

DULWICH COLLEGE
FOUNDED 1619

Head of Academic Music

Information for Applicants



Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

to be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.



Music Department

The Music Department at Dulwich College

Music is a valued and vibrant part of the everyday life of the College and has been one of the core components of the College's provision since its foundation in 1619. Music at Dulwich College is held in the highest regard by pupils, parents and staff, at the schools from which pupils arrive at the College, and at the universities and conservatoires to which they proceed.

The College is committed to sustaining and developing a local, national and international reputation in this area. Academic Music is taught to all pupils from Reception to Year 9. It is a popular choice at GCSE and A level (where the Edexcel syllabus is followed) and results are strong. In recent years pupils have been accepted on courses at universities (including Oxbridge), London Conservatoires and the Tonmeister Course at Surrey University.

The Music Department has an ambitious and diverse performance profile with over 40 ensembles of various sizes and genres rehearsing weekly. This feeds into the department's busy performance programme of more than 60 events each year, ranging from a jazz residency in the Crown and Greyhound to large scale concerts at Cadogan Hall, Smith Square Hall or Southwark Cathedral.

Partnership with professional musicians and local schools is an important part of the department's work. This year, the department have developed creative projects NYJO, Gabrieli Roar, Maroon Town (Reggae Band) LSO Brass and the Hanover Band. Heads of Wind, Brass, Strings, Percussion, Keyboard, Vocal Studies and a Music Technologist manage 48 Visiting Music Teachers, teaching over 700 individual instrumental or vocal lessons each week. The work of this busy department is supported by a Music School Manager and a Concert Manager.



The Role

The Head of Academic Music is responsible to the Deputy Master Academic and Director of Music for the delivery of the academic music curriculum throughout the College from DUCKS to Year 13. A broad range of classes are to be taught with emphasis and focus leading to GCSE and A Level. Preparation of pupils to study music at beyond the College at University and Conservatoires is also a key focus. Music and the Performing Arts are strong at the College and the Music Department is a busy, vibrant and creative space to work and learn.

The Music Department recognises that academic and practical music making skills are interrelated, and the Head of Academic Music will work closely with the Director of Music to link and promote all areas of the academic and wider Music curriculum. They will lead the team of academic music staff from DUCKS to Year 13 and will also have oversight of the continued development and integration of Music Technology in conjunction with the Music Technologist. This role offers the successful applicant a chance to continue to develop and grow the popularity of academic music at GCSE and A Level and join a supportive, creative and collaborative team of musicians and educators.

Secure keyboard skills would be an advantage but not essential. The Head of Academic Music will also play a significant role in the College's concert and performance schedule as best suits their skillset. We would consider a recently-qualified graduate or a candidate with more experience.

Reporting to

Deputy Master Academic and Director of Music

Period of employment

Permanent, starting September 2026

Hours of work

Full time

Salary

The College has its own teacher salary scales, which are above those of the maintained sector and compare favourably with those at other independent schools of similar standing

Role details

Tasks and Duties

General

Contribute towards the school's principal objectives as follows:

To help ensure that all our pupils feel equally secure and valued. In particular:

- Maintain a well-managed classroom that allows every student to flourish
- Work closely with other members of staff to implement College policies on the curriculum and discipline
- Support the Wellbeing of pupils, including acting as a Form Tutor

To offer academic challenges that enable all pupils to realise their potential. In particular:

- Plan, prepare and deliver lessons that will inspire engagement and excellence in your subject, to a range of abilities
- Prepare pupils effectively for external examinations, whilst also taking opportunities to encourage free learning beyond the syllabus
- Provide ongoing feedback to pupils, assessing their knowledge and understanding and providing direction to enable future improvements
- Review and reflect upon your own subject knowledge and teaching methods through observations, INSET and CPD

To provide sporting, cultural, charitable and adventurous engagement for all our pupils to enjoy and through which they can learn to work co-operatively and to lead:

- Assist with curricular and co-curricular activities beyond lesson time

To nurture a supportive community that encourages a sense of social responsibility:

- Play an active role in departmental meetings, parents' evenings, whole College events (eg Open Mornings, Careers Conventions, Founder's Day)
- To lead and promote academic Music matters in partnership with James Allen's Girls' School, the Southwark Schools' Learning Partnership and the Southwark Music Hub
- To attend annual Eton Group, Trinity Group and HMC Cluster Group meetings as necessary (Eton Group Music meetings includes separate meetings for Heads of Academic Music)





Head of Department

- To teach an academic timetable of curricular Music from Years 7 to 13
- To be fully up-to-date with the development of the Music curriculum in the independent and maintained sectors and to provide the Department with the appropriate choice of specifications for GCSE and A level
- To ensure coherent and vibrant schemes of work for Academic Music from DUCKS to Year 13
- To manage staff in the Academic Department
- To allocate the academic teaching of the department in consultation with the Director of Music
- To organise and minute regular Academic Music Department meetings
- To attend meetings of CAPCOM (the College's Heads of Department committee) and keep the Director of Music and Department fully briefed on College Curriculum developments
- To attend public examination results days in August, and prepare an annual examination report for the Master and Deputy Master Academic
- To prepare academic Music sections for College handbooks, the Music Department handbook and the College website where appropriate
- To oversee the effective administration, marking and submission of all A level and GCSE coursework
- To track the academic progress of individual pupils and ensure appropriate preparation for those wishing to study Music at university
- To lead the annual School Bell competition and other academic music competitions
- To organise trips to Concert Halls, Opera Houses or Theatres in relation to A level and GCSE set works
- To be responsible for the creation and setting of academic assessments, in line with the College's assessment schedule
- To attend and lead at College academic evenings, such as GCSE and A level options evenings



Departmental

- To attend regular meetings with the Director of Music
- To oversee the development and integration of the Department's music technology and recording programme and facilities
- To ensure all teaching resources for Academic Music are up-to-date and catalogued
- To prepare an academic budget proposal for the Director of Music each academic year
- To contribute to the College's performing programme
- To assist/coach ensembles and choirs for annual House Music Competition
- To run academic clinics as required
- To assist with audition process for Music Award Holders each year
- To contribute to the weekly Music Holders' Development Programme and act as a mentor to a group of Music Award Holders
- To maintain the high academic standards of the department

Co-Curricular

- To partake/organise various College trips and tours
- To support/perform in College Music Events as required



Application Procedure

Essential qualifications

Educated to Degree Level

Desirable qualifications

QTS

To apply for this role please visit our [vacancies page](#)

Closing date

9am, Friday 20 March 2026

Interview date

Tuesday 24 March 2026

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

College Community and Benefits



Make your money go further

- Flexible pension/pay – Join TPS or choose the Group Pension for 10% employer contributions and a higher take-home pay. (Same total package).
- Lunches – Free lunch in the cafeteria or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Alleyn's Dulwich, JAGS Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus, EV parking.

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership.
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

- Life insurance – Included with all pension schemes.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).



Important Information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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