



# Tunbridge Wells Girls' Grammar School

## **Director of Music Maternity Cover**

Information for Candidates

Start: October 2025



# Welcome from the Headteacher

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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

## 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.

**Required from October 2025 - Summer 2026 - *may extend to October 2026***

## **MATERNITY COVER DIRECTOR OF MUSIC**

**TLR 2B (currently £5645)**

We are looking for an enthusiastic and committed Curriculum Leader of Music to join an outstanding department and teach bright, well-motivated pupils in a supportive environment. The department is looking for a well rounded musician, however, confidence in choral and instrumental ensemble leadership, and preferably prior experience in middle leadership, are essential. The Music department at TWGGS has a strong tradition of, and commitment to, extra curricular activities, and an ability to make a full contribution to this programme of works is essential, including running regular evening concerts and running several weekly music clubs.

TWGGS is an 11-18 girls' selective school of about a thousand pupils, where girls are encouraged to be as active beyond the curriculum as they are within it. Trips, visits and extra-curricular activities are unrivalled in the state sector, but, more importantly, it is an amazingly happy, positive community to be part of.

The successful candidate will be a part of a department of two in this very popular oversubscribed school, where the teaching of Music is compulsory from Years 7 to 9, and GCSE and A level courses offered. Pupils in Years 7, 8 and 9 have one hour lesson of Music a week. At present the KS3 areas of study include whole class singing, elements of music, notation reading, music technology and a vast array of world music exploration.

Recent Musical events have included:

Whole school productions, most recently "Little Shop of Horrors" November 2024

Annual visit to Glyndebourne Opera

Links with Oxbridge colleges, and opportunity for choral evensong participation

Termly large scale concerts, providing music for whole school events, and regular smaller scale performance opportunities

Instrumental competitions, including the Kent Piano Competition

Local primary school outreach, e.g. hosting the annual Recorder Festival

As a department we offer a wide variety of inclusive extra-curricular activities for all to attend, all un-auditioned with the exception of our Joint Senior Chamber Choir, run as a combined endeavour with a local boys' school. The school has a strong foundation of celebrating its high musical standards alongside a range of cultural and community pursuits.

## Specific responsibilities

This post carries the following additional responsibilities:

- Manage (and when necessary recruit) a large team of visiting music teachers, ensuring pupils receive quality instrumental tuition; arrange for the necessary practical arrangements to be made; liaise with parents as appropriate.
- Line manage and appraise the Music/Drama/English technician.
- Ensure that pupils have regular opportunities to perform music in public, through Music Department, school and examination-related concerts. These may occasionally be held in professional settings.
- Oversee arrangements for practical music examinations, including hosting ABRSM and Trinity examinations termly.
- Provide music within school assemblies.
- Make arrangements for and conduct the annual Carol Service, enhancing the related learning opportunities for pupils.
- Work with pupils and peripatetic staff to provide music for Speech Day and KS3 Awards.
- Ensure that a diverse range of inclusive extra-curricular musical opportunities is provided, catering for different age ranges, interests and skill levels.
- Lead and organise Trinity Arts Award, up to and including Gold level, undertaken by a handful of Lower Sixth pupils.

## Experience required

- At least two years experience of teaching Music to GCSE level, ideally to A Level
- Preferably experience at middle leadership
- Expertise in extra curricular musical activities
- Ability to conduct and lead orchestras and choirs

## **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

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).

- 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 **9am Wednesday 25 June**

Interviews will be held w/b **Monday 30 June**

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 Michelle Clarke, Headteacher's PA at [admin@twggs.kent.sch.uk](mailto:admin@twggs.kent.sch.uk) for further information.

We reserve the right to interview ahead of deadline for a suitable candidate.



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