

Bancroft's

Independent Co-educational Day School 7–18

Job pack for the position of

Director of Music





Welcome from the Head

Thank you for your interest in joining our vibrant, friendly and purposeful Bancroft's School community. Whatever their role, all Bancroft's colleagues work in a spirit of shared endeavour to create the conditions for our pupils to enjoy their time at school, to be inspired and supported to do their best, and to be ready to thrive in their adult lives.

Bancroft's is a long-established 7-18 independent school with an excellent reputation for academic success within a holistic and nurturing educational framework. Highly regarded and much sought after in the local market, the School is financially robust with a clear and positive vision for the future. Though proud of our traditions, we are open-minded and imaginative in our approach to staff recruitment. We are especially keen to hear from applicants who would add to the ever-increasing diversity of our workforce.



On the teaching side we welcome colleagues from the state and independent sectors as well as those joining the profession as Early Career Teachers. Our teachers benefit from extensive professional development and enjoy working with bright, highly motivated pupils across the full range of academic, pastoral and co-curricular contexts and pursuits.

We recruit support staff from a wide range of professional backgrounds and are equally keen to consider candidates versed in the education sector as well as those who bring transferable experience and additional perspectives. Ongoing training of support staff is a high priority and we are proud to develop colleagues' skills during their careers with us.

Please look at our website and the information in this pack for a more detailed understanding of what a role at Bancroft's could offer you. I hope we have the opportunity to meet you at interview.

With best wishes

Alex Frazer

Alex Frazer
Head of Bancroft's



Watch
our pupils
interview
Alex

Our School Values



Balance



Kindness



Excellence



Curiosity



Integrity



Courage



BeingBancrofts



240
clubs and
activities

Co-Educational
Day School
founded in
1737



4 Houses

*North
East
West
School*

71%

of all **GCSE**
papers graded
at **9-8** in
2025

A*-A

75% of **A Levels**
were graded
A*-A
in 2025

250 Staff
Members

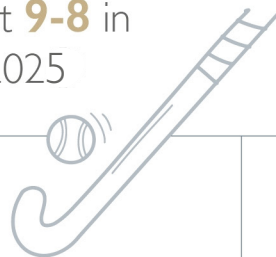
17

acres of
playing fields

511

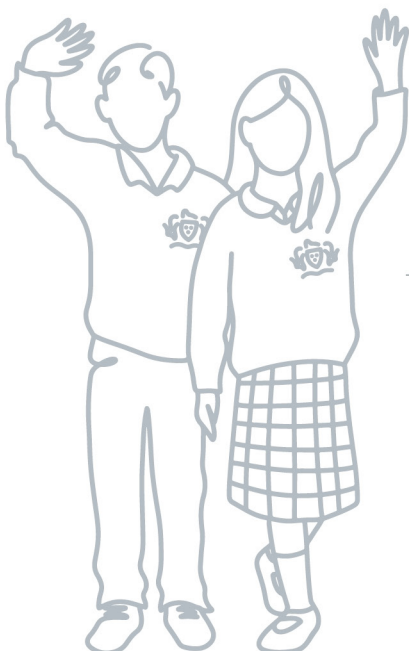


sports fixtures
in 2024/2025



8200

books borrowed from
the library in 2024/2025



Located on the border
of **London** and **Essex**
with direct access
to **Epping Forest**



1150

pupils aged between
7-18 who join at
7+, 11+ or 16+

95%

of our Year 9 pupils
participate in the
Duke of Edinburgh's Award



The *Department*

The Music Department at Bancroft's is thriving, with the majority of music-making taking place as part of our rich and varied co-curricular programme. Pupils of all ages actively participate in our outstanding provision of choral and instrumental music.

There is a wide array of ensembles to choose from, including Camerata, Concert Band, Rock Bands, Percussion Ensemble, Flute Ensembles, Soul Bands, Big Band, Girls' and Boys' Choirs, and Bancroft's Barbers, to name just a few. The Bancroft's Singers and the Bancroft's Sinfonia are the school's flagship choir and orchestra, performing a diverse and challenging repertoire.

Our co-curricular offering has been carefully curated to support and inspire pupils of all abilities, while also introducing them to a wide range of musical styles. These opportunities not only develop musical talent but also provide immense enjoyment for audiences at the many concerts held throughout the academic year. Many of our ensembles are led by specialist teachers who bring a wealth of professional experience in both performance and teaching.

The concert programme has expanded in recent years. Highlights of the musical calendar include an annual concert at Drapers' Hall and traditional Carol Services held in the School Chapel, which now benefits from a newly installed Viscount Envoy 35-F digital organ. Alongside our established Christmas and Spring Concerts, we now host an open-air Summer Music Festival at the end of the Summer Term, which brings together the entire Bancroft's community in celebration of music. For younger or less experienced performers, our informal Rush Hour Concerts provide a supportive platform to showcase their developing skills.

In partnership with the Drama Department, we also stage biennial senior and junior musicals, as well as an annual Inter-House Performing Arts Competition and a Choral Competition.

There are international tours for our orchestral and choral ensembles and pupils regularly perform at external venues, such as giving lunchtime recitals in the atrium of the Royal London Hospital. Many of these performers are part of our Music Enrichment Programme, which focuses on developing advanced performance skills and encourages chamber music-making with an emphasis on pupil-led rehearsals.

The Music Department is housed in the Adams Building. Facilities include a large rehearsal room on the ground floor, two classrooms on the first floor, one of which is equipped with a suite of iMac computers running Sibelius and Logic Pro and nine further practice rooms on the second floor, along with a dedicated music office. More than 600 individual music lessons take place each week across the Senior and Preparatory Schools, delivered by our team of 33 Visiting Music Teachers. 20% of those students take a second instrument. All pupils in Years 7 and 8 receive weekly music lessons. In Year 9, music becomes an option, and this academic year we have two groups at this level. We follow the Pearson specification for GCSE and the Eduqas specification at A Level.

The department is staffed by two full-time music teachers (including the Director of Music), one part-time teacher, and a part-time Technical and Administrative Assistant. The Assistant Director of Music oversees the academic music provision.

Please click [here](#) to view our current programme events.



The *Role*

The school is seeking to appoint an ambitious and inspirational leader to continue Bancroft's strong musical tradition. The successful candidate will be a passionate advocate for the value of music in education, both within the classroom and as part of the wider life of the senior school.

They will demonstrate strong leadership, vision, creativity and musical excellence, and will be capable of building upon the department's many successes. An outstanding classroom practitioner and accomplished musician, the new Director of Music will inspire pupils and staff alike, fostering a culture of excellence in all aspects of the department's work.

The successful candidate will oversee music in the Senior School and will also have the opportunity to further our musical relationships with Bancroft's Prep School and external feeder schools as well as other routes for engagement with our local community.

The *Person*

Person Specification:

	Essential	Desirable
Education	Have a good honours degree in a relevant subject	QTS/PGCE
Experience	Experience of teaching Music at all key stages Experience of teaching high ability students Experience in directing a wide range of ensembles, including chamber groups, choirs and orchestras	Line Management experience
Skills	Be ambitious to lead and develop a thriving and high-achieving Music Department with the imagination and creativity to bring bold and interesting ideas to life Be an excellent practical musician, performing to a high standard on one or more instruments Be an outstanding and inspirational teacher, capable of teaching up to A Level and preparing pupils for conservatoire and university entrance Be eager to uphold and further enhance the musical vision and high standards of Bancroft's Have the ability to develop and maintain good relationships with students and colleagues Have the ability to use IT appropriately to support teaching and learning	

	Have a good understanding and awareness of safeguarding procedures Be willing to contribute to the co-curricular and pastoral life of the school Demonstrate excellent communication skills Commitment to ongoing professional development	
Personal Qualities	Hardworking and resilient A strong team player Enthusiastic; someone who enjoys working with people of all ages. Confident Creative	



Key *Responsibilities*

Below is a summary of the key responsibilities of the Director of Music for the Senior School.

- Provide strategic leadership for the Music Department.
- Leading and inspiring the Music Department, promoting a culture of collaboration, creativity, and high achievement.
- Line manage the Assistant Director of Music (Academic Lead).
- Oversee the co-curricular music provision and liaise with the Deputy Head Operations and Co-Curricular.
- Ensuring outstanding teaching and learning across the department through coaching, mentoring, and professional development.
- Lead and manage departmental staff, including Visiting Music Teachers and the Administrative and Technical Assistant.
- Design and deliver a creative and ambitious programme of musical events throughout the academic year.
- Collaborate with colleagues and the Chaplain on regular events such as assemblies, Chapel services, and annual ceremonies.
- Work with the Director of Admissions, Marketing and Communications to promote music at Bancroft's to feeder schools and the wider community.
- Organise and adjudicate Music Award auditions (11+, 14+, 16+), and advise the Head on candidate suitability.
- Prepare and manage the departmental budget effectively.
- Liaise with the Director of Drama on musical productions.
- Work closely with the Director of Music in the Preparatory School to ensure continuity and collaboration.
- Teach Music across all year groups, as required.

Other responsibilities in relation to the leadership and management of the department:

- Holding regular meetings of the department, both formal and informal, to discuss teaching and learning and the sharing of common problems and concerns. Ensuring that minutes are kept of formal meetings and shared with the Deputy Head Academic.
- Participating in the recruitment of new staff and ensuring that new staff are properly inducted into the department.
- Allocating teaching within the department and delegating responsibilities to teachers within the department.

- Producing a departmental handbook, which is regularly reviewed and updated. Consideration should be given to departmental policy, any changes of syllabus and schemes of work and the management and improvement of the department's resources.
- Ensuring that departmental policies are adhered to and that members of the department keep to the School policy and deadlines which relate to the Music department.
- Holding an annual review with each member of the department and feeding into the school review process.
- Encouraging and making provision for the professional development of staff.
- Managing the department budget, ensuring that resources are efficiently allocated.

Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations.
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter.
- Planning and leading academically enriching trips and other co-curricular activities in relation to the department.
- Giving appropriate guidance to pupils who wish to study the subject at further levels, including at the most competitive universities and conservatoires.
- Maintaining the image of the subject as an interesting and valuable one.

Responsibilities in relation to the School:

- Managing the department budget, ensuring that resources are efficiently allocated.
- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school.
- Communicating departmental matters to the Deputy Head Operations and Co-Curricular, discussing examination results and raising issues of concern.
- Setting and marking entrance exams and interviewing where necessary.
- Supporting the increasing use of ICT within the department.
- Presenting the department at Open Days etc. as the need arises and in prospectuses.
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition.

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.

Working at Bancroft's

Bancroft's offers a generous benefits package, including:

 Competitive salaries	 Pension scheme options – TPS or our Defined Contribution Scheme	 Income Protection Insurance	 Death in Service Insurance
 Complimentary lunches	 Use of school gym and swimming pool	 Optional subsidised private health care	 Fee remission for children of staff members
 Friendly and welcoming common room, which organises regular social events	Location  Closest Stations: Woodford (underground) Chingford (overground)		
 Outstanding support for ECTs	 Generous holiday allowance	Right next to Epping Forest which creates a peaceful and countryside feel whilst being so close to London and transport links.	
 Cycle to work scheme	Commitment to supporting ongoing professional development	Travel Options by Bus: 179 397 657 20	

At Bancroft's, we believe that diverse teams are stronger teams and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging. To enable us to make reasonable adjustments, please let us know of any physical or learning differences (including neurodivergence) when you submit your application.

In their *own words*...



Alice Grimwood
Teacher of Biology
and Junior Housemistress
Joined in 2012

"I love that I can teach much more than just Biology! My other loves have also found a home and I'm often up mountains either skiing or on gold Duke of Edinburgh."



Laura Mason
Second in Charge of English
and Head of Year (Sixth Form)
Joined in 2023

"Moving from a city 200 miles away for a relocation, I knew I had to find the right school where I would be happy as I settled into London life."



**Ananthi
Amirthananthar**
Teacher of Chemistry
Joined in 2023

"Teaching here is progressive, collaborative, and forward-thinking, allowing me to hone my skills while being part of something exciting."



Nathan Bugg
Design and Technology Teacher
Joined in 2024

"I was at Bancroft's for my second PGCE placement. This was a very positive experience; I found all the staff to be open and supportive and students were engaged and keen to be challenged in their learning."

Hannah Nadasan-Mead



**Teacher of Religious
Studies and Junior
Housemistress**
Joined in 2016

"I feel valued at Bancroft's, and I appreciate that there does not seem to be a strong sense of hierarchy, rather the pursuit of shared goals across the staff and student body."



Tara Bird
Prep Class Teacher and
Head of PSHEE and RS
Joined in 2023

"Bancroft's Prep has a culture of acceptance and kindness. Everyone, children and staff, are considered and valued. I feel like that is what sets Bancroft's apart from other schools."



John Raw
Teacher of Biology
Joined in 2012

"I love the fantastic classroom environment - students and teachers alike have a genuine love for learning and this is reflected in the level of focus in lessons as well as the great discussions that occur both in and out of the classroom."



Daniel Siggins
Director of IT
Joined in 2011

"Bancroft's is a truly special place. The culture here is one of attentive professionalism, thoughtfully prioritising the needs of everyone in the community, while also finding joy in everything we do, even in the face of adversity."

In their *own words*...



Rachael Doogan
Head of Academic Drama
and Activities Co-Ordinator
Joined in 2022

"The culture is supportive, with strong foundations of listening and kindness. Teachers also have a lot of autonomy in the classroom which I haven't seen at other schools."



Tia
Leaver, 2024

"Not only does Bancroft's push you to be the best version of yourself academically, but it also helps to shape you as an all-rounder."



Alistair Whibley
Teacher of History, Head of Year,
and CPD Co-ordinator
Joined in 2021

"It is hard not to feel a sense of pride in being part of the Bancroft's community on a regular basis - watching performances, celebrating success, and witnessing acts of kindness."



Matthew
Leaver, 2024

"My journey at Bancroft's over the past eleven years has been nothing short of incredible. The school has consistently fostered my intellectual curiosity and provided a fertile ground for creativity across all my interests and passions."



Amanda Clark
Prep School Administration
Assistant and Lead First Aider
Joined in 2009

"The children are at the heart of everything I love about my role. Their curiosity, energy, and creativity bring so much life to the school. Each day is different, and their excitement for learning is infectious."



Cressida
Leaver, 2024

"The academic support I have received has enabled me to achieve more than what I believed I could, which I am so thankful to my teachers for."



Talk Education
2024

"Bancroft's pupils are an aspirational, hard-working bunch, with plenty aiming for and winning places at top universities including Oxbridge, UCL, LSE, Imperial College London, Durham, Bristol and Edinburgh."



The Good Schools Guide
2023

"A contemporary, forward-looking school, with traditions but without entitlement. Academic excellence a given, it is the opportunities offered outside the classroom which ultimately set Bancroftians up for life."

How to Apply

To apply for this position through **My New Term**, please submit a completed application form by following the link on the Vacancies Page.



Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment.

Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.



←
*Scan or click
to view our
vacancies page*

