

**DANCE
SPECIALIST
(Ages 7 – 18)**

**JOB
INFORMATION**



RGS
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DANCE SPECIALIST (Ages 7-18)

Newcastle upon Tyne Royal Grammar School

Required as soon as possible



THE POSITION

Are you passionate about dance and inspiring young people?

We are looking for an enthusiastic, creative, and dedicated Dance Specialist to bring energy and expertise to our students. This is a fantastic opportunity to shape and grow our vibrant dance programme across all age groups (11-18 years) and make a real impact.

While this is a unique role within the school, you'll be joining a supportive, collaborative team at RGS, where your ideas and passion will truly shine. If you love dance and working with children, we'd love to hear from you!

You will need to be student/parent focused and must actively support the school's ethos and vision.



Job Description: Dance Specialist
Closing Date: 9.00am Monday 12th January 2026
Contact: Angela Ponton a.ponton@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's 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. The school was again named North East Independent Secondary School of the Year for Academic Excellence 2025 by The Sunday Times' Parent Power Schools Guide. Most recently, the school was named Independent Senior School of the Year at the TES Awards.

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 Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. We have several 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, and sports to unique options like e-sports and knitting. All students are encouraged to discover what excites and inspires them.

Sport and Performing Arts are a central part of life at RGS, with students actively participating in a variety of activities, from early morning until late afternoon. RGS views Co-Curricular activities 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.

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THE JUNIOR SCHOOL

Coursing through the veins of the Junior School community are our 4 Superpowers. We expect the children, the staff and the parents to practice and demonstrate these qualities as often as they can in their everyday lives:



Sharing the site of the Senior School, the Junior School caters for pupils aged 7-11 with three parallel classes in Year 3 and Year 4 (approx. 20 per class) and three classes in Years 5 and 6 (approx. 24 per class), to give a total school roll of 270 presently. Selection is based on performance during Assessment Days for Year 3 entrants and an entrance Examination and Activity Day for Year 5 applicants.

The majority of the teaching takes place in the purpose-built buildings of Lambton House, for Years 3 and 4, and Brandling House for Years 5 and 6. Dedicated art & design technology rooms in Lambton House and a science lab and computer suite in Years 5 and 6 before transfer (without further assessment/selection) to the Senior School.

We aim to nurture a love for learning which helps our pupils make excellent progress across KS2, but more importantly, helps them to develop qualities that are crucial in the real world: curiosity, open-mindedness, resilience, resourcefulness collaboration and reflection.

In the Junior School, we encourage children to develop their abilities through active participation, and we pride ourselves on the wide range of activities and extra-curricular opportunities on offer. Sometimes it seems as if Junior School students are never in school!





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We have a comprehensive programme of outdoor activity. Currently Year 5 have a residential visit to the North Pennines, whilst Year 4 have a wonderful week in the stunning location of Patterdale in the Lake District. Year 6 spend the second week of the autumn term under canvas up in the Cheviots, at Kirknewton near Wooler and Year 3 have an overnight stay in the Centre at the same place in the summer term. Further afield students travel at Easter to ski in the French Alps and we are hoping to launch a Year 6 Sports Tour in the near future.

In sport, we want all boys and girls to participate, whilst also aiming for excellence, and there are inter-house competitions and school teams for rugby, hockey, football, netball, cross-country running, swimming, cricket, rounders, athletics, chess and gymnastics. These sports have clubs during the week (before, during and after school) and there are further clubs for fitness, fundamental movement and fencing. Teams compete at the highest levels. The school regularly has National Champions at gymnastics and swimming, and regional and HMC champions in rugby, hockey, chess and athletics.

Performing Arts in the Junior School are also of major importance, and the quality of music and dance performers and performances is tremendous. For example, the annual Dance Championship provides opportunity for display in all genres for boys and girls to celebrate their keenness for artistic movement; and the House Music event always showcases phenomenal individual talent.

The RGS Junior School has 19 members of teaching staff, and three teaching assistants. There is some staff cross-over into the Junior School from Senior School staff in Music, Dance, and PE/Sport. Junior School staff are supportive, and the Staff Room is friendly and mixed in outlook with male and female colleagues of all ages. There is a very strong team spirit: this extends beyond the Junior School to the whole RGS staff which regularly comes together for staff training days and social events.





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THE ROLE

The role will involve the delivery of an exciting number of co-curricular clubs, choreographing the dance elements of stage shows and contributing to the delivery of the PE curriculum. The clubs are generally held during lunch and after school. There is the opportunity to develop a Dance Company within senior school. A core element of the role is to organise and deliver both the Senior and Junior House Dance competitions.

The core hours are 8.30am – 5.30pm Monday to Friday, term time only. In addition to these core hours, the role involves attendance at evening shows, the development of the subject, the planning of additional clubs and the identification of external coaches to deliver them.

The Delivery of the Dance Curriculum:

- To develop, lead and deliver a creative and inspirational student dance programme.
- To ensure that Dance is taught effectively across the school and adjusted to reflect the differing abilities of students, taking into account any special educational needs or disabilities.
- To explore cross-curricular opportunities for the development and effective promotion of Dance.
- To role model excellent Dance teaching practice, actively encouraging other teachers to do the same, going 'above and beyond'.
- To ensure that school responds to national initiatives / days in an appropriate and relevant manner.
- To organise and deliver a JS House Dance Competition.
- To assist in the delivery of the SS House Dance Competition.
- To organise a dance show for the Senior and Junior schools.
- Raise the profile of dance by organising regular performances of dance clubs.

Supporting the PE Curriculum:

- To lead the delivery of dance in PE across the school and continue to develop the curriculum to ensure it is accessible for all pupils.
- To assist in the delivery of non-dance PE lessons.

Supporting the Co-Curricular Programme:

- Lead the choreography for the Year 6 Summer Production, bringing creativity and energy to the stage.
- Deliver dynamic choreography for senior school productions and drama events, enhancing performance quality.
- Organise and deliver engaging dance clubs for each year group, fostering a love of movement and expression.
- Run a dedicated boys' dance club in the Junior School to encourage participation and confidence.
- Introduce a variety of dance styles, including contemporary and ballet, through clubs and workshops.
- Develop and expand the dance provision to ensure all students can access a diverse range of genres.



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- Support fixtures and sports clubs when required, contributing to the wider co-curricular programme.
- Work towards establishing and growing a vibrant school dance company.
- Collaborate with the commercial team to plan and deliver RGS Skills Camps during school holidays, ensuring high-quality coaching, engaging activities, and a safe, inclusive environment for all participants

General:

- Be aware of and comply with policies and procedures relating to child protection and safeguarding, staff behaviour, health & safety, confidentiality and data protection and acceptable use policies, reporting all concerns to an appropriate person.
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communicate effectively with other colleagues /professionals to support achievement and progress of pupils.
- Attend and participate in key staff meetings.
- Participate in training and other learning activities as required.





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PERSON SPECIFICATION

The successful candidate will demonstrate experience and expertise in most of the following areas. Previous experience in a school setting is preferred but this is not as essential as a kind and common-sense approach to these roles.

QUALIFICATIONS

- Appropriate safeguarding training.

KNOWLEDGE AND EXPERIENCE

- An excellent dance teacher.
- An excellent track record in developing dancers and the ability to differentiate, stretch and challenge.
- An understanding of child development, the principles of good practice; child-centered philosophy and approach.
- An understanding of the wellbeing and mental health issues facing students.
- Ability to inspire students.
- Understanding of current safeguarding and welfare responsibilities.

SKILLS AND ABILITIES

- A commitment to promoting and safeguarding the welfare of children.
- Good ICT skills
- Experience with the following:
 - Office 365
 - MS Teams
- Excellent team working skills.
- The ability to challenge and support a range of students from the most to the least able.

PERSONAL ATTRIBUTES

- Commitment to the RGS School values.
- An exemplary degree of personal integrity and maturity.
- Strong organisational and administrative skills with the ability to remain calm in a fast-paced environment and work to tight deadlines, managing competing priorities.
- Highly motivated, effective and energetic.
- Good interpersonal skills.
- Empathy and commitment.
- Have a strong sense of self-awareness and be willing to learn.
- Resilient, cheerful and well organised.
- Common sense.
- A willingness to be involved in the wider life of the school.



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MAIN TERMS AND CONDITIONS

- Start date: We expect the role to start in early 2026 pending completion of the successful candidate's pre-employment checks.
- The post will report to the Director of Sport. You will also work closely with colleagues in Junior School.
- This is a permanent post with the school.
- This is a term time only post plus 4 staff training days and an additional 9 days to be used for any Saturday and Sunday associated with preparations and rehearsals for key school performances throughout the year.
- Additionally, all staff are required to attend work on the annual safeguarding training day at the start of each academic year (payment for this day is incorporated into the annual salary).
- The normal core working hours will be 37.5 hours per week (7.5 hours per day), normally Monday to Friday during term time unless the Dance Specialist is involved in any weekend rehearsals/activities. Whilst the core working hours for operational staff are 8.30am - 4.30pm, the Dance Specialist role requires more flexibility and therefore the working pattern may vary from week to week depending on events in the calendar, student timetabling and co-curricular activities. In general, the earliest start time will be 7.45am and the latest finish time will be 5.30pm, except on performance days when the end time will be variable.
- Due to the nature of the role, the working pattern will likely change each academic year in relation to timetabling, co-curricular activities and performances.
- You will be requested to opt out of the Working Time Regulations and agree to work for more than an average 48 hours a week over a 17-week period at certain times.
- The full-time salary for this post will c.34k gross per annum (Full Time Equivalent for 37.5 hours all year round) on the RGS Support Staff Salary Scale. As this is a term time only post, plus 4 days for training and 9 days to support dance activities, the salary will be pro-rata'd to c.28.7k gross per annum.
- RGS staff salaries are reviewed on 1st August each year.
- As the successful candidate's employment will commence mid-way through the school academic year, there may be a shortfall on the holiday accrued to cover the holidays during the 2025/2026 school year. We will discuss options around how the holiday shortfall could be balanced at interview.
- The employee will be entitled to normal school holidays (pro rata) payment for holidays will be incorporated into the Employee's salary.
- The employee 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.

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WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- For non-teaching staff we offer a support staff pension scheme, The Aviva Pension Trust for Independent Schools (APTIS). On receipt of a 6% employee contribution the school makes an employer contribution of 10%. There is also the option of a 3% employee and 5% employer contribution if preferred. This scheme is administered via Salary Exchange (also known as Salary Sacrifice) for those who are eligible. You can opt out of the Salary Exchange arrangement whilst remaining in the pension scheme. Further details of the scheme and salary exchange will be provided on appointment.
- Membership to life assurance scheme through Aviva which pays out 5x annual salary in the event of death in service.
- The employee will become eligible for sick pay under the RGS Support Staff Sick Pay Scheme after a qualifying period. 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.
- It is the school's policy to allow all eligible members of staff to educate their children at the school at concessionary rates, subject to their children meeting the academic entry requirements and subject to a place being available.



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- 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.



- 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.
- Free use of a well-equipped gym, fitness suite and swimming pool at permitted times.
- Supportive and friendly community.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Access to the school's library service and a wide range of reading materials.



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HOW TO APPLY

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

Enquiries about this post should be made in the first instance to Angela Ponton (Director of Sport) in the first instance. For an informal chat about the post, contact Angela Ponton on 0191 281 5711 or email a.ponton@rgs.newcastle.sch.uk.

Please note that during the school holidays response times may be slower than usual.

To apply for this post please submit the following to jobs@rgs.newcastle.sch.uk by the closing date.

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.

The closing date for this role is 9.00am Monday 12th January 2026

We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance.

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 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.

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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.

CONTACT DETAILS

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

Tel: 0191 281 5711

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

www.rgs.newcastle.sch.uk



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