

RGS
Governor
Role
Information



RGS
NEWCASTLE

RGS Governor

Newcastle upon Tyne Royal Grammar School

Required as soon as available



THE POSITION

RGS Newcastle is seeking to appoint up to four new Governors to join the School's Governing Board. We are looking to appoint two governors in the 2025 / 2026 academic year and two further for the start of the 2026 / 2027 academic year. We are specifically seeking individuals with experience of leadership roles in the following areas:

1. Property (or estates management);
2. Human Resources;
3. Performing Arts;
4. Health & Safety; and
5. Fundraising.

Applicants will be welcomed from the private or public sectors, from within our network of parents and Old Novos or those brand new to our community. Individuals will find the voluntary role of Governor challenging yet rewarding and will be able to contribute to the ongoing success of our thriving day school, which has remained at the forefront of North East education for 500 years.

We are looking for Governors who will help deliver our School's strategic development plan and ensure that the School meets its compliance, legal and financial requirements. The Board has responsibility for the stewardship of the School's extensive resources and to use these to the best level in the provision of outstanding education for students. [Click here to read more about our strategic direction.](#)

A Governor will have the ability to communicate with all stakeholders from students to parents, Old Novocastrians and donors, through to the wider educational and business communities.

The role of Governor is not remunerated although travel and other reasonable expenses will be reimbursed. There is a comprehensive induction process and there is ongoing training provided, which Governors will be expected to attend. Governors are required to attend termly meetings of the Governing Board, and occasional committee or working group meetings, depending on their area of expertise. A time commitment of approximately 3 days per term can be expected.

Becoming a school Governor is a rewarding opportunity to help shape the future of a school and support the success of its pupils. Governors play a vital role in setting the strategic direction of the School, holding leaders to account, and ensuring financial oversight. You don't need to be an expert in education — just someone with a commitment to improving outcomes for children and young people. The role also offers valuable opportunities for personal and professional development, including experience in leadership, strategic planning, and governance, and working with a strong team of successful national leaders in their fields.

Job Description: Governor

Closing Date: 9.00am Monday 6th October 2025

Contact: Clerk to the Governors, Carla Black: c.black@rgs.newcastle.sch.uk



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THE SCHOOL

In 1525, the Mayor of Newcastle, Thomas Horsley, wrote his will, in which he generously gifted his estate to fund a grammar school. Five centuries later, Horsley's vision lives on in the Royal Grammar School Newcastle's corridors and classrooms, and his philanthropic spirit drives the RGS's commitment to education.

Few schools can claim a 500-year history. Over the years, the RGS, has continued to flourish as the premier independent school in the North East of England and as one of the country's leading schools - consistently topping the regional table for academic excellence.

Today, RGS is a fully co-educational school with over 1,300 students aged 7-18 (Years 3 to 13). Its academically selective places are highly sought after. The school has more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Its Sixth Form is one of the largest in the independent sector, with more than 340 students.

While RGS prides itself on academic excellence, the school is also known for its emphasis on a holistic education. The school's 'There's More to Life' approach informs its holistic education, which is central to students' success, health and happiness.

RGS is based in the heart of Newcastle, 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 modern 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.



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Academic Success

RGS is a special place, known and respected throughout the whole country as well as the North East. It is a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities but also leave the school realising that life outside the classroom has been equally beneficial.

In 2023, RGS was named the overall national 'Independent School of the Year' by The Telegraph Group's Independent School Parent Awards, and in 2025 was named Independent Senior School of the Year by TES. The school is consistently named North East Independent Secondary School of the Year for Academic Excellence by The Sunday Times' Parent Power Schools Guide.

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 academic tests and an interaction day. Sixth Form entry is assessed through an online test and an interview.

Students sit baseline tests in Y7, Y10, and Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. Each year we have a number of students who have the assistance of our dedicated Learning Support Team, which works across Junior and Senior School.



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Co-curricular Activities

At RGS, students can choose from over 170 co-curricular activities, ranging from music, drama, sports, service and outdoor activities to activities like e-sports and knitting. All students are encouraged to discover what excites and inspires them.

Sport is also a central part of life at RGS, with students actively participating in a variety of activities including hockey, cricket, and basketball, from early morning until late afternoon. RGS views sport as a fundamental vehicle for students to develop lifelong skills, character, resilience – and, above all, a love for daily movement.

While it may seem tricky to balance schoolwork with so many exciting co-curricular and sporting activities, RGS has found that students actively engaged outside the classroom often perform even better academically. Both programs are designed to help students develop essential life skills, from self-awareness to decision-making and self-organisation.

Pastoral Care

We understand that all of our students are unique and different, and we strive to treat them as individuals, aiming to tailor our care to meet their needs.

That is why pastoral care is another critical cornerstone of RGS's holistic approach. Student well-being is embedded throughout school life, from a dedicated Form Teacher and an allocated Tutor to easy access to the school Medical Team and counsellors who work together to help students reach their full potential.

Bursary and Partnership programmes

A significant contributor to the ethos of the school is its commitment to supporting the education of young people across the North East through its Bursary and Partnership programmes. There are currently 100 students at the RGS on transformational means tested bursaries. In addition, through an innovative model of externally funded partnership teacher, the school runs more than 80 projects across over 100 schools in the region, engaging with well over 10,000 children each year.



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MAIN DUTIES AND RESPONSIBILITIES

The Governing Body is responsible and liable for the governance and functioning of the School.

The role of the Governors is to hold ultimate control of and responsibility for the management of the School, including: ensuring the School acts in accordance with the School's Constitution, in educating, safeguarding and promoting the wellbeing of pupils; ensuring compliance with the inspection regime; and managing the School's activities in furtherance of its charitable objects.

Governors act as trustees of the School for the purposes of charity law and directors of the School (and company members) for the purposes of company law.

The Governor's responsibilities will include but are not limited to the following:

- Set a clear vision, mission and strategic plan for the School and ensure that the necessary structures are in place to deliver those as part of the strategic management of the School (Strategic Responsibility);
- Ensure the performance of the School continues to be exceptional (Performance Responsibility);
- Ensure that the School complies with all legal and regulatory requirements (Compliance Responsibility);
- Ensure robust and assured procedures, training and proper oversight are in place to ensure that everyone who comes into contact with the School is safe, in particular pupils, employees, staff, contractors and volunteers (Safeguarding Responsibility);
- Act as guardians of the School's assets, both tangible and intangible, taking all due care over their security, deployment and proper application (Responsibility to Protect the Assets); and
- Ensure that the School's governance is of the highest possible standard (Governance Responsibility).

QUALIFICATIONS/TRAINING/KNOWLEDGE/SKILLS

In addition to leadership experience in the areas detailed above, applicants should have strong communication skills and a commitment to the furtherance of educational excellence both within the school and the wider region.

Personal Qualities

Each Governor should be able to demonstrate a good selection of the skills/attributes detailed below:

- Commitment to the school and its charitable objectives.
- Good understanding of the environment in which the school is operating and wider education policy.
- Good understanding of the legal responsibilities of the Governors as both individuals and a corporate entity.
- Undoubted personal integrity (including clean DBS Check).
- Extensive experience and a record of success in their personal field of expertise.
- Good communication skills.
- Good organisational skills.
- Ability to think strategically.
- Ability to prioritise.
- Ability to challenge the status quo whilst operating collaboratively within a team environment.
- Capacity to process information quickly and understand relevant data.



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HOW TO APPLY

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

Please visit www.rgs.newcastle.sch.uk/join-us/work-with-us to access our application form and further information for applicants.

To apply for this post please submit the following to jobs@rgs.newcastle.sch.uk by 9.00am on Monday 6th October 2025:

1. A covering letter and
2. A fully completed RGS application form.

Note: You must complete the application form, even if you want to also attach a CV.

Interviews will be held shortly after the closing date. We will hope to make the appointments as soon as possible following interview, offering the post and gaining acceptance.

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 Keeping Children Safe in Education Safer Recruitment procedures to all candidates including appropriate pre-interview checks on shortlisted candidates and pre-employment checks pending any offer. More information regarding the checks can be found in our Information for Applicants here, and 'Keeping Children Safe in Education' (September 2025)

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 neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian, and ethnic minority heritage as well as White heritage.

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.

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CONTACT DETAILS

Royal Grammar School, Eskdale Terrace, Newcastle upon Tyne, NE2 4DX

Tel: 0191 281 5711

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

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