



Director of Music

April or September 2018



WORTH
SCHOOL



Welcome

At Worth, the ideals of the family run through everything we do: we celebrate achievement with joy; we value listening and tolerance; we see the importance of each and every person. Worth is a place where we seek to uncover and ignite children's passions and talents. The path a life takes often begins at school, and this is why we do not just provide education, we offer learning with heart and soul, and this gives Worth a difference of kind that sets us apart. I invite you to visit us and see how the warmth of the Worth community allows boys and girls to thrive within the classroom, on the sports field, in the creative arts, and within their friendships. You will meet pupils nurtured by both the richness of Benedictine tradition, and the best that modern education has to offer.

Stuart Meyhew

About the School

Worth is a leading independent school of around 580 pupils, aged between 11 and 18. The initial cohort of girls arrived in September 2008. Girls at 11+ and 13+ joined the school in September 2010. The school is very popular is over subscribed. The majority of pupils are boarders but there is also a strong contingent of day pupils.

The school occupies a stunning rural location, with a campus of 500 acres, enjoying spectacular views across the Sussex Downs. The location lends the school an air of exceptional tranquillity and beauty. At the same time, however, the school is very convenient for London (32 miles away) and Brighton (22 miles to the south). The area has excellent transport links, with Gatwick Airport, Three Bridges Station and the M23 all within six miles.





Academic

Academically, Worth prides itself on getting the very best out of its pupils. The school offers a broad academic curriculum, with a wide choice of (i)GCSE subjects and the chance to study A Levels or the International Baccalaureate Diploma Programme in the Sixth Form. In the summer examinations of 2017, 71% of A level grades were at A*-B, and 50% of (i)GCSE results were graded A*-A (25% were A*). International Baccalaureate students achieved an average point score of 36, well above the world average. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. At the same time, the school enjoys a strong reputation for the excellence of its Learning Support provision.

Co-Curricular

The School has a long tradition of commitment to the performing arts. We have exceptionally strong Music and Drama departments, and each year the school presents a full, varied and challenging programme of high quality performances. The Art department has recently benefited from a multi-million pound refurbishment. An extensive games programme is in place. A very wide range of other activities is offered within the extra-curricular programme including voluntary service and the Duke of Edinburgh's award scheme. Over 50 clubs and societies are offered.





Pastoral Care

Outstanding pastoral care for every individual boy and girl is at the heart of Worth School. Our distinctive Benedictine tradition and concern for the well-being of each individual are lived out by the school community in its day-to-day existence.

A key characteristic is our aim of ensuring that all pupils learn to live in communion with one another and can find sanctuary within the School to develop as a person in their own right, fully conscious of their responsibilities to themselves, to others, and to God.

Every boy and girl, day or boarding, is a member of a House under the leadership of a Housemaster or Housemistress who, supported by their Deputy, has overall responsibility for the pupil's pastoral care and welfare. In addition, every pupil is assigned a Tutor with whom they meet regularly, formally and informally, individually and in groups, to review and support their progress, and to address issues raised through our extensive SMSC (Spiritual, Moral, Social and Cultural) programme. Every House also has a Chaplain, and every Boarding House has a Matron and an Assistant Matron who manage the domestic affairs of the house and also provide further invaluable pastoral support.



House and School Prefects are given duties and responsibilities and act as role models and guides for the younger pupils. The Medical Department provides 24/7 care and support and there is a professional counsellor, plus a network of independent listeners, whom the pupils may contact. All pupils have the opportunity to contribute their views on their pastoral life through a School Council, House Councils, Tutorial meetings, and confidential appraisals and surveys.

The House system provides the community and sanctuary where pupils can grow in confidence and fellowship with one another. There are five boarding houses at Worth which are designed for approximately 60 boarders each. Younger boarders share rooms so that they can learn to live alongside and support one another; most Sixth Formers have their own single study bedsits. Whilst the accommodation varies between the Houses, each Boarding House has common recreation areas, a library and a kitchen for the use of the pupils. All Houses have Wi-Fi and internet access. There are four day houses which provide study space and communal facilities for students from Year 9 upwards, and a junior house for all Year 7 and 8 day pupils.

Staff

Worth has a very friendly, collegial and sociable Common Room with colleagues from a variety of backgrounds, some joining the school straight from university, others after taking a PGCE, or after having taught at other establishments. Some have taught in a boarding school before, others have not. What staff members have in common is enthusiasm for teaching and learning, a willingness to be involved in the broader life of a thriving and busy school, plus a genuine commitment to the school's values and ethos.

The school offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision and enhanced pension contribution. Located in 500 acres of beautiful land, the school offers a community setting for employees who live both off and on site. Employees have access to our facilities, including a golf course, gym suite and function rooms. Employees benefit from free parking, social events and discounted school fees.



Ethos and Values

“Worth School nurtures its pupils in a caring Catholic Benedictine community, inspiring academic excellence and integrity to fulfil their unique purpose in the world.”

The Rule of St Benedict was written some 1,500 years ago for religious communities in an age very different from what we know today. Yet the wisdom of The Rule remains a clear and practical guide for modern day life and the complexities of 21st century living. Within our Benedictine ethos we discover how to structure community living which enables the individual to find personal strength, success and contentment whilst also establishing a genuinely supportive environment.

At Worth we recognise that everyone in our community is on a personal spiritual journey. Our experiences and relationships can be transformed on a daily basis by the power of God's infinite love and by our response to that love. Our Benedictine tradition encourages young people to go on a journey of self-awareness and understanding. It inspires them to consider by thought, action and prayer, to know themselves and their potential, whilst learning how to live with virtue and integrity. Their journey is not a solitary path but one shared and supported by the entire community.

Pupils and staff are able to derive inspiration from our Ten Values for a Benedictine way of life:

- Community – we grow as individuals through a life of inter-dependence
- Worship – God is placed at the centre of our lives through communal worship
- Humility – we are honest about our strengths and weaknesses
- Listening and consultation – we listen for God's voice in our own hearts and in our encounters with other people
- Stewardship – we honour the goodness of God's creation by our care for the environment
- Hospitality – we welcome the newcomer 'with the warmth of love'
- Service – in serving others we meet Christ and grow in love of each other
- Fidelity in relationships – God is faithful to us and we find our true selves in stable and committed relationships
- Balance and moderation – the daily routine of the school takes into account our different strengths and weaknesses
- Silence – silence is required for prayer and reflection.

The monastic community and our lay staff reflect these values in their daily lives and are able to represent the benefits of personal discipline, prayer, worship and reflection in all that we strive to achieve.



Music at Worth

Music plays an important role in the life of Worth. It is taught throughout Years 7 and 8, involving a rich and broad mixture of listening, playing and composing. We hope that students will develop a love and understanding of the subject that will continue throughout their lives.

From Year 9, students opt to study Music and there is a good take-up of the subject at GCSE. The Edexcel new GCSE course is designed to allow the study of music through a mix of performing, composing, listening and understanding, with plenty of opportunities for the use of music technology (using the Apple Mac Suite).

At A Level we offer the Edexcel courses for both Music and Music Technology, and Music is also available at IB Level (at both SL and HL). Students at this level are encouraged to develop their own areas of musical interest to the highest degree, whether as performers, composers or as potential academic musicians.

All those doing composition as part of their course are trained to use the Logic-Pro and Sibelius music packages. Our fully equipped Mac suite has allowed the teaching of composition for all levels to evolve and develop.

Our excellent A Level results prove the quality of the teaching and learning, as does the steady flow of our musicians who go on to read Music or Music Technology at university, some going on to higher degrees, or diplomas and a life in the musical profession. In recent years Worthians have won Choral, Organ and Instrumental awards at Christ Church, Hertford, Keble and Magdalen Colleges (Oxford), Clare, King's and Christ's Colleges (Cambridge), Edinburgh and Nottingham Universities, and at both Trinity and University Colleges Dublin. Former students have also gained places at Guildhall and Trinity Colleges of Music in London. Former pupils are also currently studying singing in Berlin and Rome (linked with membership of the Sistine Chapel Choir).





Worth is a highly successful co-educational, Catholic, Benedictine, 11-18 HMC boarding and day school of circa 580 pupils which offers a broad curriculum including the International Baccalaureate and A-levels in the sixth form.

Director of Music—April or September 2018

We are seeking a new Director of Music to succeed Mr Michael Oakley after his long and distinguished service.

The Music Department at Worth is a thriving department with strong links within the School, with the Abbey and the wider community. For April or September 2018, the school seeks to appoint a highly motivated and well-established Director of Music, able to work within a range of contexts in the School, Abbey and beyond. The Worth Music Department has a reputation for excellence in academic music, and orchestral, choral and individual performance. It has a proud record of preparing pupils for the university study of music, including Choral, Organ and Instrumental Awards. Involvement in the community has always been an integral part of the department's life.

A key component of the department is the Schola Cantorum, which sings at School services on a weekly basis. The Schola has a wide-ranging repertoire and has had many successful tours over the years, including Rome and the Vatican in April 2016, when they sang with the Capella Sistina at a Papal Mass. The successful applicant will demonstrate a passion for their subject and be committed to developing and inspiring our students, with a vision for music at Worth and be inspirational in its realisation. A willingness to contribute to other school activities in a thriving boarding environment would be an advantage. The successful candidate will be expected to live on-site for the better performance of the role.

Worth is a place of great opportunity to develop music both in the School and in the Abbey and more broadly. The new Director of Music will have the opportunity to take the department into the next stage of its development.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision and enhanced pension contribution. Employees have access to our facilities and benefit from free parking, social events and discounted school fees.

Applicants are required to submit a covering letter and complete an application form which is available, along with job details, on our website <http://www.worthschool.org.uk/vacancies.php>. Alternatively you can request an application form and job details from the HR Department:

E: recruitment@worth.org.uk t: 01342 710217

Please quote reference: DOM/033/17 on your application and send via email or post to:

The Human Resources Manager, Worth School, Paddockhurst Road, Turners Hill, West Sussex, RH10 4SD

We are committed to the safeguarding of children. References will be taken prior to interview and DBS checks will be conducted on the successful applicant.



Prepared: JR/MO/SMM	Ref: Director of Music
Approved: Head Master	Revision: A Date: 11th July 2017

JOB PROFILE

Director of Music

REPORTING TO: Deputy Head Academic

To provide effective, determined and creative leadership with a view to maintaining the high profile of the Department within the School and Abbey. To be responsible for the academic curriculum and the practical performance schedule throughout the school. To teach Music throughout the age range up to and including AS and A Level and International Baccalaureate (as applicable).

KEY RESPONSIBILITIES

Director of Music

Develop and maintain high levels of student uptake and foster a love of the subject

Work closely with Drama and Art Departments to ensure a collaborative approach to the creative arts is maintained and in rotation take individual responsibility for Arts Week.

Hold regular department meetings and record the department's activities and progress, with a proper account being made available for the Deputy Head (Academic)

Ensure that all school policies, standards and expectations are maintained within the department as required by appropriate monitoring, sharing and developing good practice

Maintain and update specific areas of the departmental handbook

Provide strategic guidance of academic music, for example, implementing the new course specification of GCSE/A Level

Deliver the GCSE/A Level courses

Develop and maintain the highest standards of choral, orchestral and instrumental music through a full programme of concerts, both formal and informal, across the year

Provide/Liaise/Collaborate with the Director of Monastic Liturgy

Conduct Schola Cantorum and Abbey Consort at services throughout the school and liturgical year

Conduct the Orchestra and Choral Society

Working with music and liturgy; a capacity to liaise creatively with the Monastic Community and the Director of Monastic Liturgy

Organise different elements of composition and performing

Monitor and progress students and staff

Attend academic curriculum meetings

Appointing and monitoring music scholars

Oversee the Assistant Director of Music organising annual musicals (alternating from junior to senior productions)

Teach individual instrumental music lessons each week as required

Organise and encourage the further development of ensemble music – linked in with the work of Music Scholars and those students taking Music GCSE

Teaching

Teach Music classes to a very high standard of professional practice, ensuring that students acquire an abiding love of Music and that they secure excellent results in their examinations

Teach Music throughout the school, including responsibility for preparing students for GCSE, A level and IB examinations or assessments

Promote the values of Worth as a Benedictine community of learners so that students acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society

Set regular and appropriate preparatory and written work according to whole school and departmental policies

Correct, assess, grade and report on students' work in accordance with school systems and deadlines

Support the range of department activities and trips

Undertake, from time to time, various administrative tasks in support of the Music Department and as directed by the school

Attend staff meetings, assemblies, whole school church services, INSET days, parents' conferences and Speech Day

Act as a tutor to a group of students and meet with them weekly during the tutor periods. In addition, support the events of the house to which the tutees are assigned

Participate in duties on school days

Conduct educational visits as appropriate

Invigilate examinations (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards

Participate actively in the promotion of the school, e.g. during Open Days and through informal promotion to those outside

Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook

Fully engage with the co-curricular life of the school, e.g. supervision of an activity or involvement in coaching or supervising a sports team

General

Adhere to and ensure compliance with the school's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risk(s) to the safety or welfare of children in the school, these concerns must be reported to the school's Designated Safeguarding Lead or the Head Master

Ensure the provision of a safe and secure working environment, in keeping with legal requirements

Comply with both School and Abbey and departmental Health & Safety policies, procedures and risk assessments

Actively contribute to the continuous improvement process and the ongoing development of a quality culture, for example, changing behaviour and identifying and implementing improvements to processes and activities, and encourage others to do the same

Conduct from time to time, any other duties as may be required but within the scope of this job profile

QUALIFICATIONS/EXPERIENCE

<i>Essential</i>	<i>Desirable</i>
<p>Educated to degree level in Music or associated Subject.</p> <p>Experience of teaching Music up to A Level and University (both for academic and choral/organ awards).</p> <p>Understanding the liturgy and its importance in the School and the department.</p> <p>Experience of managing a department.</p> <p>Strong administrative skills, including a working-knowledge of ICT and Apple software</p>	<p>Teaching qualification PGCE/QTS</p> <p>Understanding of the Anglican and Ecumenical traditions</p> <p>Knowledge of musical repertoire both 'ancient and modern'</p>

COMPETENCY PROFILE

Breadth of Vision - Vision to identify significant trends in the subject and the ability to communicate these to the department and other Heads of Department.

Quality – Exemplify highest professional standards at all times, sound musical knowledge and liturgical awareness.

Creativity – provide creative and practical solutions to meet students' needs. Be inspirational in creating an environment where the pupils can flourish and fulfil their potential.

Communication – actively listens and communicates ideas and information in a clear, concise and open manner

Team working – proactively co-operates and interacts with colleagues in the department and across the campus. Enhance the life of the community as well as to develop his/her own individual musical potential

Flexible approach to change – Adapts to meet new challenges in addition to identifying and introducing changes where they are considered necessary

Planning – prepare lesson plans to meet curriculum requirements and students needs

Positive learning – ability to learn from own experience and take advice from peers

This job description may be altered to meet changing service needs, and will be reviewed in consultation with the post holder.

This job description is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive, other tasks and responsibilities may be allocated as necessary from time to time.

