

**INFORMATION
FOR
APPLICANTS
Support staff**



RGS



INFORMATION FOR APPLICANTS (Support Staff)

Newcastle upon Tyne Royal Grammar School

THE SCHOOL

Although the exact date is a matter of argument, tradition has it that the Royal Grammar School was founded in 1525. The RGS continues to flourish today as the premier independent school in the North-East of England and as one of the country's leading schools. Over the centuries the school has moved five times but has occupied its present site in Jesmond, Newcastle upon Tyne, since 1906.

The RGS has grown substantially in recent years. There are now some 1320 students, 264 of whom are in the Junior School. The Sixth Form of 342 is one of the largest in the independent sector. The school has a strong tradition of welcoming students from all backgrounds; the school used to have over 300 students on Assisted Places and has introduced a bursary scheme to replace them in some measure. The efforts of the bursary campaign and the support from its benefactors has made it possible to provide financial assistance for some 80 students, the great majority of whom receive support at a level of 90% or above.

In September 2001, we welcomed our first group of girls into the sixth form and girls have been represented in all year groups since 2008; overall, they now comprise 43% of the school.

The school's philosophy is centred on its dedication to high-quality education. Boys and girls flourish in an atmosphere of academic endeavour and success. Staff and students alike share high expectations and teachers are dedicated to helping and encouraging their students to succeed. As a result, the RGS has an academic record consistently high in the national league tables. In 2019, 28% of all A level entries gained the A* grade, 86% at A*/B. At GCSE, in 2019 62.5% of grades were at A*, 83.4% A*/A. In those subjects where the new number grades were used, 39.9% were at 9, 83.4% were grade 7 or better. It was pleasing, though not entirely surprising, that the *Sunday Times* named the RGS *Best School in the North* in both 2014 and 2015. In 2017, RGS was named *Best School in the North East* and in December 2020, we were named as the *North East Independent School of the Decade* by the *Sunday Times*: you have to go a long way to find a school outperforming us.

Half of our Year 7 cohort comes up every year from our own Junior School. They certainly gain excellent learning habits there: the Junior School's record in Key Stage 2 tests is both excellent and consistent. In 2019, 99% of RGS students met or exceed expectations in Maths and Reading, completely bucking the national trend. Over the last decade the aggregate score for SATS performance has put the Junior School routinely in the top ten nationally in the *Sunday Times Parent Power* league tables for Independent Preparatory and Junior Schools.

Extra-curricular involvement and excellence feature prominently at the RGS. There are constant examples of outstanding performance in such disparate areas as chess and rugby, gymnastics and music, football and drama, hockey and debating.

Further information about the school is available on our website: www.rgs.newcastle.sch.uk

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 behaviours 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, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. To help us achieve this, please submit the equal opportunities form with your application. This will be sent directly to the HR team for monitoring purposes.

FACILITIES

The RGS's excellent facilities are based around a fine 1906 building. The last two decades have seen a vigorous programme of building and development, creating a new Science and Technology Centre, sports hall, dining hall, Junior School (on-site) and Performing Arts Centre (with spectacular 300-seat theatre) as well as numerous refurbishments of older buildings. On site the school has an excellent all-weather hockey (multi-use) pitch, netball courts and one rugby pitch. Within walking distance it has other grass pitches and, for cricket, it holds the historic Jesmond (Northumberland County) Cricket Ground on a long lease. Other facilities are hired in at need, but it is remarkable that a city centre school has such facilities immediately available without having to bus students out to them.

We recently completed our multi-million building and development programme, Project XL, which will take the school forward to the year 2040 with outstanding facilities matched by few independent day schools. In 2015, we completed a major new sports facility fitting between the school's existing sports hall and all-weather pitch: this comprises a new six-lane 25-metre swimming pool; a second sports hall above it; new fitness, weights and aerobic dance facilities; and changing rooms to accommodate all the school's foreseeable sporting needs.

In September 2019, phase 3 of Project XL opened. The building is home to a new state-of-the-art library, art studios, maths classrooms, a pastoral suite and an assembly space. January 2020 saw the opening of our new Sixth Form centre - the combination of the old sixth form and old library into a modern, and much larger area. The open-plan style centre comprises individual study pods, a Sixth Form only bank of computers, a space for collaborative working, printing and photocopying facilities and a new coffee bar, serving hot and cold barista style drinks and snacks.

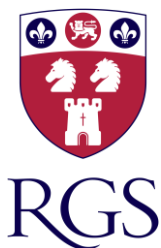
LOCATION AND DIRECTIONS

The RGS is in Jesmond, close to Newcastle city centre and Newcastle and Northumbria Universities. It is 70 yards from Jesmond Metro station, three stops from Central Station and eight from the airport. There is parking for staff, though it is limited: train/metro is easier.

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.

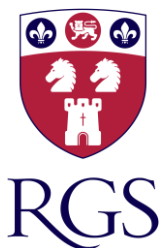
There are some really excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.

The RGS is on the edge of the city centre, a ten-minute walk from the main shopping areas. The leafy, affluent suburbs of Jesmond and Gosforth are close by with housing ranging from purpose-built flats in terraced streets and conversions of bigger houses to terraced houses, post-war semis and large, family-sized detached houses with big gardens. All of this is within walking distance of the school so no commute is needed. Properties are very affordable both within the city and the surrounding area. If you want to travel to work then you could wake up with a sea view, hop on the Metro and be at school just half an hour later. The region wins tourism and lifestyle awards for very good reasons!

CONDITIONS OF APPOINTMENT

Any offer of appointment made to a successful candidate will be conditional until the necessary safer recruitment checks have been satisfied. We advise candidates to read through the following information carefully and refer to the [DISCLOSURE POLICY](#) and [STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS](#) found on our website for detailed information. Our safer recruitment checks include:

- A satisfactory enhanced DBS certificate which includes a Children's Barred List check. The school is obliged to see this under arrangements introduced for the protection of children. All information given by you, or received from the police, will be treated in the strictest confidence. The failure by you to declare any conviction or other Court Order may disqualify you from appointment or, if appointed, result in the immediate termination of your contract. All considerations and decisions relating to matters of information provided by you are in the absolute discretion of the Governors and the Headmaster, having regard to the duty of care they owe to the students at the school.
- *Please note:* A criminal record is not necessarily a bar to appointment; (see [STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS](#)). Each case will be carefully reviewed and individual circumstances considered, but a failure to disclose any conviction in an application will be an absolute bar. Such a disclosure should be made in a separate sealed covering letter to the Headmaster marked *Private and Confidential*.
- A declaration signed by you that you have not been involved in any court proceedings, or a statement signed by you detailing any such proceedings, and the outcome. Because a teaching post at RGS involves substantial opportunity for access to children, it is exempt from the Rehabilitation of Offenders Act 1974. You are therefore required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act (see [STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS](#)). You can do this either by attaching a statement to that effect to your application or, if you are offered the post, by



signing such a statement at that point. This statement must say:

I confirm that I am not on the DBS Children's Barred List or disqualified from working with children. I further declare that I have no convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

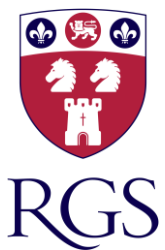
- Verification of your identity upon presentation of valid **original** copies of photographic identification and proof of address. More information about the accepted forms of identification is available on request.
- Verification of your right to work in the UK.
- An overseas police record check, if you have ever lived or worked outside the UK for a period of three months or more during the last ten years. You will be required to source and provide evidence of a valid overseas criminal record check. More information about this can be found via the Home Office guidance on GOV.UK
- The completion by you of a confidential 'Declaration of Health' form (following offer of appointment) to verify your mental and physical fitness to carry out the responsibilities of the role and, if necessary, a satisfactory report following a medical examination.
- Evidence or other verification of qualifications relevant to the role.
- A full and continuous employment history. This should have been submitted as part of your application for the role using our application form. Any gaps in employment will be discussed with you.
- Two satisfactory references: **one must be from your current or most recent employer** (your *employer*, not your immediate line-manager)
- Teachers and others in the profession **involved in teaching work** will be subject to a 'Prohibition from Teaching Check' to confirm that you are not subject to a prohibition order issued by the Secretary of State.
- Candidates appointed to management positions, including those promoted internally, are subject to a Section 128 direction. This includes headteachers, members of the senior management team (**including non-teaching positions**), teaching positions with departmental headship and proprietors.
- The completion of a Contract of Employment in the standard terms offered by the Governors. This will be issued with your appointment letter and confirmed when all our safer recruitment checks are complete.

In addition, if the position involves supervising children under the age of eight outside normal school hours or managing the supervision of children under the age of eight you will be further required to confirm that you have not:

- Been barred from working with children i.e. included on the Children's Barred List.
- Been cautioned for, convicted of or charged with a violent and sexual criminal offence against children or adults, at home or abroad.
- Been issued with an order against you relating to my care of children.
- Had your registration cancelled in relation to childcare or children's homes or have been disqualified from private fostering.

You will also be required to confirm that you do not, to your knowledge, live in the same household as anyone to whom those categories apply.

If you cannot sign such a declaration, you are not necessarily disbarred from applying and



being offered a post at RGS. Please read the [STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS](#) carefully and, if in doubt, call the Headmaster to discuss the matter in the strictest confidence.

CONTACT DETAILS

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

Tel: 0191 281 5711

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

www.rgs.newcastle.sch.uk