



# Tunbridge Wells Girls' Grammar School

**Teacher of MFL - Part Time 0.5FTE**

Information for Candidates

Start: September 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.

We are looking for an enthusiastic and committed part-time MFL teacher (**0.5FTE**) to join an outstanding department to teach bright, well-motivated pupils in a supportive environment. The department is looking for an excellent all-rounder, with the ability to teach French, German and Spanish to KS3 ideally with ability to teach GCSE in at least one an advantage.

The successful candidate will be a part of a department of seven in this very popular oversubscribed school, where the teaching of MFL is at the heart of the curriculum. All pupils learn two languages in Year 7 (for academic year 2025-2026 these will be German and French) with pupils in Years 8 and 9 learning French, German and Spanish.

Throughout Key Stage 3, we cover a range of topics based on pupils' daily lives and tourist situations. Pupils are encouraged to find their preferred method of learning vocabulary and to develop their comprehension skills in listening and reading. Pupils also consolidate core competences in grammatical knowledge with a focus on translation to and from the target language, given the increased focus on this skill in the new GCSE. They also develop their speaking skills so that they can respond spontaneously in everyday situations, preparing them well for their future as well as for the requirements of the new GCSE oral examinations. During language lessons, pupils have an opportunity to learn about cultural components such as geography, history, film, customs and traditions, which bring languages to life.

Having had the opportunity to study three of the main European languages, TWGGS pupils are able to make an informed decision about which languages they would like to continue at GCSE. The Modern Foreign Language department offers GCSE courses in French, German and Spanish. Pupils are required to study one foreign language as a core subject and may also opt to study a second one. We like to encourage all pupils achieving good results at Key Stage 3 to consider how beneficial it will be for them to carry on studying two languages at GCSE. The department has a history of very good GCSE results and TWGGS pupils enjoy the lively, dynamic and engaging language lessons.

The department has strong links with other schools and offer a range of extra-curricular experiences including exchange programmes.

ECT induction and support at TWGGS are strong: a TLR holder has responsibility for ECTs and new staff induction, and arranges training sessions throughout the year, led by herself and others, covering a diverse range of topics. She also observes ECTs, works with them to set and meet targets and reviews progress regularly. Significant support, subject-specific rather than generic, is also freely given by the department.

We are looking for a candidate who is passionate about the subject and keen to be part of a department eager to inspire and enthuse pupils. The school also prides itself on the number of extra-curricular clubs and opportunities available generally, and members of staff offer a range of activities in areas of personal interest; an enthusiasm for such involvement in the wider life of the school would be an advantage.

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 prospectus is on the school's website which may be found at [www.twggs.kent.sch.uk](http://www.twggs.kent.sch.uk); and will, we hope, give you a feel for the atmosphere and ethos of TWGGS.

## 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 for 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

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.

TWGGS is an equal opportunities employer and an Ofsted Outstanding school (September 2023).

# How to apply



Having read about the post, we very much hope that you would like to apply. If so, please complete the school application form found on our [website](#) and write a supporting letter, identifying your strengths and skills, highlighting how you believe you are suited to the post. Please return these by e-mail to [admin@twggs.kent.sch.uk](mailto:admin@twggs.kent.sch.uk).

**The deadline for applications is 9am Wednesday 30 April 2025 with interviews likely 8 May 2025.**

Should you have any questions, please feel free to contact us. If you have not heard from us by 12th May, please assume that, unfortunately, your application has not been successful. We should like to wish you well in your future career whether at TWGGS or elsewhere.

Should you have any questions, please contact Mrs Michelle Clarke, Headteacher's PA at [admin@twggs.kent.sch.uk](mailto:admin@twggs.kent.sch.uk)



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