

Candidate Brief
Organist & Accompanist in Residence September 2024



TONBRIDGE
SCHOOL

FROM SUPPORTING PASSIONS TO BUILDING CAREERS

TONBRIDGE ONLY CONNECT



ABOUT TONBRIDGE SCHOOL

Tonbridge is one of the leading boys' boarding and day schools in the country and is highly respected, both here and internationally, for providing a world-class education. A caring, enlightened environment allows each individual to approach new opportunities with confidence and achieve his full potential.

In the Sunday Times 'Parent Power' Schools Guide 2024, Tonbridge is ranked as the sixth best independent senior school in the country. It is the highest placed boarding school nationally, and the top performing boys' school based on A-level results. In the Parent Power south-east rankings, Tonbridge is the number one boys' school and is in second place overall in the region.

The School aims to provide a caring and enlightened environment in which the talents of each individual flourish. We encourage boys to be creative, tolerant and to strive for academic, sporting and cultural excellence. Respect for tradition and an openness to innovation are equally valued.

The School has a distinctive mixture of boarders and day boys and enjoys superb indoor and outdoor facilities on a 150-acre site, which lies only 40 minutes by train from central London.

Pastoral care at Tonbridge is based around an outstanding House system. Strong and positive relationships between boys, staff and parents are central to its success, and the School strives to ensure that each pupil, whether a boarder or a day boy, feels fully at home and well supported. A culture of House dining supports the family ethos.

There is also a strong ethos of social responsibility, and boys at Tonbridge develop a keen sense of belonging to their community.

LOCATION

Tonbridge was ranked "the happiest place to live in the south east" in property expert Rightmove's annual survey in 2020, a study which looked at factors including community, local services, environment and green spaces.

There are plenty of areas of historic interest to explore nearby, including Tonbridge Castle, Penshurst Place, Ightham Mote, Knole Park, Chartwell and a number of National Trust sites. A little further afield are Hadlow Tower, Chiddingstone Castle and numerous places for country walks.

It is a short drive to the neighbouring towns of Sevenoaks, Royal Tunbridge Wells and West Malling. The extensive River Medway flows through the town of Tonbridge, with regular boat trips on offer around some of the hidden parts of the town.

TONBRIDGE AND TRANSPORT

Tonbridge School is situated on a campus of 150 acres in the town of Tonbridge in West Kent. The School is placed at the top of the High Street and is surrounded by beautiful Kent countryside. Rail links to mainline stations in London are excellent, with the journey into the capital taking approximately 40 minutes. The M25 and M20 are a short drive from the School. Heathrow, Gatwick and Stansted airports are easily reached, as are the Channel Tunnel and ferry terminals.

HISTORY AND GOVERNANCE

Tonbridge School was founded in 1553 by Sir Andrew Judde, a distinguished member of the Worshipful Company of Skinners, one of the oldest City Livery Companies. Sir Andrew left property in the City of London and in the parish of St Pancras as an endowment for the School, with the Worshipful Company of Skinners assuming governance of Tonbridge following his death.

The Master and Wardens of the Skinners' Company remain the trustees of the School, and an independent Board of Governors is responsible for governance. The main buildings of the present school date from the second half of the nineteenth century, but there has been much further building in more recent years, including the magnificent restoration, completed in 1995, of the Chapel of St Augustine.



FACILITIES

Tonbridge has outstanding facilities. There is a dedicated Music School and an Art and DT centre, while the E.M.Forster Theatre is regularly used for theatrical and musical events for the general public as well as for School drama workshops, lessons and productions. The Smythe Library is a modern space, fully refurbished to support the teaching and learning needs of the whole School community. It provides a wide variety of resources for boys and staff, including more than 20,000 books, a wealth of online resources and WiFi access.

In 2019, the School opened the award-winning Barton Science Centre, a £20m, state-of-the-art building which places science and technology at the very heart of the school. The three-storey centre combines new classrooms and latest technology with many original architectural features.

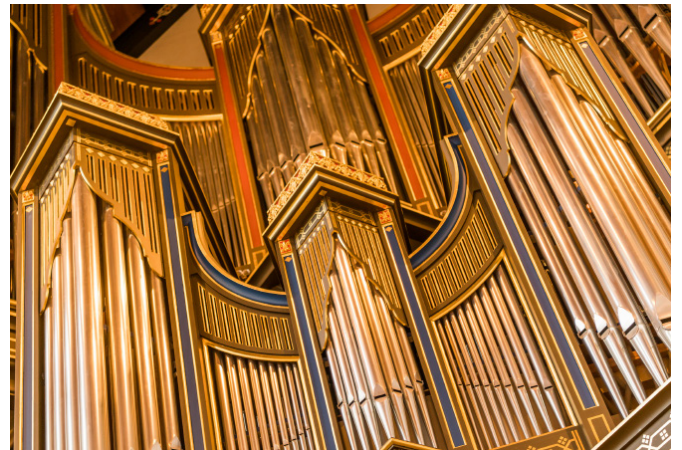
Our cricket, rugby and football pitches are among the finest in the country: in particular, The Fifty (rugby) and The Head (cricket) are renowned far and wide. World-class facilities are also on offer at the Tonbridge School Centre, a major sports hub for the region which features an award-winning pool, a large fitness suite and superb athletics track. It includes a five-court sports hall and facilities for fencing and martial arts.

The centre has been used by the Australian Olympic team and has formed a training base for Saracens and Harlequins rugby clubs, as well as for England Hockey. It has floodlit clay tennis courts, astroturf pitches for hockey, a climbing wall, outdoor basketball court and rackets courts, among many other facilities.

A fundamental aim is to develop in Tonbridgians a lifelong love of sports and of taking part, an achievement which can be measured in the sheer number of students who continue to play sport at university and beyond. Ultimately, the School prepares its boys for entering the adult world equipped with the knowledge and self-belief to fulfil their own potential and to become leaders in their chosen field. In the words of the great novelist and Old Tonbridgian E.M.Forster: 'Only Connect'.

TONBRIDGE ALUMNI

Old Tonbridgians (OTs) embark on a variety of vocations once they leave the school, ranging from art, architecture, academia and education to science, business, sport and the performing arts. Tonbridge's career guidance and networking service is regarded as among the best on offer in schools across the country.



“**Tonbridge is that rare creature:** a thriving, top-of-its-game, all-boys boarding and day school that somehow manages to fly under the radar. Fiercely academic without the heat of London, Tonbridge suits the driven, hardworking - but crucially, - normal boys. Understated yet excelling across the board, this is one of our favourite schools in the country.”

Talk Education

Journalists and writers educated at Tonbridge include novelists E.M.Forster, Frederick Forsyth, Christopher Reid and Vikram Seth. Scientists include Norman Heatley OBE, who turned penicillin into usable mass medicine, and Professor Derek Barton, a Nobel Prize Winner for Chemistry.

Well-known names in sport include former England cricket captain Colin Cowdrey and former national cricket selector Ed Smith. Ben Earl (rugby) and Zak Crawley (cricket) have both played for their national sides, having left Tonbridge in 2016.

Among other alumni are actor Dan Stevens; members of the best-selling band Keane; opera singer Freddie de Tommaso; documentary film-maker Vikram Jayanti; artist Anthony Whishaw; former ambassador Sherard Cowper-Coles; prominent scholar Owen Chadwick; cultural entrepreneur Sir Tim Waterstone; financier Sir John Bond, and historian Sir Anthony Seldon.

ACADEMIC LIFE

Tonbridge is renowned for its high-quality, innovative teaching and learning. Exam results at GCSE and A-level are outstanding. In 2023, 93 per cent of all GCSE/IGCSE results were at Grades 9, 8 and 7, the equivalent to A* or A. At A-level, 80 per cent of all results were A*/A, and 97 per cent of grades were A*, A or B (or their Pre-U equivalent).

Each year boys progress to leading universities in the UK and worldwide, including Oxbridge. The large majority of leavers achieve their first-choice higher education destination. A significant number now choose to study abroad, particularly in the USA, attending a range of prestigious universities.

THE HOUSE SYSTEM

Tonbridge has seven boarding and five day Houses. Boys identify strongly with their House in their time at Tonbridge, eating their meals together and taking part in an extensive programme of House competitions, including those for sport, music, art and debating.

All the Houses have their own buildings, with study and recreation areas. Each Boarding House has its own resident Housemaster, Matron and several House tutors, all of whom look after the boys.

CO-CURRICULAR LIFE

A Tonbridge education includes a vibrant programme of cocurricular breadth and depth. We offer more than 20 sports, and boys of all abilities are encouraged to take part and enjoy themselves. Tonbridge manages to do 'sporting excellence' and 'mass participation' equally well. Music plays an important part in school life: nearly half of

the boys learn an instrument, and about a third learn more than one. We have regular performances and concerts across all genres, as well as an outstanding choral tradition thanks to our School Chapel.

We offer a wide range of clubs, societies and activities, including Junior Science, CCF, Beekeeping, Rocketry, Debating, Robotics and Conservation. Bridge The Gap was started by boys at the School and is about diversity. Wide participation in co-curricular activities is encouraged at both House and School levels.

THE NEW BEACON

Tonbridge merged with The New Beacon Preparatory School, a leading independent day and boarding school for boys, in 2021. The New Beacon, in Sevenoaks, just seven miles from Tonbridge, is a leading independent day and boarding prep school for boys.

The Schools are combining experience and expertise to provide an educational pathway for boys from 3 to 18. We have a shared ethos and believe that the merger brings considerable benefits to both Schools; each, however, retains its own teaching and support staff, its own leadership and management teams, and its own uniform and site.

WORKING AT TONBRIDGE

Tonbridge has an outstanding record of developing staff and promoting good practice. Professional development is regular, supported and actively encouraged.

MORE INFORMATION

To find out more about Tonbridge School, please visit our website: www.tonbridge-school.co.uk

Or, find us on social media:

Facebook [TonbridgeUK](#)

Twitter [@TonbridgeUK](#)

Instagram [Tonbridgeuk](#)

Linkedin [Tonbridgeuk](#)



THE MUSIC DEPARTMENT AND THIS POST

Music at Tonbridge operates as an academic subject, as a major co-curricular activity (in groups or individually) and as an integral part of Chapel services.

Music is taught as a timetabled curriculum subject in the Novi year, with boys making a choice to specialise after the first term. From the Second Year Music becomes a GCSE option choice (CIE), with generally 20-25 boys choosing the subject in 2 or 3 sets. In the Sixth Form there are usually between 3 and 6 boys in each year opting to take Music A-level. Here small set sizes and teaching by a range of staff means that boys can develop and pursue their own individual musical enthusiasm within the structured framework of a flexible course, especially in the Performing and the Composing modules.

The department aims to give the boys a holistic musical experience, with as much individual contact time as possible with different members of staff, both formally and informally. Groups and ensembles are created to meet the needs of the boys so that there are suitable groups for all standards and ages. The groups range from piano trios and rock bands to symphony orchestras, massed chorus and big bands. Emphasis is placed on wider musical development as much as technical instrumental progress.

All performances are open to the school community and the public at large. Many are either filmed or recorded both for educational purposes and for the Parents' Portal. The extensive programme covers music of all genres and sizes and for each age group in formal and informal settings where appropriate. The department also joins forces with Drama for productions in various guises.

Singing plays an important role in the school. Hymns are sung in Chapel three times a week and there is a Congregational Practice every other Thursday morning to learn both hymns and more extended works where possible. Every five years the "Whole School Chorus" performs a work specifically composed for the school. These have included works by Howard Goodall and Jonathan Dove. A new oratorio, *The Argo*, written by former Composer-in-Residence, Hywel Davies was given its first performance in March 2023.

The department aims to function as a centre for both musical excellence and enjoyment, creating performing and listening opportunities for all levels and ages in a variety of genres.

Chapel Music

Chapel services are an integral part of school life and, as such, music features regularly. Weekday Chapel services feature a hymn together with music before and after the service, and boys regularly play the organ at these services.

The Chapel Choir sings at all Sunday services, along with several other occasions throughout the year. During an academic year, the boys sing an impressive amount of music. They will perform in the region of 70 different pieces, including more than 30 anthems, at least 15 canticles (for example the Magnificat and movements of Mass settings at Eucharist), and about a dozen psalms.

- The Choir consists of 20 choristers, recruited from Hilden Grange and Yardley Court schools, and about 30 altos, tenors and basses from our own boys and staff. Smaller vocal ensembles also occasionally sing in Chapel, including for school Eucharist and at Compline.
- At suitable opportunities, instrumentalists take part in services in Chapel too: recent occasions have included the Chamber Orchestra for Choral Evensong, trumpeters for Remembrance Sunday and the Christmas Carol Services and soloists to accompany anthems with the choir. Once or twice a term, small chamber ensembles play in weekday services in place of the usual talk by the Chaplain. This music is introduced to the school by a senior pupil.
- In recent years, the Chapel Choir has sung Evensong at St Albans Abbey, Salisbury and St Paul's Cathedrals.
- The four-manual Marcussen organ in Chapel is internationally famous. In addition to services there is a series of organ recitals and the instrument is much used for recordings: Gillian Weir, Simon Preston and Kevin Bowyer have all made highly acclaimed CDs on the organ.

Essential skills and qualifications

- Highly skilled both as an organist and pianist in concert and liturgical settings
- The experience of accompanying choirs and playing for services
- The repertoire knowledge and empathy needed to accompany and work with individual students
- Readiness to assist in all areas of the music department
- Good organisational and administrative skills
- A commitment to the value of music in education

Desirable skills and experience

- A good degree or equivalent qualification in Music, a related subject, or significant relevant experience



JOB DESCRIPTION FOR ORGANIST & ACCOMPANIST IN RESIDENCE

Reporting to: Director of Music (and ultimately the Headmaster)

Main Purpose: Playing to the highest possible professional standards, supporting and upholding the Aims and Ethos of the School. To be familiar with, and to operate effectively, the many and various policies and systems by which the pupils are cared for and the School is managed.

The Job Description below is, of necessity, brief. Further details of school systems will be provided to the appointed person in various handbooks associated with this post:

- The Tonbridge School handbook
- The Pastoral and Tutor handbook (all new staff are asked to be a Tutor)

The Role: To accompany chapel services and accompany concerts, exams and other events, as well as supporting all the activities of the Music Department.

Place of Work: The successful candidate will be based in the Music Department and Chapel.

Main Duties and Responsibilities:

Organist and Chapel:

- Accompanying weekday services (shared with Head of Chapel Music)
- Accompanying all choral services and rehearsals (both Sundays and extras)
- Teach up to six organ pupils

Piano Accompanist for the following:

- Octagon Concerts
- Community Concerts (Wednesday Afternoon Activities & Tonbridge Community Action)
- Scholars' Concerts
- Senior Recital Series
- House Soirees/Quiz Nights
- Some IGCSE Performance (concert and exams)
- Some A level Performances (concert and exams)
- ABRSM and Trinity Exams
- Diploma Exams
- School Productions (Assistant MD)
- 3rd Year Performance lessons
- Individual instrumental or vocal lessons as required
- Theory and aural sessions

“There doesn't seem to be a typical Tonbridgian - some sporty, some less so, some musical, some not - but all seem to enjoy themselves, and the key seems to be to take part in everything.”

Good Schools Guide

Hours of Work:

This is a term-time post on a fixed term contract for one academic year. Standard working hours are listed below. In addition to these there are extra services, concerts, rehearsals throughout each term.

Monday: 9.00 - 18.00

Tuesday: 8.00 - 18.00

Wednesday: 8.00 - 18.00

Thursday: 8.00 - 18.00

Friday: 8.00 - 17.00

Saturday morning: Day off

Sunday: 17.00 - 20.00

Other Duties

- Other duties that the Headmaster or Senior Colleagues might reasonably request.

Remuneration and Benefits

Generous benefits package including:

- Salary £24,000 for the duration of the fixed term contract.
- Accommodation provided subject to payment of rent and utilities.
- Pension Scheme.
- CPD opportunities.
- Provision of a laptop for the duration of the contract.
- Subsidised Sports Centre membership including use of gym, squash and tennis courts, swimming pool.
- Subsidised EMF Theatre tickets (selected performances) and concerts.
- School lunch and refreshments are provided during term-time.
- Membership of the School Library.
- Employee assistance programme.

Tonbridge has an outstanding record of developing staff and promoting good practice. Professional development is regular, supported and actively encouraged.

Opportunities will also be available to engage with the School's extensive trips programme during the holidays, both in the UK, Europe and further afield.

CONFIDENTIALITY

The successful candidate must maintain the confidentiality of information regarding the School, its staff and its business. Information must not be communicated to other persons in or outside the School except in the recognised course of their duties.

APPLICATION PROCESS



1st BOARDING SCHOOL NATIONALLY
BOYS' SCHOOL FOR A-LEVELS NATIONALLY
BOYS' SCHOOL IN THE SOUTH-EAST

6th Overall ranking
2nd South-East ranking
5th National A-level ranking
13th= National GCSE ranking

The Sunday Times Parent Power Schools Guide 2024

TONBRIDGE
ONLY CONNECT

Tonbridge School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to any post, including checks with past employers and the Disclosure and Barring Service.

SUBMITTING AN APPLICATION

Full details and an application pack may be found a www.tonbridge-school.co.uk/about/employment-opportunities

Applications forms should be accompanied by a short letter of application, a current curriculum vitae, and the names, addresses, and telephone numbers of three referees.

Apply via our online application form, or, send your completed application form and accompanying documents to:
Email: schooladmin@tonbridge-school.org; Tel: 01732 304246

Closing Date: Noon on Monday 13 May
Interviews: from Friday 17 May

We reserve the right to interview and appoint prior to the closing date for applications, so early applications are encouraged.

It is the post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and so to adhere to and ensure compliance with the school's Safeguarding Policy Statement at all times. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead or to the Headmaster.

The selection process will typically involve:

- Play two contrasting organ pieces.
- Coach session and Piano accompanist.
- Choir Practice.
- Panel interview with Second Master, Director of Music, Head of Academic Music, Choirmaster & Organ, Senior Chaplain.
- Tour of the School.

If circumstances dictate, these interviews may be conducted virtually.

For information about the Senior Team, please visit: <https://www.tonbridge-school.co.uk/about/senior-team>



**TONBRIDGE
ONLY CONNECT**

Tonbridge School
High Street
Tonbridge
Kent TN9 1JP
+44 (0)1732 304297
admissions@tonbridge-school.org

TONBRIDGE-SCHOOL.CO.UK



Tonbridge School is a registered charity No. 1097977
The information contained in the brochure is accurate at the time of going to press

