



The Purcell School

for young musicians

Royal Patron: HRH The Prince of Wales



Leading Specialist Music School
Co-Educational – Boarding and Day
180 Students aged from 10 to 18

Director of Music

For September 2018 or January 2019
Closing date for applications: Tuesday 8th May

Final Interviews will be held in June

Information for Candidates/Job Description

The Purcell School
Aldenham Road, Bushey WD23 2TS
Tel: 01923 331100 Fax: 01923 331166 Email: info@purcell-school.org
www.purcell-school.org

Introduction

The Purcell School is Britain's oldest specialist music school and in 2012 celebrated its 50th Anniversary. In 2003 the School was awarded the UNESCO Mozart Gold Medal in recognition of its unique contribution to music, education and international culture and in 2015 the School became the first ever Fazioli Centre of Excellence. The School's students are funded largely by the Government's Music and Dance Scheme, along with the School's own bursary funds. The School has consistent success in national and international competitions and has an extensive programme of outreach and community work. Its orchestras, ensembles and instrumentalists give concerts throughout London, the UK and abroad.

History

The school was founded in 1962 by Rosemary Rapaport and Irene Forster as the 'Central Tutorial School for Young Musicians', and opened in temporary premises at the Conway Hall, Red Lion Square, with four students. Renamed 'The Purcell School' in 1969, it occupied premises first in Hampstead and then in Harrow before moving to its current location in 1997.

Location

The Purcell School is the only specialist Music School within the M25, and this proximity to London brings many advantages. We are only 30 minutes from Heathrow and Luton airports and an hour from Gatwick or Stansted; Bushey station and Watford Junction station are close by and provide a fast (19 minute) link to the heart of the capital; the M1 and M25 give access to the rest of the country.

Facilities

The school enjoys excellent facilities which have been improved considerably in recent years. In 2007 the new Music Centre was opened by Sir Simon Rattle and features state-of-the-art classrooms, a professional recording studio, practice rooms and a recital hall. Since 2009 extensive works have taken place to expand and upgrade the school's boarding facilities and a £4.25m boarding house was opened in January 2011. Other works are planned over the next five years to further enhance the facilities.

The Students

The school currently has over 180 students aged from 10-18 years, of whom about 30% come from abroad. Over 75% of students are boarders. The sixth form currently comprises around 90 students with approximately 25-30 students joining the school each year specifically for the Sixth Form. The majority progress to music conservatoires although a small number each year elect to go to University to study both music and non-musical subjects.

Admissions

Students are admitted at any age between 10 and 17. Entry to the school is on the basis of a music audition, short written test and interviews. Students come from a wide variety of educational backgrounds, including maintained and independent schools in the UK and overseas. A wide academic ability range is therefore a feature of the school, with a significant number of students for whom English is not their first language. Thanks to the Department for Education Music and Dance Scheme, generous bursaries are available.

Music

The Purcell School has an enviable reputation for the quality of its musical education and performance. Students enjoy individual tuition on one or two instruments, or in composition, from some of the very best teachers available. They take part in orchestral, choral and chamber concerts, and have opportunities to perform regularly at venues including the Royal Festival Hall, the Wigmore Hall, Purcell Room and St Albans Abbey. Purcell students frequently achieve success in musical competitions both in the UK and abroad, including in the BBC Young Musician of the Year and the BBC Young Jazz Musician of the Year.



Academic curriculum

Our academic curriculum allows students to fulfil their musical potential without limiting their choices. Although the exact shape of the curriculum will be different for different students, the broad intention is that there should be progression over time: younger students need a larger amount of academic time, to ensure that the basic skills and knowledge are in place, and that they are able to achieve good grades at GCSE. As they get older, they are expected to spend more time practising their instruments, taking part in chamber music and orchestral or choral groups, and the proportion of time spent on academic work therefore decreases. Depending on a student's age and instrumental commitments, between 25% and 50% of curricular time is spent on musical activities.

Details of the subjects available at the school can be found on our website.

Boarding

Approximately three-quarters of our students are boarders, living in one of four houses: Avison (boys and girls aged 10-13), Graham (girls aged 14-19), Sunley (girls aged 13-19) or Gardner (boys aged 14-19). Each house is supervised by at least two resident staff, with other staff involved in a non-residential capacity.

Houseparents have a key role in the pastoral life of The Purcell School. The houseparents live in the houses with their own families, and they and the other resident staff make it a priority to get to know the students as individuals. They are always available to advise and support their students, whether in a musical, academic or a personal context.

Pastoral Care

At The Purcell School we strive to prepare our students for life in a modern society. The education we provide extends far beyond the classroom, and our young people

grow in all aspects of their lives. All student have a Tutor who meets with them regularly and monitors their progress.

We have a dedicated school nurse, who is available to see students each day and who will arrange any medical care with the school doctors, as well as a School Counsellor and physiotherapist.

Religious affiliation

The school has no formal religious affiliation, and accepts students of all faiths or none. There is no school chapel and assemblies are secular in content. Boarders who wish can attend local places of worship as appropriate.

The staff

The school staff consists of a team of outstanding full-time specialist music staff, plus nearly 60 part-time vocal and instrumental teachers, around 25 academic subject teachers and some 40 support staff, including residential boarding staff.

Further details of the school can be found by visiting our website: www.purcell-school.org



The Post:

The Purcell School, the UK's oldest Specialist Music School, seeks to appoint an inspiring musician and educationist of note to set creative, artistic and pedagogical strategy and maintain the highest standards of musical training and accomplishment for its 180 talented students.

As a full member of the School's Senior Leadership Team (SLT), working with the two Deputies and the Bursar to advise and support the Head, the Director of Music will have overall responsibility for, and ensure excellence in:

- providing specialist guidance of this central aspect of the school's work to the Governing Body
- ensuring that the school's music programme operates coherently and effectively within the context of a coeducational boarding and day school, complementing its academic and pastoral work, its fund-raising, communications and marketing and serving its overall strategy
- ensuring that the wellbeing of every individual student lies at the heart of the music department
- acting as advocate for specialist music education within the School and in the world outside
- supporting and contributing significantly to the Head's work in raising the School's profile both nationally and internationally and encouraging the recruitment of talented students
- conducting/directing ensembles and performances according to the successful candidate's particular interests

Job Description:

Responsible to: The Head

Aim of post: The Director of Music will exercise oversight of:

- all performances and concerts that the School promotes
- the school's music departments (strings, keyboard, brass/percussion/voice/ harp, woodwind, jazz, academic, music technology, composition and outreach), the heads of those departments, and the music office, concerts and library staff

- coherence of teaching and teacher-development in music with whole-school work and CPD on pedagogy, appraisal and sharing best practice
- programmes of musical study and guidance devised for each individual student
- quality of reporting to parents on students' musical learning and progress, and of references for applications to Higher Education/further study
- completion of budget bids for music, spending and controls
- recruiting and auditioning children applying for places at the school
- recruitment and retention of music/instrumental teachers of the highest calibre (NB: though it is hoped that the reputation and acumen of the Director of Music will help to attract outstanding applicants for roles within the department, it is a requirement under government Safer Recruitment regulation only the Head of the School may make appointments, following due process)
- the Safeguarding of the students in the work of the music department
- the active promotion across all the music department's work of the fundamental British values of democracy - the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and those without faith - and of collective awareness of the dangers of radicalization as outlined in the Government's Prevent strategy



The Person

The successful candidate will be:

- an outstanding musician with a performance background and educational experience at a high level
- a musical visionary, inspirational but possessing the ability to remain grounded in a pragmatic approach to achieving their goals
- experienced in, and recognised for their contribution to, music and musical education at the highest level
- familiar with the UK education system and the place of the Purcell and the Specialist Music and Dance Scheme within it
- an excellent organiser, able to master both the big picture and the “nuts and bolts” of administration
- able to build on an ethos of consensus and collegiality within the department and School
- ready to help colleagues and students to resolve conflicts, make right choices in dilemmas, negotiate and compromise without sacrificing principles or ultimate goals
- a pragmatist with an understanding of budgets, spreadsheets, timetables and lists and of the need for them to function and operate for the better performance of departments and individuals
- a leader able to bring out the best in creative personalities and find inventive solutions to the inevitable limitations of time, space and funding
- passionately committed to bringing out the musical and personal best in students and staff
- in sympathy with, and support of, the boarding school ethos and the nature of the diverse and international student (and staff) body
- ready to tirelessly explain and communicate the vision and build alliances and support

Professional Responsibilities

The Purcell School exists to provide young musicians of exceptional promise and talent with the best possible teaching environment in which to fulfil their potential, irrespective of their background.

All parents and students have the right to expect that we will provide an education of the very highest quality and that we will conduct ourselves

in a professional manner, in line with best practice across the education sector. We also have a duty towards the school and our colleagues to maintain high professional standards.

The Purcell School aims to maintain an ethos of constant improvement across all areas of school life and all staff are expected to participate constructively in school activities and to adopt a flexible approach to their work. This Job Description will be reviewed annually and may be varied in light of the needs of the School.

The Job Description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed.

All staff are expected to:

- promote the aims and values of the school
- support and protect the interests of the students
- support colleagues in their work
- ensure the smooth-running of the school and well-being of the school community

In particular, staff are required to:

- be aware of the current legal requirements, school policies and guidance on safeguarding and promotion of well-being of children and young people
- work constructively and co-operatively as members of the school community, sharing good practice with the aim of improving the education and welfare that the school offers
- undertake such administrative and supervisory duties as may be required.
- follow school procedures and policies set out in the Staff Handbook
- promote equality by actively protecting staff and students from discrimination.
- keep up to date with Health and Safety regulations and best practice as appropriate to their roles, attending training courses and completing appropriate risk assessments as required
- help to maintain and improve the public image of the school

Terms and Conditions

The salary will reflect the seniority of this post within the context of a Specialist Music School, according to the experience of the successful candidate.

All new members of staff will undertake Child Protection training and be provided with a full induction programme.

Child Protection

The Purcell School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Child Protection policy, which is available on our website, and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post, including records checked and processed through the Disclosure and Barring Service (DBS).

Equal Opportunities

The Purcell School is an equal opportunities employer and welcomes applications from appropriately qualified people regardless of gender, marital status, sexual orientation, race, ethnic origin, colour, nationality, religion, disability or age. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection and recruitment.

Applications

If you are interested in this huge, high-profile and demanding role, but wish to know more, please contact the Interim Head, Dr Bernard Trafford (by ringing 01923 331104 to reach his PA, Shirley Clark), and arrange to talk in confidence. Please feel free also to arrange a visit the School.

Applicants must complete an **Application Form** (available on our website) and send it with a supporting statement to the Head as soon as possible. You may also attach send a separate curriculum vitae. Closing date for applications is **Tuesday 8th May**.

Shortlisted candidates will be invited for interview in early to mid-June at which they will meet the Head, other members of the leadership team and see around the school. A final round of interviews will be held in late June, including some of the School's Governors who work in conservatoires or university music departments. Candidates will be required to bring evidence of identity and qualifications to the interview.

Applications should be sent to the Head by letter or by e-mail to:

Mrs Shirley Clark,
Headmaster's PA
The Purcell School,
Aldenham Road
Bushey
Hertfordshire WD23 2TS

Tel: 01923 331104
Fax: 01923 331106
Email: s.clark@purcell-school.org

Further details of the school can be found by visiting www.purcell-school.org

