



# Appointment of Head

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# About The Yehudi Menuhin School

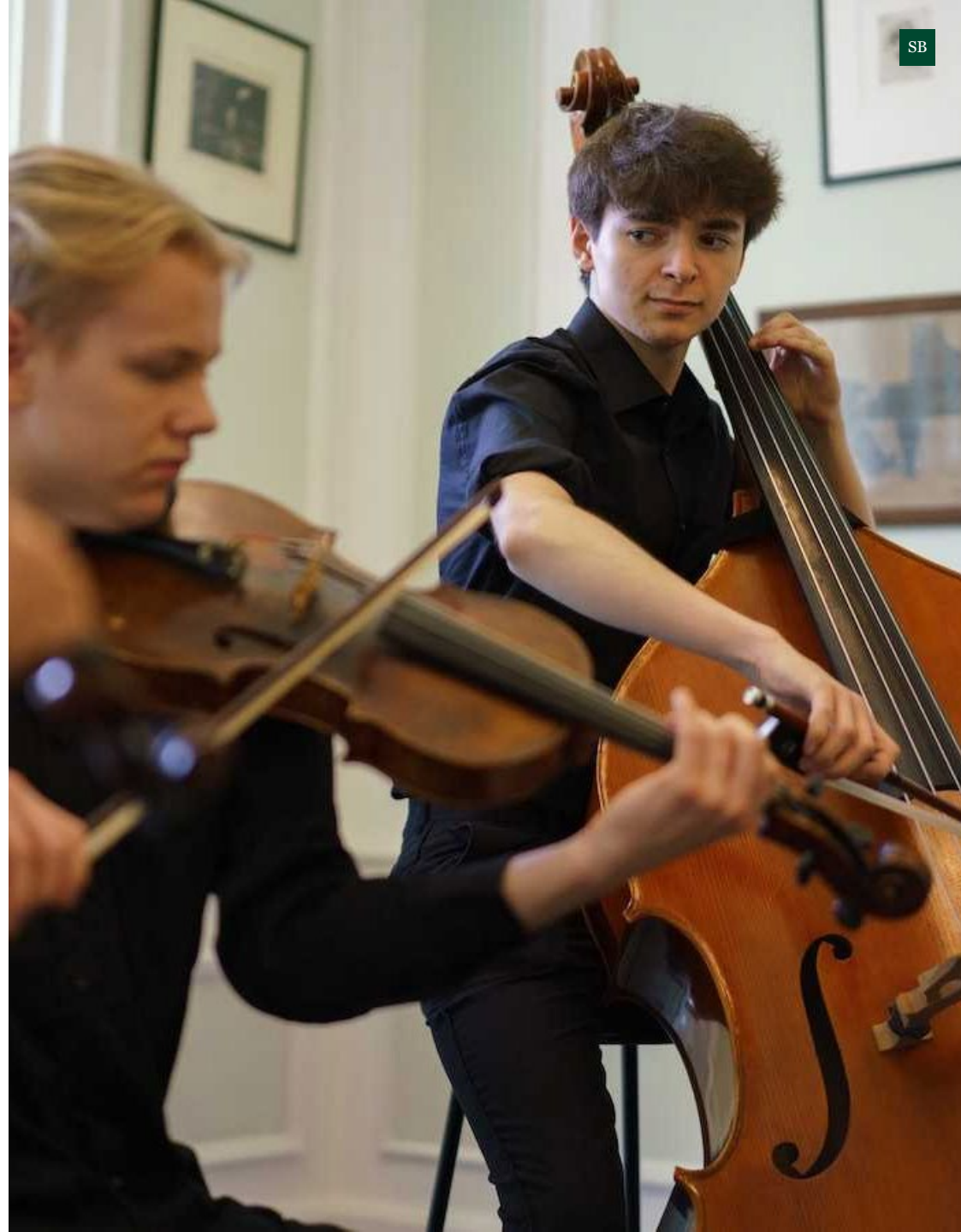
Founded in 1963 by celebrated violinist Yehudi Menuhin, the Yehudi Menuhin School (YMS) is a co-educational day and boarding school which provides a place for musically gifted children from around the UK and around the world to develop their talents to the highest level, regardless of their economic background.

Today's school provides a holistic education for around 88 exceptional young musicians aged from 10 to 19, with specialist tuition in strings, piano, classical guitar, harp and composition. Each pupil has a personalised timetable and splits their time between academic and musical studies. There are many opportunities to perform in front of an audience, with concerts taking place regularly in the award-winning Menuhin Hall, as well as in local schools, care homes, and churches, carrying on Menuhin's belief in the importance of giving back to the community.

YMS pupils are world-class musicians, with alumni going on to many leading music education destinations and conservatoires. YMS alumni have achieved great success as soloists, chamber musicians, orchestral players, and teachers with notable names such as Nicola Benedetti, Tasmin Little and Nigel Kennedy. It is a testament to YMS's ethos that many of its alumni, including world-leading performers, return regularly to the school to perform and teach masterclasses.

## Location:

The school is situated on a beautiful site just outside Stoke d'Abernon, near Cobham in Surrey. London's major airports are easily accessible and Waterloo is 40 minutes by train from Cobham station.



# About The Yehudi Menuhin School

At YMS, the focus is not just on producing musicians with outstanding technique, but also on nurturing the creative spirit of the students, helping them to find their own place in the world of music, whatever that may be. The school's small size means that pupils are provided with a supportive learning environment and a bespoke timetable that maximises the individual attention they receive from the teachers. Through in-depth tutelage and a wide variety of performance experiences, pupils learn who they are as musicians and are instilled with the importance of sharing their gifts with the community.

As with musical studies, academics at YMS focus not only on high standards, but also on creativity and personal growth. The curriculum is rich but concentrated in order to achieve balance and do justice to both the musical and general education of each pupil. Pupils are given individualised timetables, providing sufficient time for learning, practising, private study, and relaxation alongside a range of co-curricular activities to gain valuable skills outside of classroom, build confidence, and create lifelong memories.

All but a handful of YMS pupils are boarders, and boarding has always been at the heart of Yehudi Menuhin's holistic vision for the school and at the centre of YMS's family ethos. Day pupils are fully integrated into YMS's houses and included in all day-to-day house activities, sharing use of the boarding spaces alongside their own additional common room. The boarding houses open onto large fields, allowing pupils to make the most of the beautiful 18-acre site.

YMS is dedicated to developing the musical potential of gifted young people, regardless of their financial background, both for their own fulfilment and for the benefit and enrichment of others. The school is currently at a real inflection point of growth and ambition, with the following fundraising priorities:

## Bursaries

Yehudi Menuhin's vision was that no pupil should ever have to turn down a place at the school due to lack of finances. Nearly 60 years on, YMS remains faithful to that ethos: pupils are admitted based on their talent and potential, not their ability to pay the fees. A Yehudi Menuhin education is truly transformative, and these bursaries are life-changing for their recipients. There are ambitious bursary fundraising schemes to ensure the provision can continue.

## Annual Fund

YMS relies on donors to contribute up to a quarter of the school's annual budget, playing a vital role in supporting the next generation of great performers and teachers. Donations to the Annual Fund allow the school to direct funds to those areas of greatest need and seize opportunities as they arise, such as competition entries and opportunities to participate in masterclasses or tours. Annual fund donations go towards a wide range of projects and help ensure that pupils have outstanding facilities in which to live and learn.

# About The Yehudi Menuhin School

## The Menuhin Hall:

The Menuhin Hall is a world-class auditorium seating an audience of up to 300 and with a platform that can accommodate an orchestra of up to 45 musicians. It was built on the School estate as a memorial to Yehudi Menuhin, opened in January 2006 and puts on over one hundred concerts a year. Fittingly, Yehudi's grave is in the school grounds, close to the Hall that bears his name.

The Hall has been acclaimed by all in music performance and recording and has won several prestigious architectural awards. It is an integral component of musical performance education for the School's pupils, who benefit through development of their performance skills. The Hall also attracts internationally renowned musicians. The School has established a small trading company (YMS Enterprises Limited) through which commercial activities are channelled.

The Hall has a permanent staff who are jointly employed by YMS Enterprises Limited and the School. Further information on the Menuhin Hall and its activities can be found here:

<https://themenuhinhall.co.uk/>

## The Friends of the Yehudi Menuhin School:

The Friends, incorporated as a separate but linked charitable company, comprise over 700 supporters and patrons of the school, who provide a regular and supportive audience for pupils' concerts and other events at the Menuhin Hall. The Friends also support the school through bursaries and other funding projects, as well as by providing much administrative assistance.

## Junior Menuhins:

These exciting new programmes launched in 2023 help younger children develop a love of music, creativity and expression in a fun and safe community environment. These programmes are 'Baby Menuhins' (6 months to 4 years), 'Mini Menuhins' (4 to 7 years) and little Menuhins (7 to 11 years). More information can be found here: <https://menuhinschool.co.uk/junior-menuhins>



# Admissions and the Music and Dance Scheme

Entry to the School is open to any candidate between the age of 8 and 16 years. Although most pupils join the School in September, it is possible to enter in January or April if there is a vacancy. Selection of pupils to the School is by a series of auditions and a school stay, which seek to assess musical ability and identify outstanding potential. An invitation to a full audition at the school will follow a preliminary assessment by the Director of Music.

For the preliminary assessment applicants are usually asked to submit a recording of contrasting pieces of their own choice played on their first instrument. However, for those candidates who live reasonably close to the School, the Director of Music is happy to listen to a prospective candidate in person at the School.

At the full audition, which is always conducted at the School, applicants are asked to play two contrasting pieces of their own choice from different stylistic periods and undertake sight-reading and aural/oral tests.

For the final stage of the selection process, candidates are invited to stay at the School for several days to take part in the life of the School and have instrumental and academic lessons before a final decision is made.

No formal academic assessment takes place, although applicants are inevitably assessed informally during the academic lessons which they attend. However, the decision whether or not to offer a place is based purely on the School's assessment of musical potential and the candidate's desire and suitability to undertake a specialised course.

The vast majority of UK pupils qualify for financial support from the Music and Dance Scheme and parents pay a contribution to the cost of their child's education according to their ability to pay. The Department for Education currently provides means-tested financial support for sixty-one pupils who meet the qualifying criteria. The School aims to support international pupils who do not yet meet the residency criteria (2 years residency in the UK or 2 years boarding at the School) with its own means-tested bursaries, with parents meeting the balance from their own funds or with the assistance of sponsors or benefactors in their own countries or in the UK.





# YMS Qingdao School

YMS had long been looking for an opportunity to establish a presence in China and this finally came true in September 2022. Menuhin himself visited China several times and the decision to establish YMS' first overseas sister school in China was driven by both a special emotional attachment to the country and strategic considerations.

When Mr. Kong, Chairman of the Qingdao Urban Construction Group, expressed his intention to collaborate in an initiative to establish a Menuhin school in China, YMS was enthusiastic about this partnership and keen to explore the possibilities.

YMSQ is located in Qingdao, a beautiful coastal city in Shandong Province, situated between Beijing and Shanghai. YMSQ has attracted talented young musicians from all over the country. Furthermore, Qingdao is one of China's major art and culture centres and the cultural infrastructure there benefits from the support of the Chinese Government.

The architectural design and the comprehensive range of facilities of YMSQ are remarkable and the acoustic design of the complex was done by the internationally-renowned Japanese expert Yasuhisa Toyota.

YMSQ, which opened in September 2022 already has around 120 students. Currently, these are all young musicians from China but, over the next couple of years, it will gradually expand the admissions to attract students from East and South East Asia.

The aim is to have student roll of 320 students by 2024, achieving the objective of the first phase of the School's strategic plan. The School has a capacity of 850 students. YMSQ now offers a comprehensive range of music majors, including Strings, Woodwind, Brass and Keyboard. With the school's development, it will embrace all instrumental and vocal disciplines.







# The Role

YMS now looks to appoint a new Head for September 2024 and seeks an inspiring, engaging and collaborative leader with a passion for music and a total commitment to the aim and values of YMS. The successful individual will bring strong strategic expertise, business acumen and the cultural sensitivity to lead a community of highly gifted staff and pupils. Essential to the success of this role will be the ability to consult, assemble ideas, facilitate discussion, and ensure that decisions reached are pressed through to actions in fulfilment of the School's strategic vision.

### Key Responsibilities:

- As the School's Chief Executive, providing professional vision, leadership and direction to support the continual development and enhancement of the school, in line with its educational principles
- Maintaining a strong and empathetic relationship with the Director of Music to ensure the success of the school, and balancing the competing need for creative vision and practical strategy
- Recruiting and developing a collegiate leadership team that can deliver the School's overall vision whilst ensuring that the musical education remains at the forefront of its focus and reputation.
- Taking overall responsibility for the developing School's financial plans and for managing annual budgets, working with and supporting the Bursar
- Play an active role in the development and implementation of the new commercial programmes that the school is introducing
- Ensuring compliance with all relevant legislation, including the implementation of the School's Safeguarding and Health and Safety Policies
- Maintaining the highest standards of management, teaching and learning and pastoral care throughout the School
- Exemplary diplomacy with the Department for Education; cultivating and developing influence with the Music and Dance Scheme
- Being a strong presence and figurehead at all YMS events and engaging with audiences and performers.
- Play an active role in the development of the China franchise in Qingdao and to be on the board of YMS China



# The Role

## Key Responsibilities - Marketing and Fundraising:

- Playing a leading role in fundraising and advocacy for the School, alongside the Development Office
- Marketing the School and raising its wider public image locally, nationally and internationally in partnership with the Director of Music, the Director of Studies and the Development Director
- Cultivating warm professional relationships and open lines of communication with governors, parents and guardians, past pupils, the Friends of YMS, Conservatoires and other supporters of the School
- Being a strong presence and figurehead at all YMS events and engaging with audiences and performers.

## Reporting Lines:

The Head is supported by the Leadership Team, comprising the Director of Music, the Bursar, the Director of Studies, the Development Director, the Pastoral Lead and the Head of Boarding who are accountable to the governors and report to the Head. The Leadership Team is a collaborative group of experienced and enthusiastic colleagues who are supportive and respectful of each other, and who meet regularly together for briefings and individually with the Head when any specific matters in his/her area can be raised and discussed collegiately.

In particular, the relationship between the Head and the Director of Music is fundamental to the success of the School with the latter needing to enjoy a great deal of individual responsibility for the musical education and programme of concerts/performances and assessments which characterise the year in a specialist music school. While the Head is undoubtedly the Head, the two posts complement each other and the Head's approach must be that of 'primus inter pares' such that the pupils, staff and leadership all recognise that the structure of a specialist music school needs to be different from that of a more conventional school in order for it to achieve its dual objectives of both music and academic excellence coupled with excellent pastoral support in all areas.





# Person Specification

YMS are seeking an individual who will bring a commitment to the aims, ethos and values of the School and who will exude a passion for music and hold a deep respect for elite musicianship.

## Candidates will:

- Have a proven capability in a school leadership role, with a good honours degree and a knowledge and understanding of the current educational landscape
- Bring experience of, and genuine commitment to, boarding and co-education in the independent sector and be passionate about the education of children and young people, particularly those who are gifted and talented
- Bring an understanding of the issues surrounding the education of gifted and talented pupils and with an instinct for the recognition and fostering of talent in pupils
- Demonstrate a strong command of financial accounts and budgets, with the ability to lead the school's financial strategy
- Be able to make a strong contribution to fundraising and be a strong presence at fundraising events in tandem with the Development Director
- Bring a strong commercial acumen to market and develop the School accordingly
- Be capable of assuming responsibility for the school's strategic planning, with the help of and in association with the Director of Music, the Director of Studies, the Bursar and the Development Director
- Be able to balance the hands-on nature of headship in a small school with the need for autonomy amongst senior staff members
- Have an understanding of the wider political environment in which the School operates, and of the Music and Dance Scheme in particular
- Be well disposed to former pupils and imaginative about ways of communicating with them, encouraging their continued interest and support

## Personal Attributes:

- Have a consultative, collaborative and trusting management style combined with the ability to head a strong Leadership Team and a committed staff
- Have the authority, ability and inter-personal skills to inspire confidence in pupils, staff, parents, governors and supporters, including donors and the Friends of YMS
- Possess the ability to listen to different points of view, weigh up the arguments effectively and make good decisions which can be understood and supported by the school community
- Be a confident and capable public speaker, and an articulate and effective communicator
- Intellectual acuity and emotionally intelligent
- Personable, collaborative and a good listener
- Facilitator of discussion and decision-making, and leader with courage and authority once decisions have been made.
- An impeccable role model, setting high standards for themselves and others
- Self-aware, adaptable and versatile
- Highly committed with much stamina and resilience under pressure



# Terms of Appointment

The position attracts a salary commensurate with its status and responsibilities. The Head's remuneration is reviewed annually with effect from 1st September.

The Head will be provided with a modern four-bedroom house on the School estate, where they will be required to live during term time and to entertain visitors and others as appropriate, for which an entertaining budget, agreed in advance with the Governors, will be available. The Head's accommodation is provided free of rent, utilities or council tax. Relocation expenses will also be covered.

The School currently participates in the Teachers' Pension Scheme and the post is pensionable under the Teachers' Superannuation Regulations. Private medical insurance under the terms of the Key Staff Scheme is provided for the Head and (at a discounted rate) for their spouse or partner.

The nature of the post requires essential attendance at evening and weekend functions and the Head will be required regularly to spend time during school holidays in the management, organisation and administration of the School.

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*Promoting equal opportunities is fundamental to the aims and ethos of The Yehudi Menuhin School. The School has a commitment to champion equality of opportunities throughout the community and actively promotes active co-operation and collaboration among all pupils and staff. YMS recognises the enormous benefits of diverse leadership. We actively and warmly encourage applications from a wide range of backgrounds.*

*Yehudi Menuhin School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share in this commitment. Any offer of employment made will be subject to receipt of satisfactory references and the satisfactory outcome of a Disclosure and Barring Service (DBS) check with children's barred list.*

*In line with the latest Keeping Children Safe in Education guidance, YMS will be conducting a search of online records that are publicly available e.g., LinkedIn, news articles, etc. Such searches are only being conducted on candidates who have been successfully shortlisted and all data will be held securely in line with data protection regulations. Any concerns identified during such searches will be discussed with the candidate during the interview.*

# How to Apply

Saxton Bampfylde Ltd are acting as an employment agency advisor to The Yehudi Menuhin School on this appointment.

Candidates should apply for this role through our website:  
[www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code LADANB.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

\*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application.

The closing date for applications is noon on Wednesday 10<sup>th</sup> January.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



# Saxton Bampfylde

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