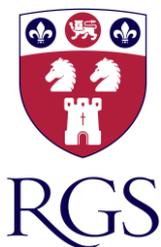


**ENGLISH  
TEACHER  
JOB  
INFORMATION**



RGS



## ENGLISH TEACHER (Full Time)

**Newcastle upon Tyne Royal Grammar School**

With effect from September 2022

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### THE POSITION

We have a wonderful opportunity for someone to join our vibrant and scholarly English department. The successful candidate will be an inspired and inspiring teacher from Year 7 through to A Level/Oxbridge. You might be a new entrant to the profession, or someone seeking to broaden or deepen your experience; we will give you appropriate training and mentoring either way. You will also want to contribute to our enormous range of co-curricular activities.

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 NQTs with an appropriate programme of induction leading to QTS.

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### 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. 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 extra-curricular activities, and our commitment to bursaries and partnerships.

RGS has grown substantially in recent years. There are now some 1,330 students, over 260 of whom are in the Junior School. The Sixth Form of 350 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 43% 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.

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**Job description:** English Teacher

**Deadline:** 12 noon on Monday 24<sup>th</sup> January 2022

**Contact:** Roger Loxley, Deputy Head Academic [r.loxley@rgs.newcastle.sch.uk](mailto:r.loxley@rgs.newcastle.sch.uk)



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## THE ENGLISH DEPARTMENT

The 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. English is taught through its literature, with significant emphasis being placed on firing the imagination of students by exposing them to a wide range of good material.

There are eight teachers in the Department, who all teach at all levels of the School. The vacancy arises due to the retirement of a colleague who has taught here for nineteen years.

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

High-powered, friendly and collaborative, the Department seeks to benefit from the enthusiasms and insights of each other whilst also resisting an over-prescriptive approach. The successful candidate will have a love of literature, will be able to bring their own creative initiatives and will want to make a significant contribution and work collaboratively with the Departmental team. There is a separate Drama department though the English team has always made a strong contribution to the production of plays and members of the Department also Head the Drama and Film Studies departments.

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 reading weekend on Holy Island; 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 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.

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## 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 new, innovative ideas are encouraged and shared.

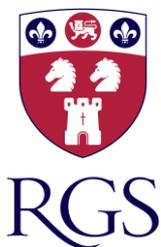
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## 2021 EXAM RESULTS

Public examination results are consistently very strong indeed. Since the A\* grade was introduced at A Level, the Department average has been 40% of our candidates achieving the top grade.

	<b>A*</b>	<b>A</b>	<b>B</b>	<b>other</b>
<b>A Level</b>	17	12	6	3
	<b>9</b>	<b>8</b>	<b>7</b>	<b>other</b>
<b>IGCSE English</b>	83	42	14	3
<b>IGCSE Literature</b>	73	43	18	3





## **PERSON SPECIFICATION**

### **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 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 cope with pressure
- 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.

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## **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 are 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 is music from classical to club and we are home to the Royal Northern Sinfonia. There is also a growing food culture with some fantastic restaurants.

If you like sport then there is 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 is 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.

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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!

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## MAIN TERMS AND CONDITIONS

- 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.
- Pension - The School is part of the Teachers' Pension Scheme and all teachers are automatically included in the Scheme.
- Lunch - School lunch is provided during term time.
- Education - At present the School's policy is 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.
- Car Parking - there is a car park on site although spaces are limited.

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## HOW TO APPLY

If, having looked through the website ([www.rgs.newcastle.sch.uk](http://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](mailto:jobs@rgs.newcastle.sch.uk).

Please read the Information for Applicants with particular care before applying. RGS is committed to the safeguarding of children and applies the Government's Safer Recruitment procedures, which will include:

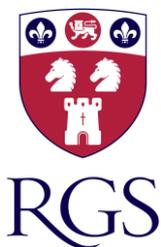
- Checking that the submitted application form provides a continuous record of education and employment from age 16 (including education, employment and voluntary work) with reasons for leaving. Any gaps must be accounted for by the applicant.

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- Provision of at least two satisfactory references, one of which must be from the applicant's current or most recent employer. In addition, the school will seek a reference from the relevant employer from the last time the applicant worked with children. Internal references will be sought where appropriate.
- Completion by the applicant of a confidential form of declaration of physical and mental health (after offer of appointment) and, if necessary, a satisfactory report following a medical examination.
- Evidence or other verification of the applicant's qualifications; For teachers, verification of any award of qualified teacher status (QTS) and the completion of teacher induction or probation. For support roles, evidence of qualifications relevant to the role or those listed on the application form must be provided.
- Obtaining a satisfactory Enhanced Disclosure Report from the DBS (via the applicant) including children's barred list information for those who will be engaging in regulated activity with children.
- Verification of an applicant's right to work in the UK.
- Verification of the applicant's identity including a check of photographic ID, proof of address and a check of the applicant's birth certificate. The applicant must present official documentation to evidence any change of name or surname.
- For teaching roles or anyone involved in teaching, a check that the applicant is not subject to a prohibition order issued by the Secretary of State.
- For management roles (headteachers, senior leadership team (including non-teaching roles,) teaching positions with departmental headship, governors and trustees, proprietors) a check to ensure that the applicant is not subject to a section 128 direction made by the Secretary of State. This applies to any relevant internal applicants.
- If the individual has lived or worked outside of the UK for more than 3 months in the last 10 years, an overseas police check/s must be obtained (via the applicant) and any other checks deemed appropriate by the school, i.e., obtaining a letter (via the applicant) from the professional regulating authority in the country (or countries) in which the individual has worked.
- If the role, involves supervising children under the age of eight outside teaching hours or managing the supervision of children under the age of eight outside of teaching hours, applicants must complete a self-declaration to confirm that they are not disqualified from providing childcare under the Childcare (Disqualification) Act 2006 and Regulations 2018.

If you have any queries or would like to arrange a visit to the school, please do not hesitate to email or to call Roger Loxley, Academic Deputy Head ([r.loxley@rgs.newcastle.sch.uk](mailto:r.loxley@rgs.newcastle.sch.uk)).

Interviews will be held shortly after the closing date.

### **Self-Declaration of Criminal Record**

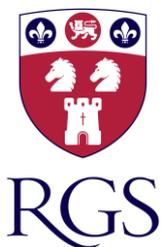
Applicants who are invited for interview will be asked to complete a self-declaration of their criminal record or, of information that would make them unsuitable to work with children. Further information about self-declaration can be found on GOV.UK. Please note that if applicants electronically sign this declaration, they will be asked to physically sign a hard copy of the declaration at interview.

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### **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, 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.

### **Safer Recruitment**

RGS Newcastle is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In accordance with our Child Protection Policy, we are unable to process applications without a fully completed application form. The post is exempt from the Rehabilitation of Offenders Act 1974. Shortlisted candidates must 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) via the self-declaration form. The successful applicant must obtain Children's Barred List clearance and DBS (Disclosure and Barring Service) clearance at enhanced level.

### **References**

In keeping with the current Keeping Children Safe in Education regulations, references will be sought to support any appointment decisions that the school may make. Further information for applicants:

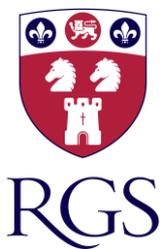
- the school will seek references for all teaching vacancies ahead of interview, one of which must be the individual's current or most recent employer.
- For support roles, it is a requirement for the school to request a reference from your current employer. It is our preference that we request references including one from your current employer before interview. Should you prefer for the school **not** to contact your current employer before an interview, you must supply details of an additional referee who is able to comment on your suitability for the role applied for. We will then contact your current employer at the point of making an offer of employment.
- In addition, the school will seek a reference from the relevant employer from the last time you worked with children, if you are not currently working with children in regulated activity.
- Internal references will be sought where appropriate.
- References must be completed by a senior person with appropriate authority. For teaching roles, this must be the head of a school. For support roles, this should be the employer, HR or senior level manager.
- Open references will not be accepted.

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## CONTACT DETAILS

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries: [hm@rgs.newcastle.sch.uk](mailto:hm@rgs.newcastle.sch.uk)

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

Dr Simon Barker, Head of English, [s.barker@rgs.newcastle.sch.uk](mailto:s.barker@rgs.newcastle.sch.uk)

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

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