



REPTON

DIRECTOR OF MUSIC

Full Time

September 2024



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Welcome from the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools, located in the heart of the English countryside, yet within easy reach of major cities; strengthened by a history that goes back over a thousand years, yet with a keen eye on the challenges of the twenty first century.

We are looking to appoint a highly qualified, experienced and dynamic **Director of Music** to Repton, to lead our ambitious programme of music-making through the next stage of its journey.

This is a wonderful opportunity to lead music across genres and ages within the beautiful setting and superb facilities of Repton, taking our pupils' talents out into the world. Concerts at Chatsworth and Steinway Hall in London and performances in St Paul's Cathedral and St Peter's Basilica in Rome speak of a creative breadth and energy we aim to develop further still.

It is important that music is at the heart of our community; in our Chapel services, at landmark events through the year and as a source of pride and pleasure in our annual House Unison Competition, involving every pupil in every boarding house. The successful candidate will work closely with senior management to ensure participation and provision, opportunity and enjoyment are there for all.

We are a school with ambition and purpose, eager to employ and reward teachers who share our values and aims. Accommodation will be provided, and with a commitment to invest in the professional development of our staff, a generous fee-remission scheme and continued participation in the Teachers' Pension Scheme, Repton is a very attractive place to work.

I hope very much that you will read this document with interest, and I encourage you to apply.



Mark Semmence
Headmaster



An Introduction to Repton School

Repton is the ancient capital of Mercia, and the School, founded in 1557 from a bequest from Sir John Port of Etwall, was established on the site of a 7th century Anglo-Saxon Benedictine abbey and latterly a 12th century Augustinian priory.

The School today incorporates many of the original buildings from the estate, namely, the Guest Chamber and Prior's Lodging (which as the Old Priory currently houses the School Library and Common Room), Overton's Tower, Tithe Barn, and the Arch. The latter is all that now remains of the Priory's original gatehouse and which helped inspire the School's motto: *porta vacat culpa*.

Today Repton is a world class, modern, flourishing community with a clear sense of purpose and momentum. As a pre-eminent co-educational and boarding and day school, Repton provides an exceptional broad-based education, blending heritage with the pursuit of excellence in a 21st century context, offering world class facilities as well as high quality teaching and pastoral care.

The School has over one thousand pupils across the Prep and Senior School, making it large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish. At Repton Senior, each pupil, whether day or boarding, is a member of a House, of which there are 10 (six for boys and four for girls).





A Global Family of Schools

Repton was one of the first British schools to expand overseas, with the establishment of Repton Dubai in 2007. The development of a community of international schools being key to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China, Malaysia and Cairo, with plans to open a further three more over the next few years.

The additional income generated by our overseas schools provides financial support, that will enable Repton to select pupils simply on merit and without regard to their parents' financial means.

Repton also currently has four schools in the UK (Repton, Repton Prep, St Wystan's and Vinehall) with the ambition to grow its UK family of schools.





The Music Department

Music is at the heart of Repton and resounds throughout the School. The department is housed in an impressive building which features a purpose-built concert and rehearsal hall, a fully-equipped recording studio, 18 practice rooms, a DJ-ing and composition suite and a variety of academic and instrumental teaching spaces. In 2022 the school invested in a new model B Steinway Piano which, along with the model C piano purchased in 2016, reinforced the school's commitment to excellence in music-making. The department's five full-time members of music staff currently consist of the Director of Music, Head of Instrumental Music & Organist, Head of Academic Music, Head of Contemporary & Commercial Music and a full-time Music Operations Administrator. These are joined by a team of 25 specialist Visiting Music Teachers (VMTs) who bring much energy and expertise to the pupils' musical lives through 1:1 music lessons and a variety of ensembles.

The Music Department enjoys a close relationship with that of Repton Prep School. Being only 2 miles apart, the two schools share the majority of VMTs and work closely to ensure a through-school approach to both academic and extra-curricular music. In November 2023 the Repton Choral Initiative was launched to celebrate the work of the Repton Chapel Choir and Prep School Chamber Choir, and to bring these groups together regularly through a series of concert, workshops, tours and commissions.





Music at Repton

Repton presents a huge variety of concerts and musical events throughout each academic year and aims - above all else - to ensure that musicians of all levels can perform to the very best of their ability, having fun in the process. Pupils regularly perform in Coffee Concerts in the local St Wystan's Church, as well as each term in Derby Cathedral's Lunchtime Concerts Series. In October 2022 Repton musicians celebrated the 150th anniversary of Vaughan Williams with a dedicated concert at Chatsworth and will return there in 2024 for the Senior Final of the Repton Young Musician of the Year Competition.

A well-established Repton Concerts Series brings pupils into contact with professional musicians and ensembles, with visiting musicians delivering workshops during their visit. In recent years this has included Jess Gillam, Tenebrae, Voces8, Onyx Brass, Julian Lloyd Webber and many more.

The department is proud of the ensembles that rehearse to a high standard each week, including the flagship Repton Symphony Orchestra and Repton Big Band who enjoy a busy programme of performances. The Orchestra is developed through an annual away day which has recently included visits to Royal Birmingham Conservatoire and Haddon Hall.

A particular area of success for Repton Music is its choral activity. The Chapel Choir (featuring around 10% of the pupil population) performs in chapel each Sunday during term time as well as at key school events. Beyond Repton, the choir sings Choral Evensong at St Paul's Cathedral each year, and recently completed a tour to Rome which included performances at St Peter's Basilica, St Paul's-Outside-the Walls and All Saints' Anglican Church. In March 2024 the choir will tour to Berlin, Potsdam and Leipzig where it will sing the Palm Sunday morning service at the Thomaskirche. In January 2024 the choir will perform the world premiere of 'The Rising of the Sun' by Jonathan Dove, to add to a list of recent commissions by leading composers.





The Role

This is a unique opportunity for a talented individual to work in one of the UK's foremost independent schools, where music is both a dedicated pursuit of excellence and an integral part of daily life.

We are looking to appoint a highly qualified, experienced and dynamic **Director of Music** who will work closely with and lead the current team of full-time music staff and Visiting Music Teachers, continuing to strengthen the school's outstanding reputation for music, and to expand musical opportunities for our pupils. Equally important is the musical provision for the wider school community, ensuring there is a culture of wide participation.

While experienced practitioners and teachers of all backgrounds and specialisms are encouraged to apply, those with instrumental or orchestral experience would be particularly welcome.

The post will primarily focus on delivering a first-class music programme for pupils at Repton School, aged 13-18, but will also involve a commitment to working closely with music staff and pupils at the Prep School. The Director of Music is responsible to the Headmaster, via the Principal Deputy Head, for the quality of pupils' music-making in the School.

The Director of Music will teach a reduced timetable within the Music Department and is expected to contribute to the wider co-curricular life of the School.





Key Areas of Responsibility

Specific Responsibilities

- Make Repton a popular and attractive destination for aspiring young musicians.
- Lead the department visibly and ideologically, setting clear expectations for staff and pupils on engagement, commitment and performance.
- Oversee and organise a diverse and ambitious programme of concerts, masterclasses and musical events, both internal and external, which challenge and showcase pupil soloists and school ensembles.
- Ensure that music is at the heart of Repton's community by providing opportunity for all. Make the Music School the focus for all music-making: a creative hub for classical, pop/rock and both formal and informal practice and performance.
- Managing the school's Concert Series, ensuring a broad and engaging programme of performances and masterclasses for pupils and the Repton village community alike.
- Direct and develop at least one of the department's major ensembles.
- Maintain excellent relationships with parents and guardians, ensuring that they are fully informed about music events involving their children and keeping them up-to-date with pupil progress (or otherwise).
- Ensure the highest standards are consistently maintained. It is important that the Music programme fits seamlessly into the wider life of the school, and that its standards and philosophy are consistent with the academic and behavioural expectations at Repton.
- Ensure that the programme and provision of musical ensembles is effective, organised, appropriately challenging and varied.



Key Areas of Responsibility

Teaching & Learning

- Continue to develop and execute a tailored and individual programme for Music Award Holders, ensuring that talent is always nurtured, supported and fully realised.
- Work closely with all full-time staff and VMTs to ensure directed individual programmes of progressive and continued success in music examinations.
- Work closely with the Head of Academic Music to ensure GCSE and A Level results exceed expectations. The Director of Music will teach an appropriately tailored timetable of academic music lessons.
- Attend HODs on a regular basis.
- Undertake regular audits and quality assurance checks within Music to ensure the highest standards are being met.
- Organise outings, concert visits as exemplars to Repton pupils.
- Organise entries and running of Associated Board music examinations and recording of grades obtained.

Scholarship, Admissions & Marketing

- Develop an effective approach to pupil recruitment, linking with the school admissions department regarding prospective musicians. This includes overseeing the process of auditioning and selecting Music Award Holders at 13+ and 16+ in line with the admissions policy.
- Support the work of the Prep School Music Department and continue to ensure that Repton School is the obvious destination for its musical pupils.
- Liaise with Marketing to communicate and promote Repton Music in a consistent and 'on brand' manner.



Key Areas of Responsibility

Staffing, Resources & Facilities

- Develop and manage budgets for the Music Department.
- Lead on the appointment of music staff and ensure that Visiting Music Teachers are appropriately appointed, appraised and valued.
- Lead weekly department meetings for full-time Music Staff and liaise regularly with the Principal Deputy Head on the 'day to day' running of the department. This includes making diary entries into the School Calendar on SOC's well in advance, for SMT approval.
- Liaise with the Principal Deputy Head and the Chaplain on the structure and content of chapel services and other associated school events.
- Have oversight of the school's stock of instruments, and its music libraries, ensuring that pianos the chapel organ are suitably maintained and tuned.
- Monitor pupil attendance at instrumental and singing lessons, liaising with parents and houses as required over absences and any issues arising.

Wider School Responsibilities

- Work with the school's Safeguarding team and Houseparents to ensure that pupils are appropriately and robustly registered when using the department for rehearsals outside of academic time.
- Evidence their commitment to promoting the health, welfare and safeguarding of children.
- Work with the Safeguarding team to ensure compliance and understanding of key safeguarding training and practice, especially for music-specific guidance.
- Advise and assist in the monitoring of international-specific issues relating to guardianship and compliance.



Academic teaching at Repton

Repton has a tradition of academic excellence and ambitious plans for further progress. Our pupils achieve in the classroom because Repton teaches them how to balance academic study with their love of the theatre, their aptitude for sport and their passion for music.

For all our pupils, we want their educational journey at Repton to be one that gives them a sense of place and balance, with the friends that matter and with the entrance to Repton, the Arch, as the symbolic gateway to their future.

The successful applicant for the role of Director of Music will teach Music at one of the UK's leading co-educational boarding schools at an exciting time of rapid growth and development and the successful candidate will work alongside supportive and enthusiastic academic colleagues. The successful candidate will maintain their own professional development and subject knowledge, reflecting on their classroom and schoolwide experiences in a critical and analytical manner.

Repton works on a full boarding ethos to which all full-time staff are expected to make an enthusiastic commitment, enhancing the pupil experience not just in the classroom but through regular involvement in a range of sporting and extra-curricular activities, including duty rotas, provision and supervision of social and academic pupil events and trips and tours during holiday periods..

The ten boarding houses (four girl's houses and six boy's houses), into which day pupils are fully integrated, are at the heart of a superb pastoral system. Teaching staff are expected to contribute to maintaining and developing the wellbeing of the pupils primarily through the role of house tutor. In this capacity, the Director of Music will be responsible for the personal and academic welfare of a house year group or a group of sixth formers in concert with the Housemaster or Housemistress.

We are looking for talented staff of character, intellect and energy who will model the qualities we seek to inculcate in our pupil body.





Person Specification

Knowledge, Skills, Experience and Personal Qualities

The successful candidate will:

- Possess a strong track record or potential for achievement in leadership and management skills, demonstrating initiative, vision and the ability to lead and manage change.
- Demonstrate and communicate a commitment to excellence.
- Work with others to achieve goals by negotiating and allocating tasks, as well as motivating and supporting a diverse and highly skilled team of musicians.
- Communicate concepts articulately, positively and sensitively to pupils of different abilities and ages, developing a working relationship of mutual trust and respect
- Possess well-developed pastoral and safeguarding instincts.
- Have experience of coaching young musicians to a high standard, both as soloists or within an ensemble.
- Possess a good Honours degree relevant to the teaching aspects of the role. A recognised teaching qualification, such as a PGCE, is desirable but not essential.
- Demonstrate a friendly, positive and collaborative attitude to colleagues and pupils alike.
- Set the example in terms of behaviour, ambition, determination, encouragement and energy in all professional relationships with staff, parents and pupils.
- Adhere to the high standards of musicianship, personal conduct and appearance, Repton expects of its staff.
- Have strong written and verbal communication skills.



Person Specification

Wider School Responsibilities

All staff are expected to:

- Evidence their commitment to promoting the health, welfare and safeguarding of children.
- Advise and assist in the monitoring of international-specific issues relating to guardianship and compliance.
- Contribute to the wider co-curricular life of the School.
- Ensure the highest of standards are consistently maintained. It is important that the Music programme fits seamlessly into the wider life of the school, and that its standards and philosophy are consistent with the academic and behavioral expectations at Repton.





Working and living at Repton

The School is committed to employing and rewarding staff who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Benefits include

- Competitive salary
- Housing
- School fee remission
- Sports Centre Membership
- Generous annual leave
- TPS membership

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics and PE Block.





In and Around Repton

The Repton Village community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop.

There is an active village hall community which has its own community run café. In addition, Repton School has its own café at the School Sports Centre.

Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.

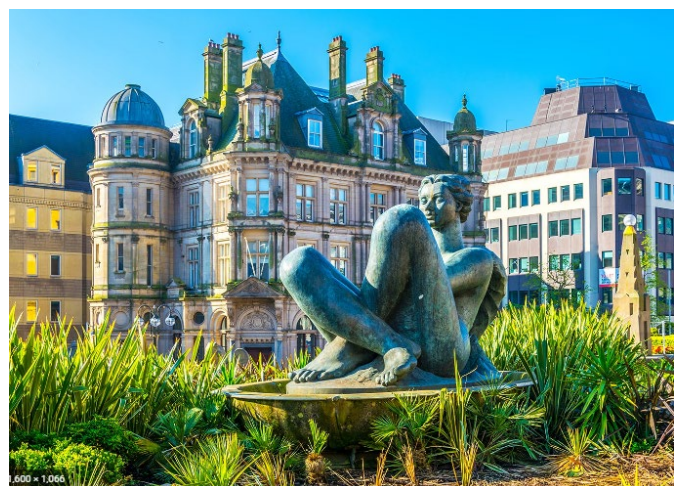
Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London.

There are also excellent links to local airports, including East Midlands and Birmingham.

Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.





Our commitment to safeguarding

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

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, therefore the following shall be deemed to be included, in addition to the duties that you may be required to perform:

- ***Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.***
 - Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
 - This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





Information for Candidates

Candidates should apply electronically through the Repton Recruitment Hub. To submit your application please upload your documents by visiting - [Job Search \(repton.org.uk\)](https://repton.org.uk/job-search)

Your application should be accompanied by a covering letter and include the names of two professional referees. The closing date for applications is 5 pm on Friday 12 January.

Applicants will be contacted for interview if they have been successful in the short-list process. Interviews will take place the weeks commencing Monday 22 and 29 January.

If you would like to have an informal conversation about the role please contact the Headmaster via headmaster@repton.org.uk.





REPTON

Derbyshire · DE65 6FH