



BERKHAMSTED

— 1541 —



Applicant Information Pack
School Organist and Peripatetic
Piano Teacher



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A foreword from our Principal and Chief People Officer

Richard Backhouse - Principal

Berkhamsted is among the schools leading the way in pursuing a 'foundation structure'. As a group of six schools, it combines scale of resource with individual attention and development of pupils – and staff. We start with our values: we aim for excellence – aiming high with integrity – in all that we do. We are adventurous, and support development, research, and experimentation in teaching and learning. We serve others – at both pupil and staff level: ours is a non-hierarchical school in which the opinions of all matter, and in which we all share in the support and contribution to our local community.

Above all, we are committed to developing remarkable people, both among our pupils and our staff. We are looking for highly committed, ambitious and adventurous people to join a thriving staff body, whom we can support to flourish here, and whom we can help to grow. Our staff are so important that we have a Chief People Officer as one of our most senior members of staff.

Tracey Evans - Chief People Officer

Our staff are our most important asset at Berkhamsted; investing in their professional development with their wellbeing a key priority. We foster a working environment that supports staff both professionally and personally. We offer a wide range of staff wellbeing initiatives. Colleagues can easily access financial, physical, emotional and social well-being support from school.

We seek to enable all members of the school community to achieve their full potential in an environment characterised by equality, equity, respect and opportunity. We work hard at Berkhamsted, but we also know how to come together as a community and enjoy downtime, building relationships which last a lifetime and enrich our professional and personal experience.



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History of Berkhamsted Schools Group

Berkhamsted School is situated in the historic Hertfordshire town of Berkhamsted, a prosperous community surrounded by Chiltern countryside and within easy reach of London. Berkhamsted is a leading Independent School for pupils aged 3 to 18 years, the foundation of which dates back to 1541 (when John Incent, the Dean of St Paul's Cathedral, successfully applied to King Henry the VIII for a license to purchase a piece of land for a 'freescole').

In 1888 a Girls School was founded in Berkhamsted under the same governing body, and the Boys' and Girls' Schools merged to form a diamond school in 1997. The Prep School was also integrated at this stage, and the School became Berkhamsted Collegiate School.

In 2011 the School merged with Heatherton House, a small independent day School for girls in Chesham Bois, and became the Berkhamsted Schools Group. Operating as a satellite Prep School, Heatherton provides a feed of Girls to the Berkhamsted Girls School every year. In 2012 Berkhamsted Schools Group acquired Haresfoot, a small proprietary prep school in Berkhamsted. This site now houses the Berkhamsted Pre-Prep and Berkhamsted Day Nursery Limited, and Berkhamsted Prep takes children from age 7-11.

Berkhamsted is the only School in the Herts, Beds and Bucks region, and one of only a small number of Schools in the country, to offer a 'diamond' structure that combines the best of both single-sex and co-educational teaching. Boys and Girls are taught together until the age of 11 (Berkhamsted Pre-Prep and Prep), separately from the age of 11-16 (Berkhamsted Boys and Berkhamsted Girls), before coming back together again in a joint sixth form (Berkhamsted Sixth).





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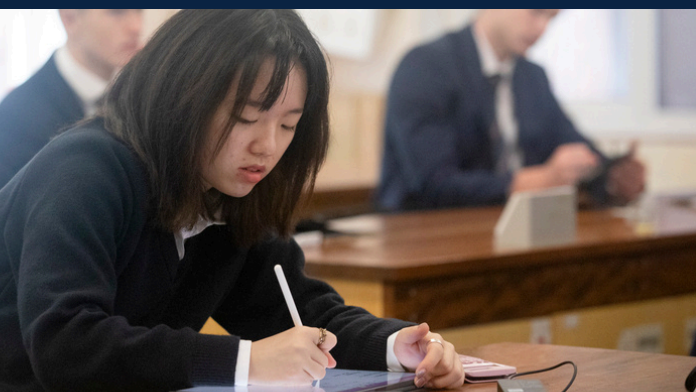
Job Description

The Role

Reporting to: Director of Music

This is a rare and exciting opportunity for an ambitious and dynamic organist, pianist and educator to work in a forward-thinking, innovative and thriving music department, in a school which boasts excellent facilities and ongoing investment. The department serves three schools – Senior Boys, Senior Girls and Sixth Form that encompass Years 7 – 13 and includes GCSE and A Level, across two campuses. We also have strong links with the music staff at our prep schools within the Berkhamsted Schools Group.

The School Organist would be expected to play for chapel services on Monday, Tuesday and Thursday mornings at 8:30am, as well as Thursday and Friday afternoons at 12:15pm. There would also be further special events and services the organist would be required to play for, including the Founders Day Service and Easter Service at St Peter's Church (adjacent to the Boy's School), Choral Evensong and Christmas Carol Services. The School Organist would also be expected to provide piano accompaniment for choral ensembles and individual students, both for rehearsals and performances in concerts and examinations throughout the academic year. The successful candidate would have the opportunity to teach a significant number of piano students throughout the week, both in the Senior and Prep Schools; this could also include the teaching of organ, music theory and an additional instrument/singing, depending on the skills of the applicant. The candidate would work under the supervision of the Director of Music and liaise frequently with the school's Chaplain on chapel service music requirements, as well as the Head of Solo Music and the Performing Arts Administrator on matters related to peripatetic music teaching and timetabling, including the accompanying of external ABRSM and Trinity exams.





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About the Music Department

The department enjoys a high profile within the school and provides opportunities for a wide range of musicians to enjoy making music together. The flagship ensembles are currently the Symphony Orchestra, Big Band and Senior Choir, all of which have high profile events in the year. Running alongside and feeding into these are several smaller ensembles ranging from beginners to elite in terms of standard, providing opportunities for musicians of all ages, musical persuasions and instruments. The department is also committed to finding external opportunities for our musicians and are involved in performances at our local hospice, parish church, local care homes, assisted living residences as well as for local charities.

A regular programme of platform concerts and performing opportunities, both formal and informal, are a highly valued feature of the school's calendar. Other highlights include Young Musician of the Year and half termly music workshops and masterclasses led by external professional musicians. The department has commissioned a number of works over the years, including from Cecilia McDowall, Howard Blake, Naji Hakim and Bob Chilcott. Most recently the Senior Choir sang the premiere of a specially commissioned work by Phillip Stopford at the 2021 HMC Conference at Cardiff Cathedral. There is also a biennial European Music Tour for our flagship ensembles, taking place in early July.

A number of Music Scholarships and Music Exhibitions are awarded annually to external pupils coming into Years 7, 9 and 12. Music is taught as a compulsory subject throughout KS3 and attracts steady numbers at GCSE and A Level and a number of our students go on to study music at university or specialist music conservatoires. We have several high-level (post Grade 8) musicians, either recently left or are currently in the school, who have sung or played with regional or national ensembles including the NYOGB, NYC and NYTC, NSSO, Herts CYO. Several of our pupils are members of the Junior Departments at Guildhall, Royal College and Royal Academy.





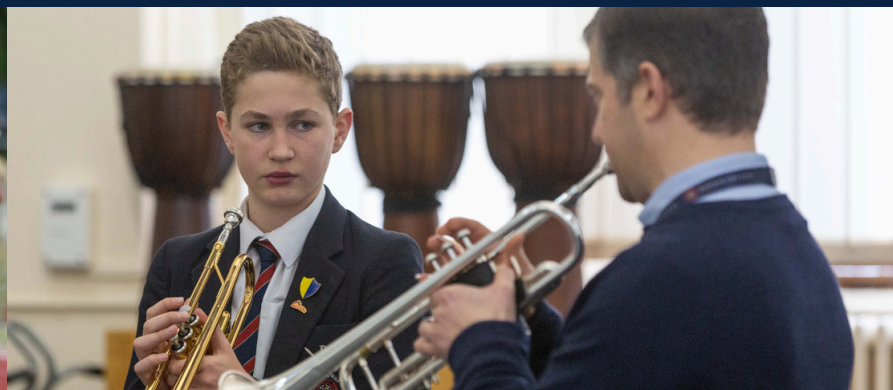
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Facilities

The department extends over two campuses. At Kings Campus, the impressive Centenary Theatre provides a 500-seat professional-style venue, which is fully resourced and supported by two full-time theatre technicians. This is used for major concerts and events and houses a brand new two-manual digital organ. Next to the theatre, the Upper Green Room provides an excellent dedicated music teaching and rehearsal space, a music office and storage. A number of instrumental and practice rooms are also housed on site in the main building. At Castle Campus, which is separated from Kings Campus by an eight-minute walk, the historic Music Block is a detached specialist teaching facility housing a large teaching space, with practice rooms and storage. Also on site, there is a further dedicated teaching room and rehearsal room, a drum room and further music offices situated next-door to the Performing Arts Administration Office. The impressive Chapel at Castle Campus contains a fine 19th Century 3-manual Hope-Jones/Willis pipe organ, which has been expertly restored and is regularly maintained. The school also has close links with St Peter's Church in the town, containing a 2-manual tracker action organ by Peter Collins. The campus has two further performance spaces comprising the Deans' Hall with its Yamaha grand piano as well as the historic Old Hall which houses a fine Bosendorfer concert grand piano.





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Benefits

We boast a competitive salary structure, alongside other benefits, which includes access to a comprehensive pension scheme.

The wellbeing of our staff is a priority. We have a developed programme for staff with initiatives and support in the areas of Economic, Physical, Emotional and Social wellbeing.

Free classes and advisory services, memberships and discounted rates in local establishments, together with cycle to work scheme, free on-site parking, free daily lunch, and fee reduction for staff's children are examples of some of the non-contractual benefits on offer in this programme.

Watch our video

Watch our video and hear from our colleagues why they enjoy working at the Berkhamsted Schools Group. Find out more about what it is really like to be a member of the community.



[Click here to find out more about working with us](#)



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Safeguarding and Child Protection

Berkhamsted is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to adopt a child centred and coordinated approach to child protection and safeguarding.

A copy of the School's Child Protection and Safeguarding Policy can be found [HERE](#)

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and visitors to adopt a child centred and coordinated approach to child protection and safeguarding. Berkhamsted Schools Group is a registered charity dedicated to education: 310630.





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Application and Next Steps

- **The closing date for applications is 9 October 2024**
- It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children; applicants must be willing to undertake a number of safeguarding checks including an enhanced Disclosure and Barring (DBS). This post is also subject to receipt of written references which must be satisfactory to Berkhamsted Schools Group along with documentary evidence of qualifications.
- Successful applicants will need to provide confirmation of permission to work in the UK. Please note that under the Immigration Asylum and Nationality Act 2006, the school has an obligation to ensure applicants have the right to work in the UK prior to commencement of employment. (If it is found that those documents do not meet the legal requirement, an offer of employment will be withdrawn).
- Where the successful candidate has worked or been a resident overseas in the previous five years, such checks and confirmations as the school may require in accordance with statutory guidance.
- We aim to be an equal opportunities employer and we are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race.
- Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.
- If you have any questions relating to this role please contact the HR department at recruitment@berkhamsted.com

Early applications are encouraged, and interviews may take place on a rolling basis. We reserve the right to extend or close the deadline.





Developing Remarkable People

 berkhamsted.com

