Why work for The Regis School?

The Regis School
The best in everyone™
Part of United Learning

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The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – you.

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As a member of staff at The Regis School you can expect:

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- Significant investment in your continuing professional development each year
- Enhanced pay scales
- Free health care package (subject to criteria) for first year
- Accelerated progression for Outstanding teachers
- The possibility of a July start date for Good and Outstanding candidates, and payment over the summer to enable you to settle in the area (NQTs)
- Reduced Gym Membership
- Entitlement to United Learning's Staff Benefits package
- Discount on nursery place at Stepping Stones on-site Nursery
- A laptop for use at home and a classroom fully equipped with interactive whiteboard
- A state of the art school environment with modern, up to date facilities

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Working in a Rights Respecting School

"Through its Rights Respecting work, The Regis School has created a positive learning environment where all students are empowered to become active citizens, both within and beyond the school gates." Frances Bestley, UNICEF UK

As soon as you walk into The Regis School you know you are somewhere special and unique. The colourful wall displays, awe inspiring art work and wonderful photography all make reference to the United Nations Convention on the Rights of the Child. It is immediately clear that it is this that unites the entire school community and as a member of staff here I can say it is the glue that binds us.

We have achieved Level 2 Award, which is the highest given by UNICEF UK and as such we place the convention at the heart of all we do. It helps us ensure the best interests of the child is at the forefront of our planning and decision making. Our students and staff are confident in the language of the convention and it has given us all a framework as to why we do what we do, from upholding a child's right to an education to ensuring a child's voice is listened to. By working together we have created classroom charters and The Regis 10 which are our mutually agreed set of citizenship standards to ensure learning can take place in a safe, happy and respectful environment.

We are incredibly proud to be an Ambassador school for UNICEF and regularly showcase our best practice to other schools and organisations. This has led to amazing opportunities for both staff and students including being asked to represent UNICEF at 10 Downing Street to campaign on global food poverty.

As a Geography teacher I can easily include key concepts such as sustainability into lessons and the fact students and staff speak a common language makes it much easier for my class to grasp difficult concepts and to make cross curricular connections. All our learning environments are rights respecting where there is a strong emphasis on mutual support and collaboration and students have a voice, make choices and lead learning. The rights respecting framework helps structure our planning and classroom management resulting in happy, respectful classrooms.

New staff are given training and induction into the Rights Respecting School process and this is often led by the students themselves. There are also opportunities for staff to get involved as Staff Champions or members of our RRS Family Forum too.

As Lord Carey commented after visiting the school, "Through the Rights Respecting programme of care, respect, interest and compassion. The result is a generation of students who are becoming inspiring and aspiring human beings. We were astounded by them."

Caroline Saunders
Assistant Principal

A personal reflection on CPD opportunities offered at The Regis School by Mr Gardner

The Regis School has offered me many opportunities to further my career and improve my professional profile since joining in 2009, and moving from middle to senior management within that time. The school runs an outstanding CPD programme which has taken on many guises to fit the fluidity of need within the teaching, support and associate staff body. This includes observing others teaching, working in lesson study trios to develop area of practice with like-minded staff, being involved in seasonal CPD markets with the sharing of quick wins and small effort-large gain skills, all of which can transform areas of teaching and learning for staff overnight. Feedback from visitor 'drop ins', NQTs and experienced staff observations are always invaluable and the use of Star Lesson can help you pin point areas of practice that need honing and refining.

On larger scales, the CPD offered by working with such a forward thinking leadership team has allowed me to progress to my current role and stay at a school I feared I would have to leave to move on the next career step. With the support of United Learning I have attended training in my role as Head of Faculty for Science by visiting other United Learning schools in the south, either to attend leadership conferences or to gain training required for curriculum changes and alterations.

I have been fully trained as a first aider for the school, been invested in to drive school vehicles and manage Radioactive Sources. TRS and the trust have also provided invaluable guidance through specialist advisors visiting to support change and progress as well as introducing new tools, such as PIXL, to transform assessment.

My move to Senior Management involved leading change in Mathematics for a period of time. To support this I have now taught maths and have also completed a maths conversion course to sit alongside my experience in teaching Science to KS5. This is an invaluable investment for the school and me personally and professionally. I have been offered and taken the opportunity to complete some MA units towards a leadership and management Masters Degree, supported and funded by TRS.

More recently in my full Senior role I have attended Leadership residential courses which have been immersive and immeasurably valuable in developing my transition from middle management to senior level. Alongside this TRS has supported my time to be present at Senior Manager Network Meetings and to bring back strategies to support my areas of responsibility.

In summary, I feel my career pathway has flourished at TRS and opportunities are plentiful if you wish to take them. With outstanding support and personalised professional development, TRS is an ideal arena to start or continue a successful career in schools.

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Enhanced Pay Scales at The Regis School

from September 2016

Main Scale Teachers Pay	The Regis School Professional Teachers
• M1: £22,467	• PT1: £24,023
• M2: £24,243	• PT2: £25,848
• M3: £26,192	• PT3: £26,977
• M4: £28,207	• PT4: £29,335
• M5: £30,430	• PT5: £31,626
• M6: £33,160	• PT6: £34,059
	• PT top: £35,569

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Enhanced Pay Scales at The Regis School

from September 2016

Upper Pay Scale Teachers Pay	The Regis School Experienced Professional Teachers
• UPS1: £35,571	• EPT1: £35,926
• UPS2: £36,889	• EPT1a: £36,949
	• EPT2: £38,012
• UPS3: £38,250	• EPT2a: £39,230

For consistent outstanding classroom performance and student outcomes the opportunity currently exists to move to the following payscale:

EPT3: £40,750
EPT top: £44,556

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ARENA
SPORTS CENTRE

Arena Sports Centre & Arena Gym use and entitlement

50% Discount off the standard anytime membership

Opening hours of Arena Gym

(including Regis School use)

The Arena Gym opens to the public at the following times –

Monday – Friday	06.45 – 22.00
Saturday	08.30 – 18.00
Sunday	08.30 – 20.00

The Fitness Hub to be used by **The Regis School exclusively** from 08.30 – 16.30 weekdays during term time

Off Peak Times

Off peak time are as follows –

Weekdays	08.30 – 16.30
Weekends	11 – Close

During off peak times the Fitness Hub will be closed off to the public during term time when it will be available to be used exclusively by The Regis School

Term/Non Term

The Arena Management Team do not propose to set up a termly membership but to will offer casual, Monthly Direct Debit and Annual Membership at great value.

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ARENA
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Promotions and other benefits

- ✓ All membership options entitle the cardholder holder to unlimited “anytime” Arena Gym use.
- ✓ Centre membership entitlement for all Arena Sports Centre facilities including courses and classes.
- ✓ All campus staff who may not wish to use the Arena Gym are entitled to free Arena membership (partner and children under the age of 16).
- ✓ Discounted Arena Parties! 25% discount off for immediate family. (This does not include table or room hire.)
- ✓ A 2 week window at the start of each term will be available for Campus Staff to join the Arena Gym for free. This cut off date to be agreed by Arena Sports Centre Management at the start of each term.
- ✓ 50% discount on joining fee at all other times.

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Stepping Stones is an 'Outstanding' nursery according to Ofsted's latest inspection. It is based in two buildings, either side of a well designed outdoor play area for the children to free flow between in and out of doors in all weathers. The baby unit has two rooms and a sensory room for all ages. The Caterpillar Room aged 3 months to rising 2's, The Bumble Bee Room rising 2's to rising 3 years olds. The nursery unit has two rooms, The Ladybird Room rising 3's to rising 4 year olds and The Butterfly Room rising 4's to 5 year olds.

STEPPING STONES neighbourhood nursery

A 10% discount is applied to The Regis School Staff who are a parent of a child attending the Nursery

Ofsted Outstanding

Staff Training

The nursery staff take part in regular in-service training, as well as professional training organised by WSCC through the Early Childhood Service. Our aim is to develop and update staff needs to continuously enable us to develop as a nursery providing high quality care.

Opening Times

Monday - Friday 7.30am – 6pm

The nursery will be closed on Bank Holidays and Public Holidays

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