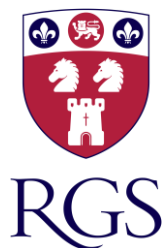




RGS



TEACHER OF ENGLISH

(Full Time, Fixed Term)

Newcastle upon Tyne Royal Grammar School

Required from September 2024 until March 2025 (estimated)



THE POSITION

We have a wonderful opportunity for someone to join our vibrant and scholarly English department. This is a maternity-cover role which is estimated to run until the end of March in the 2024-25 academic year, with the potential to extend beyond this by mutual agreement, if required. The successful candidate will be a dynamic and inspiring teacher from Year 7 through to A Level, with experience of preparing and guiding Oxbridge candidates. We are looking for an experienced candidate, whether that be in the independent sector or otherwise, and we will ensure that appropriate training and mentoring is provided either way.

Being 'willing to go the extra mile' is a major part of the role for all teachers at the RGS, not merely in specialist activities but in a huge range of co-curricular sporting, artistic and cultural work. We are keen to invite applications from those who would like to make their own distinctive contribution to this ethos. We very much value colleagues who are willing to contribute to the co-curricular programme.

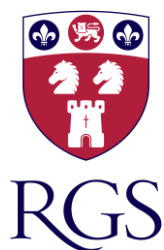
The RGS has its own salary scale (which is above national pay scales for teachers) and provides ECTs with an appropriate programme of induction leading to QTS.



Job Information: Teacher of English (Full time, Fixed Term)

Closing Date: 9.00am Monday 26th February 2024

Contact: Carole Saville (Head of English) c.saville@rgs.newcastle.sch.uk



THE SCHOOL

Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools, and the Sunday Times' North East Independent School of the Decade 2020. Most recently, RGS was awarded the Sunday Times' 2023 North East's Top Independent Secondary School for Academic Performance. We regularly lead all northern schools in national league tables and pride ourselves on academic excellence, a high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

The RGS has grown substantially in recent years. There are now some 1,320 students, over 260 of whom are in the Junior School. The Sixth Form of 330 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 46% of the school.

The school is based in the heart of the City, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a new Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.

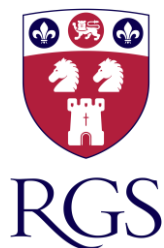


Academically the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7 and a handful at Y9, plus sixth form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c. 45 students). Beyond the academics, in Junior School (Y3-6) entry is assessed through activity days whilst at Y7 students are assessed through online tests and an interaction day. Sixth form entry is through interview only. Students sit baseline tests in Y7, Y10, and L6 – the average GLA CAT score for both the current Y7 and L6 is 117.

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Academic selection and excellent teaching means the school's results are exceptional. The published figures for 2023 are on the school's website. For A Level, 34% of A level grades were at A*; 71% A* - A; and 89% A* - B. For GCSE, the proportion of grade 9s was 41.2%; 9 – 8 was 67.8%; and 9 – 7 was 85.8%. These results placed the RGS 51st, nationally, in The Sunday Times Parent Power survey, up from 73rd place in 2022. Additionally, Top School Guide ranked the RGS 16th nationally for co-educational schools; and overall, 37th for A Levels and 48th for GCSEs.

In 2021 The Sunday Times Parent Power survey judged RGS Newcastle to be the North East Independent School of the Decade. Since then, the RGS has consistently ranked first for academic results in the North East. In 2023, as well as receiving accreditation for the Wellbeing Award for Schools, the RGS was awarded the overall title of Independent School of the Year for the whole of the UK, following winning the category for Outstanding Educational Partnerships. We have more recently been awarded the title of Sunday Times Parent Power North East Independent School of the Year for 2024. Furthermore, School Sports Magazine recently ranked the RGS as the 27th best sports school (independent and state) in the UK.



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THE ENGLISH DEPARTMENT

The English Department is strong, diverse and dedicated: it values a high degree of independence, enabling the teacher to play to their specific strengths, whilst also seeking to work towards a set of common objectives broadly within the framework of the national curriculum. The Department maintains a keen focus on the great texts of the literary canon whilst exposing students to work from authors from a diverse range of backgrounds. We are keen to foster students' love for and engagement with literature in and outside of the classroom.

There are eight teachers in the Department, who all teach at all levels of the School. The vacancy arises due to a maternity cover in the School.

All students take English Language and English Literature at GCSE level. We teach Cambridge IGCSE First Language English (0990) and IGCSE Literature in English (0992). In the Sixth Form, we teach the OCR English Literature specification (H472). There is no setting in English at any level of the school.



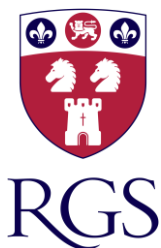
The Department is collaborative, welcoming, and well-resourced whilst seeking to avoid an over-prescriptive approach. The successful candidate should be creative, an advocate for literature, and keen to make a significant contribution to the Department and work collaboratively with the team.

There is a vigorously exciting enrichment programme—always responding to the best that makes itself available—providing opportunities to reinforce and extend beyond the classroom: very frequent theatre visits; book groups; a Sixth Form Reading Group meets weekly after school for a year, culminating in a celebratory literary trip; we have made regular trips to Shakespeare's Globe and the Sam Wanamaker in London (two nights, two/three plays); poetry readings (e.g. in conjunction with the Newcastle Centre for the

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Literary Arts). There is a developing programme of successful writers visiting school and a member of the Department edits the school magazine with a student committee.

ACCOMMODATION AND RESOURCES

The department has seven dedicated teaching rooms at the heart of the school, which offer modern facilities including Prowise interactive whiteboards and access to the school network.

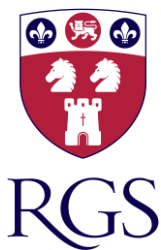
There is a strong range of literature to support teaching in Key Stage 3 and colleagues are encouraged to add to it in making new discoveries. The English section in the Sixth Form Library is an exceptional resource for a school. We are committed to sharing good practice and resources. New colleagues are expected to contribute to this culture and innovative ideas are encouraged and shared.

2023 EXAM RESULTS

Public examination results are consistently very strong indeed.

	A*	A*-A	B
A Level	42.9%	60.7%	96.4%
	9	9-8	9-7
IGCSE Language	68.6%	85.4%	96.4%
IGCSE Literature	45.6%	68.4%	90.4%





PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that we are looking for.

Qualifications and Training

- A degree in a relevant subject
- Courses of further study relevant to the post.

Experience

- Experience of teaching in a highly academic context
- Experience of teaching in the 11-18 age range.

Skills

- Experience in teaching GCSE and A-Level
- Ability to inspire young people to develop a love of English
- Ability to think originally and creatively and show initiative
- Commitment to high standards of teaching and learning
- Ability to teach high quality lessons
- Excellent organisational abilities
- Excellent project management skills
- High levels of IT competency.

Personal Characteristics

- Ability to work in a fast-paced environment
- Ability to communicate effectively with parents, students and staff in a variety of ways
- Understanding of, and commitment to equality of opportunity for all
- Understanding of, and commitment to the ethos of the school as a community
- Tact, discretion and diplomacy
- A genuine liking of people and the ability to show warmth, good-humour, empathy and sensitivity.



LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Sage, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.



MAIN TERMS AND CONDITIONS

- This is a fixed term appointment expected to start May or September 2024 and will end March 2025 unless extended by mutual agreement.
- Working Hours - Normal working hours will be those necessary to carry out the duties of the post.
- Salary - The salary will be determined by the RGS Teachers' Scale.
- The Teacher will be required to comply with a range of RGS policies, in particular, those regarding Data Protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, a copy of which will be made available.





WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- The school offers an alternative to the TPS, The Aviva Pension Trust for Independent Schools (APTIS) which is a defined contribution and salary exchange scheme administered by AVIVA. There is provision for life assurance and income protection under the APTIS scheme and increased flexibility regarding employee contributions and fund management. Further information on the APTIS scheme and salary exchange will be made available on appointment.
- The employee will become eligible for sick pay under the RGS Teachers Staff Sick Pay Scheme. Details of the scheme will be provided on appointment.
- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.





- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.
- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Supportive and friendly community.
- Opportunity to join in with RGS tradition and become a member of the Stowell, Collingwood, Horsley or Eldon House.



HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

If you have any queries or would like to arrange a visit to the school, please do not hesitate to email or to call Carole Saville (Head of English) on 0191 281 5711 or email c.saville@rgs.newcastle.sch.uk.

If, having looked through the website (www.rgs.newcastle.sch.uk) and read this job information pack and the Information for Applicants, you think this particular post would suit you, please say so (and why) in a covering letter of application. You must complete the application form, even if you want to also attach a CV. You are welcome to apply electronically, please email all documents to jobs@rgs.newcastle.sch.uk by the closing date.

The closing date for this role is
9.00am Monday 26th February 2024

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance, so applicants should arrive for interview with a clear idea of what would be involved in moving to the area (if necessary) and working at the RGS.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis S.Ellis@rgs.newcastle.sch.uk in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

Safeguarding and Safer Recruitment

RGS is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Safer Recruitment procedures to all candidates. More information regarding the checks can be found in the Information for Applicants and 'Keeping Children Safe in Education' (September 2023).

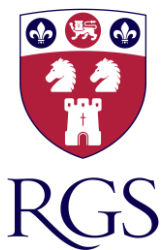
Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body. We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment regardless of age, disability, sex,

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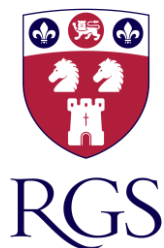
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gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. Whilst all applications are considered on merit, we would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in our staff community.

We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.



CONTACT DETAILS

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General enquiries: communications@rgs.newcastle.sch.uk
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