



# Beachborough

Independent Prep School for ages 2 ½ to 13

## CANDIDATE BRIEF FOR THE POST OF DIRECTOR OF MUSIC

At Beachborough, music is central to the school experience, and we are delighted to offer an exciting opportunity for a talented individual to shape the musical life of our thriving school, inspire young musicians, and contribute to a strong and visible cultural presence within our community.

Beachborough has a long and proud tradition of nurturing creativity, excellence, and a love of learning. Music plays a vital role in school life, enriching the experiences of our pupils and forming a key part of the wider curriculum.

This is an exciting opportunity to join a forward thinking, collaborative, popular and impressive department as a full-time Director of Music. The successful candidate will be an outstanding subject specialist with a strong musical background, confident in both classroom teaching and practical music-making, and able to inspire pupils across a wide range of musical activities and performances. They will teach Music to KS1, KS2 and KS3, oversee the music curriculum for our youngest learners, and play a central role in the musical life of the school.

The successful candidate will have appropriate professional qualifications (including Qualified Teacher Status or equivalent) and must be willing to embrace all aspects of prep school life. The Director of Music will lead and develop a vibrant, inclusive and ambitious music programme, encompassing classroom music, choirs, ensembles, instrumental tuition and performances. This role includes line management of peripatetic music staff and close collaboration with colleagues to ensure music is fully embedded in the wider life of the school.

Furthermore, the successful candidate must empathise with Beachborough's mission and vision.



## Beachborough's Mission and Vision

### Mission Statement:

Our mission is to enable children to have a happy, bright and successful future.

### Vision Statement:

Beachborough is committed to offering a wide range of opportunities that empower each child to fully develop their talents and cultivate the skills and virtues necessary to lead fulfilling lives as ethical, compassionate, and morally centred individuals. At Beachborough, learning is infused with a sense of fun and adventure, preparing children to navigate a dynamic and ever-evolving world with curiosity and confidence.

### The Music Department

The aim of the Music Department is to offer a broad and inspiring range of musical opportunities to all pupils, nurturing creativity, confidence and a lifelong love of music. Pupils are encouraged to explore, perform, compose and listen with increasing skill and understanding, developing both their technical ability and musical imagination. Through active music-making, the department fosters collaboration, self-expression and empathy, enabling pupils to engage meaningfully with a wide range of musical styles, cultures and traditions. In doing so, the department aims to develop confident, articulate musicians who are informed listeners and performers, equipped with the skills, discipline and creativity to contribute positively to the cultural life of the school and beyond.



The Music Department is housed in a well-equipped suite of teaching and practice spaces that support both individual practice and ensemble work. Facilities include a dedicated music classroom, rehearsal and practice rooms, and access to performance spaces for concerts, assemblies and productions. The department is supported by a team of skilled peripatetic music teachers who provide individual and small-group instrumental and vocal tuition across a wide range of instruments, enabling pupils to develop their musicianship beyond the classroom.

The department offers a rich programme of co-curricular opportunities, including choirs, instrumental ensembles and performance groups. Regular concerts and school productions provide pupils with valuable performance experience and help to build confidence, resilience and a sense of achievement. These opportunities reflect Beachborough's commitment to excellence and to ensuring that music is a visible and celebrated part of school life.

Alongside a number of peripatetic Music Teachers, there is an experienced and expert Music Teacher, who teaches approximately 10 hours of Music within the department due to an additional role within the school.

### **About Beachborough**

Beachborough is a vibrant day school with approximately 400 pupils, offering a flexible boarding provision. At the heart of our ethos is the belief in valuing every individual's effort, ensuring that the close-knit, 'family feel' permeates every aspect of school life, especially in our pastoral care. We pride ourselves on being an inclusive and welcoming community, embracing families from diverse backgrounds. Many American families connected to a nearby military base choose Beachborough, enriching our school with a global perspective that beautifully balances our celebration of British heritage.

Beachborough delivers a broad, balanced, and demanding academic curriculum. While we are not academically selective, we aim to provide the best possible education for every child, recognising when individual needs might require alternative provisions.

Co-curricular activities, offered from the Early Years Foundation Stage (EYFS) through to Year 8, are an important aspect of school life and a significant attraction for our families. Our commitment to the arts, through Drama, Art, and Music, provides pupils with many opportunities to explore their creative potential.

Beachborough's teachers are deeply committed to every pupil's academic journey, focusing not only on final outcomes but also on fostering a lifelong love of learning. We are quietly proud of the growing number of scholarships and awards our pupils achieve, reflecting the quality of education we provide.

Our passion for excellence has long been driven by a determination to embrace innovation and new technologies, ensuring we deliver the highest academic standards while preparing children for the future. Guided by the leadership of our Head, Mrs. Simone Mitchell, and supported by an active team of Trustees led by our Chair of Governors, Beachborough is a place where children thrive in a nurturing and ambitious environment.





## Job Description

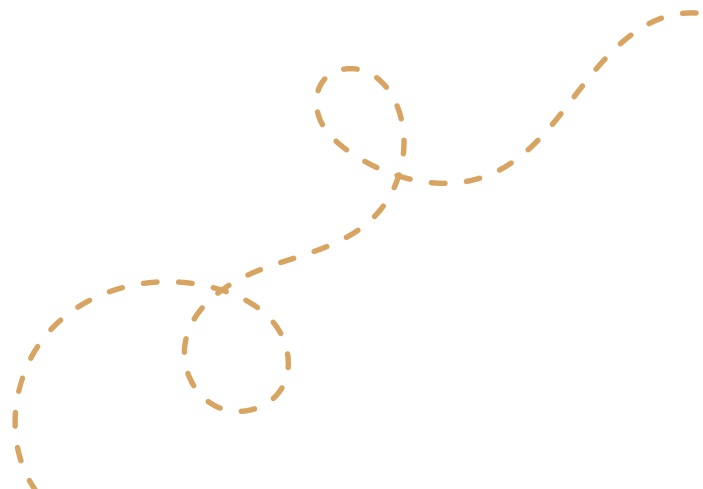
<b>POSITION</b>	Director of Music
<b>REPORTS TO</b>	Deputy Head (Curriculum)
<b>LINE MANAGES</b>	Peripatetic Music Teachers

The successful candidate will be a passionate musician and talented educator who is able to shape and develop and exciting and forward thinking music curriculum in and out of the classroom.

### Leadership

- To be responsible for the strategic direction, leadership and development of Music throughout the school, ensuring that every pupil is positively encouraged to develop their musical potential to the full.
- To contribute to preparation for inspection and to the delivery of the school's Strategic Plan.
- To lead and manage high-quality teaching and learning in Music across all relevant key stages.
- To promote a positive culture for Music across the school and foster a lively, inclusive and enthusiastic musical atmosphere within the department.
- To construct, with colleagues, an annual Music Self Review, as part of the whole-school development planning process, and to ensure its implementation, review and evaluation.
- To monitor the quality of teaching and learning in Music through the implementation of departmental self-evaluation in line with school guidelines.
- To carry out lesson observations, learning walks and work scrutiny within the department.
- To organise the planning, teaching, staffing and resourcing of effective music lessons and activities that facilitate high attainment and musical achievement, while working within the departmental budget.
- To plan, implement and review the Music curriculum in line with national guidance, school requirements and scholarship examinations where relevant.

- To ensure the effective implementation of Beachborough's Music schemes of work and to keep abreast of current developments in music education and new resources.
- To manage effective, up-to-date assessment practice within the department and maintain assessment records in line with school policy.
- To monitor, analyse and evaluate pupil progress and use outcomes to inform planning, target-setting and intervention strategies.
- To support departmental staff in the effective daily management of behaviour in line with school policy.
- To ensure that music teaching, rehearsal and performance spaces provide a stimulating and well-organised learning environment.
- To line manage peripatetic music staff.
- To facilitate effective appraisal of both teaching and peripatetic staff through the school's appraisal system.
- To ensure the effective deployment of staff and resources in liaison with the Deputy Head Curriculum where appropriate.
- To contribute to whole-school planning and evaluation as a member of the Middle Leaders Group.
- To hold regular departmental and line management meetings and attend management, parents' and other meetings as required.
- To work collaboratively with local schools, with a particular focus on working with our Partner School Bloxham and their music department and external providers to support subject development and enrichment.
- To promote Music within the school community by contributing photographs, reports and stories for newsletters and social media channels.
- To lead a weekly co-curricular music activity for Manor House pupils and oversee appropriate provision for Boardman children.
- To organise and oversee musical performances, concerts and events across the school year.



## **Teaching and Learning**

- To deliver high quality and engaging music lessons across all Key Stages.
- To teach pupils according to their educational needs, including appropriate differentiation
- To ensure that all pupils make good progress in Music.
- To assess, record and report on pupils' musical development, progress and attainment.
- To prepare written reports to a high professional standard and meet all deadlines.
- To prepare for and attend Parents' Evenings currently held in the Autumn and Spring Terms.
- To communicate effectively with parents regarding pupils' musical progress, development and any academic or pastoral concerns.
- To run a regular booster groups and scholarship preparation sessions where appropriate.
- To organise trips, including a biannual European Tour, workshops and visiting musicians to enhance musical learning and engagement.

## **Pastoral**

- To act as a Tutor as required.
- To promote the wellbeing, confidence and personal development of individual pupils.
- In liaison with the SENDCo, to ensure the needs of pupils with SEND are met within the music curriculum.
- Where required, to accompany pupils on trips and complete the necessary risk assessments.
- To demonstrate flexibility in working with pupils across the school.

## **Whole School**

- To be committed to working collaboratively as part of a team.
- To contribute actively to the school's co-curricular programme.
- To undertake a fair share of duties and cover.
- To be responsible for the education and welfare of pupils in accordance with the school's commitment to discipline, wellbeing, pastoral care and safeguarding, including Prevent Duty.
- To understand, apply and adhere to all school policies relevant to the role, including the Staff Code of Conduct.

## **Safeguarding**

At Beachborough, safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred, this means that they should consider, at all times, what is in the best interests of the child.

The post holders must adhere to and ensure compliance with the school's Safeguarding and 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 risks to the safety or welfare of children in the school, he/she must report any concerns to the DSL. Beachborough is committed to safeguarding, child protection and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo all necessary pre-employment checks. Full details are given on the application form and the successful applicant will be subject to an enhanced DBS check.

## **Equal opportunities**

Beachborough School is an equal opportunities employer and welcomes applications from appropriately qualified persons 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.

In accordance with the Disability Discrimination Act, Beachborough School seeks to treat those with disabilities as favourably as those without disabilities. It will make reasonable arrangements, wherever practicable, to avoid putting those with disabilities at a disadvantage





	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Bachelor's degree in a relevant and suitable subject.	<ul style="list-style-type: none"> <li>• A teaching qualification such as a PGCE.</li> <li>• Master's degree or a professional qualification.</li> <li>• Evidence of continuous INSET and commitment to further professional development.</li> </ul>
<b>Experience</b>	Experience of providing relevant, differentiated and inspired teaching for all pupils in assigned class.	<ul style="list-style-type: none"> <li>• Previous experience running a department including managing a budget.</li> <li>• Experience of teaching in a Prep School and Scholarship.</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• The theory and practice of providing effectively for the individual needs of all children. (e.g. classroom organisation and learning strategies)</li> <li>• Outstanding pastoral care and safeguarding of children.</li> <li>• Curriculum requirements at the appropriate age.</li> <li>• The monitoring, assessment, recording and reporting of pupils' progress.</li> </ul>	<ul style="list-style-type: none"> <li>• New developments and advances in the teaching and direction of Music and take an active interest in CPD.</li> </ul>

## Skills

- Exceptional and versatile musician in your chosen instrument
  - To have proficient keyboard skills
  - To have ABRSM Grade 5 Theory or equivalent
  - Be able to use digital music technologies where appropriate to assist lesson preparation and teaching.
  - An inspirational, committed and highly effective practitioner, dedicated to achieving the best outcome for every individual child both inside and outside the classroom.
  - Committed to the personal development of pupils and be driven to attain and maintain our values.
  - Able to promote the school's mission positively and use effective strategies to monitor motivation and morale.
  - Able to develop good working relationships with colleagues and have the ability to work well within a team whilst promoting the best interests of the school.
  - Able to establish and develop close relationships with parents, governors and the community.
  - Able to create a happy, challenging and effective learning environment.
- Grade 8 Piano or equivalent
  - The willingness to play the organ
  - Ability to accompany pupils for rehearsals performances and exams



<p><b>Personal Characteristics</b></p>	<ul style="list-style-type: none"> <li>• Organised, resourceful, an excellent timekeeper, approachable, committed, empathetic, and enthusiastic.</li> <li>• Equipped with a sense of humour and the ability to make learning fun.</li> <li>• Sympathetic to the values and mission of our school.</li> </ul>	<ul style="list-style-type: none"> <li>• Have an understanding and empathy with the ethos and spirit of Prep Schools/Independent education.</li> </ul>
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## How to Apply

1. Complete the Application Form.

2. Please e-mail your application to the HR Manager, Mrs. Dianne Igoea ([d.igoea@beachborough.com](mailto:d.igoea@beachborough.com)) by Wednesday 21<sup>st</sup> January 2026 and interviews will be held as soon as possible afterwards.

*Beachborough is committed to safeguarding and promoting the welfare of children, and the successful applicant must be willing to undergo child protection screening, including checks with past employers and an Enhanced DBS check.*

