



Tunbridge Wells Girls' Grammar School

Curriculum Leader, English

Information for Candidates

September 2026 start



Welcome from the Headteacher



TWGGS is a forward-looking school embracing traditional values. We aim to provide pupils with a full and balanced education for life within a caring environment. Our consistent and outstanding academic record demonstrates this but, more importantly, reflects the commitment and qualification of our teachers supported by the hard work and determination of our pupils.

"The school has exceptionally high expectations of all pupils, which they consistently meet. Across the curriculum, pupils keenly engage in challenging subject content. Staff foster a love of each subject so that all pupils thrive in their phase and are well prepared for their next stages of learning. As a result, pupils enjoy school. They excel academically and flourish as well-rounded individuals."

Ofsted, September 2023

"Working together towards high standards is part of the school ethos which encourages every pupil to achieve their full potential in public examinations, sports and artistic, cultural and community pursuits. The special, successful community in which these activities take place allows pupils to feel supported, happy and safe, and it is one which we feel very privileged to be a part of. We look forward to welcoming you to TWGGS."

Katie Marchant, Headteacher

Our Values



The confidence to achieve your full potential

The motto of our school has long been 'Give your best' and it is an approach that we encourage our pupils to take in everything that they do. We believe our environment of mutual respect affords every member of the TWGGS community the confidence to achieve their full potential in all aspects of school life. Our approaches to teaching and learning support the individual needs of pupils, while we are sensitive and responsive to the wellbeing of every child.

- **Community**

Achievements and contributions are valued and celebrated in all areas, both in and out of school, encouraging our pupils to succeed in public examinations, sports, and artistic, cultural and community pursuits. We believe that parents and carers are key partners in nurturing our pupils and aiming for this success and we involve them at every stage. By participating in our extensive programme of enrichment beyond the classroom, each pupil is encouraged to enjoy the pleasure and rewards which come from the activities themselves and from the sense of community that they engender.

- **Challenge**

We have very high expectations of all members of the school community. Our pupils enter the doors with high baselines and, as a grammar school, we encourage them to push themselves to achieve their true potential. Our staff prepare challenging lessons, and content is constantly refreshed to remain contemporary. Throughout their time at TWGGS, we prepare young people for life beyond school, equipping them with the skills to become self-assured, engaged and responsible members of society, in a challenging and competitive world.

- **Character**

We value the individual and ensure that all pupils are catered for. Working together towards high standards is part of the school ethos and values, and we balance these high expectations with warmth and support. The wellbeing of all is at the heart of our approach, allowing pupils to feel respected, included, secure and, above all, happy. With happiness comes the self-confidence to strive and achieve, both academically and personally.

Job Profile



Curriculum Leader, English

Full Time (Main/Upper Pay Range) plus TLR2b (£12,521)

September 2026 Start

We are looking for a dynamic and enthusiastic full time teacher to join the English department, which is one of the largest in the school. There are currently eight members of the English teaching staff; all are subject specialists. The post is full time, teaching English Language and Literature to Years 7-Upper Sixth.

English at Tunbridge Wells Girls' Grammar School (TWGS) is a thriving and extremely popular subject which achieves outstanding results at all levels. At GCSE 62% of pupils in 2024 gained grades 9-7 in English Literature and 58% gained grades 9-7 in English Language; at A level 32% of pupils gained A*/A, with 71% gaining A*-B. English Literature is a popular subject at A level with consistently strong cohort numbers of 60 to 80 pupils across the Lower and Upper Sixth each year. A number of A level pupils go on to study English and related subjects at top universities with notable success.

There are six purpose-built English teaching rooms equipped with whiteboards and visualizers and we have an extremely well-stocked library of teaching texts in a dedicated English Office. In addition to these facilities, there is a well-resourced and spacious library and there are four ICT rooms in the main school buildings. All English teachers are expected to be able to teach all key stages and to cater for the needs of a large number of gifted and talented students.

In Years 7-9, pupils follow schemes of work that cover the requirements of the National Curriculum but also aim to challenge, enthuse and extend their knowledge of the broad scope of the subject. The curriculum is organised thematically, with a focus on the concept of storytelling in Year 7; conflict, protest and challenge in Year 8; and the 'human condition' in Year 9, encompassing a broad and diverse range of classic and contemporary novels, plays, poetry, and non-fiction texts. Skills are revisited and refined throughout the key stage, in order to provide pupils with the tools required to become increasingly confident, critical and creative readers and writers. At GCSE level, pupils currently follow AQA's specifications for GCSE English Language and Literature. We offer A Level English Literature, delivering Edexcel's current specification.

The department offers a wide range of extra-curricular activities at all key stages and that cover the three skills areas of English, including thriving reading groups who partake in the Carnegie Medal shadowing scheme and the Page Turners West Kent book awards. We aim to take every year group on an educational visit at least once per year, which includes: a visit to Shakespeare's Globe for Year 7 for a tour and theatrical workshop; theatre productions of set texts or similar plays to support enrichment in Years 8 and 9, GCSE and A level; workshops at the British Library to explore the breadth and diversity of literature in English; and a visit to Monk's House and Charleston in East Sussex to complement the teaching of *Mrs Dalloway* at A Level.

(Cont'd...)

Job Profile



The post offers an exciting opportunity for an enthusiastic candidate to join a highly successful, supportive and inspirational department, building even further on its success. We are looking for a candidate who is passionate about the subject, an outstanding classroom teacher and keen to join a department eager to inspire pupils to develop their skills to the very highest level. The ideal candidate would have experience of middle leadership, or be willing to learn, with experience of line managing and a strong track record of success in English at both GCSE and A Level.

TWGGS is a diverse and inclusive school and we aim to recruit talented individuals from all backgrounds who add value to our pupils and who share our vision and ethos. We are committed to safeguarding and promoting the welfare of children. As such, the successful applicant will be required to undertake a criminal record check via the Disclosure and Barring Service (DBS). TWGGS is an equal opportunities employer and an Ofsted Outstanding school.

Further details and an application form are available on the school website:
<https://www.twggs.kent.sch.uk/552/staff-vacancies>.

Deadline for applications: 12pm, Tuesday, 24th February with interviews Monday, 2nd March 2026.

If you have not heard from us by 6th March 2026, please assume that, unfortunately, your application has not been successful. We would like to wish you well in your future career whether at TWGGS or elsewhere.

Katie Marchant, Headteacher

Benefits of working at TWGGS

- Teachers' Pension Scheme
- Access to training and development
- Discounts with local and national retailers, cinemas and restaurants
- Free tea and coffee
- On site parking
- Health Assured Employee Assistance Programme - wellbeing and advice
- Cycle to work scheme
- Free lunch on parents' evenings and on your birthday
- From 2026-27 admissions, 'Daughters of staff' is category 5 of our admissions criteria - daughters of permanent members of staff (minimum 0.5FTE) who have passed the Kent Test, with the staff member having at least two years' service at the time of application for admission is made or if the member of staff has been recruited to fill a vacant post for which there is a demonstrable skill shortage

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- At least one member of each interview panel will have completed Safer Recruitment Training and understanding of child safeguarding will be asked at every interview.
- References will be taken up at the selection stage and an enhanced DBS is required for all applicants.
- We will also carry out online searches for all shortlisted candidates related to suitability to work with children.

How to apply



The closing date for applications is 12 noon, Tuesday, 24th February

Interviews will be held on Monday, 2nd March

Application forms should be completed in full and applicants should directly address the skills and experience outlined in the person specification.

Further information about TWGGS and an application form can be found on our [website](#).

Please contact Mrs A Harold, Headteacher's PA at
admin@twggs.kent.sch.uk



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[Get directions](#)