



The Purcell School
for young musicians



Head of Boarding House - Senior Girls (currently years 10-12)
(Residential, Non-Teaching)

Permanent, Full-Time Position to start in January 2027



INTRODUCTION

Celebrated throughout the world as a centre of musical excellence, The Purcell School is the most vibrant, exciting and exhilarating place to work or study. We are a close-knit community dedicated to nurturing some of the world's most talented young musicians and we recognize the unique privilege it is to work with these incredibly gifted students.

Our students are the liveliest, most committed and self-motivated young people you could hope to meet. Every day, the School's corridors echo with the sound of extraordinary music as our students prepare for one of the 150 concerts we present every year, both here at School and in the most prestigious venues in London.

It is a working environment quite unlike anywhere else! We want our students to be challenged and inspired by every aspect of their experience here, and we support and encourage staff to achieve this. Academic classes are small, behaviour is excellent and the opportunities for innovative and creative teaching practice are limitless.

If you are committed to providing an outstanding student experience and prepared to play a full part in the life of this extraordinary place, The Purcell School offers you the opportunity to join an exceptional team, serving truly exceptional students in a totally unique environment. I very much hope you will consider making an application to join us.

Kind regards,

A handwritten signature in black ink, which appears to read 'Paul Bambrough'. The signature is fluid and cursive, with a large initial 'P'.

Paul Bambrough
Principal

ROLE DESCRIPTION

Introduction

The Purcell School seeks to appoint an outstanding Head of Boarding House to lead the pastoral life of our Senior Girls' House. This is an important leadership role within a full boarding community of young musicians who are deeply committed to their craft and to one another.

The role requires sound professional judgement, substantial experience of boarding practice and confidence in leading adults within a residential environment.

Life at The Purcell School is shaped by curiosity, dedication, creativity and kindness. Our students are serious about music, but they are also adolescents navigating friendship, identity, ambition and uncertainty. Boarding provides the continuity and stability that allows them to take intellectual and creative risks, practise with focus and feel supported through the inevitable challenges of growing up.

The Head of Boarding House plays a central role in creating an environment in which students feel known, understood and appropriately challenged. Through clarity, consistency and strong relationships, the Head of Boarding House supports students in developing independence, responsibility and confidence, enabling them to flourish both academically and personally.

Working in close partnership with the Director of Boarding and the wider pastoral team, the Head of Boarding House ensures that the lived experience of students reflects the School's commitment to high standards of care, thoughtful structure and genuine warmth. The Head of Boarding House reports to the Director of Boarding and contributes to the consistent implementation of expectations across the boarding community.

While the role does not include a teaching timetable, the Head of Boarding House is an educator within the boarding context and plays a central role in students' personal development, sense of belonging and capacity to engage fully with the opportunities offered by a specialist music education.

The Head of Boarding House contributes directly to the School's compliance with the National Minimum Standards for Boarding Schools and plays an important role in ensuring that safeguarding practice is embedded consistently in the daily experience of students.

The Role

The Head of Boarding House provides leadership of the day-to-day life of the house, establishing an environment in which students feel safe, supported and able to develop increasing independence and maturity. The role requires the ability to combine relational warmth with professional clarity, creating a culture in which expectations are understood, boundaries are consistent and students experience adult responses as consistent and fair.

The post holder leads the house team and is responsible for ensuring consistency of approach in pastoral care, safeguarding practice, behaviour expectations and communication with students and families. The post holder exercises professional judgement in maintaining standards and supporting students' development within a busy residential environment.

Boarding at The Purcell School is distinctive. Students balance academic study with significant individual practice, ensemble rehearsals, performances and auditions. The Head of Boarding House guides students in managing the rhythms of this specialist environment, helping them develop sustainable routines, healthy perspectives and strong peer relationships within a community of high aspiration.

The Head of Boarding House works closely with academic colleagues, safeguarding leads and parents, recognising that boarding is integral to students' wider development and success.

HOW TO APPLY

If you wish to apply, please complete the **School's Application Form** (available on our website) and send it with a **supporting Personal Statement** to the Principal as soon as possible. Please do not send a separate curriculum vitae.

Personal statements should outline your experience and evidence your achievements. If you have a specific area of specialism or industry experience, please demonstrate how this enables you to contribute to an outstanding student experience.

Interviews will explore pastoral experience, the ability to relate appropriately to students and a willingness to contribute to the whole School community. Candidates will be required to bring evidence of identity to the interview.

Deadline for applications: Wednesday 20th May 2026

Interviews to be held on Wednesday 3rd June 2026

Start date: 1st January 2027

Applications should be made to the Principal, sent by email to recruitment@purcell-school.org or by letter to: Recruitment, The Purcell School, Aldenham Road, Bushey, Hertfordshire, WD23 2TS.

Safeguarding

The Purcell School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo all appropriate pre-employment checks, including an enhanced DBS check.

Terms and Benefits

This is a residential role during term-time. The Head of Boarding House is expected to play a full part in the life of the boarding community, including evening and weekend responsibilities, together with scheduled periods away from duty during school holidays and Exeat weekends. A protected 24-hour period off duty is provided each week.

Salary will be commensurate with experience and reflects the seniority and responsibility of the role. The expected range is £34,963 – £40,362 per annum.

Accommodation is provided for the duration of employment. Subject to HMRC regulations, accommodation is provided free of rent, council tax and utilities. Meals are provided without charge in the School dining hall during term time.

The position is subject to a six-month probationary period and regular professional review.

CHILD PROTECTION

The Purcell School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Child Protection policy, which is available on our website, and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post, including records checked and processed through the Disclosure and Barring Service (DBS).

EQUAL OPPORTUNITIES

The Purcell School is an equal opportunities employer and welcomes application from appropriately qualified people regardless of gender, marital status, sexual orientation, race, ethnic origin, colour, nationality, religion, disability or age. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection and recruitment.



Key Responsibilities

Leadership of House Culture

- Establish a structured, supportive and welcoming house environment in which students feel a strong sense of belonging
- Create a culture characterised by kindness, mutual respect and shared responsibility
- Establish clear routines and expectations that support students in balancing musical practice, academic study, rest and social time
- Ensure expectations are consistently understood and upheld by students and staff
- Support students in developing independence, self-discipline and confidence appropriate to their stage of development
- Act as a consistent and professional role model for students and colleagues

Understanding the Specialist Music Context

- Support students in managing the demands of intensive musical study alongside academic work
- Recognise the particular pressures associated with performance, comparison and aspiration
- Help students maintain perspective, resilience and healthy working habits
- Contribute to an environment in which musical excellence and personal wellbeing are mutually reinforcing

Pastoral Care and student Wellbeing

- Build strong professional relationships with students, enabling them to feel known and supported
- Promote emotional wellbeing, confidence and self-awareness
- Support students through both success and disappointment
- Ensure students feel able to seek guidance and support when needed

Safeguarding and Standards

- Take responsibility for safeguarding practice within the house, ensuring concerns are recognised, responded to appropriately and recorded in line with school procedures
- Maintain accurate and appropriate pastoral records, ensuring information is shared appropriately with safeguarding leads
- Exercise professional judgement in recognising patterns of concern and ensuring students receive appropriate support
- Work closely with the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads
- Ensure safeguarding expectations are clearly understood and applied by adults working within the house
- Contribute to a culture in which safeguarding is understood as a shared professional responsibility
- Ensure practice within the house reflects the National Minimum Standards for Boarding Schools

Leadership of Adults within the House

- Lead and support the team of staff attached to the house
- Ensure clarity and alignment in adult response to students
- Communicate expectations clearly and support colleagues in maintaining professional boundaries
- Address concerns constructively and contribute to a reflective professional culture
- Ensure that students experience consistency across adults working within the house

Behaviour Culture and Expectations

- Establish clear expectations that support students' development and wellbeing
- Ensure behaviour is understood within a framework of responsibility, respect and community
- Respond proportionately and consistently to concerns
- Help students develop a mature understanding of freedom, responsibility and trust Partnership with Families and Colleagues
- Maintain open, professional and constructive communication with parents and guardians
- Work closely with academic and pastoral colleagues to support students' progress and wellbeing
- Contribute to a shared understanding of each student as an individual

Contribution to Boarding Development

- Work in partnership with the Director of Boarding to support the ongoing development of boarding practice
- Support ongoing reflection and development of boarding practice
- Support consistency of expectations across the boarding community

Residential Responsibilities

- Maintain a visible and engaged presence within the boarding community
- Contribute to evening and weekend routines as required
- Respond appropriately to the practical needs of students within a residential environment
- Contribute to an atmosphere that is calm, purposeful and supportive

Person Specification

The successful candidate will demonstrate:

- Substantial experience working within a boarding environment
- Strong understanding of adolescent development and the role of boundaries in creating security
- The ability to combine warmth with clarity, consistency and professional judgement
- Sound understanding of safeguarding responsibilities within a school context
- Confidence leading adults and contributing to a collaborative professional culture
- The ability to establish routines and expectations that enable students to flourish
- Strong interpersonal skills and the ability to build trust with students and families
- Emotional steadiness and the ability to respond thoughtfully in complex situations
- Strong organisational skills and reliability
- Willingness to contribute fully to the life of a boarding community

Commitment to ongoing professional development

The following experience would be particularly valuable:

- Teaching experience or recognised professional qualification in education or child development
- Experience working with highly motivated or specialist learners
- Experience contributing to behaviour culture and pastoral systems within a school context
- Familiarity with the National Minimum Standards for Boarding Schools
- Understanding of the developmental needs of young musicians or performers

Musical expertise is not required, but an appreciation of the commitment required to develop as a young musician would be welcomed.