



BISHOPSGATE

# DIRECTOR OF MUSIC

## INFORMATION FOR CANDIDATES

Required from January 2027





### APPLICATION CLOSING DATE

Sunday 28th June 2026

### INTERVIEWS FROM

W/C Monday 29th June 2026

 [bishopsgate-school.co.uk](http://bishopsgate-school.co.uk)  [recruitment@bishopsgatesch.uk](mailto:recruitment@bishopsgatesch.uk)

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## Headmaster's Welcome

A very warm welcome to Bishopsgate, a school pulsating with life and opportunities and I am truly delighted that you are considering joining our exceptional community.

At Bishopsgate, we boast a dynamic and enthralling environment, where childhood is not merely valued but cherished. Our unwavering commitment to exemplary pastoral care ensures that every child thrives, blossoms, and relishes their formative years with us. We wholeheartedly believe in fostering a profound love for learning, nurturing lifelong passions in academics, arts, sports, and culture, while equipping our pupils to embrace the challenges that lie ahead in their academic journey and beyond.

As the appointed Headmaster since September 2022, I stand resolute in my vision for Bishopsgate - one where innovative teaching and learning are

at the core of our ethos. We believe in offering our pupils a full spectrum of transformative experiences, an education that transcends boundaries and empowers them to embark on a path of endless growth and self-discovery. We take immense pride in providing an educational sanctuary where childhood is celebrated and cherished memories are cultivated to accompany our pupils throughout their lives.

If the prospect of this role excites you and you believe you possess the necessary skills, experience, and attributes, we wholeheartedly welcome your application and I extend my heartfelt wishes for every success in the upcoming interview process.



Mr P Thacker  
Headmaster

## Ethos & Values

Bishopsgate is dedicated to unlocking the full potential of every child, guided by the unwavering principles embodied in our powerful motto - 'Nil Nisi Optimum' (Nothing but the Best).

Our school's mission revolves around fostering essential qualities in each pupil, with a strong emphasis on independence, collaboration, and leadership. We diligently nurture these qualities by encouraging critical thinking, continuous learning, reflective practice and effective communication, all while embracing the values of resilience, curiosity and creativity.

We are committed to preparing our pupils for the challenges that lie beyond the school walls. Our focus extends beyond academics, as we strive to instil in them the personal qualities necessary to embrace challenges, adapt to uncertainty and navigate complexity with poise and determination.

### School Aims

#### EXCELLENCE IN TEACHING & LEARNING

To provide innovative and engaging teaching methods that inspire lifelong learners and prepare pupils for a future of ecological and social responsibility.

By implementing cutting-edge pedagogical practices that foster critical and creative thinking, while integrating principles from the Harmony project. Structuring the curriculum to reflect natural laws and interconnectedness. Ensuring that learning extends beyond academic knowledge to include a deep understanding of our relationship with the natural world.

### COMMUNICATION AT OUR CORE

To strengthen connections and collaboration through clear, open and effective communication.

Embedding transparent communication channels across all levels - between staff, pupils, parents and the wider community. Facilitating regular updates, feedback loops and collaborative initiatives that support the Harmony project's principles of interconnectedness and community.

### ATTRACTING & RETAINING TOP TALENT

To cultivate a high-calibre team of educators and staff committed to excellence and sustainability.

A focus on recruiting, developing and retaining exceptional talent by aligning with the Harmony project's vision. Support staff with ongoing professional development and training that emphasises innovative teaching practices and environmental stewardship.

### WELLBEING & CHARACTER DEVELOPMENT

To nurture holistic growth through a focus on pupil wellbeing and character development, reflecting the Harmony approach.

Establishing the school as a centre of excellence in wellbeing by offering unique experiences and adventures that build character and motivation, Creating a supportive environment that prioritises emotional, social and environmental health, encouraging a sense of oneness with nature.

### INNOVATIVE LEARNING SPACES

To evolve campus facilities to support outstanding educational experiences and reflect sustainability.

By continuously enhancing our learning environments to mirror the latest in educational





design, sustainability and biodiversity. Ensuring that every space fosters a stimulating and supportive atmosphere for learning, aligned with the principles of Harmony by integrating natural elements and eco-friendly practices.

## COMMUNITY & LEGACY

To build lasting relationships and instil social and environmental responsibility in our pupils.

Forging strong connections with local and global communities, encouraging pupils to embrace their role in a larger ecological and social context. Aiming to leave a meaningful legacy that extends beyond Bishopsgate and impacts the wider world, in alignment with the Harmony project's goals.

## History & Estate

Nestled on the prestigious Crown Estate, on the edge of historic Windsor Great Park, lies Bishopsgate – a highly-regarded institution encompassing a sprawling 30-acre campus adorned with abundant outdoor play spaces and lush woodland. With a rich heritage dating back to 1896, Bishopsgate stands as one of England's most venerable independent schools. Bishopsgate took its present form in 1996 through the amalgamation of Virginia Water Prep School and Scitcliffe Prep School, epitomising the pinnacle of the co-educational day-school model. Today, the school thrives as a vibrant and joyous community; nurturing 440 pupils aged 3 to 13.

As a charitable institution, Bishopsgate shrewdly reinvests all funds, propelling a steadfast commitment to its people and resources. An eloquent testament to this dedication was the formal unveiling of a state-of-the-art £4.3 million sports facility in 2022, boasting four badminton courts, a climbing wall, a fully equipped gym, a versatile multi-purpose studio and an all-weather sports pitch. The School's prowess extends further to a well-appointed 25m 4-lane indoor swimming pool.

The main school edifice, an imposing Victorian residence, is home to the Dining Hall, Medical Suite,

Performing Arts Studio, Library, and Food Technology areas. Adjacent to this lies the dedicated music school, a testament to the School's holistic approach to education.

The heart of academic endeavours reside in two principal buildings. The Jubilee Building, catering to Years 5 to 8 houses cutting-edge amenities like Digital Learning, state-of-the-art Science Laboratories, and well-resourced departments for Classics and Modern Foreign Languages. The equally impressive Windsor Building, dedicated to Nursery through Year 4 also proudly accommodates a purpose-built Design and Technology Suite, enhancing pupils' practical skillsets.

As an embodiment of academic excellence and a bastion of charitable values, Bishopsgate remains steadfast in its mission to nurture future generations, preparing them to embrace the challenges and opportunities of an ever-evolving world.

## Candidate Search

Due to an internal promotion, we are seeking an inspiring and committed Director of Music to lead our thriving department from January 2027. This is an exciting opportunity for a talented musician and teacher to shape the strategic direction of music across the school, lead a team of peripatetic teachers, and play a central role in our rich and varied musical programme.

We are seeking an outstanding musician and teacher with the ability to inspire pupils of all ages and abilities. The successful candidate will be a confident pianist, capable of accompanying rehearsals, performances and school events, with strong sight-reading skills highly desirable. They will combine excellent classroom practice with the organisational and leadership skills needed to manage a busy and successful music department.

The successful candidate will teach classroom Music from Years 4–8, direct our well-established Junior Choir (Years 3 and 4), and prepare pupils for key events including the Christmas Carol Service, Spring Serenade and Summer Arts Fest. They will



also contribute to the Senior and Chamber Choirs, oversee a busy programme of ensembles and concerts, and inspire a lifelong love of music in pupils of all abilities.

The department is exceptionally well resourced, with whole-class samba and djembe sets, electronic and MIDI keyboards, a wide range of tuned and untuned percussion, and a subscription to Soundtrap for digital music making. Music is celebrated through regular teatime recitals, chapel performances, assemblies and large-scale termly showcases. With regular ABRSM exam sessions, half-termly performance opportunities and strong links with senior schools through collaborative workshops and concerts, this role offers an outstanding opportunity to build on an already flourishing programme and further enhance the musical reputation of the school.

As a member of our community, the successful candidate will play an active role in the wider life of the school, including pastoral responsibilities and co-curricular activities. Staff are encouraged to share their interests and talents beyond the

classroom, helping to create a rich and well-rounded experience for all pupils.

Vigilance in safeguarding is central to everything we do, and the successful candidate must fully embrace this shared commitment. Any concerns arising from lessons, activities, or a pupil's attitude or behaviour must be identified and reported promptly to the Designated Safeguarding Lead.

## Salary & Benefits

- Generous salary and pension package, tailored to reward and recognise top-tier talent commensurate with experience and accomplishments.
- If the candidate has pupils of Prep school age (Nursery - Year 8) fee remission is available, subject to availability of places.
- Freshly-cooked lunch and snacks are provided at no cost during term-time.
- The School operates a Cycle to Work Scheme.
- Staff swimming sessions are available in our indoor swimming pool.





- Bishopsgate has its own wellbeing programme of activities and support and free membership of our onsite fully-equipped gym.
- Professional Development opportunities.
- Small class sizes, allowing teachers to provide more individualised attention to pupils.
- Outstanding access to resources, including modern facilities, technology, and learning materials.
- A close-knit and supportive work environment, allowing staff to collaborate and share best practices
- There is on-site parking at School.

### KEY ACCOUNTABILITIES

- to inspire the musical development of pupils through the employment of a wide variety of the best and most up-to-date teaching and learning techniques
- to ensure effective teaching and learning takes place
- to keep accurate records of children's progress and use this information to review and inform future planning
- to manage provision of peripatetic music teaching
- to promote the creative reputation of the school through musical presentations
- to help foster good relationships at all levels
- to be professional in all school matters and understand the need for confidentiality when required

## Job Description

### PURPOSE

The purpose of the job is to organise and teach music classes, develop the music curriculum throughout the school, manage the provision of peripatetic music teachers, and organise and present concerts, productions and nativities.



### TEACHING & LEARNING

- To be responsible to the Headmaster for day to day management, organisation, and administration of the Music House.
- To promote excellence in the quality of the musical education provided, working with all staff to sustain and enhance the standing of the school
- To teach lessons displaying a high level of professional ability
- Prepare medium term lesson plans in sufficient detail to have clear view of how each individual lesson and pupil should develop, success criteria will be employed and key life skills will be nurtured
- To ensure that positive communication is maintained with parents through reports, parents' evenings, letters and other informal opportunities
- To recruit and manage a pool of peripatetic music teachers, each of whom display a high level of professional ability
- To devise, rehearse and present a range of musical events to promote the musical reputation of the school and to showcase the talents of the pupils
- To maintain a high standard of professional commitment.
- To take appropriate responsibility for the well being of pupils, visitors and work colleagues in accordance with the requirements of legislation
- To contribute to the overall life of the whole school
- To foster an atmosphere in which caring relationships are likely to be nurture

### REPORTING & ASSESSMENT

- Report to parents verbally at Parents' Evenings and by means of written reports in accordance with the school's Reporting Policy
- Keep clear records of the children's progress in accordance with school policy

### PUPIL

- Follow all codes of practice in relation to the safeguarding; of the children's welfare; discipline, health and safety regulations, child protection and the reporting of incidents
- To provide a secure, stimulating and orderly environment in which pupils' happiness, welfare and musical development can be nurtured and are central to everything done in the Music House.
- To ensure a wide range of musical experiences for pupils and to give them the confidence in their ability to take on new challenges
- Establish supportive relationships with pupils to establish the trust and respect of individuals and groups within the school.
- Develop methods of promoting/reinforcing pupils' self-esteem.

### ADMINISTRATION

- To manage the ordering, maintaining and updating of resources in the Music House
- To ensure efficient management of the annual budget for the department
- To organise outside examiners to assess the musical ability of individual pupils on a regular cycle
- To administer the billing of examinations to parents
- To assist in the appointment and induction of new peripatetic staff according to school policies, especially Safer Recruitment
- To take responsibility for submitting Music House articles for the school newsletter
- To carry out any other duties that from time to time might be reasonably requested by the Headmaster or the Deputy Heads.



# Personal Specification

## QUALIFICATIONS

- Essential - Graduate with the ability to Work in the UK
- Desirable - Qualified Teacher with the ability to Teach in the UK
- Desirable Grade Pianist

## SKILLS AND VALUES

- Experienced and inspirational classroom practitioner Good communications skills
- Strong organisational skills
- Ability to prioritise effectively and balance competing pressures.
- Ability to see task through to completion

## KNOWLEDGE AND UNDERSTANDING

- Excellent understanding of the National Curriculum for the subject
- Has a passion for skills based education and its benefits

## CHARACTERISTICS

- Capacity to think strategically
- Ability to work in a team
- Ability to lead from the front and by example
- Ability to prioritise effectively and balance competing pressures
- Ability to see task through to completion
- Ability to delegate
- Innovative teacher with the ability to inspire both pupils and colleagues
- Strong management skills



## Terms & Conditions

### Safeguarding

- Bishopsgate School is committed to safeguarding and promoting the welfare of pupils and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The safeguarding responsibilities of the post include:
  - Promoting and safeguarding the welfare of pupils and young persons for who you are responsible and with whom you come into contact
  - Following all codes of practice in relation to the safeguarding of the pupils's welfare: discipline; health and safety regulations; child protection; and the reporting of accidents
  - 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 pupils in the school, s/he must report any concerns to the School's Designated Safeguard Lead (DSL) or to one of the Deputy DSLs

- All posts are exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with pupils.

### Whole Staff Responsibilities

- All staff must be prepared to work outside these hours occasionally to meet the requirements of the post
- Adhere to and promote all school policies, including those on code of conduct, whistleblowing, dignity at work and equality and diversity
- Comply with school policies and procedures with regard to absence and dress code



- Undertake such additional duties as may be consistent with the purpose of the post as defined in this job description

#### Training

- All staff must attend INSET which is one or two days prior to the start of each term
- Undertake training appropriate to the role and keep up to date with emerging best practice
- Participate in the evaluation of job performance through the Professional Development Policy

#### Health & Safety

All employees must be aware of the responsibilities placed upon them under the Health & Safety Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for pupils, visitors and staff.

#### Data Protection

Bishopsgate School processes information about its current, past or prospective employees, applicants, current, past and prospective pupils; and their parents, carers or guardians and others

who are defined as data subjects under the Data Protection Act 2018. Anyone who works for, or acts on behalf of, the school (including staff, volunteers, governors and service providers) should also be aware of and comply with the school's Data Protection Policy, which also provides information about how personal data about those individuals will be used. The School takes the protection of all personal information extremely seriously and is committed to a policy of protecting the rights and freedoms of individuals with respect to the processing of their personal information.

This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties, as required, by the Headmaster. This Job Description will be reviewed annually by the Headmaster.

## The Application Process

- Applicants are asked to provide the Headmaster with a letter of application (no more than two sides of A4). The letter of application should offer a personal insight into the skills and aspirations of the candidate.
- Applicants are required to complete the Application for Employment form available on the School website.
- The successful applicant will be required to undergo Enhanced Disclosure clearance (DBS) from the Criminal Records Bureau.
- If you are currently working with pupils on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to pupils or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with pupils, but have done so in the past, that previous employer will be asked about these issues. Where neither your current nor your previous employment has involved working with pupils, your current employer will still be asked about your suitability to work with pupils, although they may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with pupils or young persons.
- You should be aware that provision of false information is an offence and could result in the application being rejected or in summary dismissal, if the applicant has been selected, and possible referral to the police and/or the Department for Education Pupils's Safeguarding Operation Unit.

- unless there is a valid reason not to do so.
- All candidates invited to interview must bring documents confirming any professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.
- Candidates may be invited for interview upon application.
- All candidates invited to interview must also bring with them three forms of identification. Either three from Group A or two from Group A and one from Group B:
- Group A
- A current driving licence together with paper licence,
- A passport,
- A full birth certificate,
- Marriage certificate (if applicable).
- Group B
- A utility bill or financial statement showing the candidate's current name and address (dated within the last three months).
- Where appropriate, any documentation evidencing a change of name.
- Please note that originals of the above are necessary. Photographs or certified copies are not sufficient.

## Invitation to Interview

- If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with pupils.
- References will be requested before interview

