

WELCOME TO OAKHAM

Thank you for considering this role of Head of Instrumental Studies at Oakham School.



Henry Price
Headmaster

This is an exciting opportunity, at an important time for the School, to play a key role in building on Oakham's reputation as one of the country's leading independent schools.

If you have any questions, or would like an informal discussion, please do get in touch with Mr John Mountford, Director of Music via jm@oakham.rutland.sch.uk

We look forward to receiving your application.

When people ask us

‘Why choose Oakham?’

our answer is quite simply ‘Experience’.

We offer multiple opportunities for our pupils to experience inside and outside the classroom.

We possess a wealth of experience in educating and caring for young people.

We want our pupils' overall Oakham School experience to be joyous informative and memorable.

OUR PURPOSE AND VALUES

We provide exceptional, contemporary co-education with a global outlook and offer experiences to learn in a caring and inspiring boarding and day community.

Our four core values of Care, Courage, Contribution and Connection represent qualities that we wish to inspire and instil in our pupils and are also values that we want our staff to embody, so that we lead by example.

CARE

We care for the pupils, and we also show care for ourselves and our colleagues. We take great pride and care in our work.



COURAGE

We are honest, we act with integrity, and always have the best interests of the pupils at heart.

CONTRIBUTION

We do our job to the best of our ability, and if a job needs doing, we will volunteer to get it done.

CONNECTION

We work collaboratively with one another and in partnership with parents and guardians.

OUR STRATEGIC OBJECTIVES

Educational Excellence

To deliver an innovative, ambitious and challenging education fit for the 21st Century by fostering a love of learning through a broad, balanced and connected curriculum underpinned by our core values.

Exceptional Care

To place outstanding pastoral care at the heart of all we do, ensuring that Oakham School is a caring and courageous community and a great place to live, learn and work.

Partnership and Philanthropy

To contribute and bring benefit to our wider community by sharing our ideas, experience and facilities. To increase our bursary provision so that more children can enjoy and benefit from an Oakham education.

Collaborative Communication

To communicate internally and externally in an open, authentic and dynamic manner that seeks to make meaningful and long-lasting connections.

Financial Sustainability

To secure our ability to invest in the development of our staff, the total curriculum and campus to the benefit of our pupils and the wider community and ensure that we deliver our strategic objectives and exceptional education.



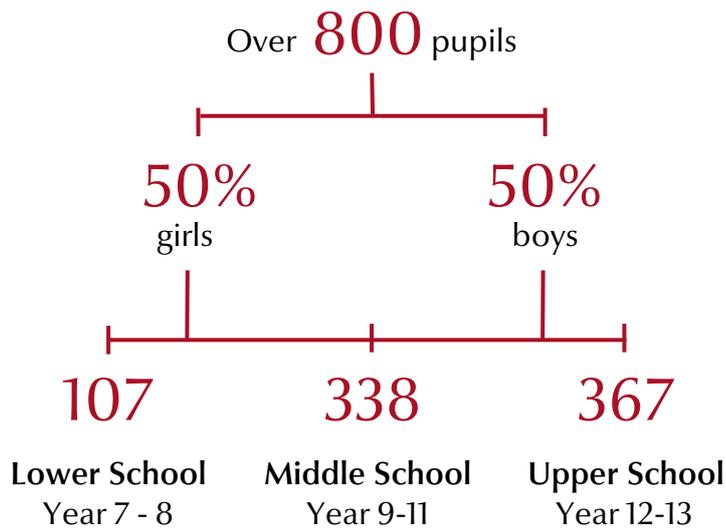


Our vibrant, fully co-educational boarding and day community of over 800 pupils and 500 staff live and work together in our beautiful 70-acre school campus, which is part of the historic market town of Oakham, in the heart of rural England.

AN OAKHAM EDUCATION

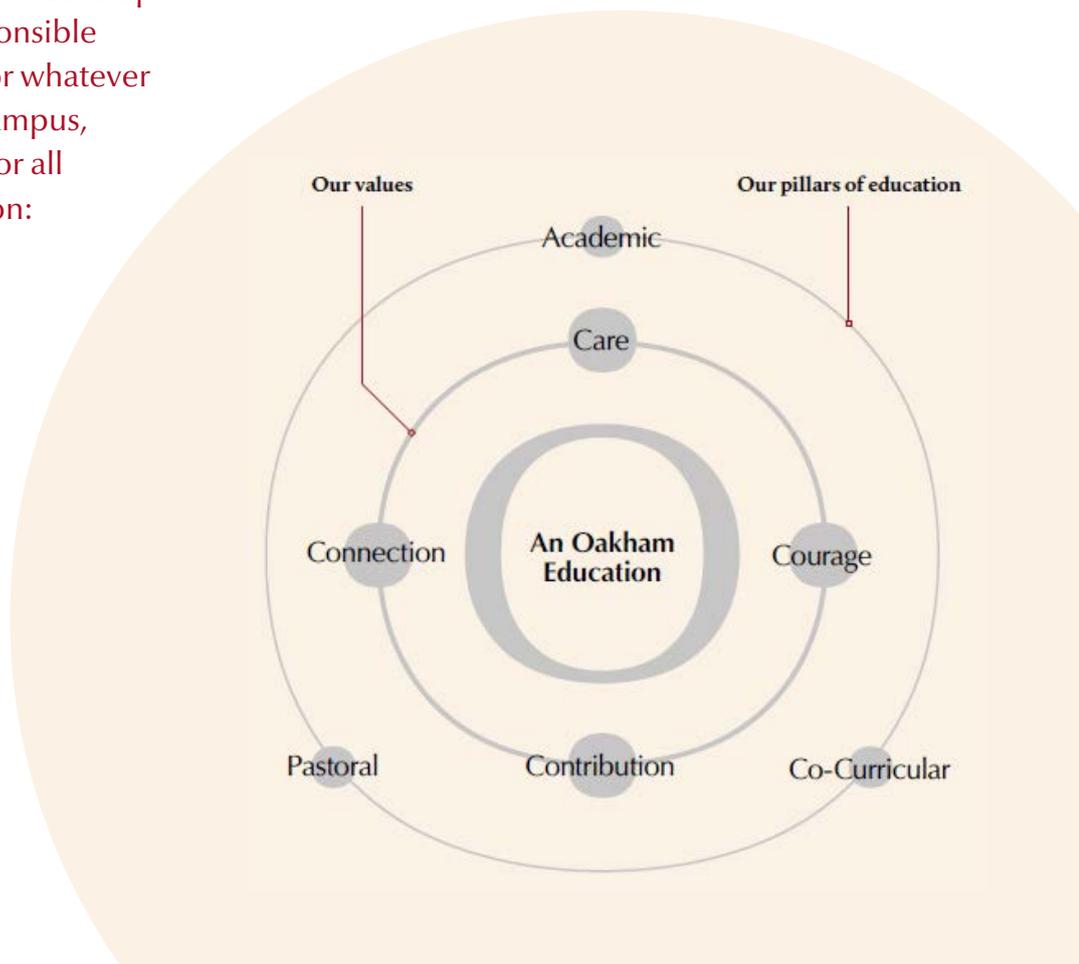


One of the things that people frequently comment on when they visit Oakham School is how well-rounded our pupils are.



20% of our community are international students and 31 different nationalities are represented by pupils in the school.

In order to help our pupils develop into grounded and responsible adults, well equipped for whatever life holds beyond our campus, Oakham teachers care for all aspects of their education:



Academic

- Outstanding subject faculties and specialist academic facilities
- 26 different subjects at GCSE
- Two distinct pathways at 16+: IB Diploma Programme or A-levels and BTECs
- [View our most recent exam results](#)

Pastoral

- Every pupil at Oakham – full boarders, weekly boarders and day – belongs to a House
- There are 14 Houses, each led by a Housemaster or Housemistress and supported by a team of Tutors, Prefects and a Matron
- Each pupil has their own Tutor who guides them academically
- State-of-the-art Medical and Pastoral Centre

Co-Curricular

- Over 125 activities each week, including DofE, CCF, Voluntary Action, Community Projects
- Sport is part of the weekly timetable
- Flourishing Creative and Performing Arts Departments



2,400
square-metre
university-
standard Library

150

classrooms,
studios and
laboratories



360
members of
teaching staff



200 - seat
university-style
lecture theatre

Over 50
music concerts
each year



2,500
delicious nutritious
meals every day



State-of-the-art
Medical and
Pastoral Centre



200-seat
professional
theatre

40 acres
of sports pitches



6 Art
studios



26
different subjects
at GCSE



Choice of IB Diploma
and A-levels and
BTECs at 16+



Full-time Head
of Careers

**Wheelhouse
Gallery**



6 DT
studios



Over 20
academic societies
and clubs



5 major
drama productions
each year



Over 250
music lessons
each week



180
sports teams



Over 125
activities each week,
including Service
Options: DofE, CCF
Voluntary Action



30
different sports

Head of Instrumental Studies Full time

The Music Department

Music is flourishing at Oakham, and recent years have seen a revitalisation of both the music curriculum as well as the development of an ambitious programme of practical music-making. The department has a strong profile within the School, as well as regionally and nationally. In addition to the academic music curriculum, hundreds of individual lessons are taught each week, covering a wide range of instruments and styles. Oakham typically supports over 25 music award holders (scholars and exhibitioners), and pupils who pass ABRSM/MTB Grades 6 to 8 with merit or above also benefit from a discounted tuition scheme which recognises this achievement and their contribution to School music-making.

Oakham's vibrant performance programme usually includes up to 50 concerts each year, encompassing weekly lunchtime recitals in Oakham's All Saints' Parish Church, informal solo concerts, chamber music, visiting professional concerts and an ambitious series of major instrumental and choral concerts in Chapel. Music theatre productions (accompanied by pupil bands) occur regularly for different age groups, and have included Sweeney Todd, West Side Story, The Lion King and Little Shop of Horrors in recent years.

Music in Chapel lies at the heart of our provision. There are two midweek Chapel services and a congregational practice (Congo) most weeks, and the Chapel Choir (up to 80 singers) and Lower School Choir (c. 40 upper voices) sing regularly in services. We are fortunate to have an excellent 3-manual tracker action organ by Peter Collins (1993) in Chapel, and a 2-manual Hauptwerk practice organ in the Music School. Our organists are also able to use the excellent 2-manual tracker action organ by Kenneth Tickell (1995) in All Saints' Church.

Oakham's music-making also extends beyond the confines of the School. The pupils regularly give concerts outside Oakham in both local venues as well as prestigious national locations. A modern tradition of annual Gala Concerts involves large numbers of musicians performing annually in major performance venues in either Birmingham, Cambridge, Nottingham or Oxford. The School has a commitment to overseas tours, with European music trips taking place most summers. A number of pupils have enjoyed success at competitions at both local and national level and enjoy playing with regional and national ensembles.

Head of Instrumental Studies

The Music Department

Curricular provision lies at the heart of our “music for all” philosophy, and class music lessons form part of the academic timetable for every pupil in Years 7 to 9 (Form 1 to Form 3). In addition to excellent instrumental resources (sets of djembes, Samba instruments and a Gamelan), pupils of all ages benefit from two dedicated Mac suites running GarageBand, Logic and MuseScore. All pupils in Forms 1 to 3 have a weekly 50-minute class music lesson, covering a range of topics developing skills in listening, performing and composing.

Outside their curriculum music lessons, Form 1 pupils participate in a rotation of Steel Pans and Gospel Choir as part of the School's Enrichment Programme, which began in September 2025. Novice musicians in Form 1 are also offered the chance to learn an instrument free of charge in groups during their first year at the School.

A good number of pupils opt to take GCSE Music (AQA), and results in all public examinations have been outstanding in recent years. In the Upper School, we will shortly move from Eduqas to the AQA A-Level music course, which will widen participation yet further. Students continue their musical studies beyond Oakham every year at universities and music colleges. We are regularly seeking to enrich the curriculum with concert visits, particularly for those studying public examination courses.

Pupils throughout Forms 3 to 7 engage heartily in the annual House Music Competition each October, incorporating both an instrumental ensemble and a whole house song, whilst the Lower School have their own House Singing Competition in May each year.

Our pupils and staff make a strong cultural contribution to the county, and our concerts are well-supported by the local community. We also work regularly with our key feeder schools, many of whom we welcome to Oakham in large numbers every April and October for our Prep Schools' Singing and Instrumental days.

Further information about the department and recent pupil achievements can be found online by browsing the School's website. The termly Arts Calendar can also be found here, which gives an excellent overview of the programme of performances each term.

Head of Instrumental Studies

The Role

We are seeking to appoint a committed and inspirational Head of Instrumental Studies within a large and vibrant music department at this excellent co-educational boarding and day school. The postholder will contribute actively to the strong culture of music in the School, and will assist the Director of Music in delivering the co-curricular activities of the Music Department.

The role of Head of Instrumental Studies is to assist the Director of Music by ensuring that all instrumental teaching is of the highest calibre and inspiring for students, across the whole range of standards, from beginners to those working at the highest level. The role would suit someone who is committed to music education, loves performing and directing ensembles and is committed to leading instrumental teachers. The post holder should have the desire and administrative skill for concert planning, organising the logistics associated with ensemble rehearsals and concerts, and coordinating events with the relevant ensemble leaders.

The Head of Instrumental Studies will support the Director of Music in the evolution of partnerships with external organisations including other schools, and partners such as the Nevill Holt Festival and the Rutland Learning Trust. Experience in the management of staff is desirable, since the postholder will manage the Visiting Music Teachers and assist the Director of Music in recruiting visiting music staff.

Working as part of a large and varied team of professionals, as well as interacting with staff from other departments and stakeholders such as parents and external partners, the

postholder will have excellent communication skills and a positive, friendly approach. This will allow them to build good working relationships and play a key role in marketing Oakham School and its Music Department.

Principal Duties and Responsibilities:

The role may encompass all of the following duties. The exact duties and responsibilities and balance of workload will be determined in discussion with the Director of Music.

Coordination and Management of Individual Music Lessons

- Be the primary point of contact for parents and pupils regarding instrumental/singing lessons and relevant performance platforms.
- Line-manage the Visiting Music Teachers and assist the Director of Music with the recruitment of new teachers, undertaking and monitoring pupil allocations.
 - Organise interviews for new VMTs.
 - Be the first point of contact for matters relating to instrumental tuition.
 - Conduct lesson observations and appraisal of VMTs.
 - Ensure all VMTs' safeguarding/e-learning is completed.
 - Ensure reports are completed and proof-read within published deadlines.
 - Oversee induction of new VMTs, coordinate VMT Parents' Evenings.
 - Ensure that VMTs have access to the material resources they need to teach (handbook etc).

Head of Instrumental Studies

The Role

Departmental Responsibilities:

- Direct the Concert Band and Big Band, planning rehearsals, repertoire and arranging parts at a suitable difficulty level where required.
- Encourage the uptake and continuation of instrumental music lessons, liaising with parents, pupils, VMTs, academic and house staff to create a coordinated and organised environment for pupils to thrive in their music lessons.
- Take responsibility for aspects of the department's co-curricular output and specific events on the calendar, as agreed with the Director of Music and in collaboration with the Head of Strings and Head of Piano.
- Curate the programme of weekly Lunchtime Concerts in All Saints' Church.
- Participate in regular department meetings, outlining upcoming events and identifying necessary practical requirements and support required from the department.
- Monitor ensemble participation and encourage pupils to join and commit to ensembles, in collaboration with the Director of Music. Particular attention should be given to strengthening small ensemble coaching and chamber music initiatives, in collaboration with the Head of Strings and Head of Piano.
- Encourage pupils to enter local and national music festivals and competitions.
- Work with the Music Department Administrator and all department staff to manage event logistics, including external music exams, and coordinate the maintenance, tuning and inventory of instruments.
- Coordinate with the Director of Music to run the annual Singing competition.
- Some instrumental teaching as appropriate.
- Attend and support the Director of Music at all music department concerts and events throughout the academic year.
- Accompany the department on music tours, both within the UK and internationally, as appropriate.
- Take on duties and responsibilities as shall from time to time be allocated by the Director of Music as appropriate.

Pupil Support:

- Advise the Director of Music on the suitability of candidates auditioning for Music Scholarships.
- Assist in co-ordinating Music Scholar auditions.
- Ensure that all SEND requirements are met with attention to particular implications for practical music.
- Oversee pupils' engagement with music practice.

Head of Instrumental Studies

The Role

Whole School Expectations:

- Participate in the School's Appraisal Scheme and to take advice from the Director of Music and other Senior Colleagues on Professional Development.
- Undertake supervisory staff duties and attend INSET sessions and meetings on days outside full term as announced by the Senior Deputy Head.
- To take on the role of Tutor and complete one boarding / day duty in a House per week.
- As appropriate, be aware of all departmental and school health and safety requirements, including relevant risk assessments.
- Exercise a duty of care to promote the safeguarding and wellbeing of pupils and contribute to the maintenance of a safe and secure school environment.

Making an application

To apply, please complete the online application form. Please also attach a CV and covering letter, addressed to the Headmaster, outlining your suitability for the role.

The application form is available on the Oakham School website under 'Job Opportunities'.

Enquiries:

Contact: John Mountford, Director of Music

Tel: 01572 758526

Email: jm@oakham.rutland.sch.uk

The closing date for applications is Friday 13th March 2026

Under current legislation, we are required to advise applicants that this appointment will be subject to a satisfactory Enhanced Disclosure with the Disclosure & Barring Service. Details of any criminal record (spent or unspent, due to exemption from the Rehabilitation of Offenders Act 1974) must be disclosed at interview. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining a position at Oakham School.

Head of Instrumental Studies

THE PERSON SPECIFICATION

Criteria	Essential	Desirable
Knowledge & Understanding	<ul style="list-style-type: none"> • Excellent performer on principal instrument • Up-to-date knowledge of appropriate teaching resources and examination specifications • Clear understanding of the importance of effective safeguarding 	
Experience	<ul style="list-style-type: none"> • Proven excellence in teaching principal instrument to school-aged pupils • Strong skills in ensemble direction, including planning repertoire and tailoring parts to the pupils' needs 	<ul style="list-style-type: none"> • Teaching in a school setting • Line-managing staff
Skills	<ul style="list-style-type: none"> • Woodwind or Brass player • Excellent communication, presentation and influencing skills with the presence to engage and empower staff and pupils • The ability to create a positive and motivating learning experience for pupils • Excellent planning and organisational skills, with the ability to identify, prioritise and respond to issues with flexible and effective solutions • Good IT skills • The ability to prioritise own time, work under pressure and to deadlines • The ability to contribute actively to the department's development 	
Personal Attributes	<ul style="list-style-type: none"> • Build and maintain effective relationships with staff, students and parents • Holding and promoting a positive attitude • Promoting the caring community ethos of the school and its collegiate approach • An inspirational, committed and highly effective teacher, who is dedicated to achieving the best pupil outcomes whilst understanding the individual journey of each pupil 	
Qualifications	<ul style="list-style-type: none"> • Good Honours degree from a university or conservatoire degree. 	<ul style="list-style-type: none"> • Qualified teacher status and/or PGCE

LIVING AND WORKING AT OAKHAM

We welcome applications from teachers who are passionate subject specialists, willing to throw themselves wholeheartedly into the life of a large and busy 7 day-a-week boarding and day school.



In addition to teaching their subject speciality, teaching staff are Tutors, with between 8–10 pupils in each tutor group.

Members of staff are expected to involve themselves fully in the life of the School, helping with games and other activities outside the classroom. Special skills are welcomed, but what matters most is a willingness to give time and energy generously.

BENEFITS OF WORKING AT OAKHAM SCHOOL

Remuneration and Career Progression

The School operates its own competitive salary structure, which is above the national scale.

School Dining

Staff can enjoy free lunches in the Barraclough Dining Hall during term time.

Any staff required on school business before 7.30am or beyond 6.00pm may also have breakfast and supper.

Sports Facilities

Staff are able to make free use of the School gym, swimming pool and squash courts during specially designated staff times.

Pension Scheme

Flexible Retirement Plan run by APTIS - Up to 18% employer contributions. Salary Enhancement available. Linked Death in Service Benefit is 4 x salary.



ADDITIONAL BENEFITS

- Sick Pay
- Staff Fee Remission for children in the School in accordance with the staff fee remission policy
- An opportunity to join a healthcare Cash Plan Scheme, with an option to include family members
- Personal Accident Insurance
- Cycle to Work Schemes
- Free car parking on School campus

Oakham School offers a beautiful working environment just a few minutes' walk from the historic town centre and amenities.

Oakham itself is a thriving market town with a population of around 11,000.

Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessential English charm.

