

**Head of  
Religious  
Studies  
Job  
Information**



**RGS**  
NEWCASTLE



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## Head of Religious Studies

Newcastle upon Tyne Royal Grammar School  
Required from September 2026



### THE POSITION

We have an exciting opportunity for a Head of Religious Studies to join our school community. We are looking for an excellent practitioner capable of teaching Religious Studies from Year 7 through to A-Level, inspiring our students with a love of the subject and possessing a willingness to take learners well beyond the scope of the A-Level syllabus. There will be opportunities to work with students applying for top universities.

The Head of Religious Studies takes responsibility for the day-to-day running of the subject provision throughout the school. The school offers an in-house bespoke program for Years 7 - 11 (known as "Philosophy & Religion") and the RS A Level, for Years 12 and 13. There is scope for the appointed colleague to review our bespoke offering, update our provision, and grow the subject. Over time, for example, it might be that the school reviews the potential to offer RS GCSE to Year 10 and 11 students.

The role involves resourcing the subject, leading on teaching and learning in the subject, overseeing internal assessment, mentoring and coaching of colleagues who might offer Philosophy & Religion teaching, and contributing to managing high subject performance.

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 applicants who would like to make their own distinctive contribution to this ethos.

If you are a teacher wanting to broaden your experience, multi-talented and ready to develop your teaching skills in any of these areas, we would welcome your application.

## 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.



## 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.





## 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 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

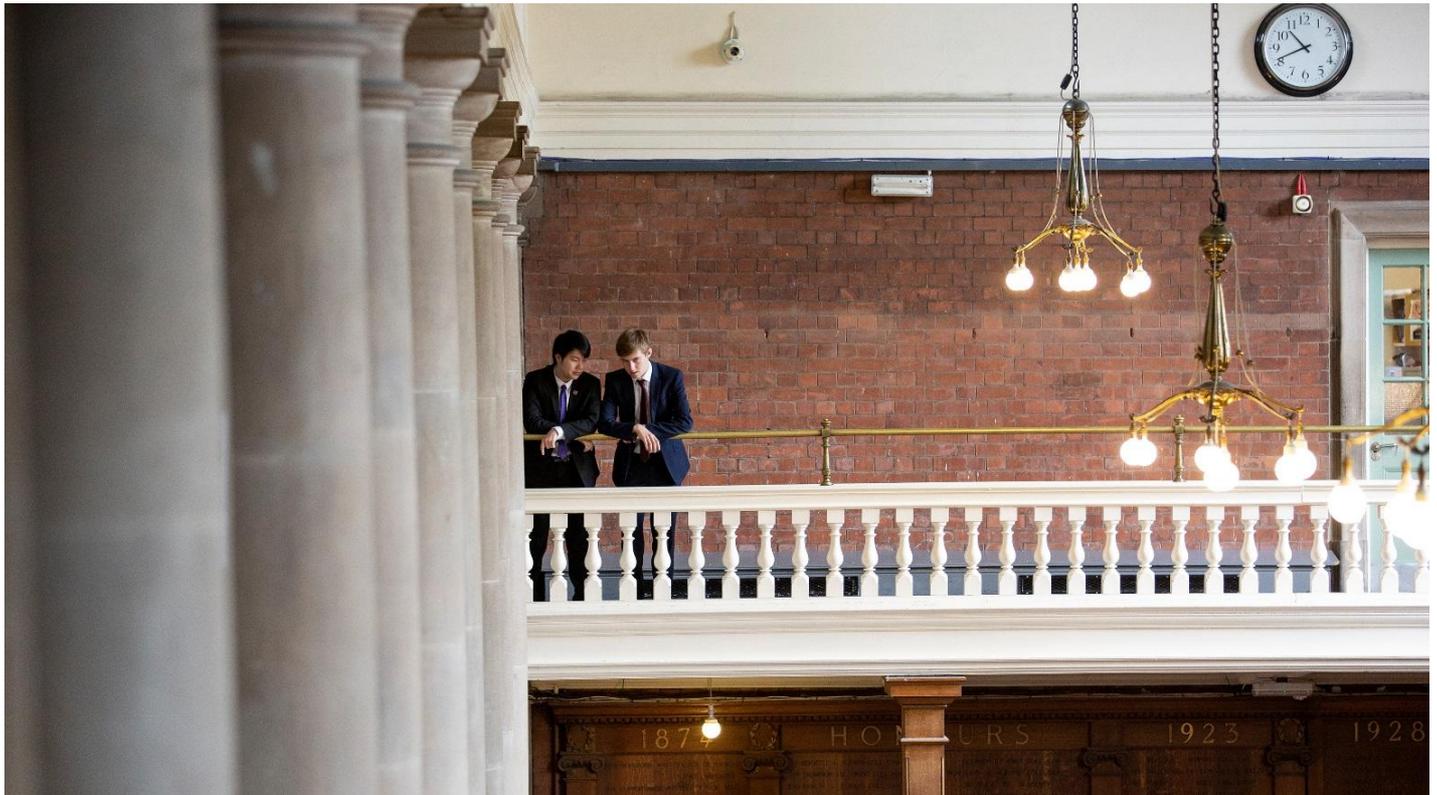
We understand that all of our students are unique and different, and we strive to treat them as individuals, aiming to tailor our care to meet their needs.

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.

## THE DEPARTMENT

The Philosophy & Religion Department delivers a bespoke, non-examined, curriculum to all students in Years 7-11, introducing the key ideas of the six major religions found in the UK as well as presenting both sides of major philosophical debates. There is considerable flexibility to modify the topics covered within this broad framework, and to engage students in classroom discussion. The RGS does not have a religious affiliation and aims to allow all students to develop their understanding and spirituality, regardless of (lack of) religious background.

Depending on the requirements of the timetable, lessons up to Year 11 are delivered by the Head of Department, or by colleagues from other departments, under the HoD's supervision.



The OCR A-Level in Religious Studies is a new specification and subject for the school. The RGS has recently switched to this from the AQA A-Level Philosophy specification, partly to increase accessibility. There is typically one small A-Level set each year; no results are yet available, although in the recent past the school has produced Oxbridge students for philosophical and theological subjects.

The successful candidate should be creative, and knowledgeable across the whole range of major world religions, with the ability to assist non-specialists when required.

Outside the classroom, there is a thriving Philosophy Society run by sixth formers with assistance from the HoD. This attracts a range of students beyond those formally studying the subject. The HoD is also involved in interview preparation for university applicants in related subjects, and in delivering assemblies on religious topics (often working together with students). There is considerable opportunity to maintain or build upon existing links with religious organisations, with a varying range of visits and speakers.



## ACCOMMODATION AND RESOURCES

The department shares the use of a seminar room with the Classics department, which is ideal for SixthForm lessons. Other classes are taught around the historic heart of the school; all classrooms have Prowise interactive whiteboards, and the use of the students' school-issued SurfacePro devices is embedded within most lessons.

There is a wide range of philosophical and theological reading available for students to borrow within the department, in addition to a well-stocked School Library.

## 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 the full 11-18 age range.

### Skills

- Experience in teaching post-16, A-Level.
- Ability to inspire young people to develop a love of the subject.
- Ability to think originally and creatively and show initiative.
- Commitment to high standards of teaching and learning.
- Ability to demonstrate excellent interactive use of technology to enhance pupil learning.
- Ability to teach high quality lessons.
- Excellent organisational abilities.
- Excellent team-working skills & an ability to work with equanimity.
- 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.
- Willingness to take part in trips/activities often outside school hours.
- A commitment to supporting the successful education and development of young people in an independent school.



## 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 Glass House, 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.

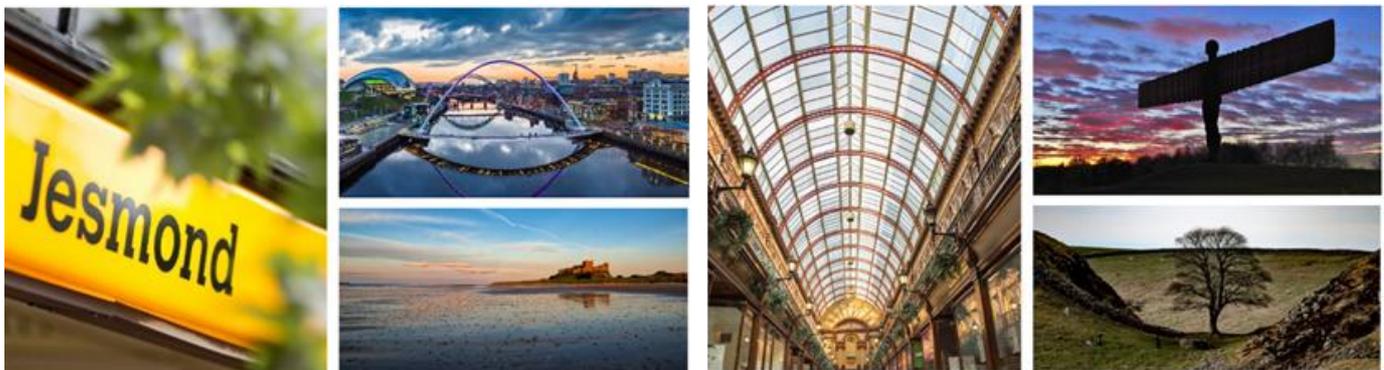
If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice 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 full-time permanent post with the school.
- The post will commence in September 2026.
- The postholder will report to the Deputy Head Academic.
- Working Hours - Normal working hours will be those necessary to perform 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, particularly 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.





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- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- Access to the school's library service and a wide range of reading materials.
- 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.

Enquiries about this post should be made in the first instance to Chris Quayle ([c.quayle@rgs.newcastle.sch.uk](mailto:c.quayle@rgs.newcastle.sch.uk)) in the first instance.

Please visit [www.rgs.newcastle.sch.uk/join-us/work-with-us](http://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](mailto: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 2<sup>nd</sup> February 2026

Interviews will be held shortly after the closing date, and hopefully during the week beginning Feb 09<sup>th</sup> 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](mailto: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.

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](mailto:communications@rgs.newcastle.sch.uk)

[www.rgs.newcastle.sch.uk](http://www.rgs.newcastle.sch.uk)

