



RGS  
WORCESTER

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DIRECTOR OF MUSIC



## INTRODUCTION FROM THE HEADMASTER

I am pleased to be inviting applicants for the extremely important post of Director of Music at RGS Worcester. This is an exciting opportunity to work at a wonderful school with an already well established and exceptional Music Department.

RGS Worcester's Music Department has grown and developed in recent years. Academic Music is taught throughout the School with traditionally excellent results at GCSE and A Level. The quality of performance is extremely high with RGS choirs performing at prestigious venues such as St Paul's Cathedral and Trinity College, Oxford on an annual basis. Worcester Cathedral, the School's own Perrins Hall and our new Performing Arts Centre all offer performance venues closer to home and are used for a very wide range of concerts from friendly 'Tea-time' performances to large-scale choral and orchestral concerts which demonstrate the quality and depth of Music across all three RGS schools.

RGS Worcester is the Senior School to a group of three schools including two Prep Schools: RGS Springfield and RGS The Grange. Worcester and its surrounding area is a wonderful place to live: a City with real character and history, as well as vibrant university and shopping centre. The surrounding area is both beautiful with its picturesque countryside, and provides the perfect opportunity for enjoying the outdoors with the Malvern Hills amongst many of the attractions close by. House prices are generally low and cost of living similarly attractive. It is, quite simply, a lovely place to live and work.

RGS Worcester, as one of the oldest schools in the country, greatly values the Arts and Music plays an important part in school life. This is a superb opportunity to develop RGS Music still further and we are looking for someone with the enthusiasm, experience and determination to take the Department forward and celebrate the strength of RGS Music within a strong Creative Arts programme across the School.

Further details, including information about how to apply, are contained within this information brochure. I very much look forward to hearing from you.

John Pitt  
Headmaster









## DIRECTOR OF MUSIC

The Director of Music will be responsible for the effective leadership and management of the Music Department throughout the whole of RGS Worcester, including liaison with the Music Departments at our two Preparatory Schools RGS The Grange and RGS Springfield. The Director of Music will lead the Department in its provision of a wide and varied range of high-quality performance opportunities, across all ages. The Director of Music is supported by two other colleagues; Claire Spencer (curriculum and choirs, 4 days per week) and Mike Adlington (Brass and Jazz Ensembles, 2 days per week and all concerts). The Director of Music also works closely with music teachers at the two RGS Prep Schools: RGS Springfield and RGS The Grange. Lara James (violin, ex Academy of Ancient Music, now teaching German) also assists with orchestra. There is a team of 13 Visiting Music Teachers.

### **The Music Department**

The Department currently occupies a large teaching room, in which most ensemble rehearsals also take place. The room is equipped with 6 Apple Mac stations, with a smaller room just off containing another 5 Mac stations. There is an office and also an extra classroom available for some A level and GCSE classes. There is a basement suite of 5 smaller rooms for group breakout work and a larger room for sectional rehearsals. There are a further 5 Instrumental teaching rooms on a dedicated teaching corridor elsewhere on the site. Large-scale concerts are normally held in Perrins Hall with Main Hall used for other events. Both halls are equipped with Yamaha Grand Pianos.

The atmosphere of fun and engagement within the Music Department stems from our emphasis on performance. All classes in Years Seven to Eleven form a 'Class Band' where all pupils play instruments together, learning collaborative ensemble skills as well as learning to read music. We think this makes the Department a very exciting and innovative one.

As part of the Digital Learning Programme, all pupils in Year Nine upwards have full access to the Department's Apple Mac computers, composing music for short film extracts and producing GCSE and A Level coursework scores to publishing standards. Recent examination results speak of the success of the Department.

### **Performing Arts Centre (PAC)**

The School's new Performing Arts Centre opened in January 2019, directly opposite the Music Department. The New Director of Music will work closely with the Drama Department in producing an annual Senior School Production in this excellent new facility, including the inaugural production (expected to be *Les Misérables*) in November 2019.

### **Curriculum Music**

Music is taught for 1 period per week on a half yearly carousel with Drama in Years Seven and Eight, and once per week in Year Nine where music is an option (currently 2 groups). We follow the AQA GCSE and A level courses

### **Co- Curricular Music**

The Music Department has a very good reputation in the city, driven by the breadth and quality of its co-curricular provision.

The Director of Music currently runs the School Choir, Orchestra and String Group. A member of the Department runs the Junior Choir, and the the Little Big Band, the Jazz Band, Brass Group and the Big Band.

As well as frequent evening concerts, a series of twice-termly informal 'Tea-time' concerts and an annual House Music Competition are run in the Lent term. The Department also runs a series of visits to the Symphony Hall in Birmingham for pupils of all year groups to hear the CBS

Music is not just a Department here at RGS, it provides the soundtrack and the heartbeat of our school year. Year group concerts, our large Junior and Senior Choirs and a visiting team of Music Teachers ensure that there are opportunities for everyone. Our offering for talented musicians is no less impressive. The Choral Concert provides pupils with the opportunity to perform mainstream choral repertoire with a full orchestra and the chance for selected senior pupils to perform a concerto movement. The Chamber Choir provides special opportunities to sing at Oxford and St Paul's Cathedral and the Senior Piano Concert involves our most talented pianists playing alongside a professional pianist. There are twelve different ensembles for our musicians to choose from and regular rehearsals for all Year groups.

We are proud of our Academic Music results and even prouder of the opportunities we offer our students. Pupils perform in front of significant audiences in spell-binding settings. From Jazz to Choral, from Evensong to Coldplay, from classical Piano to Gershwin's 'Porgy and Bess' there really is something for everyone who is musically-minded, here at RGS.

There is an extensive programme of concerts and performances throughout the academic year. Over the course of a year this would involve, in every term:

- A major school concert
- Two 'Tea-time' concerts.
- Cathedral Choral Evensong by the Chamber Choir

In addition, in the different terms we have:

#### Michaelmas term

- Sixth Form Showcase
- Big Band Evening
- Carol Service at Worcester Cathedral
- Musical: Recent shows include 'West Side Story', 'Fame', 'The Phantom of the Opera'

#### Lent term

- Choral/Orchestral Concert. Worcester Cathedral. Recent performances include Faure's Requiem, Carmina Burana and Chilcotts' Requiem.
- Senior Piano Concert
- Cabaret Evening. Senior Jazz Ensemble acting as the 'House Band' accompanying our best jazz singers.

#### Trinity term

- Jazz on the Lawn
- The Commemoration Service, Worcester Cathedral
- The Creative Arts Evening





## Job Description

### Specific Duties and Responsibilities:

- Manage the Department, both the academic Teaching staff and the visiting Music Teachers
- Teach Music to classes from Year Seven to Upper Sixth, teaching GCSE and A Level
- Encourage, nurture and develop the talents of all musicians at all levels
- Manage the day to day requirements such as examination entry, peripatetic music lessons and Departmental timetables, delegating as appropriate
- Devise, manage and organise a broad offering of musical events such as concerts, recitals, music festivals and services
- Rehearse and accompany pupils for recitals, concerts and music examinations
- Be responsible for encouraging extra-curricular music in the School, including directing the major ensembles
- Be proactive in identifying training needs within the Department, ensuring they are appropriately met and all members of staff are active in their personal and continuous professional development through the Departmental performance management process
- Participate at occasions such as Speech Days, Open Days and Parents' Evenings
- Control and be accountable for various music budgets
- Organise Music Scholarship auditions
- Engage with the local community through performances with the pupils and outreach projects; be a proven, excellent practitioner
- Support school marketing events, both in person and by arranging appropriate solo and group performances by pupils
- Be an active member of the Co-Curricular Leadership Committee and the Arts Committee, under the guidance of the Assistant Head Co-Curricular and the Senior Deputy Head

### Academic

- Provide an inspiring academic programme for all pupils.
- Attend Head of Department, Curriculum Committee meetings and make a significant contribution as part of the Creative Arts Faculty
- Lead the Department's curriculum planning in accordance with School policy, including the choice of Examination Boards, in conjunction with the Academic Deputy Head and Assistant Head (Academic)







- Manage the teaching methods used by the Department by developing and selecting suitable materials and advising on classroom practice
- Ensuring schemes of work are detailed and available on request
- Initiate plans for raising standards in accordance with School Policy
- Co-ordinate the formal prediction of public examination grades for UCAS, which should be consistent and based on statistical evidence available in appropriate format
- Supervise the quality of written subject reports by members of the Department, as well as monitoring consistency in the award of grades across the Department
- Oversee the planning of Departmental trips and exchanges well in advance and in accordance with School policy about educational value and accessibility for all pupils
- Contribute to the School's pastoral care and academic monitoring as required.

#### **Marketing and External Links**

- Actively promote Music within the School community
- Contribute to the positive promotion and marketing of the School in the local and wider community
- Lead the Music Department's contribution to marketing events and external links

#### **Accommodation and Resources**

- The Director of Music has overall responsibility for rooms and equipment allocated to the Department and this will include notifying the Bursary/Senior Deputy Head of any faults or concerns
- The Director of Music submits a regular forecast of resource needs and manages expenditure and stock control in accordance with the agreed budget
- The Director of Music is responsible for creating high quality wall displays, including work by pupils in all rooms in the Department.

#### **Safeguarding; Health and Safety**

- The Director of Music is responsible for making a contribution to the production and/or implementation of Health and Safety policies and for supervising the production of risk assessments. Any initial training will be provided
- The Director of Music must ensure that staff in the Music Department operate within the School's safeguarding requirements and that recruitment is completed entirely in line with the School's Safer Recruitment Procedures, including that of visiting music teachers





### Information

- The Director of Music devises and maintains such Departmental records as the Headmaster may specify. Wherever possible, administrative help will be provided
- Communication with parents and colleagues about the work of the Department and about pupils' progress is to be provided by the Head of Department as required
- The Director of Music is responsible for providing the Bursary with the necessary financial and accounting information and ensuring all employment checks have been carried out

This job description is not exhaustive. There may be other tasks which the Director of Music is asked to perform from time to time which are not listed above and every member of staff should comply with any reasonable request made by the Headmaster or a member of the Senior Leadership Team.

### Safeguarding; Health and Safety

- The Head of Department is responsible for making a contribution to the production and/or implementation of Departmental Health and Safety policies and for supervising the production of Departmental risk assessments. Any initial training for Heads of Department will be provided
- The Head of Department must ensure that staff in their Department operate within the School's safeguarding requirements and that recruitment is completed entirely in line with the School's Safer Recruitment Procedures



## Person Specification

	Essential	Desirable
<b>Education</b>	University graduate and qualified teacher with a successful track record of teaching Music from Year Seven to A Level and Oxbridge preparation.	
<b>Experience</b>	Experienced teacher, with leadership and management experience.	Experience of the Safer Recruitment process.
<b>Skills and Aptitudes</b>	<p>Excellent keyboard and conducting skills.</p> <p>Excellent communication, IT, organisational and management skills.</p> <p>Be able to take a leading role in ensuring first-class provision in the whole School co-curriculum for music-related activities.</p>	
<b>Disposition and Personal Qualities</b>	<p>An understanding of the importance of promoting and safeguarding the welfare of children.</p> <p>Initiative, drive and enthusiasm, to develop students' interest in the subject.</p> <p>Ability to relate effectively to students, to motivate others and build teams.</p> <p>Flexibility to adjust to change and development.</p>	







## Process of Application

A completed TES application form with the names, addresses, telephone numbers and e-mail addresses of two referees should be provided. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK, and the person appointed will be subject to an enhanced DBS check, Prohibition Check, Right to Work in the UK and other checks specified by the Department for Education and Independent School's Inspectorate.

Details of the salary will be available after interview and will reflect the importance of this post. RGS is a member of the Teachers' Pension Scheme and benefits include free private health insurance and re-location expenses for persons moving into the area.

The Governors of RGS Worcester are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Registered Charity No. 1020644

Thank you for your interest in this post and we look forward to seeing you at RGS Worcester.



*"Our dominant feeling, though, was that RGSW does what it does with a vision and a panache that not many can match. There is a Swedish word – 'Lagom' - which translates as 'just right – a state of perfect balance'. This school is nearly there."*

- The Good Schools Guide, 2017



# RGS WORCESTER

The Royal Grammar School, Worcester is one of the leading independent co-educational day schools in the West Midlands. The RGS Senior School has approximately 800 pupils aged 11 - 18 years, including a Sixth Form of 250 students. There are a further 450 pupils aged 2 - 11 years in the two RGS Preparatory Schools, RGS The Grange (two miles north of Worcester City Centre in the village of Claines), and RGS Springfield (a two minute walk from the Senior School in Britannia Square). The Headmaster of the Senior School is a member of the Headmasters' and Headmistresses' Conference (HMC).

## History

RGS was founded some time before 1291 and lays claim to being the sixth oldest school in the world. The School has a rich history: RGS received its Elizabethan Charter in 1561 and was granted its 'Royal' title by Queen Victoria in 1869. From 1950 until 1983, the School was administered by Worcestershire LEA as a voluntary aided grammar school and the School reverted to independence in 1983. RGS became co-educational in 2002 and merged with the neighbouring girls' school, The Alice Ottley School, in 2007. The Senior School is now close to 50 / 50 boy: girl.

## Facilities

RGS Worcester is situated a few minutes' walk from the centre of the City of Worcester and is convenient for rail and bus links. The School's older buildings are mostly pre-20th Century and five of them have been listed by English Heritage, the most notable being Britannia House, built in 1730, and the ruins of a Cistercian nunnery known as Whiteladies, dating from c.1240.

The School has superb facilities, which include a Sixth Form Centre, refurbished Science Block, Language Laboratory, Library, Fitness Centre, two Sports Halls, Dance Studio, Lecture Theatre, Art Block, Design Centre, Performing Arts Centre, a full-size floodlit all-weather pitch and several pavilions. Some of the playing fields are close by in the city centre and there are 50 acres of grounds at RGS The Grange. The School has use of the local swimming pool and shares a Boathouse with Worcester Rowing Club on the nearby River Severn. All classrooms are equipped with IT facilities and there are four bookable computer rooms. Each member of staff has the use of a laptop computer and iPad.

The Governors have invested about £14 million in facilities over the last seven years.







## Location

RGS Worcester is located in the northern part of Worcester and is easily accessible from the City as well as surrounding towns and villages. House prices in the area are extremely attractive compared to other cities and are equally favourable both as a first-time buyer looking for a flat or small house and those seeking a family home. There is also a strong rental market. For those looking to move out of London, Worcester offers considerable property opportunity.

Worcester is a vibrant and beautiful city overlooking the banks of the River Severn. The extraordinary Cathedral reveals the great history and tradition of the City and sits alongside modern shopping and leisure facilities. Worcester boasts extensive cultural activities and sporting life including several National musical and arts events, the Worcestershire County Cricket Club ground in the centre of the City and Worcester Warriors' Sixways Stadium is a few minutes drive from the School.

The surrounding area offers the outdoors life with the Malvern Hills and many other locations for walking, cycling, canoeing, rowing and other outdoor pursuits. A few minutes out of Worcester, visitors find themselves in rural villages and surrounding countryside. With its excellent transport links to Birmingham and London, Worcester offers something for everyone and is certainly an extremely attractive place to work and live.

## School Aims

The aims of the School are to reach a high level of academic achievement, to be a caring and civilised society within a well-disciplined environment and, by placing emphasis on a wide range of sporting, cultural and other activities, to extend pupils in as many ways as possible. Overall, the aim is to offer a balanced and challenging education, which will stand pupils in good stead in their future careers and within the community at large. Our School film "Worcester is green" (available on our website [www.rgs.org.uk](http://www.rgs.org.uk)) gives a flavour of our pupil-centred approach.

## Curriculum and Academic Life

Pupils follow a common curriculum in Years Seven to Nine. Normally ten GCSE subjects are studied in Years Ten and Eleven, the option arrangements allowing a wide choice giving a balanced curriculum which does not prejudice subsequent career decisions.

The majority of Sixth Form leavers move on to Higher Education, gaining places at Russell Group Universities or top 25 ranked Universities, including a number to Oxford and Cambridge Universities. Each year a number go to Drama, Music or Art Colleges. Some students opt for higher level Apprenticeships with companies such as Deloitte, the BBC, Aston Martin, MS2 and Jaguar Land Rover.

RGS launched an innovative Digital Learning Programme in September 2014, which has introduced full use of iPads across all year groups at the Senior School. The Programme is an important part of the School's focus on Teaching and Learning and has been recognised by Apple, leading to RGS being granted 'Apple Distinguished School' status.

### Pastoral Care

The strength of the pastoral care system and the pride pupils take in their school are distinctive features of RGS, as is the excellent spirit of co-operation between pupils, staff and parents. The Form Tutor is an important figure in each pupil's school life, and there are eight Heads of Year who act as team leaders. The work of the Heads of Year is overseen by three Heads of Section (Lower School, Middle School and Sixth Form) who report to the Assistant Head (Pastoral). Immense care is taken over pastoral problems, and communication between staff and parents is frequent and constructive.

### Co-curricular Activities

RGS Worcester prides itself on its co-curricular provision. RGS Music is extremely strong with twelve different ensembles, and over fifteen concerts each year, including performances in major venues locally and nationally. The breadth of the co-curricular Music provision is unusual with concerts ranging from informal 'tea-time' events to large orchestral and choral performances.

In Drama there are opportunities both for musical theatre and serious drama. The School has its own theatre along with other performance spaces and both Music and Drama are part of a vibrant Creative Arts Faculty. A £3 million Performing Arts Centre opened recently.

In Sport, nearly 20 different sports are offered and a 'sport for all' approach sits comfortably alongside pupils achieving Regional and National distinction. RGS is currently ranked in the top 40 independent schools nationally for sport. An ambitious Athlete Development Programme encourages pupils to aim high in their sporting pursuits and a vibrant House system provides competition in a wide range of activities.

There are many other opportunities for pupils including a large Combined Cadet Force (Army, Navy and RAF Sections) and the Duke of Edinburgh's Award Scheme for pupils from Year Nine onwards. A wide range of Academic Clubs and Societies is available and all pupils are encouraged to participate fully to develop their interests and enjoy a well-rounded education.

### Admission

Admission is by the School's own examination held in January, mainly at 11+, but also at 12+ and 13+. Pupils are also admitted into the Sixth Form on the basis of Assessments, GCSE results and school reports. Academic Scholarships and means-tested Bursaries are available at 11+, 13+ and





## *'The Good Schools Guide' says:*

*'And what a fine group of individuals we met. We were toured by the Head Girl and the Head Boy (both of whom are sitting on Oxbridge offers) who demonstrated the sort of easy affability, wit and willingness to talk that eludes many adults. Equally at lunch, representatives of different years waited to be given permission to start their meal and were the best of company, speaking with a sustained enthusiasm about their school and the multiplicity of opportunity that it offers.'*

*'For both girls and boys sport is of a high calibre, underpinned by RGSW's 'Charter for Sport' where the expectation is that players are 'resolute, gracious, selfless and willing.'*

*'To read the pages of the magazines and prospectuses, pamphlets and newsletters, full of gleaming teenagers and glory, is to enter a kind of yellow-brick road signposting the way to journey's end and stashes of gold over the rainbow. But is it all true?*

*Certainly, the ISI is convinced; branding the school 'excellent in all areas' whilst these standards also characterised our conversations with both students and staff; reflective of an assurance, but not an arrogance, that only genuinely outstanding schools achieve.'*

*'parents on tour will feel that they are on some kind of National Trust trail. The highlights consist of a number of Georgian and Victorian buildings (RGSW dates back to the 7th century and will celebrate its 150th anniversary on its present site in 2018), such as Britannia House where an initial meeting with the head will be held.'*

*'In response to our question for some nouns to summarise what the school has given them they answered "guidance", "confidence" and "independence." Their most impressive statement, coming from a Lower Sixth girl, was "school is about who you become.'*





## How to find us

### By Road:

The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection until you reach a roundabout. Take the second exit into Ombersley Road, A449. Travel for 2 miles on this road which leads into Barbourne Road and then Upper Tything, A38. The entrance to RGS Worcester is on the left after the Little London turning.

### By Rail:

The nearest mainline station is Worcester Foregate Street, which has a direct link to London Paddington and regular services to The West and West Midlands.

Exit the station and turn right. Keep to the right hand side pavement and follow the road out of Worcester for 5 minutes. RGS Worcester will be on your right hand side.



RGS Worcester | RGS The Grange | RGS Springfield

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