



Whitgift is an exciting place to work, a stimulating environment for students and colleagues alike. Whitgift is a school built around aspiration, excellent standards across the board and diversity. High expectations are the essence of Whitgift's values.

With a new strategic plan and site masterplan being finalised, Whitgift has now begun an exciting new era.

There are many pioneering initiatives and projects under way to enable the School to go from strength to strength. We are keen to enhance our reputation as one of Britain's finest independent day and boarding schools, and to build upon our exceptional reputation for academic excellence, co-curricular success and all-round achievement. We are confident that Whitgift will provide a truly unique and inspirational learning environment, and thereby, a most rewarding place to work.



Everyone at Whitgift is proud of our friendly, challenging and inclusive school; we live and work in a beautiful parkland, we enjoy superb facilities and we reach astonishing standards in all we do.

Successive inspections have ranked Whitgift amongst Britain's finest schools and boarders join from many parts of Britain and around the world. There is a diverse and international community, thanks to one of the biggest bursary schemes in the UK.

Parents and students consistently point to the quality of our staff as a key reason for success, and rightly so: energy, stimulating company, the ability to innovate and a culture of reflection and continuous improvement are the attributes we look for and encourage. One of the results is that we have an unparalleled record of producing school leaders – some of the top names in independent education spent their formative years teaching here.

As we implement the next stage of our development, this will be an exciting time to be joining us: I hope to be able to welcome you in person.

Mr Chris Ramsey



An Introduction to Whitgift School

About Whitgift

There are approximately 1,500 pupils in the School, including over 100 boarders. Day students come to Whitgift from across London, Surrey, Sussex and Kent. Pupils enter the School predominantly at 10+, 11+, 13+ and into the Sixth Form. Whitgift is an essentially south London community built around diversity; we are a multi-cultural and multi-faith school united by a common set of values and shared aspirations.

Please see attached link to [School Aims](#).

Why come to Whitgift?

- > A school with a strong and vibrant history
- > A reputation for academic excellence and outstanding public results
- > Rated 'Excellent' in successive ISI Inspection Reports

- > A friendly and diverse community
- > Superb transport links to London, Surrey, Sussex and the south coast
- > A wide range of curricular and co-curricular activities
- > First-class modern facilities within a historic parkland with award-winning gardens
- > Top-class sport, music and the performing arts
- > A strong international dimension with boarding at the heart

If you are interested in becoming part of the Whitgift community, please read on for further details.

Pastoral Care

Pastoral care and supportive relationships are at the heart of everything that we do. It is only through care and concern for the individual that students can flourish and fulfil their potential.

The all-round development of every boy and the success that they enjoy in a range of academic and co-curricular activities is built upon pastoral care. Whitgift is fully committed to the personal and social development of pupils and there is extensive support available to enable each individual to gain in confidence and cope with the challenges and pressures of modern life.

'The excellent achievement of pupils is underpinned by the commitment of leadership, management and governance to ensuring an environment of ambitious expectation which promotes in pupils the desire to aim high and work for success.'

ISI Inspection 2017

'When you get there, you've landed in Narnia: acres of beautiful parkland, where peacocks roam the car park, and wallabies and flamingos live next to the sports centre'

Tatler

'Pupils' relationships with each other and staff are almost always characterised by an open honesty and by mutual respect and warmth.'

ISI Inspection 2017

'Superb cosmopolitan boys school, with outstanding facilities and a strong academic reputation – an example of what education is really about'

Good Schools Guide

'...there is the feel of a university-style tutorial with pupils and teachers enjoying working and learning together. This is highly successful in motivating pupils and raising their expectations of what they can achieve.'

ISI Inspection 2017



Academic Achievement

Whitgift prides itself on offering an exciting variety of academic pathways leading to internationally recognised qualifications. This forms the basis of our “unique and tailor-made” education. Choice and flexibility are key principles within our curriculum, alongside commitment to international mindedness and independent learning. This has led to impressive examination results over a number of years, consistently placing Whitgift amongst the top independent schools within the country. Of particular note are our IB results; in 2019 we achieved nearly 40 points as an average score, the highest IB results of any all-boys school in the UK. There is an extensive selection of GCSE and A Level/Pre U courses available. Results in 2019 were extremely pleasing, with Year 11 students achieving an 83% 7-9 grade

success rate, whilst 93% of all A Level grades were awarded A*-B. Overwhelmingly students proceed onto their first choice of Higher Education institutions with notable successes at Oxbridge, London Universities and internationally.

Please click link [Academic Highlights for 2019](#).

Co-Curricular

Whitgift is passionate in its commitment to co-curricular provision. We strongly believe that by providing the widest range of music, sport, drama and other activities, that pupils gain in confidence, learn to work together and flourish as individuals.

Sport

Sport at Whitgift is exceptional with over 120 national titles won in the past five years across an extremely diverse range of sports. Facilities are outstanding,

including a £9m sport and conference centre and extensive playing fields on site. The ethos of “from foundation to excellence” sees students achieve their fullest potential with many going on to national and international success.

Music and Drama

Music and drama has thrived at Whitgift over the years with extensive provision available to all students. There have been some truly outstanding performances seen both at the School and at national venues (the Royal Albert Hall, Royal Festival Hall and Cadogan Hall). Close links exist with the Royal Philharmonic Orchestra and Croydon Minster. The recently refurbished Performing Arts Centre is an outstanding venue for a wide range of artistic activities.

More broadly, co-curricular activities include more than

80 clubs and societies ranging from the Investment Society and Animal Club, to Astronomy and the Sequential Art Club. Outdoor Education, including a flourishing Duke of Edinburgh Scheme and the Combined Cadet Force, are vital elements of Whitgift's commitment of offering the widest range of choice to students.



The Vacancy

Following the appointment of the current Director of Music, Rosie Whitfield, to be Head of Junior Guildhall Conservatoire, we are seeking a well-qualified and inspirational professional to lead this thriving Music department from September 2020. The successful candidate will be joining the School at a significant time, with the School outlining its new vision including a masterplan for the development of the site. The successful candidate should be an excellent musician who possesses outstanding organisational and leadership skills as they will be at the head of a team of highly motivated visiting music teachers together with a large number of full-time music staff. They will

have a proven track record of teaching and/or musical direction at all levels and be passionate in developing exceptional opportunities, celebrating every pupil's effort and achievement both in the classroom and on the concert platform. The successful candidate for this post will be expected to inspire boys to reach new levels of attainment and to show the commitment and leadership required to support our reputation as an undisputed centre of musical excellence.

Music is an integral part of Whitgift life, and we are proud of the exceptional range and quality of provision. Public exam results have been outstanding in recent years and many Sixth Form

students regularly move on to study Music either at university or conservatoire.

The Music department is housed in purpose-built accommodation which includes a 300-seat Concert Hall, teaching rooms, offices, practice rooms and a Music ICT Suite. More than 500 boys learn a musical instrument at the School and over 30 musical activities are scheduled each week.

Whitgift offers a truly unique co-curricular programme with an impressive and extensive range of co-curricular musical activities. These include Whitgift Chamber Orchestra, Symphony Orchestra, Philharmonia, First Year Orchestra, Whitgift Chamber

Orchestra, Wind Ensembles, Chamber Choir, A Cappella Group, Soul Choir, Choral Society, Junior Voices and Big Band.

Many concerts take place in exciting and iconic venues which, in recent years, have included Cadogan Hall, the Royal Festival Hall and Goodwood House. There is also a tradition of performing operas and musicals with recent performances including *Jesus Christ Superstar*, *Carmen*, and *Guys and Dolls*.

Music scholarships are awarded annually by audition and the School's reputation for music assures a high quality of candidates.



Purpose of the role

The Director of Music is responsible for the musical vision of the School and the overall running of the Music department. The Director of Music is supported by a number of experienced senior colleagues from within including a Head of Academic Music, Director of Orchestral Music, Director of Choral Music, two Music Teachers, two Music Administrators and two Graduate Music Assistants, reflecting the status of the subject within the School. There are also approximately 30 visiting music teachers and Heads of Brass, Woodwind and Keyboard, all of whom contribute towards a truly magnificent and unique musical programme.

Key responsibilities and accountabilities

Management and Leadership

- > Manage, lead and develop all aspects of Music within the school and as part of the outreach programme where necessary
- > Provide line management for Senior Members of the Music department, Music Administrators and visiting music teachers
- > Ensure that all staff in the Music department are given the maximum opportunity to develop their teaching and performing careers in an open and supportive professional environment
- > Undertake Performance Management Reviews with relevant Music staff
- > Chair the Scholarship and Award auditions and regular monitoring sessions
- > Be a member of the Arts Committee and contribute to the long, and short-term planning of events

- > Chair departmental meetings
- > Manage music budgets
- > Attend Heads Of Department meetings

Teaching and Learning

- > General teaching responsibilities including Lower School, GCSE, A Level and IB
- > Communicate with and guide parents and pupils regarding expectations and progress
- > Ensure that all pupils are given the maximum opportunity to fulfil their potential academically in collaboration with the Head of Academic Music
- > Analyse public examination results and introduce strategies to improve these as necessary and appropriate in collaboration with the Head of Academic Music
- > Ensure that all pupils are given the maximum opportunity to fulfil their potential in music
- > Approve all visiting music teachers written reports for pupils

Performances and Events

- > Manage and musically direct major events at prestigious London Concert Halls
- > Manage the Whitgift International Music Competition both during the week-long event and in advance of the competition
- > Develop and maintain relationships with International Schools in respect of the Whitgift International Music Competition and for general recruitment purposes
- > Liaise with colleagues in the Music and Drama department to ensure the effective running of joint events
- > Arrange regular Music tours both in the UK and abroad
- > Oversee Choral Music tours both in the UK and abroad

PR and Marketing

- > Work with the Marketing department to produce effective materials for concerts and admissions purposes

- > Manage the relationship between partnerships including The Royal Philharmonic Orchestra and The Junior Guildhall Conservatoire in collaboration with the Director of Orchestral Music
- > Devise and maintain effective recruitment strategies in collaboration with the Marketing department and Admissions department for both UK and international prospective pupils
- > Liaise with Admissions and communicate with prospective parents

Contacts

- > For any general queries about the school, please contact the Human Resources department, email: SchoolHR@whitgift.co.uk
- > For more specific queries please feel free to contact Peter Yeo, Deputy Headmaster, on 020 8688 9222 or pjy@whitgift.co.uk



Salary

The Whitgift Foundation has its own generous salary scale, which is significantly above that of the maintained sector. Starting salaries are dependent on relevant qualifications and experience for the post. The Governors review salary scales annually in September to ensure that they remain competitive.

Staff will be encouraged to contribute fully to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

Accommodation

Accommodation may be available.

Relocation

Assistance is offered towards removal expenses and associated costs up to a total of £1,000.

Other benefits

Discounted membership is available at the on-site gym from 6.00pm to 10.00pm Monday to Friday and 8.00am to 4.00pm Saturday and Sunday.

Colleagues enjoy membership of the Simply Health Cash Plan, which gives financial assistance towards the cost of everyday healthcare and wellbeing, including optical, dental and complementary therapies.

Permanent staff at the Whitgift Foundation Schools enjoy a discount on school fees to a maximum discount of 50% of salary (pro rata for part time staff).

Applications

We invite interested candidates to apply as soon as possible. Applications are being accepted and will be reviewed on a daily basis. The closing date is midnight on 3 November 2019. Successful candidates will be invited to Whitgift for the first round of interviews which will be held during the week commencing 11 November. Second round interviews will be on 22 November 2019.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

Whitgift aims to employ staff who are best qualified for the post and does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sexual orientation, marital or civil partnership status, disability or age.

Pre-employment Checks

All appointments will be subject to two satisfactory references (which may be taken prior to interview), Disclosure check by the Disclosure and Barring Service and medical fitness for the role. Where applicable, overseas police checks and prohibition from teaching and management checks will also be completed. All checks must be completed before employment can commence at the School.

Safeguarding and Child Protection

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore, any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School

to ask for original qualifications and professional membership documents to be presented at interview, as detailed on their application. Photocopies or certified copies will not be accepted.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service.

[Click here for location and directions.](#)

