



BARNARD CASTLE SCHOOL

Teacher of Music
For SEPTEMBER 2025



INFORMATION FOR APPLICANTS

Welcome from the Headmaster

Dear Candidate,

Barnard Castle School is seeking talented, passionate teachers to join our dynamic and supportive community. For over 140 years, our school has been at the forefront of co-educational excellence, providing a whole-school journey from Reception to Upper Sixth that nurtures young minds, builds character, and inspires ambition.

Our vision is to prepare pupils for life beyond the school gates with the courage and kindness to shape a changing world. We believe that small steps lead to big strides, and this philosophy underpins every aspect of our educational approach – from rigorous academic study to a vibrant co-curricular programme and a pastoral framework that prioritises each child's well-being.

Teaching at Barney is more than delivering lessons; it is about being part of a community where staff and pupils alike feel valued, supported, and inspired to give their best. We want teachers who share our belief in the importance of character, community, and ambition – educators who are eager to innovate, collaborate, and grow.

We believe in the power of doing things together as a community, whether that's supporting our students through the Barney Run, singing together in Chapel, or coming together to celebrate individual and collective achievements. This sense of togetherness creates a unique atmosphere where everyone feels they belong and can contribute.

We deliberately refer to ourselves as 'Barney' – a nickname that reflects the warmth and inclusivity of our school community. While we are serious about delivering a high-quality education, we do not take ourselves too seriously. We foster an environment where hard work and ambition are balanced with good humour, humility, and a genuine sense of fun.

We are deeply committed to the development of our staff and offer a comprehensive CPD programme, regular "teach meets", and innovative training opportunities. Our inclusive and down-to-earth culture means new ideas are welcomed, and support from experienced colleagues is always on hand.

If you are an ambitious, compassionate, and dedicated teacher who is excited by the opportunity to help shape the future of our pupils, we would be delighted to hear from you.

We look forward to welcoming you to Barnard Castle School and sharing in the next steps of our journey together.

Yours faithfully,



David Cresswell
HEADMASTER



The History of Barnard Castle School

Barnard Castle School has a rich and enduring history, deeply rooted in a tradition of learning and community. The school traces its origins back to the nearby Hospital of St John, an educational and religious community established by John de Balliol in 1229. John de Balliol also founded Balliol College, Oxford, and his passion for education and opportunity remains central to our philosophy today.

In 1883, with a generous gift from Benjamin Flounders, a Victorian philanthropist, and the proceeds of St John's Hospital, the present main school building was constructed. Since then, the school has grown and evolved, blending its historical foundations with a forward-thinking approach to education.

In 2024, David Cresswell was appointed as Barney's 11th Headmaster, continuing the school's tradition of combining timeless values with future-focused ambition. Today, Barnard Castle School remains a place where the lessons of the past inspire the innovations of tomorrow, as we prepare our pupils to shape a changing world with courage, kindness, and integrity.

Barnard Castle School: Shaping Tomorrow, One Step at a Time

"Parvis imbutus tentabis grandia tutus"
When you are steeped in little things, you shall safely attempt great things.

At Barnard Castle School – or 'Barney' as it is affectionately known – we believe that small steps lead to big strides. Our vision is to inspire a generation of young people with the courage and kindness to dare greatly and shape a changing world. We want them to shape the future while proudly standing on the shoulders of those who came before them.

Ambition – Daring to achieve, with the courage to innovate and the curiosity to explore.

Character – Forged in challenge, strengthened by kindness, and rooted in integrity.

Community – Honouring the past, strengthening our school and town, and building global connections that last a lifetime.

These principles guide everything we do – from our academic programmes to our vibrant co-curricular offering. Our down-to-earth and inclusive community provides a safe environment for pupils to embrace challenges, pursue passions, and develop a sense of purpose that will stay with them long after they leave Barney.

We are a school that blends tradition with forward-thinking ambition. Our origins trace back to the Hospital of St John, founded in 1229 by John de Balliol, who also established Balliol College, Oxford. That same love of learning and commitment to opportunity remains central to our philosophy today. As we look ahead to the 2030s, we continue to invest in modern facilities and innovative teaching approaches to meet the evolving needs of our pupils and the wider world.

Barney is a place where connections are made and memories are formed. It is not unusual to see Year 11 pupils sharing lunch and conversation with younger peers or Sixth Formers mentoring new starters. Our pupils develop confidence, resilience, and humility as they grow – always encouraged to support and celebrate each other's successes.

Staff at Barney play a crucial role in this journey. We seek teachers who share our purpose and are proactive in immersing themselves in the life of the school. Through our extensive 'Mind, Body, and Soul' programme, which runs from 4pm to 5pm, staff have the opportunity to lead activities they are passionate about, fostering authentic relationships beyond the classroom.

We are also committed to helping teachers be the best versions of themselves. Our comprehensive Continuing Professional Development (CPD) programme offers opportunities to hone their craft, supported by regular teach meets, peer collaboration, and other innovative initiatives. We want teachers

who are ambitious about their own development and passionate about lifelong learning, recognising that their growth directly benefits our pupils.

Our location, on the edge of the historic market town of Barnard Castle – recently recognised as one of the safest in England – offers a unique combination of heritage, community spirit, and access to outstanding natural beauty. We also benefit from partnerships with world-class universities in Durham, Newcastle, and York, enhancing our pupils' educational experience and broadening their horizons.

At Barney, we believe that ambition, character, and community are not abstract ideals but lived experiences. Together, we take small steps every day – steps that build towards remarkable achievements and a future as bright as the generations of Barnardians who came before.

Our Vision

- To be viewed as the leading independent co-educational day and boarding school in the North of England.

Our Purpose

- Our purpose as a school is to inspire minds and build character, within a down-to-earth, inclusive community where everyone belongs, and hard work and good humour thrive.

Our aim

- Our aim is to create a safe environment where pupils love their school, embrace small steps toward great achievements, and are willing to dare greatly to shape a changing world.



Our Key Features

A Seamless Educational Journey

We are proud to offer a supportive environment where students can complete their entire educational journey. At every stage, we nurture their growth, ensuring smooth transitions and a deep understanding of each student's unique needs, all within a close-knit, inclusive community that helps them flourish and prepares them for life beyond Barney.

Fully co-educational Boarding and Day School

We fully embrace co-education, ensuring equal opportunities for all students, regardless of gender. Our strong boarding community enriches the school, enhancing cultural literacy through our international students. The extended school day and week provide ample time to deliver a broad and varied educational experience.

Resilient Characters & Brave Minds

We have always offered an education that goes beyond exams, which is more crucial now than ever in a rapidly changing world shaped by globalism, AI, and evolving careers. Our students need strong character, adaptable soft skills, and a values-driven foundation to thrive in this uncertain future. With resilience and a supportive community, they are empowered to dare greatly and achieve beyond what they thought was possible.

A Broad Entry

Life is about engaging with people of diverse abilities and talents, celebrating personal growth rather than just top grades. As long as we can support individuals in accessing our education and they demonstrate the core character traits we value, we are committed to supporting them on their journey.

Traditional yet Innovative

Barney's rich history and cherished traditions have shaped generations of strong, humble individuals. While we honour these beloved 'Barneyisms,' we remain focused on staying relevant and forward-thinking as we move further into the 21st century.

The Music Department

Barnard Castle School has a busy and thriving Music Department, offering a wide range of outstanding opportunities to its pupils. We are dedicated to fostering a love of music in every child, promoting aspiration and high standards, while ensuring music remains an accessible and joyful part of school life. At the heart of the department is a firm belief that every child is a musician. This is a fantastic time to become part of the Barney Music team. We are currently preparing for one of the largest and most ambitious musical events in the school's history – our third ever Whole School Concert at The Glasshouse, Gateshead in March 2026. This landmark event will bring together pupils from across the Prep and Senior Schools for a concert at one of the UK's premier concert venues. The successful candidate will play an integral role in shaping this performance and contributing to the department's exciting future.

The department is currently staffed by four full-time members, including the Director of Music, two Teachers of Music, and a Music Department Technician. Full-time staff teach across both the Prep School (Reception – Year 6) and Senior School (Year 7 – Year 13), ensuring continuity and progression throughout a pupil's musical journey.

The department is further supported by 13 Visiting Music Teachers, delivering around 250 individual lessons per week. Many pupils learn at least one musical instrument, aided by free or subsidised lesson schemes, such as the Class Brass Scheme, where all Year 3-5 pupils learn a brass instrument.

Facilities include:

- A dedicated Music School at the Senior School, featuring a Recital Room, two class teaching rooms, five practice rooms, a Recording Studio and a Music Library.
- A Music Classroom in the Prep School, two practice rooms and the Atkinson Hall, the main Prep School Hall.
- Big School (the main school hall), recently refurbished for large-scale concerts.
- The School Chapel, home to a fine two-manual Fr. Willis organ.
- Outstanding local performance venues, including The Bowes Museum and The Witham in Barnard Castle.

Academic Music

Music is an integral part of the curriculum, with all pupils studying music from Reception to Year 8, and the option to continue in Year 9 and beyond. The subject is popular at GCSE (Eduqas), and many pupils progress to A Level Music (Eduqas) and university-level music studies.

Barney has a number of recent pupils currently studying Music at degree level, including at Oxford University, Bangor University, Goldsmith's University and Northumbria University. Some students have also secured gap-year music placements at institutions such as King's College School, Cambridge, and Exeter Cathedral School.

Co-Curricular Music

Music is at the heart of school life, with pupils encouraged to participate in a broad range of ensembles and activities.

Alongside individual music lessons, there are also a range of ensembles for pupils of all levels to take part in. Usually, these include Prep School Orchestra, Big Barney Orchestra, Concert Orchestra, Soul Band and Rock and Pop Bands, as well as a number of smaller ensembles, which include Sax Ensembles, Senior Wind Ensemble, Junior Wind Ensemble, Brass Ensemble, and Chamber Ensembles.

There is a strong history of choral singing at Barney. The 70-strong Senior School Chapel Choir sing for services both in and out of school, and have recently sung at York Minster, Ripon Cathedral and Durham Cathedral. The smaller, auditioned Chamber Choir learn more secular repertoire and perform regularly in concerts. The Prep School Choir is made up of 50 pupils from Years 2-6. There is also the 60-strong school Choral Society made up of pupils, parents, staff and members of the local community. The Choral Society

have recently performed works such as J.S. Bach's *St John Passion* and Karl Jenkins' *The Armed Man: A Mass for Peace*.

Pupils are offered regular opportunities to perform both as soloists and as part of ensembles. Each term ends with at least one large-scale concert, and there are many other smaller concerts throughout the year. These include the popular Friday Lunchtime Concerts in the Music School, Music Scholars' and Diploma Concerts and Showcase Concerts at The Witham. There are also masterclasses, workshops and concerts given by high-profile external musicians. Recently, the Chapel Choir were able to work with Vox Populi and the Soul Band with the Strictly Smokin' Big Band. In March 2024, the whole school travelled to the Glasshouse, Gateshead for a concert in which every pupil across Prep and Senior School took part. Following the success of the 2024 Whole School Concert, the department is now preparing for its biggest ever event – the Whole School Concert at The Glasshouse, Gateshead in March 2026. This will be only the third time in the school's history that we have brought the entire school community together for a major external concert, and it promises to be a landmark event. The new Teacher of Music will play a crucial role in making this event a success.

The Music and Drama Departments work closely together, ensuring a vibrant and dynamic performing arts culture at Barney. Pupils take part in regular theatre trips, and recent school musicals have included *Les Misérables*, *Six*, *Oliver!*, and *Made in Dagenham*. The 2024-25 academic year features productions of *Spamalot* and *Bugsy Malone*.

Music Scholarships

Each year, Music Scholarships are awarded to pupils at 13+ and 16+ entry, and we have just begun a Music Enrichment Programme for pupils in Years 7 and 8. These young musicians are ambassadors for music in the school and hold important roles within the life of the Music Department. As part of the Music Scholarship, pupils receive individual support and guidance, and are able to attend a range of trips free of charge. They also receive free instrumental tuition in their principal instrument.

There is also a Young Organist Scheme, which each year offers free organ lessons to pupils in the Senior School that wish to begin learning the instrument. We currently have an Organ Scholar in Year 12, who accompanies the Chapel Choir and plays for regular services.

Job Description

Job Title: Teacher of Music
Reporting to: Director of Music
Role Type: Full Time, Permanent
Start date: September 2025

Role Summary

Barnard Castle School is seeking to appoint an energetic, enthusiastic, and inspiring Teacher of Music to join our Music Department from September 2025. The successful candidate will teach across both the Prep and Senior Schools and play an active role in the wider musical life of the school.

At the heart of the Music Department is the belief that every child is a musician. We aim to cultivate a culture in which all pupils enjoy making music on a weekly basis. Every pupil in the school takes part in weekly singing sessions, and a high proportion learn one or more instruments. Music is taught from Reception through to GCSE and A Level, with a broad range of instrumental and choral ensembles available for pupils to join.

We are looking for a passionate and well-organised teacher who can motivate and inspire young musicians of all abilities. The successful candidate will have consistently high expectations of themselves and their pupils and demonstrate excellent classroom management and pastoral skills. A willingness to teach across all age groups, including our youngest pupils from Reception to Year 2, is essential. Barnard Castle School offers a competitive salary on its own pay scale, a generous pension scheme, and a reduction in school fees.

Key Responsibilities

School and Department values and ethos

- Work collaboratively as part of a team, supporting and furthering the school's ethos, educational aims, and priorities;
- Assist the Director of Music in delivering the Departmental Plan, fostering a happy and ambitious department in which every child is a musician;
- Take responsibility for a tutor group in the Senior School.

Curriculum

- Deliver an exciting, diverse, and relevant music curriculum to pupils in both the Prep and Senior Schools;
- To be aware of the need to differentiate work and challenges according to the ability of the pupils, whilst maintaining high expectations of all and taking full account of any Special Educational Needs;
- Contribute to the development of Schemes of Work, teaching materials, programmes, and assessment methods;
- Provide pupils with regular, constructive feedback, encouraging reflection and improvement.
- Communicate pupil progress to parents through written reports and attendance at parents' meetings.
- Report concerns about pupil progress in a timely manner to the appropriate colleague.

Extra-Curricular

- Play an active role in the wider life of the Music Department, providing inspirational musical opportunities for pupils of all ages and abilities.
- Rehearse and direct ensembles in both the Prep and Senior Schools.
- Support and participate in ensembles as directed by the Director of Music.
- Contribute to Barnard Castle School's broad and active co-curricular activities programme.

Other Responsibilities

- Assist in the day-to-day running of the Music Department.
- Support general administrative tasks as required.
- Accompany concerts and rehearsals (if a keyboard player).
- Accompany the Chapel Choir and play for Chapel Services (if an organist).
- Engage in continuing professional development and participate in Development and Review procedures as directed by the Headmaster.
- Undertake supervisory duties, exam invigilation, and cover for absent colleagues.
- Ensure the proper use and maintenance of teaching spaces, materials, and resources, adhering to health and safety regulations.
- Attend weekly staff meetings and other meetings as required by the Headmaster.
- Undertake any other reasonable tasks as requested by the Headmaster and/or Director of Music.

Candidate Specification

Essential Criteria:

- A good honours degree in Music or an equivalent qualification.
- A commitment to safeguarding and the welfare of all pupils.
- Experience delivering outstanding music lessons to pupils of varying ages and abilities.
- A track record of supporting pupils to achieve excellent progress.
- Experience in directing or conducting ensembles.
- Demonstrated ability as a highly capable instrumentalist.
- A passion for music education and the ability to inspire young musicians.
- A professional appearance and demeanour.
- Enthusiasm for working with young people in a school environment.
- Excellent written and verbal communication skills.
- Strong organisational skills with the ability to meet deadlines.
- Good IT literacy.
- A team player with enthusiasm for contributing to music-making at the school.

Desirable Criteria:

- A record of and commitment to continuing professional development.
- Possession of Qualified Teacher Status (QTS).
- Experience teaching at the younger end of the age range, particularly in early years music education.
- A willingness to contribute to the boarding community; single-person accommodation may be available for those undertaking boarding duties.
- The ability to develop and maintain effective relationships with all members of the school community.
- An appreciation of the Christian values of the school and an understanding of the boarding school environment.

Recruitment Process

Enquiries

If you would like to discuss the role, please contact Richard Dawson, Director of Music at RJD@barneyschool.org.uk

Applications

If you feel that you can meet the above requirements, then please submit a letter of application along with the Barnard Castle School application form to the Headmaster. Only applications containing the requested information will be considered.

Applications should be sent to:

Mr D J Cresswell
Headmaster
Barnard Castle School
Barnard Castle
County Durham
DL12 8UN

Telephone: 01833 696098

Email: hr@barneyschool.org.uk

Information about Interviews:

Deadline for applications: 5.00pm Monday 3rd March 2025

Interviews at School: Week commencing Monday 10th March 2025

Applicants should read carefully the application procedure – guidance for applicants, Policy on the Recruitment of Ex-offenders and the Disclosure policy and the Safer Recruitment policy.

Barnard Castle School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and all applicants will undergo child protection screening, including checks with past employers and an enhanced DBS and Barred list check with Disclosure and Barring Service.

Barnard Castle School is an equal opportunities employer.