



RGS  
WORCESTER

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DIRECTOR OF INNOVATION



## Director of Innovation

If you have a passion for innovation and improving learning experiences for young people, RGS Worcester would like to hear from you. We seek to engage a talented and committed professional as our 'Director Of Innovation', which is a new and pivotal senior role being introduced in 2019.

We are looking for someone capable of driving innovation, to enhance learning opportunities as well as the business function. An individual committed to delivering positive outcomes for our young people, our staff, our families, and the wider community.

Through strong leadership, enthusiasm for learning and the ability to inspire and motivate others as a role model, you will develop a strategy that will harness the key strengths and energy of our schools. This post will provide opportunities to establish innovative ways of leading and managing learning as well as allowing the development of creative approaches and solutions which will further raise standards and create a climate of success for everyone.

We are looking for someone who is able to understand what our Digital Learning Programme is all about, and be able to deliver the next phase of development, so RGS can be sure it is leveraging all of the new and exciting opportunities afforded in a learning environment, when technology is deployed, understood and used effectively.



**Distinguished School**

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Recognised by Apple as a distinguished school for innovation, leadership and educational excellence.

## Job Description - Director of Innovation

**Location:** Based at the Upper Tything site, but working across all three RGS schools.

**Reporting to:** Director of Finance and Operations.

**Line manages:** IT Services Manager, MIS Manager, e learning Co-ordinator, Grange Head of Computing and IT.

## Introduction

This is an exciting new and pivotal senior role being introduced at RGS Worcester in 2018/19. RGS Worcester is a highly ambitious, forward facing family of three schools based in the heart of the City of Worcester. We are looking for someone capable of driving innovation, to enhance learning opportunities and develop business systems.

After the hugely successful introduction of our Digital Learning Programme five years ago, which now sees all learners benefiting from ready access to technology, we are now looking to drive forward with the next phase of the programme for our learners.

IT enjoys high levels of investment at RGS Worcester and the Board fully recognise the benefits this brings to both pupils and staff. All RGS Schools enjoy a first class infrastructure and highly committed and able IT services support team.

We are looking for a highly motivated individual, capable of creative thinking to help us design our classroom of the future, to influence our learning models and to help us embrace the opportunities Artificial Intelligence and Augmented Reality might offer educators.

You may or may not be currently working in the education sector. Applications are invited from candidates from all backgrounds.

Further details of our Digital Learning Programme can be obtained here - <http://dlp.rgs.wor.org.uk/>

## Job Purpose

The primary objective of this role will be to ensure that the school's aims and ethos are met through its engagement with technology, innovation and curriculum design, maintaining the school's reputation as a forward-thinking, dynamic school which strives to be an inspiring place for its pupils to be educated. The Director Of Innovation will, therefore, be part of the Senior Management Team to enable this.





Are you an individual committed to delivering positive outcomes for young people and staff? We are an Apple Distinguished School and run an Apple Regional Training centre, where will you take us next?

## Descriptors

To identify where the research, consideration, implementation and subsequent support of innovation can enhance both the learning and business function at RGSW.

Formulation of Innovation & IT Strategy - production of an IT Strategic Development Plan. Then the subsequent and associated leadership, implementation, development and monitoring, both academic and administrative. Production of reports as required to the Board.

To ensure outstanding use of technology across the schools, to support the learning and business function.

To drive forward innovative projects which promote our ethos of independent learning, creativity and innovation, for the benefit of pupils, staff and the wider community.

To lead and develop the Digital Learning Programme. Ensure that it is effective, both in its support to students and its implementation in the classroom as a teaching and learning resource, in association with academic leads. Assisting/advising other departments/colleagues to identify opportunities and understand their IT requirements. (in conjunction with the eLearning Co-ordinator)

To be aware of trends and changes in the use of technology both within education and the wider world and to ensure that the school responds to these developments appropriately.

To maintain and utilise the school's status as an Apple Distinguished School and nurture the relationship with Apple and other ADS participants, in particular the HMC ADS Group.

Responsibility for and provision of the Management Information Systems/Portals and online teaching and learning services, such as iTunes U and Showbie across all three schools, with the aim of improving the quality of Information provided to end users, and implement efficient digital workflows. Understand how best to leverage our systems, and ensure they all operate in harmony.

To work with colleagues to explore opportunities to work with local and wider communities, supporting them through the school's expertise with the use of technology

To actively seek out corporate partnership opportunities in order to find ways in which the school, its pupils and staff might benefit from the support networks of the business world.

Formulation and delivery of the Internet Safety Strategy at RGSW.

Overview of the procurement of IT products and services in association with the IT Services Manager.

To keep up to date with legislation in relation to the General Data Protection Regulations (2018) as part of being the Deputy Privacy and Compliance Officer.

\*As a new role, the above descriptors will be subject to change and development in time.

### Digital Learning Programme

Since September 2014, digital technology has become one of RGS Worcester's channels of learning and iPads are now an important part of our blended learning philosophy in all three schools, helping to drive academic excellence.

The benefits of the Digital Learning Programme are extensive and fall under five interlinked headings.

Enhancement of deeper thinking skills.

Motivation and engagement of pupils.

Independent learning.

Transformational feedback.

The opportunity to do things that were previously not possible.

The use of technology does not replace a traditional RGS education. Just as the calculator replaced the slide rule and became another tool in the pencil case, so has the iPad. The calculator didn't change the way Maths was taught, it just added enormously to the learning process. The same is true of the iPad, as it has become an important part of our blended learning philosophy.





RGS Worcester was recognised as an Apple Distinguished School for 2017–2019 for its introduction of the Digital Learning Programme, across all three RGS Schools. The DLP is helping to drive academic excellence, promote independent thinking and prepare today's learners for tomorrow's global workplace. The Apple Distinguished School designation is reserved for programmes that meet criteria for innovation, leadership, and educational excellence, and demonstrate a clear vision of exemplary learning environments.

[RGS iBook detailing the Digital Learning Programme at RGS](#)

# iTunes Preview


[Overview](#)[Music](#)[Video](#)[Charts](#)

## Learning at RGS Worcester

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**Our Story**  
**Robert Berry**

This book is available for download with iBooks on your Mac or iOS device. Multi-touch books can be read with iBooks on your Mac or iOS device. Books with interactive features may work best on an iOS device. iBooks on your Mac requires OS X 10.9 or later.



**Description**

*RGS Worcester, the sixth oldest school in the world, aims to 'cherish the past, look to the future'. Students across all three schools – RGS The Grange, RGS Springfield and the Senior School – have 1:1 iPads as part of their Digital Learning Programme. They have used Apple technology for over twenty years, and their goal has always been to involve students in the process of learning, prepare them for the global workplace, enable independent thinking, and strengthen feedback between teachers and students. Students use their iPad to record science experiments, create stop-motion animation in geography and document learning while on field trips. iTunes U courses are used as a way to structure and deliver learning materials for students, who often use iPads to create videos, presentations, podcasts and learn how to code.*

**What's New in Version 1.1**

Enhanced graphics.

[View in iBooks](#)

## *'The Good Schools Guide' says:*

*'And what a fine group of individuals we met. We were toured by the Head Girl and the Head Boy (both of whom are sitting on Oxbridge offers) who demonstrated the sort of easy affability, wit and willingness to talk that eludes many adults. Equally at lunch, representatives of different years waited to be given permission to start their meal and were the best of company, speaking with a sustained enthusiasm about their school and the multiplicity of opportunity that it offers.'*

*'For both girls and boys sport is of a high calibre, underpinned by RGSW's 'Charter for Sport' where the expectation is that players are 'resolute, gracious, selfless and willing.'*

*'To read the pages of the magazines and prospectuses, pamphlets and newsletters, full of gleaming teenagers and glory, is to enter a kind of yellow-brick road signposting the way to journey's end and stashes of gold over the rainbow. But is it all true?*

*Certainly, the ISI is convinced; branding the school 'excellent in all areas' whilst these standards also characterised our conversations with both students and staff; reflective of an assurance, but not an arrogance, that only genuinely outstanding schools achieve.'*

*'parents on tour will feel that they are on some kind of National Trust trail. The highlights consist of a number of Georgian and Victorian buildings (RGSW dates back to the 7th century and will celebrate its 150th anniversary on its present site in 2018), such as Britannia House where an initial meeting with the head will be held.'*

*'In response to our question for some nouns to summarise what the school has given them they answered "guidance", "confidence" and "independence." Their most impressive statement, coming from a Lower Sixth girl, was "school is about who you become.'*





# RGS Worcester

## Introduction

The Royal Grammar School, Worcester is one of the leading independent co-educational day schools in the West Midlands. The RGS Senior School has approximately 800 pupils aged 11 - 18 years, including a Sixth Form of 250 students. There are a further 450 pupils aged 2 - 11 years in the two RGS Preparatory Schools, RGS The Grange (two miles north of Worcester City Centre in the village of Claines), and RGS Springfield (a two minute walk from the Senior School in Britannia Square). The Headmaster of the Senior School is a member of the Headmasters' and Headmistresses' Conference (HMC).

## History

RGS was founded some time before 1291 and lays claim to being the sixth oldest school in the world. The School has a rich history: RGS received its Elizabethan Charter in 1561 and was granted its 'Royal' title by Queen Victoria in 1869. From 1950 until 1983, the School was administered by Worcestershire LEA as a voluntary aided grammar school and the School reverted to independence in 1983. RGS became co-educational in 2002 and merged with the neighbouring girls' school, The Alice Ottley School, in 2007. The Senior School is now close to 50:50 boy: girl.

## Facilities

RGS Worcester is situated a few minutes' walk from the centre of the City of Worcester and is convenient for rail and bus links. The School's older buildings are mostly pre-20th Century and five of them have been listed by English Heritage, the most notable being Britannia House, built in 1730, and the ruins of a Cistercian nunnery known as Whiteladies, dating from c.1240.

The School has superb facilities, which include a Sixth Form Centre, refurbished Science Block, Language Laboratory, Library, Fitness Centre, two Sports Halls, Dance Studio, Lecture Theatre, Art Block, Design Centre, Performing Arts Centre, a full-size floodlit all-weather pitch and several pavilions. Some of the playing fields are close by in the city centre and there are 50 acres of grounds at RGS The Grange. The School has use of the local swimming pool and shares a Boathouse with Worcester Rowing Club on the nearby River Severn. All classrooms are equipped with IT facilities and there are four bookable computer rooms. Each member of staff has the use of a laptop computer and iPad.

The Governors have invested about £14 million in facilities over the last seven years.

## Location

RGS Worcester is located in the northern part of Worcester and is easily accessible from the City as well as surrounding towns and villages. House prices in the area are extremely attractive compared to other cities and are equally favourable both as a first-time buyer looking for a flat or small house and those seeking a family home. There is also a strong rental market. For those looking to move out of London, Worcester offers considerable property opportunity.

Worcester is a vibrant and beautiful city overlooking the banks of the River Severn. The extraordinary Cathedral reveals the great history and tradition of the City and sits alongside modern shopping and leisure facilities. Worcester boasts extensive cultural activities and sporting life including the Worcestershire County Cricket Club ground in the centre of the City and Worcester Warriors' Sixways Stadium a few minutes drive from the School.

The surrounding area offers the outdoors life with the Malvern Hills and many other locations for walking, cycling, canoeing, rowing and other outdoor pursuits. A few minutes out of Worcester, visitors find themselves in rural villages and surrounding countryside. With its excellent transport links to Birmingham and London, Worcester offers something for everyone and is certainly an extremely attractive place to work and live.

## School Aims

The aims of the School are to reach a high level of academic achievement, to be a caring and civilised society within a well-disciplined environment and, by placing emphasis on a wide range of sporting, cultural and other activities, to extend pupils in as many ways as possible. Overall, the aim is to offer a balanced and challenging education, which will stand pupils in good stead in their future careers and within the community at large. Our School film 'Worcester is green' (available on our website [www.rgsw.org.uk](http://www.rgsw.org.uk)) gives a flavour of our pupil-centred approach.

## Curriculum and Academic Life

Pupils follow a common curriculum in Years Seven to Nine. Normally ten GCSE subjects are studied in Years Ten and Eleven, the option arrangements allowing a wide choice giving a balanced curriculum which does not prejudice subsequent career decisions.

The majority of Sixth Form leavers move on to Higher Education, gaining places at Russell Group Universities or top 25 ranked Universities, including a number to Oxford and Cambridge Universities. Each year a small number go to Drama, Music or Art Colleges. Some students opt for higher level Apprenticeships with companies such as Deloitte, the BBC and Jaguar Land Rover.





RGS launched an innovative Digital Learning Programme in September 2014, which has introduced full use of iPads across all year groups at the Senior School. The Programme is an important part of the School's focus on Teaching and Learning and has been recognised by Apple, leading to RGS being granted 'Apple Distinguished School' status.

### Pastoral Care

The strength of the pastoral care system and the pride pupils take in their school are distinctive features of RGS, as is the excellent spirit of co-operation between pupils, staff and parents. The Form Tutor is an important figure in each pupil's school life, and there are eight Heads of Year who act as team leaders. The work of the Heads of Year is overseen by three Heads of Section (Lower School, Middle School and Sixth Form) who report to the Assistant Head (Pastoral). Immense care is taken over pastoral problems, and communication between staff and parents is frequent and constructive.

### Co-curricular Activities

RGS Worcester prides itself on its co-curricular provision. RGS Music is extremely strong with thirteen different ensembles, and over fifteen concerts each year, including performances in major venues locally and nationally. The breadth of the co-curricular Music provision is unusual with concerts ranging from informal 'tea-time' events to large orchestral and choral performances.

In Drama there are opportunities both for musical theatre and serious drama. The School has its own theatre along with other performance spaces and both Music and Drama are part of a vibrant Creative Arts Faculty. A £3 million Performing Arts Centre is currently under construction.

In Sport, nearly 20 different sports are offered and a 'sport for all' approach sits comfortably alongside pupils achieving Regional and National distinction. RGS is currently ranked in the top 40 independent schools nationally for sport. An ambitious Athlete Development Programme encourages pupils to aim high in their sporting pursuits and a vibrant House system provides competition in a wide range of activities.

There are many other opportunities for pupils including a large Combined Cadet Force (Army, Navy and RAF Sections) and the Duke of Edinburgh's Award Scheme for pupils from Year Nine onwards. A wide range of Academic Clubs and Societies is available and all pupils are encouraged to participate fully to develop their interests and enjoy a well-rounded education.

## Admission

Admission is by the School's own examination held in January, mainly at 11+, but also at 12+ and 13+. Pupils are also admitted into the Sixth Form on the basis of Assessments, GCSE results and school reports. Academic Scholarships and means-tested Bursaries are available at 11+, 13+ and 16+. Art, Drama, Music and Sports Scholarships are also available at 11+, 13+ and 16+.

## Process of Application

A letter of application and a completed online TES application form with the names, addresses, telephone numbers and e-mail addresses of two referees should be provided. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK, and the person appointed will be subject to an enhanced DBS check, Prohibition Check, Right to Work in the UK and other checks specified by the Department for Education and Independent School's Inspectorate.

Details of the salary will be available after interview and will reflect the importance of this post, if you would like to discuss the position please contact [itr@rgsw.org.uk](mailto:itr@rgsw.org.uk). RGS is a member of the Teachers' Pension Scheme and benefits include free private health insurance and re-location expenses for persons moving into the area.

The Governors of RGS Worcester are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

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Registered Charity No. 1020644

Thank you for your interest in this post and we look forward to seeing you at RGS Worcester.



## How to find us

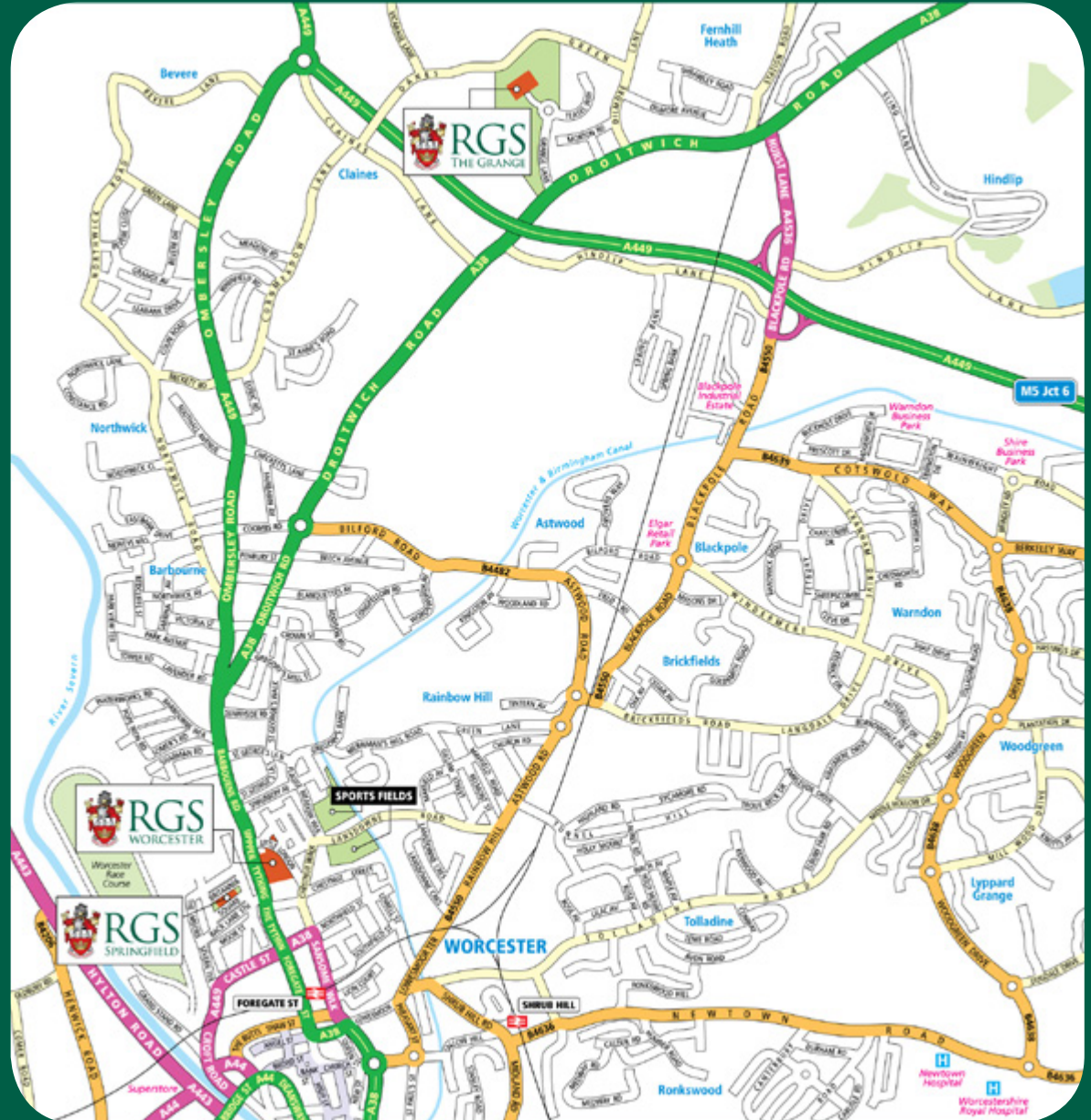
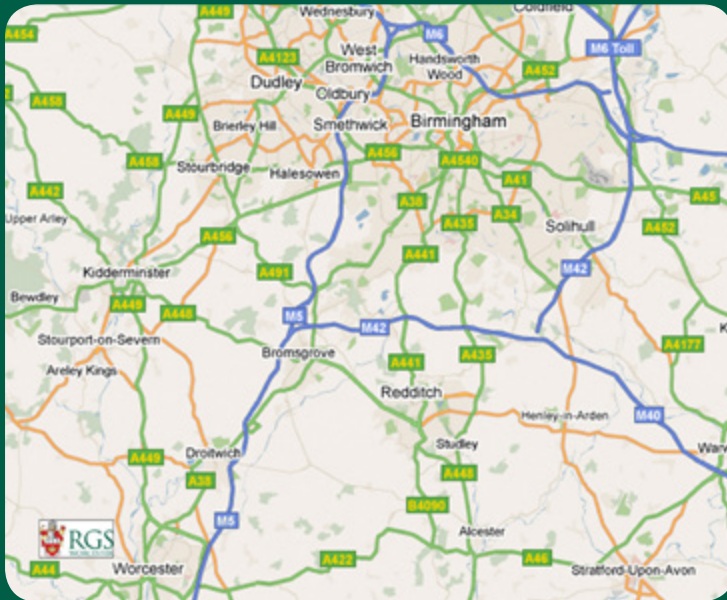
## By Road:

The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection until you reach a roundabout. Take the second exit into Ombersley Road, A449. Travel for 2 miles on this road which leads into Barbourne Road and then Upper Tything, A38. The entrance to RGS Worcester is on the left after the Little London turning.

## By Rail:

The nearest mainline station is Worcester Foregate Street, which has a direct link to London Paddington and regular services to The West and West Midlands.

Exit the station and turn right. Keep to the right hand side pavement and follow the road out of Worcester for 5 minutes. RGS Worcester will be on your right hand side.



RGS Worcester | RGS The Grange | RGS Springfield

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