award-winning Studio Wayne McGregor, strengthens the school's contemporary dance offer.

Our state-of-the-art facilities include a 220-seat theatre, seven dance studios, academic classrooms, home-from-home on-site accommodation and an outdoor sports field.

**HELPING
STUDENTS
TRANSFORM**





DIVERSITY AND INCLUSION – EVERYONE WELCOME

“If you don’t see someone who looks like you in the building or the business, you’ll think you can’t be part of this world”.

JENNIFER MACNAMARA HEAD OF CONTEMPORARY, JAZZ AND RELATED DANCE STYLES – ELMHURST BALLET SCHOOL

Elmhurst Ballet School serves a diverse body of young people from different communities, backgrounds and experiences, brought together by their love and commitment to dance, their talent and their work ethic. It is a core value of this school that dance is for everyone.

In the same way, we deeply recognise the importance of a diverse staff, which enriches our school with different experiences, ideas and ways of thinking. We uphold that sense of belonging is a key part of wellbeing and believe also that a diverse staff increases a sense of belonging for our diverse student body.

We welcome applications from people of all backgrounds, ages, race, genders, sex, sexual orientation, family circumstances, and from all faiths or none. If you share our core values – caring, inclusive, inspiring, dynamic, courageous and proud – and you have the relevant experience and skills listed in our person specification – we want to hear from you!

There is always more work to be done to make our school and workplace – and the wider world we all live in – more inclusive and more kind. We hope you can be part of this endeavour and that your own voice, experience and actions will build our knowledge even further.

OUR CORE VALUES

CARING

INCLUSIVE

INSPIRING

DYNAMIC

COURAGEOUS

PROUD

WHY WORK FOR US?

Elmhurst is committed to safeguarding and promoting the welfare of children and young people in its care and expect all staff to share this commitment.

It is essential that staff establish a good rapport with young people and are able to work effectively as part of a team. We also encourage candidates to consider whether they have any skills or hobbies which could be used to benefit staff and students alike reaching beyond their day to day duties.

<p>WE OFFER:</p>	 <p>A STRONG FOCUS ON STAFF CARE AND WELLBEING</p>	 <p>FREE ON-SITE CAR PARKING</p>	 <p>LUNCH IN OUR BISTRO DURING WORKING HOURS (term time)</p>
 <p>ENCOURAGEMENT TO DEVELOP YOUR PROFESSIONAL CAREER in a committed and supportive environment</p>	 <p>ACCESS TO 24/7 VIRTUAL GP CONSULTATION</p>	 <p>THE OPPORTUNITY TO WORK WITH A COACH OR MENTOR</p>	 <p>ACCESS TO OUR ON-SITE GYM (outside of timetabled student classes)</p>
 <p>OPPORTUNITIES TO SEE DANCE AND THEATRE PRODUCTIONS free of charge whilst chaperoning students</p>	 <p>EMPLOYEE ASSISTANCE PROGRAMME 24-hour counselling helpline and health and medical information service</p>	 <p>ENTHUSIASTIC AND AMBITIOUS PUPILS WHO ARE KEEN TO LEARN</p>	 <p>A HIGHLY EFFECTIVE, HARDWORKING AND SUPPORTIVE STAFF TEAM</p>



THE HISTORY OF OUR SCHOOL

Elmhurst Ballet School started life as The Mortimer School of Dancing in Camberley in Surrey in 1923.

Founded by Helen Mortimer in the grounds of a local preparatory school, it had a small in-take of young dance students before the school expanded and a senior school was added. By 1933, student numbers hit 60. The school survived the Second World War years – students danced in 59 shows for the troops – and in 1945 it was recognised by the Ministry of Education. It became Elmhurst Ballet School in 1947, taking its name from the Elmhurst building that housed the school. Student numbers had now reached 240. During the decades to follow, glitterati of the ballet world, many dancers turned dance educationalists, made

their mark on the school and Elmhurst's international reputation went from strength to strength. The late Bridget Espinosa, a successful dancer and Elmhurst alumna was Artistic Director from 1966–75, and Alfreda Thorogood, a former Principal dancer with The Royal Ballet was Artistic Director of Dance from 1994-2004.

Today's Elmhurst also benefits from two former dancers at the helm: Jessica Ward, Principal since 2010; and Robert Parker, Artistic Director since 2012 following his retirement as a Birmingham Royal Ballet Principal. Stars of stage and screen trained at the school during its Camberley years, including Dame Merle Parke DBE, Hayley Mills, Juliet Mills, Jenny Agutter, Susie Blake, Fiona Fullerton, Sarah Brightman, Helen Baxendale and Hermione Norris.

Elmhurst's high-profile relocation to Birmingham in 2004 was overseen by the then Principal John McNamara and supported by the UK Government, Birmingham City Council and Birmingham Royal Ballet. The aim of the relocation was to meet the growing demand for professional dance training, education and research outside of London. The invaluable link with Birmingham Royal Ballet was also initiated.

2022 and Elmhurst has firmly secured its place amongst the top ballet schools in the world, attracting local, national and international dance students to Birmingham. Recently, students have reached the finals of the BBC Young Dancer Competition and, on graduation, alumni join professional dance companies in the UK and overseas, or some secure university places to enhance their academic achievements.

THE ARTISTIC FACULTY

The Elmhurst artistic team prepare students for professional careers in ballet and allied dance genres. Students from years 7–13 benefit greatly from the school's bespoke dance curriculum which is integrated with their academic learning, the final year (graduate year) have a curriculum that is solely focused on dance and bridges the transition into professional life as a dancer.

Upper school students (years 12 to Graduate year) embark on a Level 5 or 6 Professional Dance Diploma validated by Trinity College London, there is the further option upon leaving of transferring this into a BA (Hons) degree in professional Dance Practice through Middlesex University.

The curriculum is robust, challenging and delivered by a highly skilled and expert team of tutors with a wealth and breadth of professional dance and teaching experience. The students also have the opportunity to experience classes and workshops from external visiting artists, choreographers and dance professionals.



Elmhurst has dedicated partnerships with Birmingham Royal Ballet and Studio Wayne McGregor. We also collaborate strongly with a number of companies and organisations globally. All artistic learning takes place in “state of the art” ballet studios supported by a team of outstanding accompanists, there is a well-equipped theatre which seats an audience of 220 people for performances, always a highlight of the students learning. Students have the opportunity to develop their performance skills through our annual summer shows, choreographic and solos competitions, as well as other events at school and in the community.

There is an extremely strong link and solid collaboration with the Health and Wellbeing Team. The physical and mental wellbeing of the students is pivotal and key to their progression in dance. All of our young people are high achievers and have high expectations of themselves in a very competitive field. The management and care of their development in this aspect requires skilled handling across all teams.

Entry into Elmhurst is by audition with our two key entry points at year 7 and year 12, students can join and integrate into other year groups but this would be dependent on space and existing class size.



THE ACADEMIC FACULTY

A student-focused learning experience maximises each student's potential in learning, living and dancing skills. The positive learning environment and high expectations prepare our graduates for life in the very best national and international ballet companies.

A rigorous and inspiring academic programme is delivered by specialist teachers. Students perform above the national average in public examinations at GCSE and A Level and a broad curriculum is offered throughout the Key Stages.

The results of public examinations are consistently high with 41% of students achieving grades 9 – 7 across all GCSEs and 90% at grades 9 – 4 across all GCSEs.

The emphasis in the name Elmhurst Ballet School falls firmly on the word "School". Students at Elmhurst are taught by exceptional staff in both artistic and academic disciplines and they thrive with the encouragement and support of such qualified and dedicated teachers. Academic lessons support the development of well-informed individuals with a desire to learn and reach their goals in life.



Although the academic timetable is necessarily limited by the needs of their dance training, Elmhurst provides a full and balanced curriculum that enables students to attain up to nine GCSE grades by the end of Year 11. Days are long, of course, and demanding both physically and mentally, yet students achieve results that are comparable with many state and independent schools that select their intake on academic grounds. It is the focus, discipline and desire to succeed in all they do that marks out Elmhurst students as something special and it is a pleasure to provide for their academic wellbeing. SEN and EAL students are also supported through in class support and specialist tuition.

The classes are mixed ability in Year 7 – 9. In Year 10 and 11 there are two sets in Maths, Science and English. In Year 10 students also make three GCSE option choices between History, Art, Geography, Italian, German, Music, Drama, Dance and RE. English language, English literature, Maths and double award Science are compulsory. A choice of two from four A Levels is also offered in addition to the dance curriculum in the sixth form.



OUTREACH PROGRAMME

We are passionate and keen to continue connecting with local schools as part of our Outreach Programme, delivering bespoke workshops led by our Elmhurst Ballet Company students.

Our aim is to deepen our links with members of the community and maintain the notion that dance is for everyone, regardless of financial circumstances.

ENRICHMENT

The school offers a range of enrichment programmes and activities delivered through the academic and dance curriculum and also through boarding activities at weekends.

The programme might include sports such as basketball, swimming, or yoga and fitness work. Other activities include team building activities, arts and crafts, and masterclasses from industry leaders. The school organises enrichment trips which include local trips to theatres, galleries and museums as well as fun activities at the weekends such as to Alton Towers, the cinema and bowling.



HEALTH AND WELLBEING

Elmhurst also has a sector-leading Health and Wellbeing Centre, which opened in January 2016. We have our own physiotherapy suite and gym.

Medical support is also provided by Ridgacre Medical Centre, and a doctor visits the school to hold two weekly surgeries.

We have an innovative, bespoke Health Trust with a range of benefits designed to meet the needs of our students given the nature of their elite training.

Provided by Holroyd Howe an external catering company who are specialists in providing freshly prepared, nutritious food exclusively to independent schools and colleges; the Bistro is vibrant and welcoming. Healthy eating promotes healthy dancers and there is an excellent choice of food with vegetarian and non-dairy options available. Any food allergy can be catered for.

THE BOARDING EXPERIENCE

Elmhurst's experienced boarding staff are sympathetic to the needs of young people training for careers as professional performers.

Our aim is to provide a safe, friendly, professional and supportive environment in which students will live and flourish.

The team of highly dedicated boarding staff meet regularly with artistic and academic staff and forge strong links with home to provide the best holistic care for each child in their House.

Elmhurst has four boarding houses on site which accommodate the

Lower school. A sixth form accommodation block, The Elms, is a short walk from school. The Graduate Year students live in privately rented accommodation close by. Each boarding house has two or more residential members of staff.

The resident Boarding Staff have accommodation within the Boarding Houses which is modern, light, airy and comfortable. Whilst the apartments are able to accommodate partners, unfortunately, they are not suitable to accommodate families.

EQUAL OPPORTUNITIES POLICY STATEMENT

Elmhurst Ballet School is striving to be an equal opportunities employer. In line with the current legislation, as an employer of staff, we aim to ensure that all job applicants, staff and volunteers do not suffer unfair discrimination based on age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

We aim to ensure that all people with whom we work are valued for their contribution and are given the opportunity to realise their full potential within the organisation.

Elmhurst Ballet School believes that following a policy of equality of opportunity will benefit not only the individual but will also benefit and enrich the whole organisation.

Disclosures And Barring Scheme

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosures & Barring Scheme as part of our pre-employment checks.

HOW TO APPLY

To apply, please visit our website www.elmhurstballetschool.org/en/about/work-with-us/ where you will be able to download and submit an application form. CV's cannot be accepted.

Alternatively, completed application forms can be sent to:
**Elmhurst Ballet School, FAO Human Resources,
249 Bristol Road, Edgbaston, Birmingham B5 7UH.**

General enquiries and requests to visit the school should be emailed to: jobs@elmhurstdance.co.uk

www.elmhurstballetschool.org

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Patron HRH The Duchess of Cornwall | **Principal** Jessica Ward | **Artistic Director** Robert Parker

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