

WINNER 2024

INDEPENDENT
SCHOOLS
OF THE YEAR
•AWARDS•



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

ASSISTANT DIRECTOR OF MUSIC (PERFORMANCE)/ HEAD OF KEYBOARD

*Required for January 2026 or
earlier if available*

www.christs-hospital.org.uk

Introduction

Unique to Christ's Hospital is its mission, which has stood for over 470 years: to challenge inequality by providing a nurturing, transformative education for young people from all backgrounds. The school prides itself on its academic excellence, rich history, charitable ethos, stunning buildings and site, rewarding work environment and diverse community. It is in the independent sector, but we are far from being a typical independent school.

We take pride in being the most diverse independent school in the UK, where individuals from all backgrounds come together to share experiences and broaden perspectives. Our students come from London and the southeast and, increasingly, from further afield in the UK; we also welcome students from overseas, including Hong Kong, China, Japan and Europe. Our commitment to social and cultural diversity fosters an inclusive environment, preparing our students to navigate a globalised world with kindness, inclusivity, responsibility, perseverance and individuality.

CH (as it is affectionately known) provides more financial support to its students than any other school in the sector. In the current academic year, 80% of our main intake come to us from state schools. More than 75% receive financial support, with 10% paying nothing and a further 24% paying less than 10% of the full fee. We have full fee payers from the UK and overseas (approximately 22% of students this year), with staff children making up the balance. Many students start at CH having already faced significant challenges in their young lives. CH provides them with a safe and secure place to develop and achieve their full potential. Many will be the first in their family to attend university; they don't have that easy certainty of aspiration and success that can characterise their peers in independent education.

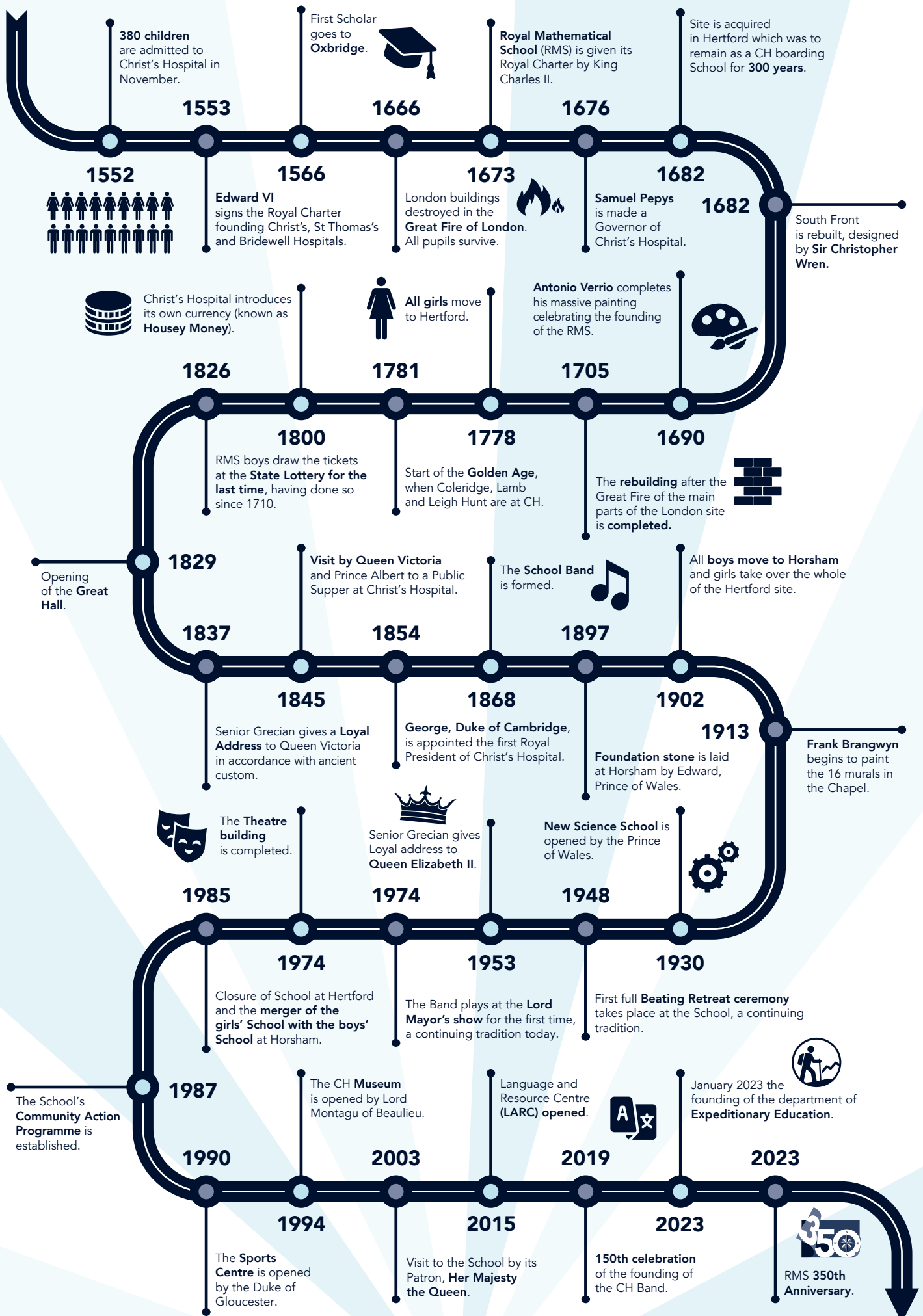
The school offers a varied and interesting curriculum inside and outside the classroom as well as facilities which would be the envy of many schools. All aspects of our holistic education have challenge and opportunity at their core. We have recently developed a comprehensive expeditionary education programme and are building a state of the art athletics track and adventure trail which will complement our inclusive learning environments.

CH bases its experience in continuous learning and growth, for our students and staff. We provide frequent, personalised and comprehensive professional learning opportunities that empower our staff, ensuring they are abreast of contemporary educational thinking. This commitment translates into improved educational experiences for our students.

So, why come to CH? Because our students are inspiring; because you get to share in their achievements and see them reach a potential that might otherwise be frustrated by their home and financial circumstances; because every day you learn something new; because you get an opportunity to push back against the limits and constraints that a lack of social mobility implies; because it is fun, stimulating and ultimately satisfying to work with young people who want to achieve.

If this, and the information that follows, suggest that CH is a place to which you can bring relevant personal and professional experience and where you can make a real difference to the lives of our young people and to your colleagues, please do think about joining us at Christ's Hospital. It is a place where you can contribute to a transformative education for our students and therefore go about creating positive change in the world beyond.

OUR JOURNEY SO FAR



Academic Life

Christ's Hospital prides itself on delivering a vibrant curriculum that has both challenge and opportunity at its heart.

The CH curriculum is made up of three interwoven parts; a stimulating academic curriculum which covers everything inside the classroom, an extensive broader curriculum which encapsulates everything outside the classroom and a nurturing pastoral care programme which supports personal development. All three complement and support the progress of our students at every stage.

In Year 7 and Year 8 the focus is on a diverse academic curriculum offering the students an abundance and breadth of experiences. In Year 8 the students are challenged to deliberate, rationalise and debate the world around them. They also add a further Modern Language to their learning. In Year 9, in addition to exploring the core subjects, they select a further five subjects from the 16 available to study in more detail. In readiness for their GCSEs, this is slimmed down to four optional subjects in Year 10 to allow for greater depth and exploration.

Finally, in the Sixth Form, students' scholarship is stretched in a stimulating blend of; core A level subjects, independent study through individual project work and CH's bespoke Learning for Life programme. The final two years require a willingness to engage with intellectual challenge whilst benefitting fully from the breadth of CH's unique curriculum.

Christ's Hospital provides a dynamic curriculum that supports the progress of students at every stage, fostering intellectual growth and nurturing their potential.



Broader Curriculum

In the broader curriculum, our aim is to offer varied and rewarding experiences that allow students to discover and develop new interests and talents.

Our diverse curriculum emphasises the importance of life skills and offers an extensive range of activities such as sports, music, art, drama, and outward-bound adventures. Students have the opportunity to participate in clubs, societies, and extracurricular activities, including expeditionary education, the Duke of Edinburgh's Award, Young Enterprise, chess, debating, and public speaking. These activities provide valuable opportunities for personal growth and skill development.

We also offer the Combined Cadet Force (CCF), which provides unforgettable experiences for students, fostering teamwork and leadership skills. The Model United Nations (MUN) project is another thriving initiative that enhances students' leadership and diplomatic abilities. Our school trips take students all around the world, providing them with unique cultural experiences. Recent trips have included visits to New York and exploring various countries in Europe.

Additionally, our community action programme teaches students the importance of society and citizenship. Through it, students engage with the elderly, primary school children, and individuals with special needs, allowing them to cultivate empathy and social responsibility.

Our broader curriculum not only prepares students for the wider world but also complements and strengthens their academic studies. We encourage and support each student to identify and embrace new challenges, fostering a culture of continuous growth and development.

Overall, the diverse and rewarding opportunities that our broader curriculum offers helps to shape well-rounded individuals who are equipped to thrive academically and beyond.



Pastoral Care

Christ's Hospital places great importance on delivering the highest standards of pastoral care to its students. The close-knit boarding houses are a fundamental aspect of day-to-day life at the school and play a crucial role in providing a supportive and nurturing environment.

The Houses create a sense of community and act as a 'home away from home' for all students. Each student belongs to one of the 16 boarding houses or two upper sixth form residences. Within their designated House, students find a supportive network of peers and House staff who provide guidance, support and care throughout their time at the school.

The House staff, including Houseparents, Matrons, and Tutors, are dedicated to the well-being and welfare of the students in their care. They take a holistic approach to pastoral care, focusing on the social, emotional and personal development of each student.

Through the Houses, students have access to a wide range of help and guidance, including academic support, extracurricular involvement, and personal development opportunities. The Houses foster a sense of belonging, friendship, and camaraderie among students, creating a supportive and inclusive community.

Christ's Hospital takes pride in its commitment to providing exceptional pastoral care, ensuring that students feel safe, cared for and supported throughout their educational journey.



Location and Facilities

Christ's Hospital is located in West Sussex, nestled in 1200 acres of stunning countryside between London and Brighton. It is conveniently situated for transport links. The school benefits from its own mainline railway station, with regular trains to London, Gatwick and the South Coast. It also has strong airport links being 20 miles south of Gatwick and 45 miles from Heathrow.

The campus at Christ's Hospital is truly majestic, making a lasting impression from the moment you arrive. The grounds feature sweeping sports fields, beautiful buildings and a spectacular Quadrangle.

Teaching takes place in 90 well-equipped classrooms organised by department. Each classroom is equipped with specialist resources and dedicated facilities to enhance the learning experience. The library at Christ's Hospital offers access to over 20,000 books, newspapers and journals. It also features a fully integrated online catalogue system, providing additional resources for students.

In addition to the 16 boarding houses and two upper sixth form residences, students have access to a purpose-built theatre, a modern sports centre, a music school, a stunning Chapel with newly rebuilt 5 manual organ and an art school.

Christ's Hospital runs an ongoing programme of renovation and redevelopment which ensures that the facilities remain modern and up-to-date. This commitment to maintaining the site reflects the school's dedication to providing a high-quality learning environment.

The majority of students and many teachers live on site, creating a close-knit community where staff and students feel happy and secure.



Working at CH

Christ's Hospital employs over 450 staff and has a diverse range of employment opportunities, including teachers, plumbers, electricians, school nurses, accountants and sports coaches. Everyone employed by Christ's Hospital has a direct or indirect impact on the students who live and study at the school. Our students come from every possible ethnic and socio-economic background, bringing a social and cultural diversity that enriches our school community and makes us unlike any other independent school in the UK.

Christ's Hospital is a remarkable school and has recently been announced as Independent School of the Year 2024/25 by Independent School Parent Magazine as well as receiving first place in the Performing Arts category. The person appointed to this position will have a key role in working with the Head Teacher, Treasurer, Chief Operating Officer and other Senior Leadership Team members in one of the most extraordinary charitable organisations in British education. The story of the school starts in the 16th century and its charitable mission now is largely the same as it was then, which is, in the admission of its students, 'to have regard especially to children of families in social, financial or other specific need'.

Christ's Hospital is a 24-hour operation during school term times, and we require flexibility from those who work here. Some of the roles within the organisation are live-in. Often these roles will require early starts and later finishes but benefit from housing for this purpose.

- CH is in a beautiful rural setting but is only a five-minute car trip to Horsham. It also has its own train station, with Horsham two minutes away, Gatwick 20 minutes and Victoria just under an hour. The south coast is easily accessible and the Guildford-Shoreham Downlink runs just outside the school.
- Accommodation may be available for the successful candidate. Many teaching staff are housed in or near the school.
- The school is financially stable, with places in our Year 7 and Year 9 being over-subscribed every year and we run a waiting list. It is backed by strong financial planning and continues to make extensive contributions to our students' bursarial support.
- CH has a thriving ECT and induction programme for new teaching staff. Teachers also benefit from a comprehensive and bespoke Professional Growth Programme which operates alongside external courses and school-wide INSET. PGCE, Masters and further training have all been funded for staff.
- Staff children, having satisfied the entrance criteria, benefit from a considerable reduction in fees.
- Membership of Bluecoat Sports, the school's sports centre, comes at a significantly reduced cost, starting at under £20 per month for a family. More information about BCS can be found <https://www.bluecoatsports.co.uk/>.
- Free lunch and other refreshments are available for staff throughout the day, and breakfast and teas are also provided for staff on boarding duty days.
- CH is a thriving community for staff and their families, with numerous social and cultural events. Discounted theatre and concert tickets for public events held in the school theatre are offered, and staff have access to the school library and resources centre.
- Free parking is available for all staff working on-site.

Christ's Hospital is committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors and volunteers to share this commitment. We follow safer recruitment guidelines, including carrying out on-line searches on shortlisted candidates to check suitability to work in an environment with children.

LOCATED
BETWEEN
GATWICK
AND
BRIGHTON

STRONG GCSE
AND A LEVEL
RESULTS

FOUNDED
IN 1552
BY KING
EDWARD VI



CHRIST'S HOSPITAL

A SCHOOL LIKE NO OTHER

Christ's Hospital, Horsham,
West Sussex RH13 0LJ

01403 211 293
hr@christs-hospital.org.uk
www.christs-hospital.org.uk



SITUATED IN 250 ACRES
OF STUNNING SUSSEX
COUNTRYSIDE



THE FAMOUS CHRIST'S
HOSPITAL BAND WAS
FOUNDED IN



CHARLES II FOUNDED THE
ROYAL MATHEMATICAL
SCHOOL AT CHRIST'S
HOSPITAL IN 1673



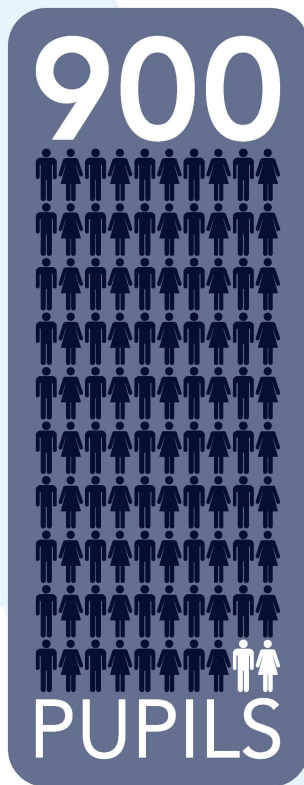
98%

OF LEAVERS
GOING
ON TO
TOP
UNIVERSITIES

SPEECH DAY
IS ATTENDED BY THE
LORD MAYOR OF
LONDON
...



The Tower of London
offers **FREE ENTRY** to
pupils wearing uniform



EXTENSIVE
COMMUNITY
ACTION AND
OUTREACH
PROGRAMME

CH: PIONEERING
EST. 1800 **SCIENCE
EDUCATION**

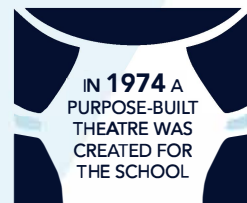


EQUAL
SPLIT
BOYS
AND
GIRLS



EASY ACCESS TO
INTERNATIONAL
AIRPORTS
AND GOOD
ROAD AND
RAIL LINKS

FAMOUS
UNIFORM
PROVIDED
FREE
TO ALL
STUDENTS



IN 1974 A
PURPOSE-BUILT
THEATRE WAS
CREATED FOR
THE SCHOOL



2023 The founding
of the department of
**EXPEDITIONARY
EDUCATION**

OVER 600 INDIVIDUAL MUSIC LESSONS ARE TAUGHT EACH WEEK

WIDE

RANGING BROADER CURRICULUM PROGRAMME



CHRIST'S HOSPITAL IS BLESSED WITH
SOME OF THE **BEST SCHOOL SPORTS
FACILITIES** IN THE COUNTRY

CHRIST'S HOSPITAL HAS ITS OWN RAILWAY STATION

Job Description

ASSISTANT DIRECTOR OF MUSIC (PERFORMANCE) / HEAD OF KEYBOARD

Accountable to the Head Teacher through the Director of Music

The Department

Music is the beating heart of this remarkable school. Perhaps uniquely, every student hears live music played or sung by their peers on seven days a week in term-time. We aim to be concurrently inclusive and exclusive: students of all ages and abilities are encouraged and inspired to nurture enjoyment and skill in music; our 30 music scholars and other specialist musicians are offered an individual programme, allowing them to fulfil their potential and reach ever-higher standards of music-making. The performance opportunities for soloists and ensembles large and small are many and varied, and include regular performances in London.

The Music School is a happy and vibrant place. Between them, the nine resident members of staff and around 35 Visiting Music Teachers (VMTs) offer a full academic programme (including IGCSE and A Level) and teach over 600 instrumental lessons a week, supported by a full-time administrator. We have a superb team of dedicated VMTs, diverse in age and career background. Some colleagues have dedicated their working lives to teaching; some are recent music college graduates establishing their careers; others balance teaching with high level playing in the country's best orchestras and band pits.

Students are customarily dedicated, high-achieving, and polite, and they relish the broad range of opportunities that are available to them at Christ's Hospital. Where appropriate, students are encouraged to take advantage of external opportunities such as junior conservatoires, national ensembles (e.g. NYC and NYO), and summer instrumental and choral courses. The school supports these both in terms of the frameworks and flexibilities they create, as well as, in many cases, financially. Many pupils have gone on to study music at tertiary level, with the 'Class of 2025' seeing three students receiving offers to read Music at Cambridge, another with scholarship offers to study Singing at a range of conservatoires, and one student gaining a place in the Royal Marines Band Service.

Musically, Christ's Hospital is unique in that, through a combination of Band Parade four lunchtimes a week, two weekly Lunchtime Concerts, and Sunday Chapel, it is possible for a student to perform, or hear live music performed by their peers, every day of the week. Beyond this regular schedule, the Department offers solo and ensemble concerts of a wide variety several times each term. The level of student participation is high; we aim to create opportunities for pupils at all stages of their learning, in all genres, and in any combination to gain valuable public performance experience. We have several concert venues on campus including Chapel and Big School, each of which can accommodate around 1000 people, as well as attractive and flexible settings for smaller-scale performances.

The students are fortunate to have access to two Steinway grand pianos (a Model D and a Model B) – all in excellent condition – in concert venues around the campus, as well as approximately 35 pianos in the Music School, five pipe organs, and a 1-manual harpsichord. In addition to the Head of Keyboard, there are currently eleven members of staff who teach around 250 piano and organ lessons between them per week.

Job Purpose

- Contribute to providing an outstanding education (academic, pastoral and broader curriculum) for students
- Meet and uphold the core Teachers' Standards (DfE)
- Plan and deliver consistently high-quality teaching and learning
- Actively contribute to the broader curriculum and pastoral aspects of students' education
- Cover for absent colleagues in any of the three strands above
- Support the Head Teacher and Senior Leadership in implementing all aspects of statutory guidance for education and school policy
- Support the ethos, mission and charitable objects of the school

KEY RESPONSIBILITIES AND ACCOUNTABILITIES TEACHING AND LEARNING

As Head of Keyboard, the appointee would be required:

- to manage and administrate the Keyboard Department, including several Visiting Music Teachers, in conjunction with the Director of Music and Department Administrator.
- to accompany concerts, masterclasses, examinations, rehearsals, lessons, and other performances, as required, and to manage the workloads of the other available accompanists.
- to teach the piano (and other keyboard instruments, if applicable). An ability and willingness to take a (relatively small) classroom academic teaching load is desirable but not essential.
- to keep an up-to-date inventory of the pianos in the school, and to liaise with our piano tuners as necessary regarding regular tuning and repairs.
- to manage the Keyboard Department Library.
- to contribute to the wider life of this busy boarding school, including pastoral duties and co-curricular activities. This will include departmental supervision for one evening per week, and one Sunday afternoon per term, and potentially supervision of a weekly Music Practice Active

As Assistant Director of Music (Performance), the appointee would be required:

- to have overview of and manage the annual performance cycle, including two weekly Lunchtime Concerts, Evening Recitals, major school concerts, and masterclasses. This will involve liaising with staff and students to organise accompanists, to manage the front of house requirements, and to administrate the practicalities necessary for effective delivery of public performances.
- to lead on developing a programme of opportunities and enhanced support for Music Scholars.
- to oversee the allocation of students to ensembles ensuring that students – particularly award holders – are not overburdened.
- to take a share in the instrumental absence monitoring.
- to manage the supervised music practice rota for junior students.
- to identify, in consultation with the Director of Music, performance opportunities in contemporary and 'non-traditional' genres.
- to deputise for the Director of Music when required
- to take on any other reasonable duties, as required by the Director of Music.

For the right candidate, there may be opportunities to take on organ playing and teaching

- Ensure the teaching and performance environment is safe and any relevant risk assessments have been completed.
- Comply with all school policies in respect of teaching and learning.
- Maintain excellent, up-to-date knowledge of: subject; curriculum; teaching and pedagogy.
- Maintain good working knowledge and understanding of a range of teaching, learning and behaviour management strategies.
- Use an appropriate range of teaching strategies and resources to plan, prepare and deliver relevant, suitable lessons in line with students' needs and agreed scheme of work.
- Use data to ensure students' progress is in line with or exceeds their predictions.
- Use data and knowledge of individual students to identify, plan and implement relevant interventions.
- Ensure, on a regular basis, that students know where they are in relation to targets and how they can improve.
- Mark and assess students' work in line with school policy.
- Prepare students' progress reports in line with school policy.
- Engage with continuing professional and self-development in a proactive manner.
- Participate fully in compulsory and relevant INSET and other training and development opportunities for teaching staff.
- Participate fully, with the support of the relevant line manager, in the professional growth programme for academic staff.
- Participate, as directed, in all ceremonial and public occasions held by the school.
- Undertake any relevant leadership, administration or organisational tasks.

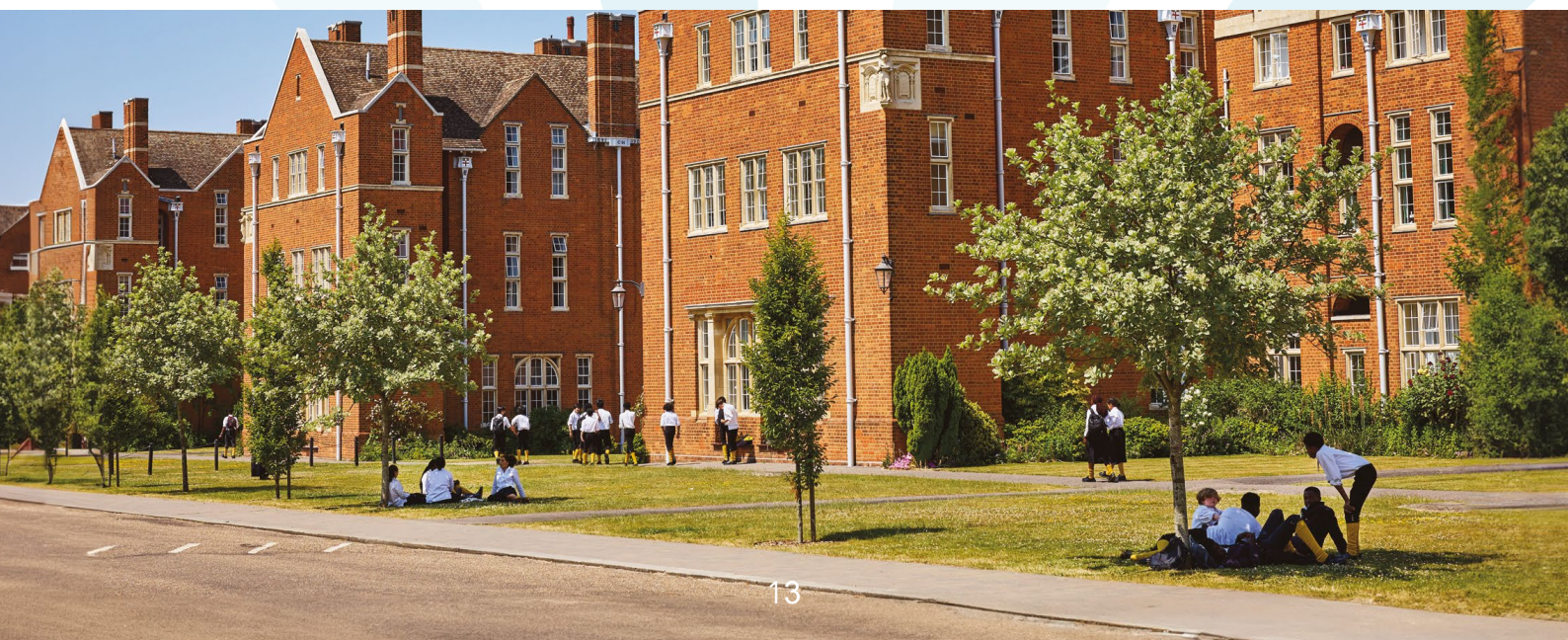


BROADER CURRICULUM

- Participate in any aspect of the broader curriculum programme as directed including recitals, ensemble groups etc both off and on site.
- Undertake any role requested in a leading, supporting or supervising capacity, and be clear in what that role may require, including off-site activities and concerts away from school.
- Enthuse and inspire students in the values of the broader curriculum.
- Plan and deliver high quality activities.
- Actively promote the safety and welfare of students ensuring any safety checks or risk assessments are completed.
- Lead/support/supervise student participation to ensure all students are appropriately engaged in the activity.
- Undertake any relevant administration in relation to the activity.

PASTORAL

- Create a positive culture of student welfare and share in the corporate commitment to the safety and welfare of students.
- Ensure the safety and welfare of students at all times.
- Have a thorough understanding of statutory and school safeguarding requirements and always ensure appropriate action and compliance.
- Ensure timely and accurate registration of students in all lessons/tutor time.
- Take an active role in all relevant pastoral matters.
- Undertake tutor duties, liaising with houseparents, the Assistant Head (Pastoral) and Heads of Year/Department as appropriate and attend pastoral and other relevant meetings as required.
- Participate in Chapel services as directed.
- Participate in assemblies and lead as directed.
- Undertake any relevant administration or organisational tasks relating to this area of School life.



Safeguarding, personal and professional conduct

All staff are required to follow published statutory guidance and the school's Child Protection and Safeguarding Policy at all times and to share in the corporate commitment to promoting the safety and welfare of students.

In addition to a thorough understanding of safeguarding procedures, staff are expected to demonstrate consistently high standards of personal and professional conduct.

This job description is not intended to be comprehensive. It will be reviewed regularly and may need to be modified. It should be read in conjunction with Teachers' Standard published by the DfE which "set a clear baseline of expectations for the professional practice and conduct of teachers and define the minimum level of practice expected by teachers in England."

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf



Person Specification – Assistant Director of Music (Performance)/ Head of Keyboard

Essential	Desirable
Qualifications	
Honours degree or equivalent in Music or related subject.	PGCE (secondary phase) Qualified Teacher Status (secondary phase) Evidence of further professional development/ study e.g. Masters
Experience/abilities	
<p>A confident digital practitioner, able to use new technologies and data to enhance the learning and teaching experience.</p> <p>Evidence of ability to teach specialist subject up to Key Stage 5.</p> <p>Prior experience of performance, tutoring, and/or coaching.</p> <p>Evidence of teamwork.</p> <p>Ability to set and model high expectations for learning and behaviour.</p> <p>Ability to work in a pastoral team as a tutor.</p> <p>Ability to uphold the ethos, policies etc. of the school.</p> <p>Ability to develop and share resources. Clear evidence of a willingness and ability to participate positively and fully in the whole life and work of the school including broader curriculum, pastoral and ceremonial aspects.</p> <p>Ability to respond flexibly and adapt to changing and challenging circumstances.</p>	<p>Successful specialist subject teaching experience, with evidence of impact, across Key Stage 3 and 4.</p> <p>Prior experience of working successfully with young people aged 11 to 18.</p> <p>A proven record of consistently good or outstanding classroom practice.</p> <p>Evidence of using a range of teaching and learning strategies successfully.</p> <p>Experience of using data perceptively to inform teaching and plan appropriate interventions. Ability to organise assessment data and track progress towards targets.</p> <p>Evidence of integrating literacy, numeracy and SMSC elements effectively in to teaching.</p> <p>Previous experience of working in the boarding sector. Previous pastoral experience.</p>
Knowledge/skills/aptitudes	
<p>Secure subject knowledge.</p> <p>Evidence of an understanding of different teaching methods.</p> <p>A reflective practitioner, ensuring a culture of continuous improvement with clear strategies for dealing with professional setbacks and disappointments.</p> <p>Evidence of ability and willingness to make a clear and active contribution to the broader curriculum.</p> <p>Ability to use ICT effectively to support learning and administration.</p>	<p>Understanding of the main issues in education today.</p> <p>A clear understanding of the National Curriculum and its application.</p> <p>A clear understanding of how learning develops in your subject area. Awareness of new qualifications and requirements in your subject.</p> <p>A good understanding of how to use data for planning and monitoring.</p> <p>Passionate about the role that new technologies and data can play in supporting learning.</p>

Personal Qualities	
<p>Effective time management skills.</p> <p>Resilient and able to meet deadlines and work with sustained pressure and periods of stress and challenge.</p> <p>Generally able to achieve and bring balance between professional and personal life.</p> <p>Personable and able to work well with a diverse range of personalities and people with differing experience.</p> <p>Ability to offer help/support to others and open to accepting help.</p>	
Statutory/policy	
<p>Evidence of:</p> <ul style="list-style-type: none"> • Eligibility to work in the UK; • Full understanding of safeguarding requirements and how teachers promote the welfare of children; • Commitment to implementing whole school/staff policies relating to the safeguarding of children. 	

TERMS AND CONDITIONS

The salary for the Head of Keyboard position ranges to **£48,177** for experienced teachers. There is an allowance of **£5,105** per annum for the Assistant Director (Performance) responsibility. Candidate should indicate on their application if they are interested in the combination role with both responsibilities or just the Head of Keyboard role.

A substantial remission of fees is available for the successful applicant's children at Christ's Hospital, assuming that: a) they meet the normal academic criteria for entry; and b) a place is available.

All new staff appointments are subject to completion of the school's job application form, receipt of satisfactory references including one from the current employer, a clear Enhanced Disclosure & Barring Service (DBS) Check, receipt of overseas criminal records checks (where the applicant has resided outside the UK for three months or more in the past 10 years (with authorised translations where applicable), verification of qualifications, a medical check with our occupational health advisors which confirms fitness to teach and carry out the duties of the role.

Aspects of the role can be tailored to suit the appointee, within the context of the needs of the Department. The Director of Music would be very pleased to have an informal discussion regarding the shape of the role with any prospective candidate (jrb@christs-hospital.org.uk).

STRICTLY NO AGENCIES