

SWANBOURNE HOUSE

BUCKINGHAMSHIRE



Swanbourne House is an incredibly special and beautiful place to work. We are lucky to have state-of-the-art classrooms, outstanding sports facilities and grounds that genuinely need to be seen to be believed.

I am passionate about providing the most inspiring education to the children in our care and working together as part of a team to create the extraordinary. The Swanbourne House pupils and their families benefit from highly talented staff, and we work together in a culture where every view is valued, we support each other and colleagues' wellbeing and morale is prioritised.

Swanbourne House is part of The Stowe Group, and we benefit from this in numerous ways. Our pupils have access to the facilities within The Group and our staff have the opportunity to work alongside teaching staff at the other schools.

I hope that you find this application pack both useful and informative and I look forward to welcoming you to Swanbourne House soon.

Nick Holloway Head wanbourne House School is an independent day and boarding school, for children aged 3 to 13 years. Set in 55 acres of Buckinghamshire countryside, with a dynamic & challenging curriculum, small class sizes, inspirational extra-curricular activities and extensive facilities, we're creating change makers ready for the world of tomorrow.

State-of-the-art Science Labs | IT suites | Specialist Teaching across Subjects from Year 5 | Art Studio | Design, Technology and Engineering Lab

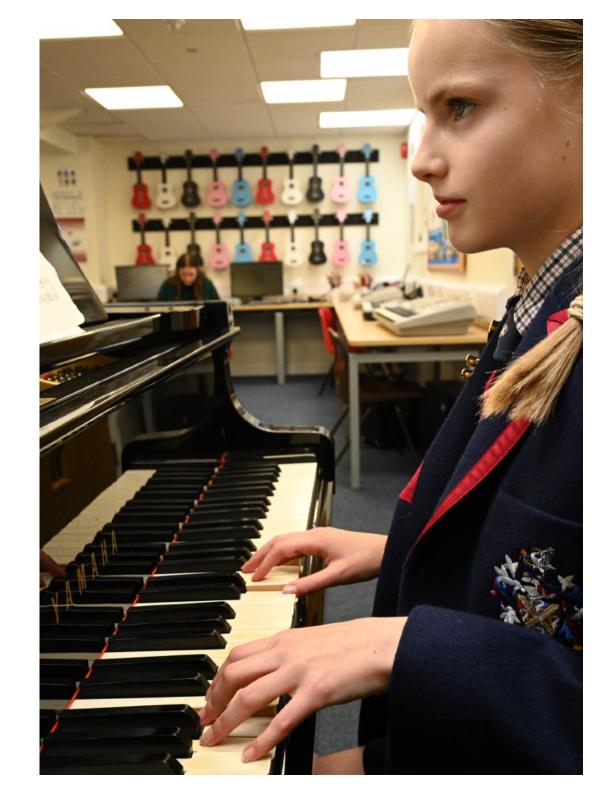
The Pre-Senior Baccalaureate (PSB) is the assessment framework used in Years 7 and 8, but its roots grow throughout the curriculum across all year groups. The PSB is based on strong academic foundations, but also encourages skills such as critical thinking, creativity and problemsolving. Pupils are encouraged to think 'how' and 'why' and see setbacks as a step on the path to success as they develop curiosity, challenge their thinking and develop new ways to learn.

Last year, Swanbourne House pupils were awarded an impressive 13 scholarships and exhibitions to leading senior schools across the UK.

The Manor House

The Manor House, our dedicated teaching, play and outdoor space for children from Pre-Reception to Year 2 is at the heart of our school. Adjacent to farmland, with small class sizes, experienced and passionate teachers and an innovative approach that develops skills alongside academic progress, Swanbourne House is a special place for your child to start their learning journey. New play areas - including The Fort - have recently been built.

Pupils receive specialist teaching in Music, Sport and French during their time in the Manor House, have swimming lessons at our onsite pool from Reception and have a wide choice of enriching extra curricular activities, including rugby, ballet, science club and Mandarin.



DIRECTOR OF MUSIC

Accountable to: Deputy Head Academic

Date of Appointment: September 2025 or January 2026

The Role

We are seeking an inspirational and dedicated Director of Music to lead and develop the musical life of Swanbourne House across all age groups. This is a unique opportunity for a passionate educator and talented musician to shape an ambitious music programme within a dynamic prep school environment.

The successful candidate will be someone who goes above and beyond to inspire pupils, enrich school life, and contribute to the wider community. A willingness to be fully involved in the life of the school is essential, with evening and weekend commitments at times throughout the term.

KEY RESPONSIBILITIES

Teaching and Curriculum Development

- Oversee and lead the music curriculum from EYFS to Year 8, with direct teaching responsibilities
 across Year 2 to Year 8. Deliver high-quality, engaging music education across all key stages—EYFS,
 KS1, KS2, and KS3.
- Develop, lead and oversee the delivery of an engaging and progressive class music curriculum, updating schemes of work as needed.
- Identify and support potential music scholars, guiding them through the Senior School audition process and leading the Music Mentoring programme.
- Ensure teaching meets the needs of all learners and contributes to pupils' overall progress.

Performance and Co-Curricular Music

- Plan and lead a regular programme of formal and informal concerts, events, and musical showcases.
- Provide weekly rehearsals for choirs and ensembles.
- Take on the role of Musical Director for the annual school musical productions.
- Lead musical elements of key school events including Harvest, Remembrance, Carol Services etc.
- Champion participation in external events such as music competitions and choral collaborations.
- Coordinate and deliver a diverse weekly co-curricular music programme.
- Lead on one term's Saturday Enrichment activity per year.
- Lead the musical side of Chapel twice a week.





Departmental Leadership and Management

- Lead a passionate and skilled department, line managing the Assistant
 Director of Music and overseeing the team of Visiting Music Teachers (VMTs),
 including recruitment, timetabling and budgets.
- Promote music throughout the school and wider community, ensuring the highest standards are maintained.
- Manage the Music Department budget, resources, instrument loans and facilities.
- Attend Heads of Department and curriculum meetings as required.
- Monitor and evaluate the quality of teaching and learning, ensuring continual improvement and innovation.

Pastoral and Whole School Contribution

- Serve as a tutor and work collaboratively with the Deputy Head Pastoral and Heads of House to support the academic progress and pastoral wellbeing of pupils.
- Play a full role in the pastoral life of the school, ensuring pupils are known, supported and encouraged.
- Support the school's Christian values, aims and ethos, and contribute to the broader life of the community.
- Work closely with the Learning Support Team and SENDCo to support individual needs.
- Support admissions, open mornings and other key school events.

The Stowe Group

- Build strong relationships across The Stowe Group, working closely with other Directors of Music and relevant staff to maximise musical opportunities for Swanbourne House pupils.
- Develop a strategic approach to enhance access to shared concerts, workshops, facilities and specialist teaching, ensuring pupils benefit fully from The Stowe Group's collective musical expertise and resources.

PERSON SPECIFICATION

Qualifications and Skills

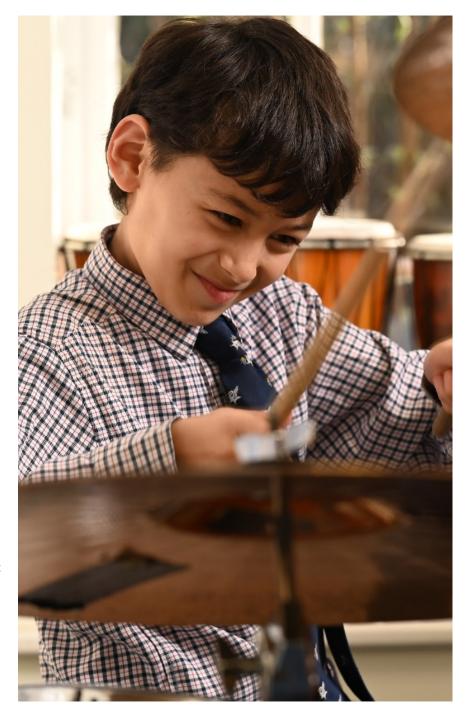
- Qualified teacher with a music degree from a recognised institution.
- An exceptional and versatile musician with strong keyboard/piano skills. The ability to play the organ would also be beneficial.
- The ability to accompany pupils on the piano for rehearsals, performances, examinations and auditions.
- Confident conductor and ensemble leader, with experience directing vocal and instrumental groups.
- Strong theoretical skills with an excellent understanding of musical styles.
- Excellent communication, organisation and interpersonal skills.
- Skilled in music technology and digital tools for composition, recording and performance (desirable).

Experience

- Proven track record of excellent classroom teaching, particularly at KS2 and KS3.
- Experience of teaching music across a wide ability range.
- Experience of leading and managing a department effectively.
- Experience preparing pupils for music scholarships and examinations.
- Experience working collaboratively with colleagues and contributing to whole school initiatives.
- A clear understanding of the independent school sector and a commitment to its values and purpose.

Leadership & Management

- A motivational and compassionate leader, able to inspire staff and pupils alike.
- Committed to delivering and sustaining exceptional standards of teaching, learning and performance.
- Strategic thinker with the ability to align departmental planning with the whole school development plan.
- A team player with a collaborative mindset and the confidence to lead from the front.
- Strong administrative and organisational skills, with attention to detail in budgeting, planning and policy writing.



Personal Qualities

- Kind, caring and child-focused, always putting pupils' needs first.
- Enthusiastic, energetic and forward-thinking.
- Flexible and willing to contribute beyond standard hours when needed.
- Committed to ongoing professional development and reflective practice.
- A passionate advocate for music and the value of creative education.





In the role of Director of Music we are looking for Change Makers who are:

Professional	1	2	3	4	5
Creative Problem Solvers	1	2	3	4	5
Kind	1	2	3	4	5
Flexible	1	2	3	4	5
Collaborative	1	2	3	4	5
Communicator	1	2	3	4	5

VALUE SCALES

- 1 This value is the least important to the role
- 2 This value has some significance to the role
- 3 This value is desirable to the role but not essential
- 4 This value is important to the role
- 5 This value is essential to the role

COLLEAGUE BENEFITS

The Stowe Group recognises the benefits that come with investing in people. Alongside the beautiful school surroundings at Swanbourne, there are a number of additional benefits available to all our valued colleagues. These include:

- Staff fee discount
- Free wraparound care
- Free refreshments and school meals
- Access to National Trust Gardens at Stowe
- Free or discounted access to a range of arts and culture events at Stowe
- Discounted annual family golf membership at Stowe's golf course
- Volunteer leave
- Employee wellbeing programme, including access to counselling services and physiotherapy

For more details on all benefits, please follow this link: https://www.stowe.co.uk/our-people/working-for-us/colleague-benefits



YOUR APPLICATION

An application form can be downloaded from The Stowe Group Recruitment website. Please complete the application form along with a covering letter detailing why and how your skills and experience could see you thrive in this role.

If you need any help with the application process, please contact: recruitment@stowe.co.uk or call 01280 818005

Salary: Competitive

This is a full time permanent role.

Lunch is provided free of charge.

Offers of employment are made subject to receipt of satisfactory references, DBS clearance and online background check carried out by our third-party partner, SP Index.

This job description reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

The Stowe Group is committed to providing outstanding safeguarding of the children in our care. You will be required to adhere to the School's safeguarding policy and guidelines and ensure that the safeguarding of children underpins everything that you do. Every member of staff of The Stowe Group has the responsibility to safeguard the children.





In January 2021, Swanbourne House became part of The Stowe Group. The Stowe Group comprises Stowe School, Swanbourne House School, Winchester House School and Ashfold School. The Group's formation has given pupils and staff at Swanbourne House access, not only to Stowe's world-famous estate, but to its expertise in teaching and learning as well as governance. The Stowe Group recently launched its Change Makers vision along with the Change 100 programme to raise £100m for transformational bursaries. The Stowe Group is part of Allied Schools, an association of independent schools which uphold the Protestant and Evangelical principles of the Church of England.

The Stowe Group does not aim to produce stereotypes or mould pupils into conventional all-rounders. Change Makers are encouraged to grow in their own way and celebrate the differences between them. Nurturing the emotional, physical and mental well-being of each pupil is of paramount importance and our culture is characterised by teamwork, collaboration and mutual respect. Mindful of their ethical, intellectual, physical and social development, we educate and support our pupils to achieve fulfilling lives. Our goal is to inspire pupils and staff to be Change Makers who will shape positive futures for themselves, their families and the global community.

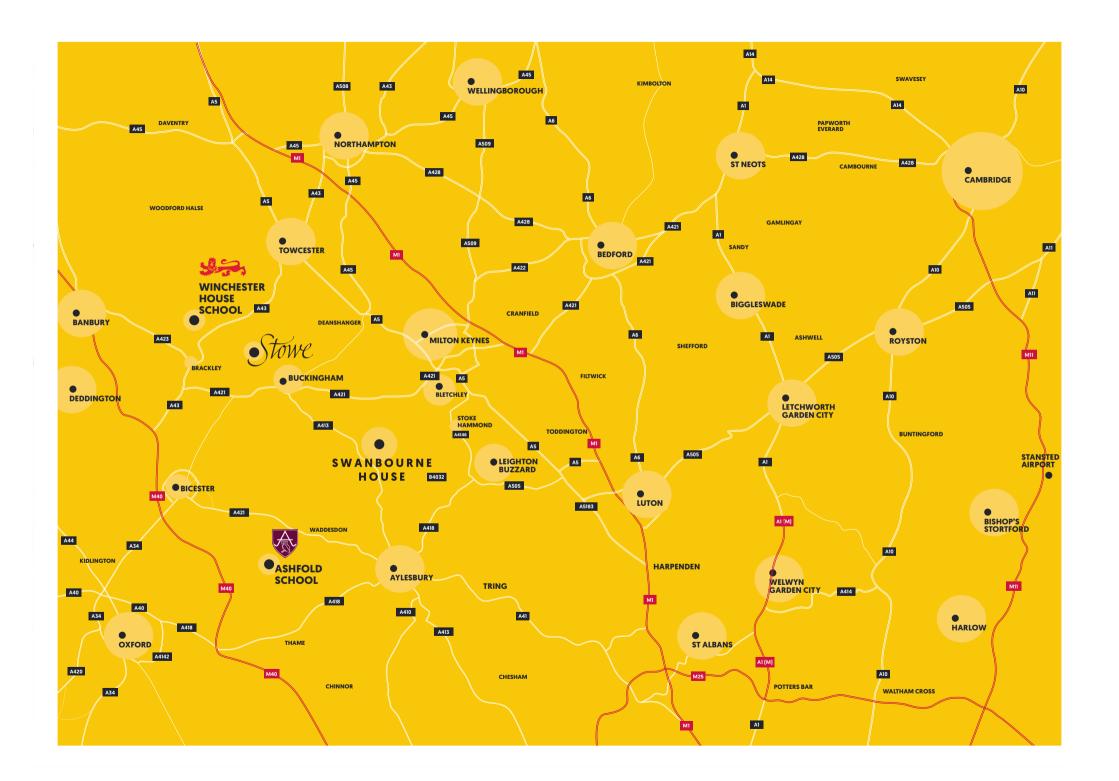
Through a broad and inclusive education, pupils are educated and prepared for life. They gain knowledge and understanding in a wide range of academic disciplines as well as developing core skills in thought leadership, critical thinking, intellectual curiosity, innovation, communication, technology, creativity, team-work and collaboration, self-reflection and lifelong engagement. World-class facilities support

our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve.

Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. We believe it is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community.

We are committed to the development of character, with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. While many pupils compete at the highest level in sport, our aim is to provide a wealth of co-curricular activities which pupils of all abilities can access and enjoy. Through teaching, coaching and counselling, we will do our utmost to support pupils to be their best, do their best and feel their best. We honour the legacy of Change Makers from the past by looking forward to a future where wealth is not a barrier to success. We are building an endowment to support Change 100 which will promote social mobility by allowing unprecedented access, regardless of financial means or circumstances, to a Stowe education. We have developed partnerships with local schools, explored international opportunities and strategic links with universities, businesses and NGOs. We strive to attract and retain employees of the highest calibre.

Environmental stewardship and sustainability are cornerstones of a Stowe education. Stowe stands in the most sublime setting of any school in the world and embodies beauty and liberty. The historical importance of Stowe should give Stoics and staff a heightened awareness of their social and environmental responsibility in preserving this unique eco-system. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.





SWANBOURNE HOUSE

BUCKINGHAMSHIRE