



Choir Church Choral Director



January 2023 – On-going



Welcome from The Dean, the Very Reverend Peter Howell-Jones

Thank you for your interest in the positions of Self Employed Choir Church Choral Director with Blackburn Cathedral. This collaborative project is a direct response to the Diocesan Strategy Vision 2026 and seeks to build on the strong musical tradition here at Blackburn Cathedral and indeed across the Diocese. As we prepare to work differently following the challenges of COVID-19 we are seeking energetic, faithful and innovative Choir Church Choral Directors with the experience, skills and flair to contribute to the delivery of this inspiring project for the benefit of all across the Diocese.

We are working towards being a Cathedral that has values rooted in the person and life of Jesus Christ and in the community that he builds which we summarise as: proclamation, joy, love and self- giving service.

Our website www.blackburncathedral.com will provide you with a glimpse of who we are as a community.

If you would like further information, please contact Dr Rebekah Okpoti, our Choir Church Coordinator, on 0751 622 4815.

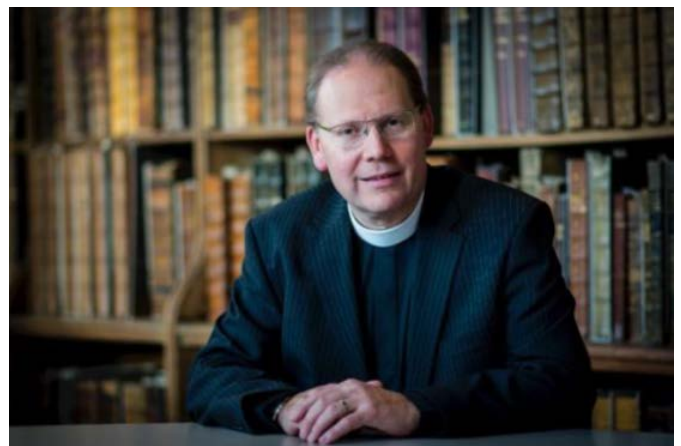
Once again, thank you for your interest. With every blessing,

The Very Reverend Peter Howell-Jones

Dean of Blackburn

Background Information

Blackburn Cathedral is one of England's newest cathedrals, yet it is one of the country's oldest places of Christian worship. Blackburn Cathedral is a living community of prayer and worship, a centre of excellence in Church Music, education and community engagement and plays a key role as the Mother Church of the Diocese of Blackburn serving the Christian and wider community across the whole of Lancashire. It is also the most prominent of Blackburn's heritage assets and tourist attractions, and a key cultural venue for Blackburn and the wider county of Lancashire.



This appointment comes at a strategic moment in the Cathedral's life as Chapter considers its long- term strategic plan as we emerge from the challenges of the last few years and prepare to reignite delivery of our strategic plan.



Blackburn Cathedral is set in a multi-faith urban context which has recently undergone significant renewal and development. The creation of a new Cathedral Close with a mix of spaces has provided a greater sense of place and focus within the town, including the adjoining Cathedral Square which provides a gathering place and a location for numerous public events throughout the year.

Blackburn is an increasingly diverse town, with positive and creative partnerships. The Cathedral sees itself as a significant partner in the life of the town and is seeking to develop partnerships further during the next few years, positioning itself as a Cathedral for the whole borough and indeed the County.

Vision, Purpose and Values

Our Vision, Purpose, Values and critical projects can be found on our website:

https://blackburncathedral.com/single/wp-content/uploads/2019/10/BC_strategy.pdf

The 2021 Accounts can be found at:

<https://blackburncathedral.com/single/wp-content/uploads/2022/05/Blackburn-Cathedral-ARA-2021.pdf>

The Cathedral's Vision and Strategic Plan is very closely aligned to the Diocesan Vision 2026: healthy Churches Transforming Communities. The impact of Vision 2026 is evident in the growing ownership of the Vision themes, especially church planting, across the diocese. The diocesan target of planting 200 new local congregations is established with at least 100 congregations planted. [Information about Vision 2026 can be found here.](#)

Choir Church is an expression of this church planting strategy and is designed to be a catalyst for mission and growth for those churches whose tradition is central Anglican or Anglo-Catholic. Each Choir Church will have a Vision statement promoted prominently to motivate and drive the intentional mission focus.

Choir Church will build partnerships between parishes, schools and families in order to plant new midweek congregations built around the Eucharist, using the Anglican choral tradition with an emphasis on social action to make new disciples of Jesus Christ.

The vision of Choir Church is to show and tell the good news of Jesus by:

- Deepening the life of prayer through active discipleship, grounded in the sacraments
- Growing and planting congregations, in which new people encounter Jesus
- Organising for justice: being a church which is of and for the poorest

By planting new congregations using music and community organising as an evangelistic tool, we will pioneer a holistic approach to discipleship on a Diocesan scale for the first time. Our approach takes its learning from three individual parishes in London where Choir Church has been planted successfully, with impetus given by the Gregory Centre for Church Multiplication. This impetus partly results from St George-in-the-East (the founding parish where Choir Church was developed) being designated a Resource Church. We will innovate a Diocesan initiative with a scale-up which is unprecedented within the Church of England, with the support of the Choir Church Foundation and with the initiative being led by Blackburn Cathedral.

Inspiring Children and Young People.

Through Vision 2026, the diocese is pursuing a step change in work with children and young people. This is a strategic priority under Vision 2026 with a target of encouraging established and new opportunities for young people to come together in community and experience faith and a sense of belonging.

The Diocese has a strong tradition in this area. The work of our Diocesan Board of Education is, in many respects, pioneering in the ways it supports ministry to children and young people with effective resource and training (<https://www.bdeducation.org.uk/youth> <https://www.bdeducation.org.uk/children>). In the Spring of 2022, a range of clergy study days were held to encourage parishes to prioritise work amongst the young and giving practical ways for churches to implement this work by sharing good practice across the Diocese. We have recently launched Learning Communities to foster this work and are rolling out Youthscape's Launchpad programme around our Diocese. The SDF funded 'Lighting Up New Generations' project at Blackburn and Blackpool is role modelling effective ministry to the young for our parishes.

The Diocese of Blackburn has a strong and thriving family of church schools. There are 190 in total with 95% of our heads being practising Christians. This means that school leaders are committed to the wider mission of the Church and that there are strong partnerships between churches and schools. These relationships provide a basis for the current project.

This proposal is aiming to reach the following key areas and demographics:

- Younger people, children, and their families
- Lower income communities
- UKME/Global Majority Heritage population communities

Job Description

We are looking to recruit a faithful and experienced choir and singing trainer to join the Choir Church team. The leader will embed excellent choral singing in the school as part of a network of musicians, and work with the Vicar and Head Teacher to prepare the choir to lead monthly acts of worship as part of a new congregation. Choir Church is part of an innovative project across Lancashire, with the support of Blackburn Cathedral and Blackburn Diocese.

Start date: January 2023 on-going

Working day: Between 1-3 days per week (days and number of days negotiable)

Working commitment: Weekly classroom singing with each year group, after-school choir meeting regularly for worship, team

meetings and administration between 44 -132 days per year

Salary: between £7,000 PA, up to £21000PA dependent on how many days per week. Payable by monthly invoice as a Self Employed Musician.

Line Management: Choir Church Coordinator

Safer Recruitment: **Enhanced DBS (Child workforce)**

Deadline: January 3rd

Interview: January 2023 – on-going until posts filled

Job Overview

- To visit partner schools to lead high quality weekly timetabled choral singing sessions.
- To prepare the children in partner schools for an annual Choir Church festival using the prepared music and curriculum. All partner schools will participate in the Choir Church festival.
- Direct after-school choir at the partner school, which will rehearse weekly and participate in monthly midweek school-based Eucharistic worship.
- Nurture relationships with Head Teachers and parents around individual children who may benefit from further singing with the cathedral choirs.
- Contribute to the musical life of Blackburn Cathedral.
- Provide continued professional development to staff in partner schools in singing leadership.
- Encourage children, schools, churches & families in their faith journey.
- Help to spread the Gospel of Jesus Christ through Choir Church

Main Purpose of Job

In collaboration with the Parish Priest and Head Teacher, the Music Director will support the planting of a new local congregation using the Choir Church model and to do so by working in close partnership with Choir Church, the Diocese of Blackburn, Blackburn Cathedral and local parishes through a Choir Church Learning Community. The Music Director will teach music designed to share the Christian faith.

Bishop Philip North: “This is a fantastic initiative; we are delighted to be pioneering Choir Church in our Diocese on a scale never before attempted. With our Choir Church Project we aim to connect home, church and school in a fresh approach to outreach; providing opportunities in places where they may not be available otherwise.”



Our vision

Our vision is to show and tell the good news of Jesus Christ by...

- deepening our life of prayer through active discipleship, grounded in the sacraments
- growing and planting congregations, in which new people encounter Jesus
- organising for justice: being a church which is of and for the poorest

Choir Church is to encourage and support children & their families formed in faith through teaching and musical worship of the highest order.

We want to see the wider community newly engaged in the life of the Church. We want to see the relationship between local churches, cathedrals, and schools encouraged, strengthened and renewed.

About Choir Church

What is Choir Church?

Choir Church is a model for new worshipping communities, built around children's choirs in schools, led in partnership with local churches. It offers worship, musical excellence, and spiritual formation designed to build and grow congregations, working for social justice. While it is principally school-based, its worship is open to the wider community of parents, teachers, neighbours and friends.

The first Choir Church was planted in St George-in-the-East in 2016. Its model was shared with other parishes in London as St George's was designated a Resource Church. The Choir Church Foundation has since been established to support parishes and Dioceses across the country wishing to plant congregations using Choir Church.

Choir Church has four elements:

- Local school Choir Church builds a new congregation around a children's choir based in a school, which may or may not be a church school
- Eucharist A children's choir sings in a Eucharist which is open to all – parents, teachers, and neighbours, including a 'planting team' of existing worshippers
- Choral excellence Children learn a wide range of liturgical music, with the English Choral Tradition at its heart, equipping them musically for worship and life
- Social justice The congregation is built and developed using the practices of community organising, so it can work with its neighbours to act on Jesus' command to challenge injustice

"Music is a powerful evangelistic tool for the church, and generations of families have come to faith through their children singing in choirs. Choir Church is bold about putting singing, sacrament and justice at the heart of turning hearts and minds to Jesus. – Tom Daggett Choir Church Foundation"

Choir Church is a model for new worshipping communities, built around children's choirs based in schools, led in partnership with local churches. It creates inclusive, family-oriented acts of worship, brings musical excellence to schools, and builds spiritual formation of children and their families. Choir Church congregations are deeply rooted in their communities, and work together for social justice. While Choir Church is principally school-based, its worship is open to the wider community of parents, teachers, neighbours and friends. Choir Church is grounded in the English Choral Tradition, and uses the rich musical heritage of singing to deepen faith.

Choir Church is being established in schools across the Diocese of Blackburn as part of Vision 2026, with support from the Church Commissioners' Innovation Fund, the Diocesan Board for Education, and the Diocesan Board for Finance. Choir Church is a partnership between a parish school, and church. Other partners who will offer support include Blackburn Cathedral and the Choir Church Foundation.

More information on Choir Church can be found on www.choirchurch.com.

We are looking for someone who can:

We are looking for an experienced choral leader who can deliver high-quality singing for different year groups, as well as launch and lead an after-school choir, which will be led collaboratively with the Parish Priest and a planting community, including parent volunteers. The function of the choir will be to provide music for monthly acts of worship in school, as well as pursue enrichment and performance opportunities further afield, and to connect with other community groups.

The weekly after-school choir will include 45 minutes of rehearsal, some interactive teaching to prepare children for worship, and games and refreshments. We are looking for someone who can balance high musical standards with fun and informality, in order to create a culture of 'happy

excellence’.

- Develop our children’s love of music and singing, teaching a range of music to a high standard
- Support the Christian ethos of the school, and work closely with the Vicar in teaching children about the Christian faith
- Plan and teach hymns, songs and anthems which are appropriate for acts of worship throughout the liturgical year
- Support the development of children’s technical music vocabulary and ability to read music

Responsibilities

- 30 minutes of classroom singing per week for Years 1-6
- Delivering the curriculum provided by the Choir Church Coordinator and Director of Music at Blackburn Cathedral.
- Participation in the Choir Church Festival
- Working with the Vicar to plan the monthly midweek Eucharist services using the music and themes for worship.
- Recruiting for and leading an after-school choir
- Leading music in a monthly act of worship in school, and 3 Sunday mornings per academic year (agreed a term in advance)
- This is based upon the choral director being a self-employed person; payment is based upon a maximum of 44days/pa and is a combination of time in school, the pre agreed Sundays and training at the cathedral. If you are unable to complete all these days then cover may be sought elsewhere.
- This project is running for 3 years, there is opportunity for you to stay with the project for all or part of this time.

In order to achieve this, you will have the following support:

- Excellent working relationship and connections between the school and church.
- The Vicar, a teacher, and volunteers to support the children’s learning in the after-school choir.
- Musical resources, support and supervision from the Choir Church Coordinator based at Blackburn Cathedral and the Choir Church Foundation.
- Ability to connect with other musicians who are leading Choir Church in different parts of the country, sharing ideas for repertoire and approaches.

You will contribute to the overall aims, objectives and values of the school.

- You will be provided with suitable music for each year group to sing, resulting in 2 pieces per class per half term, in addition to whole-school hymns. You will have access to the Choir Church Choral Curriculum, which provides the resources for you to deliver.
- You will plan using the music learnt for a monthly Mass to be held in the school for children, parents, and the wider community.
- You will ensure the school choir are prepared for an annual Choir Church Festival in the summer term at Blackburn Cathedral.

Planning and Delivery

- Set appropriate and demanding expectations for children's learning.
- Take account of children's needs by providing structured learning opportunities.
- Plan opportunities to contribute to children's musical knowledge and to their personal, spiritual, moral, social and cultural development.
- Deliver high-quality singing sessions, singing assemblies, and choir rehearsals.
- Connect with the wider community and parents, in collaboration with the Vicar and Head Teacher.
- Prepare with the Parish Priest the PPT for the mid-week Eucharist services.

Teaching and Class Management

- Establish and maintain a safe environment which supports learning and in which children feel secure and confident.
- Set high expectations for children's behaviour, establishing and maintaining a good standard of discipline through well-focussed teaching and positive and productive relationships.
- Provide clear structures for lessons, maintaining pace, motivation and challenge.
- Use a variety of teaching methods to:
 - Structure information well, outlining content and aims and summarising key points as the lesson progresses.
 - Instruct, demonstrate and give accurate, well-paced explanations
 - Use effective questioning, listen carefully to children and pay attention to errors and misconceptions.
- Match the teaching approach to the content and the children's needs.

Professional Requirements, Standards & Quality Assurance

- Excellent knowledge of singing technique (essential)
- Commitment to children's musical, social and spiritual development (essential)
- Heart to share the Gospel and work in a mission and evangelism project.
- Proven track record in leading children's singing to a high level
- Good knowledge of the choral tradition, spanning classical to school repertoire
- Excellent keyboard skills (desirable)
- Able to support the ethos of the school
- Understand best safeguarding practice
- Be proactive in matters relating to health and safety.
- Build effective and professional working relationships with children, staff, parents and visitors.
- Collaborate closely with colleagues in planning for curriculum delivery and worship

- It is a genuine occupational requirement that the post holder should be a Christian
- Where necessary, attend, support and contribute to in house and external training programmes to aid continuous individual development.
- At all times act in a professional and appropriate manner and actively promote the ethos of Blackburn Diocese. To undertake such other reasonable duties as may be required by the Choir Church Coordinator & Director of Music.

Application Process, Deadline and Interview

Completed and Return the Application form below.

Please indicate locations and preferred amount of days.

Please complete and return the Safer Recruitment Form below with your application

Short performance video clip to support your application

Please submit this application to

choirchurch@blackburncathedral.co.uk

The interviews will be held in January 2023 – On-going. Candidates will be asked to lead a 20-minute singing session with Year 5, to include warm-ups (around 4-5 minutes), and the teaching of a short piece of music provided, You will receive further information on the success of your application.

BLACKBURN CATHEDRAL APPLICATION FORM

CONFIDENTIAL		Please complete in black ink	
Position applied for:		Please state where you saw the advertisement	
Director of Music			
Surname (Block Capitals)		Other names in full	
Home Address		Office Address	
T elephone		T elephone	
Membership of professional bodies			
Secondary and Further Education			
School/College	From	To	Details of subjects and examination results
Present and previous appointments			
Starting with your present appointment, please list what you have done in the course of your career, starting with the most recent			
From	To	Name and address of employer	Position held and brief description of responsibilities
Describe your present appointment in terms of its responsibilities and relationships			
What period of notice would you be required to give to your present employer?			
Leisure interests, hobbies, etc.			

Have you ever been convicted of a criminal offence or been given an official caution?

If yes, please provide full details, including date of conviction/caution, court, nature of offence and sentence imposed.

If appointed, do you give your consent to the information supplied above being verified by the police? Failure to consent may prevent your application from being considered further.

*YES/NO

*YES/NO

Names and addresses of three persons, to whom reference can be made. (email addresses are preferable)

Name	Name	
Address	Address	
Occupation	Occupation	
Email	Email	
Name		
Address		
Occupation		
Email		

I declare that the information given on this form is to the best of my knowledge correct and complete.

Date _____ Signature _____

Please write a cover letter giving reasons why you think you would be suitable for this post and return it with this application form.

Locations Please number in order of preference, you are not guaranteed to be given your preference but we make every attempt to take into consideration feasibility of locations.

Location	Number 1 st -7 th Highest to Lowest Preference
St James', Haslingden	
St John's, Accrington	
St Cuthbert's, Darwen	
St Aidens, Bamber Bridge	
St Leonards, Walton-Le-Dale	
St Michaels, Kirkham	
St Luke's, Skerton	

Circle Preferred Amount of Days

1day 2days 3days

Please submit this application to

[**choirchurch@blackburncathedral.co.uk**](mailto:choirchurch@blackburncathedral.co.uk)



Church of England Confidential Declaration Form

The Confidential Declaration Form must be completed by all those wishing to work with children and / or adults experiencing, or at risk of abuse or neglect. It applies to all roles, including clergy, employees, ordinands and volunteers who are to be in substantial contact with children and / or adults experiencing, or at risk of abuse or neglect. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment / appointment process and, when appropriate, the Diocesan Safeguarding Adviser or someone acting in a similar role / position. All forms will be kept securely in compliance with the Data Protection Act 1998.

If you answer yes to any question, please give details, on a separate sheet if necessary, giving the number of the question which you are answering.

Please note that the Disclosure and Barring Service (DBS) is an independent body, which came into existence on 1st December 2012. It combines the functions of the Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA).

1. Have you ever been convicted of or charged with a criminal offence or been bound over to keep the peace that has not been filtered in accordance with the DBS filtering rules¹? (Include both 'spent' and 'unspent' convictions)
YES / NO
2. Have you ever received a caution, reprimand or warning from the police that has not been filtered in accordance with the DBS filtering rules²?
YES / NO

¹ You do not have to declare any adult conviction where: (a) 11 years (or 5.5 years if under 18 at the time of the conviction) have passed since the date of the conviction; (b) it is your only offence; (c) it did not result in a prison sentence or suspended prison sentence (or detention order) and (d) it does not appear on the DBS's list of specified offences relevant to safeguarding (broadly violent, drug related and/or sexual in nature). **Please note that a conviction must comply with (a), (b), (c) and (d) in order to be filtered.** Further guidance is provided by the DBS and can be found at www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates and www.gov.uk/government/publications/dbs-filtering-guidance

² Please note that the 'rehabilitation periods' (i.e. the amount of time which has to pass before a conviction etc. can become 'spent') have recently been amended by the Legal Aid, Sentencing and Punishment of Offenders Act 2012. Since 10 March 2014, custodial sentences greater than 4 years are never 'spent'. For further guidance in relation to the 'rehabilitation periods', please see <http://hub.unlock.org.uk/knowledgebase/spent-now-brief-guide-changes-roa/>

³ You do not have to declare any adult caution where: (a) 6 years (or 2 years if under 18 at the time of the caution, reprimand or warning) have passed since the date of the caution etc. and (b) it does not appear on the DBS's list of specified offences referred to in footnote 1 above. **Please note that a caution etc. must comply with (a) and (b) in order to be filtered**

Notes applicable to questions 1 and 2: Declare all convictions, cautions, warnings, and reprimands etc. that are not subject to the DBS filtering rules. Please also provide details of the circumstances and/or reasons that led to the offence(s).

Broadly, where your position / role involves substantial contact with children and / or adults experiencing, or at risk of abuse or neglect (i.e. where you are eligible for an enhanced criminal records check) you will be expected to declare all convictions and / or cautions etc., even if they are 'spent' provided they have not been filtered by the DBS filtering rules.

If your position / role does not involve substantial contact with children and / or adults experiencing, or at risk of abuse or neglect you should only declare 'unspent' and 'unfiltered' convictions / cautions etc.

Convictions, cautions etc. and the equivalent obtained abroad must be declared as well as those received in the UK.

If you are unsure of how to respond to any of the above please seek advice from an appropriate independent representative (e.g. your solicitor) because any failure to disclose relevant convictions, cautions etc. could result in the withdrawal of approval to work with children and / or adults experiencing, or at risk of abuse or neglect. Although it is important to note that the existence of a conviction, caution etc. will not necessarily bar you from working with vulnerable groups unless it will place such groups at risk.

3. Are you at present (or have you ever been) under investigation by the police or an employer or other organisation for which you worked for any offence / misconduct?

YES / NO

4. Are you or have you ever been prohibited and / or barred from work with children and/or vulnerable adults?

YES / NO

5. Has a family court ever made a finding of fact in relation to you, that you have caused significant harm to a child and / or vulnerable adult, or has any such court made an order against you on the basis of any finding or allegation that any child and / or vulnerable adult was at risk of significant harm from you⁴?

⁴ 'Significant harm' involves serious ill-treatment of any kind including neglect, physical, emotional or sexual abuse, or impairment of physical or mental health development. It will also include matters such as a sexual relationship with a young person or adult for whom an individual had pastoral responsibility or

YES / NO

6. Has your conduct ever caused or been likely to cause significant harm to a child and / or vulnerable adult, and / or put a child or vulnerable adult at risk of significant harm?

YES / NO

Note: Make any statement you wish regarding any incident you wish to declare

7. To your knowledge, has it ever been alleged that your conduct has resulted in any of those things?

YES / NO

8. Have you ever had any allegation made against you, which has been reported/referred to, and investigated by the Police/Social Services/Social Work Department (Children or Adult's Social Care)?

YES/NO

If you reply yes to questions 7 and/or 8, please give details, which may include the date(s) and nature of the allegation, and whether you were dismissed, disciplined, moved to other work or resigned from any paid or voluntary work as a result.

Note: Declare any complaints or allegations made against you, however long ago, that you have significantly harmed a child, young person or adult who is vulnerable. Any allegation or complaint investigated by the police, Children's Services, an employer, voluntary body or other body for which you worked must be declared. Checks will be made with the relevant authorities.

9. Has a child in your care or for whom you have or had parental responsibility ever been removed from your care, been placed on the Child Protection Register or been the subject of child protection planning, a care order, a supervision order, a child assessment order or an emergency protection order under the Children Act 1989, or a similar order under any other legislation?

YES / NO

10. If you are working from home with children, is there anyone who is 16 years of age or over living or employed in your household who has ever been charged with, cautioned or convicted in relation to any criminal offence not subject to DBS filtering rules⁵; or is that person at present the subject of a criminal investigation/pending prosecution?

YES/NO/Not Applicable

was in a position of respect, responsibility or authority, where he/she was trusted by others. It also includes domestic abuse

If yes, please give details including the nature of the offence(s) and the dates. Please give any further details, such as the reasons or circumstances, which led to the offence(s)

Note applicable to Q10: You are only required to answer this if you work from home with children. The DBS define home based working as where the applicant for the DBS check carries out some or all of his or her work with children or adults from the place where the applicant lives (this will include all clergy).⁶

Note: All these matters shall be checked with the relevant authorities

Declaration

I declare the above information (and that on any attached sheets) is true, accurate and complete to the best of my knowledge.

After I have been appointed I agree to inform my line manager or supervisor if I am charged, cautioned or convicted of any offence or if I become subject to a Police/Social Services/Social Work Department (Children or Adult's Social Care) investigation.

Signed.....

Full Name..... Date of Birth.....

Address.....

.....

Date.....

Please return with your application form.

⁶ <https://www.gov.uk/government/publications/dbs-home-based-positions-guide/home-based-position-definition-and-guidance>

Before an appointment can be made applicants who will have substantial contact with children and / or adults experiencing, or at risk of abuse or neglect in their roles will be required to obtain an enhanced criminal record check (with or without a barred list check (as appropriate)) from the Disclosure and Barring Service.

All information declared on this form will be carefully assessed to decide whether it is relevant to the post applied for and will only be used for the purpose of safeguarding children, young people and / or adults experiencing, or at risk of abuse or neglect.

Please note that the existence of a criminal record will not necessarily prevent a person from being appointed, it is only if the nature of any matters revealed may be considered to place a child and / or an adult experiencing, or at risk of abuse or neglect at risk.

Please submit this application to
choirchurch@blackburncathedral.co.uk