



**DARTFORD GRAMMAR SCHOOL**  
450TH ANNIVERSARY 1576-2026



**DIRECTOR OF MUSIC  
APPLICATION  
INFORMATION  
PACK**





## Welcome to Dartford Grammar School

Dartford Grammar School was founded in 1576 and is one of the oldest schools in England. For nearly 450 years, Dartford Grammar School has enabled young people from Dartford and its surrounding area to achieve great things. We are proud of the confident, thoughtful, energetic global citizens that leave the school, fully prepared to contribute to the community, and to rise to the challenges of an increasingly complex future in the wider world.

Dartford Grammar School's students are extremely successful. They enjoy doing remarkably well – both at their academic work and in the teamwork associated with the widest range of co-curricular activities. They value the talents, ideas and successes of others.

Judged outstanding in every Ofsted inspection, and The Sunday Times State School of the Year in the South East (24/2025), Dartford Grammar School provides a broad, balanced international education, following the principles of the International Baccalaureate both in Key Stage 3 and the Sixth Form. Every student studies either Mandarin Chinese or Japanese from Year 7 and an additional European language from Year 8, and students have countless opportunities to visit other countries during their time at the school.

It is rare to be a school within the British education system that offers the IB curriculum exclusively, and we are proud to say that we now offer the opportunity to study the IB Diploma in the Sixth Form to more students than ever. The School received The Sunday Times IB School of the Year award in both 2017 and 2020, and then became the Sunday Times IB School of the Decade in 2020 too, paying testimony to the ongoing excellent results arising through the focus and energy of students and staff in maximising the opportunities the Diploma supports. We believe that the learning benefits and the prospects for university admission are palpable and justify this unrelenting drive to deliver a modern international curriculum. This is underpinned by our strong belief in pastoral care, in guiding and nurturing young people, and our equal drive to offer students a broad and exciting co-curricular programme.

As one leading and reputable educational commentator concluded recently: '***This is no bastion of educational privilege, but one that has achieved its notable success through hard work, inspired teaching and free-thinking. It is one of the country's truly exceptional schools – and one to be treasured.***'

The school's mission statement, '**A learning community developing international citizens**' reflects the purpose of an IB World School; '**to develop young people who help to create a more peaceful world through intercultural understanding and respect**' and '**to encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right**'.

Please do come and visit us – we would love to welcome you to the school.

**Julian Metcalf**  
**Head**

# ABOUT US

## ***A learning community developing international citizens***

Dartford Grammar School is a selective secondary academy for boys, which admits girls to its sixth form. There are six forms of entry to Year 7, and all of the students joining the school are from the top 25% of the ability range. The students come from Dartford, neighbouring towns and villages, and nearby London boroughs. The current roll is 1,576, including 659 in the sixth form.

### **Curriculum**

Dartford Grammar School offers a unique seven year innovative curriculum based on the educational philosophy of the [International Baccalaureate](#) (IB). This begins with the [Middle Years Programme](#) (MYP) in the lower school and then concludes with the [Diploma Programme](#) (DP) in the Sixth Form. The International Baccalaureate (IB) is offered around the world in 146 countries and we are proud that we are a leading IB World School, offering a truly international education. The IB courses are crucial to our ethos encouraging students to be independent, creative and highly successful lifelong learners. We were the first British state school authorised to offer the IB Middle Years Programme to pupils in Year 7 to 9.

In Years 7 – 9, students develop their knowledge and understanding of their subjects through the skills based Middle Years Programme which is underpinned by the philosophy of the [Learner Profile](#). In Years 10 and 11, students follow a broad range of academic GCSE subjects, including English Language, English Literature, Mathematics, either double or triple Science, and choose options from History, Geography and Religious Studies, Art, Drama, Music, Design Technology Engineering, Computer Science and Physical Education. We are the only school nationally where all students sit GCSE examinations in two Modern Foreign Languages, one from Mandarin Chinese or Japanese then either French, German, Latin or Spanish. Our innovative Creativity Week programme allows all students to enjoy a cross-discipline approach to their learning and develops independence and autonomy.

In the Sixth Form we offer the IB Diploma to approximately 600 students, a programme that equips them with the key skills and a broad but deep subject knowledge to succeed in higher education or employment. The IB Diploma is recognised around the world and so allows students to access universities both in the United Kingdom and internationally. Through the IB Diploma, all students study English, Mathematics, a Language, a Science, a Humanity and either an Arts subject or a second choice from Languages, Science or Humanities. Students choose their six subjects from two levels of entry; three at higher level and three at standard level. Additionally students complete a 4000 word [Extended Essay](#), as well as a study of [Theory of Knowledge](#) and an exciting Creativity, Activity and Service project (CAS).

Our entire curriculum, in line with the IB Learner Profile, encourages students to be internationally minded and aware of the importance of cultural diversity while embracing British values. Our curriculum offers academic rigor with the balance of a vibrant co-curriculum where all students actively participate in the wider life of the school. All of this is underpinned by our commitment to pastoral care and student and staff wellbeing.

Students at Dartford Grammar School enjoy very high academic success. In 2025, students gained 81% of all GCSE entries at grade L7-9, and 71% of all IB Diploma Higher Level entries at grade L6/7, respectively. The school's examination results continue to be exceptional. A GCSE P8 score of 1.20 places Dartford Grammar School as the highest performing boys' school in Kent. Our sixth formers gained an average UCAS point score of 213 and an average IB point score of 36.2. The L3VA will present the school as one of the highest performing sixth forms in the country for progress. Almost all Year 13 students proceed to university with 93% of students successful at their first or second choice, 78% successful at Russell Group universities, 68% taking up STEM related courses and 4% progressing into higher level apprenticeship qualifications.

## **Ofsted Inspections**

The school has been identified five times by His Majesty's Chief Inspector as one of England's most successful schools, showing a sustained period of outstanding achievement.

## **Buildings and Facilities**

The school, founded in 1576, has occupied its present site since 1866. Additional buildings have been constructed since then, the major works in last 10 years being listed below:

2008	extension of sixth form centre adding five teaching rooms;
2009	the remodelling of the Mick Jagger Centre, to provide additional teaching rooms and new laboratories and a Food Technology suite;
2011	new sixth form study suite;
2012/13	extended sixth form centre;
2013/14	new science department;
2013/14	new Key Stage 3 transition area;
2014/15	new Performing Arts Centre and rejuvenation of part of the Hardy building;
2015/16	new dining hall and additional laboratories;
2017/18	new sixth form centre;
2017/18	extension and improvements to the Arthur Jones pavilion;
2018/19	new school shop and print room facility;
2021/22	new fitness suite and learning support department
2022/23	15-year site masterplan developed
2023/24	new recording studio
2024/25	refurbishment of the library and sixth form canteen/study area

## **Pastoral Support**

The school has a strong pastoral system operating from Year 7 to Year 13. The school is divided into Key Stage units, and each year group has a Head of Year who oversees all aspects of the students' development. The school provides 3 Higher Education Advisers and a specialist Careers Adviser.

## **Extra-Curricular Programme**

The school is exceptionally rich in extra-curricular activities. It offers 16 sports and competes with others in at least eight of them each year. Teams regularly gain county, regional and national success, and many students gain representative honours at one or more of these levels.

Over three hundred students are involved in the school's musical extra-curricular provision each week. The school has two orchestras, a large and very successful Jazz band, three choirs, chamber music ensembles, a Windband, Strings, Woodwind and Brass groups and many student-led pop and rock bands. There is an annual Music and Drama production and very successful and popular Drama productions for KS3 and KS4 students.

The Music and the other Performing Arts benefit from the facilities of the Mick Jagger Performing Arts Centre. There are many other clubs and societies, with debating always a popular activity. The school's impressive programme of community service is regarded as a particular strength. The school benefits from many close links with Europe, China and Japan. There are regular overseas trips for Sport, a biannual Music tour to Europe and other international visits.

The Duke of Edinburgh's Award is a notable strength: nearly all students in Year 10 complete the Bronze Award, with a majority going on to Silver. Gold Award expeditions take place in both the UK and overseas, while the school has also offered a range of international trips.

## **External Links**

The school has a very active Parents' Association, which provides valuable assistance and support. The school has strong links with local industry and with Higher Education. It has extensive links with many other institutions and is also part of the world-wide International Baccalaureate Organisation network.

## **What the School Offers Teachers**

The school provides its staff with the experience of teaching able and well-motivated students in an environment with high expectations of behaviour and well-developed systems of teacher-support. The school has a national reputation for the quality of its programme of professional development. The programme includes much that falls within specific subject areas. Staff well-being is a priority in the school, and staff social occasions, staff football and staff badminton are all popular, as is our weekly staff breakfast on a Friday morning!

The school is committed to participation in initial teacher training. Other aspects include a course for Early Career Teachers, preparation for middle management, development of existing middle managers and preparation for senior management. While the school's extensive programme of overseas visits give many staff international experience, the school ensures that its staff development has a further international dimension, for example in IB courses. Staff members have access to the school's excellent facilities for sport and the performing arts.

## **The Mick Jagger Centre for the Performing Arts and Becket Sports Centre**

Out of school hours the facilities of both centres are shared with the local community. They are managed by school staff, reporting through independent management structures.

The Becket Sports Centre comprises a sports hall and a recently refurbished, fully equipped fitness studio, with a separate aerobics/training room, which has a sprung floor, allowing dance sessions to be held. The Mick Jagger Centre includes two auditoria (seating 200 and 350 respectively, both with retractable seating), 8 music practice rooms (used by the music department during the day), dance studio, exhibition space, two music rooms, a recording studio and a Drama Studio. It is a base for 20 community organisations and runs a small commercial programme attracting a range of talents and performers.

## **Website**

Further details of the school, including breakdown of performance figures, can be accessed through:  
[www.dartfordgrammarschool.org.uk](http://www.dartfordgrammarschool.org.uk)

Applicants are warmly invited to visit the school before applying.





## STAFF REWARDS AND BENEFITS

Here at Dartford Grammar School, we want to share with you a snapshot of the generous benefits package offered to all staff, from their very first day of employment. We are always looking at new ways and fresh ideas that can best support our body of staff to reach their full potential, both professionally and personally.

What we offer:

- A commitment to invest in staff development via training, CPD, mentoring, and in-house support groups
- Free car parking on site
- Electric charging points
- Cycle to Work scheme
- On-site dining with superb food
- Free annual flu vaccination
- 24/7 free access to our Employee Assistance Programme for confidential advice and guidance
- Free gym access to onsite facilities
- State of the art school facilities with on-site Performing Arts centre
- Regular staff wellbeing events
- Highly attractive pension schemes for both Teaching and Support staff
- Social events

## JOB DESCRIPTION

POST:	<b>Director of Music</b>
GRADE:	<b>MPS/UPS (LFA) + TLR2a</b>
START DATE:	<b>September 2026</b>
RESPONSIBLE TO:	<b>Deputy Head</b>



## THE MUSIC DEPARTMENT

### Staffing

The Music Department is staffed with two teachers, the Director of Music and a Music teacher who is currently also the Director of the Dartford Music School. The school offers individual tuition by visiting instrumental tutors in all orchestral instruments as well as on the piano, acoustic, electric, bass guitars and voice. The Music Department works in close partnership with the Dartford Music School and with the Mick Jagger Centre and benefits from a wide range of artistic partnerships and performing opportunities.

### Facilities

The department is situated in a purpose built suite of teaching rooms within the Mick Jagger Centre. Music has access to the two large performance spaces of the centre (seating 350 and 200 people), a large modern main music room, an electronic music suite, 6 practice rooms and a recording studio. Music at DGS and the department are strongly supported by both the Governing Body and the Parent's Association.

### Curricular Provision

The school offers the International Baccalaureate Middle Years Programme in Key Stage 3 and GCSE in key stage 4. In Key Stage 3, Music is part of the curriculum for all students. At the end of Year 9 Music is one of the Arts options. It is a very popular subject at GCSE with approximately 50 students studying this subject in Year 10 and 11. GCSE results are excellent. In 2025 and with a cohort of 48 students, 81% achieved Grades 7-9 and, of these, 31% achieved the top grade 9. The Music department offers the EDEXCEL Music GCSE syllabus.

In the Sixth Form, Music is available within the International Baccalaureate Diploma Programme, at Higher and Standard levels. The quality of the department's Music provision attracts gifted musicians to the school and recruitment in the 6th form is very positive with, currently, 30 students studying Music in the 6th Form (in both Years 12 and 13). 6th form Music students are very successful and frequently continue with the study of Music at University. Further details about the Music curriculum can be found on the school's website - [Click here](#)

### Extra-curricular Provision, concerts and partnerships

Music extracurricular provision at Dartford Grammar School is exceptional. Over 300 students take part in our rich program of daytime and after school music activities, which support our classroom curriculum and enhance the musical and cultural experiences of our students. Senior groups include the Symphony Orchestra, the R&B Band, 6th Form Choir, the GCSE Vocal group, Senior Strings, Senior guitars and Woodwind quintet. Junior groups include the Junior Singers, Junior strings, Junior guitars, Windband, Brass ensemble and Junior orchestra. Students are encouraged to create their own, student-led groups which add to the rich tapestry of music around the school with chamber music groups and a large number of pop and rock bands.

The department organises a minimum of three large scale concerts each year, as well as a number of other school events and community performances. In a typical year the department organises: the 7@7 concert with our new Y7 students in the autumn term; a Primary school music extravaganza; a Junior concert and a Senior concert at Christmas; the Sonic Soiree, a fund raising event in the spring term; the Founders' day concert in the spring term; the MYP presentation in the summer term; the summer concert at the end of the year. The department coordinates music performances for all school assemblies and supports the pastoral team with year and House assemblies throughout the year. In addition to the school based concerts, musicians take part in community events, such as Dartford's Day Out in the summer term or by performing in local venues for Christmas or for charity.

From the summer of 2023 and every two years, the department has organised a Music Tour to Europe. In 2023, our instrumental groups visited and performed in Normandy in France. In the summer of 2025 the school's choirs visited and performed in the Netherlands. The department is currently planning the next European tour for the summer of 2027. In addition, the school has regular musical exchanges with a partner school in Germany, and is always looking to broaden its international horizons.

Working alongside the Dartford Music School and the Mick Jagger Centre has created partnerships with professional musicians and groups. Each year the Sacconi String quartet visits the school offering masterclasses to our advanced string players and to players from the wider community. The department has started an exciting collaboration with the Blues and Roots ensemble and has benefited from orchestral workshops with Peter Ash from the Odyssey Orchestra.

### **Scholarships**

The Governors and Dartford Music School offer music scholarships to selected students throughout the school. These may support the learning of an "endangered" orchestral instrument, such as the French horn or the viola. The school subsidises tuition at the Junior Department of the Trinity Laban Conservatoire, with which the school has a valued partnership. It is an expectation that music "scholars" will take a very active part in a range of extra-curricular ensembles and performing opportunities throughout the school.

### **Person Specification**

The successful candidate should:

- Have a good honours degree, be an inspirational and reflective classroom teacher, and be passionate about music, with the ability to communicate with and enthuse young people.
- Have strong interpersonal skills and enjoy building relationships and collaborating with a wide range of people, inside and outside the music department.
- Be positive and take a balanced but enthusiastic approach to change and innovation.
- Have a sense of perspective, ensuring music plays its part in a rounded and balanced curriculum within a large and fast paced school.
- Have high standards of endeavour, embrace innovation, and be excited to join a high-achieving and reflective school culture.
- Have a fundamental belief in, and understanding of, the welfare and pastoral wellbeing of young people.
- Be a proactive marketeer, enabling our musical reputation to continue to develop.
- Whole-heartedly believe in and engage with the co-curricular and pastoral aspects of school.
- Have a record of success in his or her current role and will have the skills to lead and develop the curricular provision of Music throughout the school.
- It is likely that the successful candidate will be classically trained, with piano skills appropriate for the accompaniment of up to Grade 8 instrumental performances.
- Have the flexibility to lead a range of instrumental and/or vocal extra curricular groups.

However, no prior experience of the International Baccalaureate is needed, and the successful applicant will have the opportunity to undertake appropriate CPD as required.

S/he will also have the opportunity to further enhance the school's community enrichment programmes continuing the partnership with the Dartford Music School and the Mick Jagger Centre. This is an exciting opportunity for an innovative, talented musician and outstanding classroom practitioner.



## ROLE PROFILE

<p><b>Job Title: Director of Music (TLR2a)</b></p> <p><b>Line Manager: Senior Deputy Head</b></p> <p><b>Persons Line-managed: Teachers of Music, Peripatetic Teachers and Sessional Staff</b></p>
<p><b>Outline of Role:</b></p> <ul style="list-style-type: none"><li>● To carry out the role of a teacher as defined in the School Teachers' Pay and Conditions document.</li><li>● To support, hold accountable, develop and lead the Music Department, to ensure high standards of teaching and learning and the wellbeing of staff and students.</li><li>● To share the responsibility for the development of Music as an important co-curricular activity.</li><li>● To work closely with the Dartford Music School Manager to develop Music provision.</li></ul>
<p><b>Responsibilities as a Teacher:</b></p> <ul style="list-style-type: none"><li>● To teach assigned students.</li><li>● To participate in the development of appropriate syllabuses, materials and schemes of work.</li><li>● To assess, record and report on the development, progress and attainment of students.</li><li>● Under the direction of the Head of Year, to act as Form Teacher of an assigned group of students, and to carry out related duties.</li><li>● To carry out a share of supervisory duties in accordance with published lists.</li><li>● To participate in appropriate meetings with colleagues and parents relative to the above duties.</li></ul>
<p><b>Principal Accountabilities:</b></p> <ul style="list-style-type: none"><li>● To agree and support the achievement of, challenging student progress targets to make a measurable contribution to whole school targets.</li><li>● To draw up, implement and monitor the progress of the Department Development Plan to ensure that it makes a significant contribution to the School Development Plan.</li><li>● To maintain a scheme of work to guide and support successful teaching, and procedures for monitoring and evaluating student progress, in accordance with the school's and Department's policies.</li><li>● To manage and develop teaching, peripatetic and sessional staff effectively, and to advise on their deployment, resulting in a tangible impact on student learning in the subject.</li><li>● To review annually, the development and performance of the Department, in accordance with the procedures of the school self-evaluation policy.</li><li>● To manage effectively the budget allocated to the Department, and to ensure the efficient use of its resources.</li><li>● To lead and co-ordinate the department's extra-curricular programme.</li></ul>
<p><b>Key Leadership Behaviours:</b></p> <ul style="list-style-type: none"><li>● Organisational awareness</li><li>● Adaptability</li><li>● Achievement orientation</li><li>● Optimism</li><li>● Developing others</li><li>● Influence</li><li>● Teamwork and collaboration</li></ul>
<p><b>Knowledge, Skills and Experience:</b></p> <ul style="list-style-type: none"><li>● Exemplary performance as a classroom practitioner.</li><li>● High level of subject expertise.</li><li>● Model commitment to self-development.</li></ul>

# APPLICATION PROCESS

Applications will be accepted from candidates completing the school's application form. All sections of the application form must be completed as accurately and as full as possible.

Please note that CV's will not be considered and must be attached to an application form as a supplementary form.

All completed application forms must be submitted to the HR Manager, Mrs Michelle Bexley, electronically to [mbexley@dartfordgrammarschool.org.uk](mailto:mbexley@dartfordgrammarschool.org.uk) or by post to the following address:

HR Manager  
Dartford Grammar School  
West Hill  
Dartford  
Kent  
DA1 2HW

Closing date for applications: Friday 20<sup>th</sup> February 2026, 9am

Interview date: Week commencing 23<sup>rd</sup> February 2026

*The school may interview early in the case of an exceptional candidate.*

## SHORTLISTING AND INTERVIEW PROCESS

Candidate shortlisting will be based solely on the information provided within the application form, so ensuring your application form is accurate and fully completed is imperative.

After the shortlisting process has taken place, candidates will then be invited to interview and references then contacted. On the day of interview, candidates will have the opportunity to tour the school and meet informally with members of the department. Candidates will also be asked to teach a lesson and will attend a panel interview.

All candidates who have been invited for interview will be required to bring the following documentation:

- Right to Work in the UK evidence (typically a passport or driving licence)
- Criminal Record Self Declaration (will be sent ahead of the interview)

Dartford Grammar School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. An enhanced criminal record check via the Disclosure and Barring Service (DBS) will be undertaken for the successful candidate, including a check of the DBS Children's Barred List. All applicants must be willing to undergo safeguarding screening appropriate to the post, including checks with the DBS and at least two satisfactory references. The school may also undertake a google and social media check, as part of our pre-employment vetting checks.

It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.