



Lancing College

Appointment of
Graduate Teacher of Music

for

September 2024

The College

Lancing College, which is part of the Woodard Corporation (which now consists of 21 independent schools and 5 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to work.

The College is friendly, ethical, vibrant, and outward-looking. We act with integrity and treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status.

The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions.

The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The College was graded 'excellent' in all categories and sub-categories in the 2017 integrated ISI inspection document which can be found here: <https://www.lancingcollege.co.uk/lancing-college/about/inspections>.

The school roll currently stands at its largest for many years with 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has 277 day pupils on roll at Lancing Prep at Hove and 214 day pupils on roll at Lancing Prep at Worthing. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

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 Headmaster, Mr Dominic Oliver, has been in post since September 2014.

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The Appointment

We are seeking to appoint a well-qualified, inspirational and enthusiastic music graduate looking to make a direct entry into teaching. This is, in the first instance, a one-year appointment. Upon successful completion of a year in post, a review of progress will be made and, if mutually agreed, a contract extension into a second year may allow access to funded PGCE teacher training and acquisition of Qualified Teacher Status.

The successful candidate will also be expected to be a House Tutor.

Music at Lancing College

Music is at the heart of life at Lancing and the renowned Choir sings at services in Chapel as well at major cathedrals across the country and has broadcast on BBC Radio 3 and 4, most recently on 27 December 2023. Music at Lancing is extremely well resourced, and the College Chapel is an inspiring setting in which to make music in services and concerts and is fortunate to possess magnificent organs by Frobenius and Walker. Large-scale symphonic and chamber music concerts are frequently given in Great School which houses a Steinway model D and extremely good acoustics for instrumental and choral music.

Choral and instrumental music flourish in the Choir, Choral Scholars (Chamber Choir), A Cappella Club, College Singers (Choral Society), Symphony Orchestra, Sinfonia, Concert Band, Big Band, Rock Society, a host of chamber music groups and a Music tech club.

There is a full and varied programme of events, ranging from lunchtime concerts, rock concerts and masterclasses to large-scale evening concerts and musical theatre. In the Lent Term the House Music Competition receives over 200 entries from pupils in solo, duet and ensemble categories, and the House Singing Competition in October involves every pupil in the school.

Concert highlights have included Beethoven's Symphony No. 5, Mussorgsky's *Pictures at an Exhibition*, Sibelius' *Finlandia* and Gershwin's *Rhapsody in Blue*. Chamber ensembles have performed Dvorak's *Dumky* Trio, Borodin's String Quartet no.1 first movement and Clara Schumann's Piano Trio second movement.

The College Singers together with Student Voices give an annual performance of major choral works including Mozart's *Solemn Vespers* Rossini's *Petit Messe Solennelle*, Haydn's *Te Deum* and Vivaldi's *Gloria* in recent years.

To celebrate the completion of the Chapel, the College commissioned a new anthem *The Earth is the Lord's* composed by Matthew Martin and now published by Novello. The Choir gave the first performance in April 2022 at the Dedication Service. This year the school celebrates its 175th Anniversary and the musicians are performing in a Gala Concert in London at Southwark Cathedral.

The music and drama department collaborate in regular musical productions in the theatre and recent shows include *The Addams Family*, *Anything Goes*, *Chicago* and *My Fair Lady*.

There are twenty-five Music Scholars and Exhibitioners in the College with over half coming to Lancing from cathedral choir schools such as St Paul's, Chichester, Salisbury, Ely and Exeter. Lancing's Music Scholars regularly go on to study Music at the universities of Oxford and Cambridge, winning Choral and Organ scholarships and to many of the top music colleges including the Royal Academy of Music, the Royal Northern College of Music, the Guildhall School of Music and Birmingham Conservatoire.

Enrichment activities for Lancing's musicians include visits from professional musicians to give concerts, masterclasses, and lectures with recent visits from Nigel Short (conductor), Sally Beamish (composer), Meurig Bowen (arts administration) and the Kokoshka Trio.

The Department holds annual music events for Prep School pupils; orchestral and choral which have proved very popular amongst local preparatory schools.

Music Department Staff

The Department comprises three members of teaching staff; the Director of Music, Assistant Director of Music & Head of Academic Music and a Teacher of Music, supported by a Graduate Music Assistant and an administrator. There are twenty-four visiting music teachers offering tuition in the full range of orchestral and rock instruments and voice, many of whom also lead and direct school ensembles.

The Music School

The Music School has 14 practice rooms, a drum room, a chamber music room, a recital room and a computer suite. The recital room, where much of the academic teaching takes place, is also used for rehearsals and lunchtime concerts. The computer suite has recently been upgraded with 14 Macs fitted with a range of software such as Sibelius, GarageBand, and Logic. Further rehearsal space is located below the Chapel in the Bedford Studio for the Symphony Orchestra and the Crypt for the Choir.

Examinations

Pupils in Year 9 follow a foundation course in preparation for the GCSE courses in Years 10 and 11. We currently follow the AQA GCSE specification. In Years 10 and 11 there are normally two or three sets for pupils who have opted to take GCSE Music. In the latest GCSE examinations, the Music Department achieved 86% Grade 9-6 in Music GCSE.

At A Level we follow the OCR specification. In 2022-23, the Music Department achieved 100% A*-A pass rate.

Teaching Methodology and Quality of Learning

The underlying philosophy of the Department is to promote and enjoyment of learning, to which end a variety of teaching approaches are used. We are committed to developing teaching methods to ensure that pupils can learn effectively whilst in our care. In order to develop a departmental approach to the learning process, we have regular lesson observations

within the department so that good practice can be shared. Members of the Department also share ideas and resources on an informal day-to-day basis, and this is backed up by departmental meetings and opportunities for INSET/CPD. Each member of the Department brings their own unique experience and enthusiasm to the teaching situation and so teaching and learning within the department is rich and varied.

Learning is reinforced by regularly setting the pupils tasks which consolidate the ideas that are met in class, and the aim is always to mark and return their work by the next lesson. Some pupils are challenged by aspects of the subject and so extra support is offered outside normal lessons, either at one of the regular Music clinics or by individual appointments with the set teacher.

During GCSE and A Level courses, targets are discussed and set for each pupil with the aim of encouraging the individual to fulfil their potential. Targets are agreed with the pupils and performance against the targets is monitored. Suggestions to help the student improve their progress are offered where appropriate.

Learning Support

The Department works closely with the Learning Support Coordinator to identify those students requiring extra help through differentiation, which is a key aspect of our duty to the students. Gifted students are identified and encouraged to stretch themselves and to enter for both internal and external competitions.

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.
- A strong Music degree. Post-graduate qualifications and experience are desirable.
- A good team player with the ability to lead and work with a small team but also to work independently.
- The ability to play the piano/organ or a string instrument would be advantageous; but we would consider applications from other instrumentalists
- 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 (iSAMS).
- 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 2024.
- Salary - £16,868 per annum which is paid in twelve equal parts on the 26th of each month.
- The School currently provides access to the Teachers' Pension Scheme administered by Teachers' Pensions and governed by the Teachers' Pensions Regulations 2010 as amended from time to time. This may be subject to change on reasonable notice. Any increases in employer contributions from April 2024 onwards are funded by the teacher themselves.
- **Accommodation** – Unless you are informed otherwise, you will be provided with one bedroom accommodation for the duration of your employment, and this will be free of charge from rent and all other utility bills.
- 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.

Further Information

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. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

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. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2023. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment