



CHORAL ANIMATEUR

Applicant Pack

November 2021

Welcome note

Lancaster Priory is at the beginning of an exciting new phase of ministry, following the appointment of a new vicar and as it seeks to grasp the challenges and opportunities presented through Covid-19. The Parochial Church Council, with the support of Lancaster Priory Music Trust and the Ripley Trust seek to appoint a Choral Animateur. Lancaster Priory is within the catholic spirituality of the Church of England but holds a diverse community in terms of expression of faith and experience. The Priory offers a supportive team in a thriving musical church, city and context. Music is valued and championed in worship, through concerts and in work with schools and community groups. The successful applicant would find in us a diverse, lively, creative and confident community seeking to embrace the gift of music and mission within our tradition. Thank you for taking the time to explore the possibility of this role.

About this role

Following the effects of the Covid-19 pandemic, singing activities in churches and schools across the UK have taken a big hit. Despite our success in maintaining choral music for worship at Lancaster Priory throughout the last couple of years, our normal avenues for recruitment into the boys' and girls' choirs have not been possible; consequently, both treble lines have very low numbers and this needs to be addressed urgently. With a combination of remote learning and the serious concerns about the safety of singing activities, many children have done very little singing, in school or elsewhere, for nearly two years.

Thanks to time-limited project funding from the Ripley Educational Trust, we are seeking to appoint a Choral Animateur on a flexible, part-time, fixed-term contract from January to July 2022. The successful candidate will forge relationships with primary schools in the city, especially those who care for the most disadvantaged children in the city, and offer their time free of charge to these schools to lead singing activities, establish and run school choirs, and support classroom teachers in integrating singing into their daily practice. They will also be responsible for recruitment into the Priory boys', girls' and children's choirs, aiming to get the two treble lines to a sustainable level of at least twenty choristers in each. The appointee will

assume responsibility for Directing the Priory Children's Choir on Fridays, 4pm-5pm; it is essential that the successful candidate is available at this time each week.

Supported by our very experienced Director of Music, Don Gillthorpe, the Choral Animateur will have a great deal of flexibility to design and implement an innovative programme for the benefit of the children in the Lancaster area and secure the centuries-old choral tradition here at Lancaster Priory.

Music at Lancaster Priory

Choral music plays a large part in the weekly pattern of worship at Lancaster Priory. The Music Department currently comprises two salaried posts – a part-time Director of Music and a part-time Organist. There are treble lines for both boys and girls with an ATB back row singing with both treble lines.

The choirs are made up of local schoolchildren, volunteer adult singers, both men and women, Junior Choral Scholars in school Y10 and above, and Senior Choral Scholars drawn from Lancaster University. There is also a Children's Choir which functions as a training choir before choristers join the treble line. The Occasional Singers—a choir made up from volunteer members of the congregation—cover for the robed choir's absence during school holidays and are rehearsed by the Priory Organist. We frequently host visiting choirs for services and concerts throughout the year.

There is capacity for three Organ Scholars at any one time, all funded by the Duchy of Lancaster; the Organ Scholars are taught by Ian Pattinson (FRCO). Personal development and education are a high priority. Funded by grant-making bodies, Choral Scholars receive regular lessons from experienced opera singers, Christopher Steele and Sarah Jillian Cox. The Choir are always pleased and proud that the young people who join from primary school grow in both musicality and faith; they frequently stay until they go to university and, for some years, choristers have gone on to win prestigious choral and organ scholarships as well as studying music in universities nationwide. It is wonderful that so many of our alumni return to sing whenever they are back in Lancaster for university holidays.

The choral repertoire is varied, ranging from plainchant and renaissance polyphony through to modern works by living composers. Voluntaries are planned in advance to complement Mass and Evensong settings. Twice yearly a Jazz Mass is sung by the Choral Scholars and accompanied by local jazz musicians. The Director of Music's new Jazz Missa Brevis was published by Sing for Pleasure in 2020. Recently, Lancaster Priory has developed a reputation for commissioning of new music including Oliver Tarney's *Missa Media Nocte* published by OUP in 2019. To support some Festal services, an orchestra of local professional musicians is brought in to enhance the musical offering.

The choir gives two extremely popular Christmas Concerts each year accompanied by the Festival Orchestra and joined by local primary school children. Each September, to celebrate the Priory's Patronal Festival, a week-long Festival of Song is produced which culminates in a large-scale choral and orchestral concert. In recent years this Festival has featured daily lunchtime and rush hour concerts, late evening concerts, panel discussions, school workshops, masterclasses for choral scholars and come-and-sing events.

Key requirements

The Choral Animator will be a committed, enthusiastic musician and leader who can inspire children and communicate with energy, conviction and sensitivity. It is essential that the successful candidate has a detailed understanding of choral music in the Anglican tradition.

You will be organised, skilled and confident in the use of technology, receptive to new ideas and be able to work both independently and as part of a team of professionals dedicated to the musical development of children and young people.

Lancaster Priory is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit Lancaster Priory. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties and training commensurate with their specific role.

The offer of this position will be subject to satisfactory references, the completion of a self-declaration form, an 'Enhanced plus barred lists' DBS disclosure and the agreement to abide by Lancaster Priory's safeguarding policy. The successful candidate will be required to complete induction training covering Priory policies and procedures.

For further information please see the job description and person specification.

Application information

Closing date: Tuesday 30th November, 2021, 5pm

Interview date: Saturday 4th December, 2021

To arrange an informal discussion and further information about the role available, please contact Don Gillthorpe at DoM@lancasterpriory.org.

Our method of application is by application form and covering letter. CVs will not be accepted in place of an application form.

You will be notified of our shortlisting decision via email, so please check your email on a regular basis after submitting your application. The interview will include a 20-minute singing session with some of our choristers.

Should you require application forms in an alternative format, or any adjustments to be made throughout the application process or upon appointment, please contact DoM@lancasterpriory.org and we will make every effort to meet your specific requirements.



JOB DESCRIPTION

CHORAL ANIMATEUR

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Role details

Job title	Choral Animateur
Contract	<p>Fixed-term, part-time appointment from 03/01/2022 to 24/07/2022 (29 weeks, including 3 weeks' holiday, to be taken in school holidays)</p> <p>Fixed salary of £8700, paid in equal monthly instalments over seven months (£25 per hour)</p> <p>Fixed commitments: Fridays in school term time 3.30pm-5.30pm <i>(Children's choir rehearsal and a weekly line management meeting)</i></p> <p>10 additional flexible hours per week at times to be agreed with the postholder.</p> <p>Reasonable travel expenses within Lancaster (calculated from Lancaster Priory as the base) will be covered.</p>
Organisation	Lancaster Priory PCC
Location	Peripatetic: focused on schools in the Lancaster area, with Lancaster Priory as a base.
Responsible to	The Parochial Church Council via line manager Don Gillthorpe, Director of Music

Role Purpose

To deliver:

- Weekly rehearsals for the Lancaster Priory Children's Choir (Fridays, 4pm-5pm).
- Regular specialist singing activities, collaboratively with class teachers, for groups of children at Key Stage 1/2 in Lancaster Schools.

- Weekly rehearsals for school choirs in Primary Schools that would like to establish a new group in their setting.
- Recruitment events for Lancaster Priory boys' and girls' choirs, in conjunction with the Director of Music and Organist.
- CPD opportunities to develop teacher/TA knowledge and skills and ongoing support to build confidence to lead singing in their classroom by working collaboratively with them.
- Opportunities for children to share and celebrate their singing with each other and the community through large-scale celebration performances.
- Targeted support and/or singing lessons to Priory choristers, by arrangement with the Director of Music.

Role Responsibilities

- To be actively involved in the creation and delivery of a new primary vocal programme and the development and delivery of a CPD programme for teachers.
- To deliver whole class singing sessions engaging collaboratively with their teacher – actively encouraging their continual professional development.
- To ensure that all pupils taught have the opportunity and encouragement to attend the relevant Lancaster Priory choir.
- To be responsible for recruitment into the Priory boys', girls' and children's choirs, aiming to get the two treble lines to a sustainable level of at least twenty choristers in each.
- To organise and lead large-scale celebration performances, bringing together children from different schools.
- To create and maintain a good professional working relationship with staff, pupils and parents in schools and communities.
- To run the Lancaster Priory Children's Choir, for 1 hour, once a week in term times.
- To attend occasional Sunday/Feast day commitments by arrangement with the Director of Music, especially those which involve the Children's Choir.
- To complete appropriate documents as required by schools and Lancaster Priory for efficient and effective teaching.
- To monitor and assess the children's progress within the broader offer, celebrate success and put a plan in place to improve where necessary.
- To participate in required quality monitoring and assessment procedures. To ensure good professional relationships with pupils, schools and with correct concern for pupils' health and safety and safeguarding.
- Maintain close cooperation and productive relationships with your colleagues and ensure good communication and effective working with the Lancaster Priory team.
- Undertake any other duties appropriate to the post as required by the Director of Music.
- Lancaster Priory is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To adhere to the safeguarding policy and undertake training as required to ensure the safeguarding and well-being of children and young people.



PERSON SPECIFICATION

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The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have to perform the job.

Essential criteria

- A broad sympathy for the life and mission of the Christian Church.
- Animateur/vocal leading experience with young people
- Vocal knowledge and expertise
- A detailed understanding of choral music in the Anglican tradition
- Proficiency on the piano, sufficient to accompany class singing and lead choir rehearsals from the piano.
- Understanding of vocal pedagogy and its practical implementation
- Ability to motivate and inspire high expectations of self and others, especially young people
- Knowledge and understanding of relevant educational issues, including access, equality and inclusion, safeguarding and health and safety legislation
- Appreciation of a wide range of musical styles and cultures
- Ability to work both independently and cooperatively as part of a team.
- A good team player with the ability to relate equally well to paid and voluntary staff
- Excellent interpersonal and communication skills
- Commitment to raising educational standards
- Commitment to music education values and ethos
- Commitment to continuous professional development
- Highest possible standards of personal hygiene and dress
- Full Driving Licence, access to a car, and the ability to travel effectively throughout Lancaster

Desirable criteria

- Music degree or other vocal/choral qualifications

- Proficiency on the organ
- Performance or teaching diploma or equivalent
- Whole-class animateur/vocal leading experience with KS1/2 classes
- Experience of teaching in an SEND setting
- A practising Christian who will help support a department where the Christian Faith is central to the overall development of children, young people and adults.

Health and safety at work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Lancaster Priory's Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post.

Potential hazards and risks

The potential significant hazard(s) and risk(s) for this job are identified below. The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

1. Work with vulnerable children or vulnerable adults
2. Working with challenging behaviours
3. Regular manual handling (which includes assisting, manoeuvring, pushing and pulling)
4. Face-to-face contact with members of the public