



RGS ESTD
1562
HIGH WYCOMBE

SCHOLA REGIA GRAMMATICA



Head of **Economics**

TLR 2B (£5,337.44 pa)

Start date: September 2024

Accommodation may
be available

> Information for **candidates**





Headmaster's welcome



RGS is an exceptional place with a proud tradition, dating back 1562, of educating young men.

We have high academic standards, excellent examination results and consistently feature amongst the top state schools in England. Almost all students progress to good universities including approximately 15 – 18 to Oxford and Cambridge, other stellar institutions and to the USA.

Our broad, balanced and very ambitious curriculum is not the full story and we look far beyond its confines with a vast array of co-curricular opportunities unparalleled, I believe, in the state sector.

Our innovative teachers deliver a high-quality classroom experience combined with exceptional pastoral care. We ensure that, in this large school, every boy is known as an individual.

We encourage all Wycombiensians to be self-confident, positive, healthy and enquiring young men and to live and breathe OW values embodied through a modesty of manner. The result is a happy, close-knit community where we enjoy each other's company, and friendships for life are formed.

Most of our students are day boys. Boarding, however, has a unique capacity to shape the lives of young people and RGS offers this provision to 70 boys. Full and weekly boarding is on offer and plays a substantial role within the life of the school.

You will very much enjoy working with the boys here who are courteous, committed, caring and entertaining. The commitment and dedication of staff who all work towards achieving our vision are the vital component in ensuring the success of RGS. We are looking for well-qualified, enthusiastic and caring colleagues to join us who are passionate about their subject and responsibility, and are willing to go the extra mile to be a part of our exciting journey.

I hope that you find the information of use and look forward to receiving your application if you feel that this opportunity would suit what you have to offer. Thank you for your interest in RGS.

I am delighted that you are considering joining us.

Best wishes,

Philip Wayne

Headmaster,
RGS High Wycombe



Watch our video to see the opportunities available to RGS boys

Our Results

Our results speak for themselves. We do not, however, rest on our laurels and set ourselves ambitious targets.

90%

of our students accepted higher tariff universities.

18

students were offered unconditional places at Oxbridge.

Our values

Every day we work as a team through our values of:

- ✓ RESPECT
- ✓ INTEGRITY
- ✓ ASPIRATION

Our vision



to offer our students an exceptional all-round education

Our Mission

At RGS we nurture the individual potential and character of every student to help them become confident, socially responsible young people. prepared for happiness and success in their adult lives.



The **Economics** Department

The department is highly successful, usually exceeding the RGS results for A* to B grades, and it is usually the second largest A Level subject after Maths. In Economics there are usually five sets in Year 12 and four in Year 13, although occasionally this goes up to five in Year 13.

The department is currently staffed by the Head of Department and three other members of staff (all of whom teach Business and Economics). There would be scope for the new teacher to teach Business Studies as well as Economics, or to specialise in Economics.

We have two dedicated teaching rooms in accommodation recently refurbished to a high standard. Both rooms are part of the old Chapel, and are equipped with whiteboards and projectors or screens (and stained-glass windows!), and they have network connections and internet access. There are plans to add a further dedicated teaching room in the near future.

The teaching:

- Teaching is at A Level only.
- The examining Board is AQA, for both Business Studies and Economics.
- In Year 12, students have six periods per week and in Year 13 they have seven periods. Teaching for each group is normally divided between two teachers, but this might change depending on staffing.



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Click here to find out more about **Design Technology** at RGS



Job Description

Classroom Teacher

Accountable to:

Subject Leader



As a classroom teacher:

- To role model good character through the promotion of RGS values of Respect, Integrity and Aspiration.
- To act as a member of the department team working under the guidance and direction of the Subject Leader.
- To undertake a share of class teaching and the associated preparation, assessment and recording of work, in line with School Policies.

Teaching

- To provide pupils of all abilities with the opportunity to develop their character and fulfil their full potential.
- To seek to deliver the school's curriculum intent by imparting skills, knowledge and attitudes to each pupil by following planned Schemes of Work within the programmes of study for each subject.
- To periodically review the methods of teaching and programmes of study in consultation with other members of the department and to contribute to the planning and preparation of courses within the department.
- Use IT as appropriate in the teaching of your subject.

Assessment and Recording

- To set and mark work in accordance with department and school policy.
- To set and mark examinations as required.
- To set, record and monitor individual pupil progress, using this to identify the progress of pupils.
- To attend parents' meetings within the agreed RGS Reporting and Assessment Policy.

Attendance and Behaviour

- To be responsible for the attendance and behaviour of students in your care.
- To take the register at the beginning of each lesson and inform the Attendance Administrators of any unexpected absences.
- To encourage appropriate standards of behaviour, appearance, attendance and punctuality through the consistent application of the RGS Behaviour Policy.
- To treat all students and colleagues with respect at all times, aligning with the values of the organisation.
- To use EdGen to award Achievement and Behaviour Points, to support behaviour for learning.
- In case of student absence, to forward missed work to the relevant Subject Leader or Cover Administrator.

CPD

- To keep abreast of current educational research and developments by being curious and self-reflective.
- To take responsibility for improving curriculum implementation through appropriate professional development, responding to advice and feedback from colleagues.
- To demonstrate knowledge and understanding of how all students learn and how this has an impact on teaching.
- To have secure knowledge of relevant subject and curriculum areas.
- To reflect systematically on the effectiveness of lessons and approaches to teaching and learning.
- To know and understand how to assess relevant subject and curriculum areas.
- To follow the RGS Performance Management Policy.

Additional Responsibilities

- To carry out a share of duties, e.g. library periods, precinct duty and the timetabled cover rota.
- To participate in the usual meetings that relate to the curriculum or the organisation and administration of the school.
- To follow child protection/safeguarding procedures.
- To understand and carry out all health and safety responsibilities.
- To follow school policies as agreed by the governing body.
- To play an agreed part in the co-curricular life of the school.



To undertake other duties of an appropriate nature as may be reasonably required by the Headmaster.



Job Description

Form Tutor

Accountable to:
Head of Year



As a Form Tutor:

To have responsibility to the Head of Year for the welfare, discipline and overall academic progress of the students in their form group bearing in mind their individual needs and abilities. Ensure that they role model and promote good character through the promotion of RGS values of Respect, Integrity and Aspiration.

To be specifically responsible for:

- The daily registration of their form and supporting attendance procedures.
- Being the first point of contact in the school for students and their parents in the form.
- Interpreting and implementing agreed school policies as they apply to the form group.
- High standards of behaviour and appearance, including monitoring the tidiness of the form room.
- Monitoring behaviour and achievement on Ed:Gen.
- Making students aware of the School Rules, appropriate sections of the Behaviour Policy and other school policies as appropriate.
- Making students aware of Emergency Procedures and Health and Safety matters.
- Delivery of form activities as directed but the Assistant Head (Student Development) and Head of Year.
- Distributing appropriate messages and other general information.
- Overseeing and communicating with students as appropriate.
- Assisting in the writing of references for students in the form
- Passing on known changes in health, home circumstances and address of the students to the appropriate people.
- Maintaining a general overview of the academic progress of each student and to help identify and take an interest in any problems, be they of an academic, attendance, social or personal nature.
- Liaising with the relevant Head of Year and other staff where appropriate (Assistant Head - Student Development), SEN, Matron, Boarding, Counselling support, subject staff) about students in the form.
- Consulting with and informing the Designated Safeguarding Lead and/or the Additional Designated Safeguarding Leads of any safeguarding concerns.
- Accompanying their form as they attend the appropriate assembly according to the schedule.
- Noting on Ed:Gen, Achievement Points, Recognitions and Praise Cards for students in the form and passing on details to the Head of Year.
- Monitoring and ensuring the punctuality of the students.
- Facilitating the selection of representatives for various Student Voice activities and House Representatives.
- Supporting House Assemblies and events and helping students to organise teams for Inter House Competitions.
- Undertaking other duties of an appropriate nature as may be reasonably required by the Headmaster..

This job descriptions are written at a specific time and are subject to change as the demands of the governors and needs of the School change. The role requires flexibility and adaptability and employees of the School need to be aware that they may be asked to perform tasks and given responsibilities not detailed in these job descriptions.

> Person specification



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ✓ Good honours degree. ✓ Appropriate evidence of professional development. 	<ul style="list-style-type: none"> ✓ PGCE or equivalent QTS. ✓ First aid qualification. ✓ Able to drive a school minibus.
Experience	<ul style="list-style-type: none"> ✓ Ability to teach up to and including A Level. ✓ Effective classroom teacher. ✓ Leadership experience (e.g. a Key Stage Leader within a department) 	<ul style="list-style-type: none"> ✓ Experience in the use of IT in teaching. ✓ Experience of raising achievement. ✓ Experience of taking part in co-curricular activities. ✓ Middle leadership experience. ✓ Experience of the standard of education expected in an ambitious grammar school.
Personal Qualities	<ul style="list-style-type: none"> ✓ Ability to lead by example and live by school rules. ✓ Ability to relate to students of all abilities. ✓ Outstanding personal relations and team working skills ✓ Willingness to contribute to the school's extensive co-curricular programme. ✓ Energy, charisma and dynamism with the vision to drive and develop the subject at RGS HW in line with the school's ambitions. ✓ Ability to promote and market RGS inside and outside of it. ✓ Ability to think creatively. ✓ Availability for regular trips out of school hours. 	<ul style="list-style-type: none"> ✓ A good sense of humour.



> Teaching at RGS



There are approximately 90 teachers at the Royal Grammar School. RGS teachers are hardworking, gifted professionals who are able to inspire pupils with their enthusiasm and subject knowledge. They are committed to providing high quality teaching as well as playing a full and purposeful role in the School's extensive co-curricular programme.

Our teachers are specialists in their subjects and most have postgraduate teaching certificates. Those arriving without QTS are encouraged and supported to gain such a qualification soon after appointment. Continuing professional development is strongly encouraged and the School has good links with local universities, teaching schools and industry. We are associated with the Astra Alliance Initial Teacher Training programme, offering 'on the job' training in certain subjects, some with bursaries. Further details on request.

The School also follows the Astra Alliance induction programme for Newly Qualified Teachers, led by the professional tutor. We have a healthy balance of staff, from ECTs to very experienced teachers, as well as a wide spread across the age range. This mix of experience and background provides for a happy, stimulating and rewarding environment. The staff common room, in School House, is a busy and vibrant place.

> Opportunities at RGS

As a teacher at RGS, you will also be expected to contribute in some way to the School's extensive co-curricular life. You will be encouraged to use your personal strengths and interests, and may even wish to become qualified in areas previously unimagined. Sport, music and drama are significant strengths as is the Combined Cadet Force and the Duke of Edinburgh scheme. The vast array of clubs and societies take place each week and RGS members of staff are rich in experience and expertise, which helps to maximise the wealth of activities on offer to our boys. The vast amount of worldwide travel involved in our expeditions, sports and musical tours and subject-based visits provides an unparalleled opportunity for both staff and students to broaden their horizons.



Perhaps most importantly, you will join our strong pastoral team as a form tutor, which gives all staff the opportunity to get to know a group of boys well and outside your teaching subject.

We are fortunate in having all our teaching facilities and games fields on a single estate, and all academic departments are housed in their own separate areas with specialist equipment and technical support where appropriate.

Computers are in extensive use throughout the school, and all teachers are given the use of a laptop and an iPad with appropriate training, supported by an effective wifi system.

Sports facilities, which have recently been upgraded, include 33 acres of playing fields, a 25-metre indoor heated swimming pool, cricket nets, Eton Fives courts, a modern fitness suite, sports hall, rugby pitch, two all-weather surfaces, one of which is floodlit and Cricket Pavilion. We have exciting plans for future development.



> Teaching at RGS (Cont.)



> Accommodation

The governors are able to offer low-cost single accommodation on the school estate. We have around eight members of staff living on site, some of whom joined us as ECTs and are therefore able to help and encourage new entrants to the profession and 'away from home' teachers. This house is just two minutes' walk from the RGS and ten minutes' walk to the mainline railway station.

> Salary scales at RGS

Teachers' and leadership salary scales broadly follow the national scales, fully reflecting qualifications, responsibility, experience and performance. The school participates in the Teachers' Pension Scheme. Support staff are paid on the RGS scales, which are closely related to the locally negotiated Buckinghamshire Council pay range. For the benefit of support staff, the school participates in the Local Government Pension Scheme. We are a mutually supportive team and endeavour to ensure that all staff have a healthy work/life balance.

> Common Room at RGS

The Common Room exists as a formally constituted body of the teaching and support staff within the School. The committee consists of a Chairman, Treasurer and Secretary. The Common Room provides a cohesive, stimulating and enjoyable environment and a variety of social functions are organised throughout the year. The Common Room is well equipped and includes tea and coffee making facilities, provided free of charge to all staff, a lounge, kitchen area and staff shower rooms. The Common Room subscribes to a range of national and local newspapers and journals. On a day-to-day basis, the Common Room acts as an important facility for staff to meet socially, collect mail and circulars, share information with others and relax!



> Facilities at RGS



All-weather sports facilities.



Rolling programme of classroom and laboratory refurbishment into 'state of the art' learning spaces.



Purpose-built language and music suites.



The Rennie Mathematics Building with extensive, modern facilities.



Purpose-built Fraser Youens Boarding House for 70 boarders.

Click here to find out more about **Boarding at RGS**



> Our commitment to your development

Staff at RGS are dynamic, talented and innovative. We have an excellent reputation in preparing colleagues for the next stages of their career whether as teachers or support staff and will find a wealth of opportunities available here with regard to their professional development. We ask that all staff choose and sign up to something that genuinely interests and excites them and that they work on this throughout the course of the academic year. We currently have 11 staff undertaking NPQs, three staff involved in our Challenge Senior and Middle Leaders courses and approximately 45 staff involved in our Strategy Groups which are designed to feed into our school priorities. Additionally, we offer First Aid courses, Mountain Leaders courses and Health and Safety qualifications but to name a few. See [here](#) for more details.



> Staff testimonials

Iain Wilson

Deputy Head

School attended

Aylesbury Grammar School (1996 - 2002)

University

University of Sheffield (BSc Neuroscience)



Career so far

“ I joined RGS in 2021 as Deputy Headmaster. Having been educated at Aylesbury Grammar School, I could be described as a Bucks boy through and through. In fact, the only time I have ventured further afield both academically and professionally was to the University of Sheffield where I studied Neuroscience and began my teacher training. It wasn't long before I returned “down south” starting my teaching career at Dr Challoner's Grammar School and subsequently an Assistant Headship at the Royal Latin School in Buckingham; as such I have become all too familiar with the A413! As Deputy Headmaster I oversee the day-to-day running of the school. I am very early on in my tenure, but it is a real privilege to be in this position working with so many inspirational teachers and students.

What I love about RGS

I am incredibly proud to say that I work at the RGS. It's hard not to be instantly struck by the sense of community at the school. There is a significant amount of pride that permeates through every vein of the school with a strong sense of tradition. As a keen sportsman, I really value the importance of physical activity on mental health and wellbeing and this provision at RGS combined with the extensive co-curricular provision was a major factor that drew me here. Everyone including students, parents, governors and staff want RGS to be the best possible place. You would be hard pressed to find a state school that has over 60 staff supporting a co-curricular programme on top of the impressive sport support; over 400 students being actively involved in DofE is testament to this and supports the character development of the students. This is a truly committed staff! We are currently at a very exciting time where tradition is meeting innovation and the next five years in particular are going to be great for anyone to be a part of!



Dave Durning

Business Studies, Assistant Head

School attended

Christ College Brecon

University

University West of England (UWE), Bristol – Undergrad/
Swansea Metropolitan University – PGCE



Career so far

“ I joined RGS in September 2009 as an NQT of Business Studies and Computing. In 2012, I was appointed Teacher in Charge of Business Studies. In 2014, I took on the role of Head of Year 10/11, during that time in May 2017 I took on additional responsibilities focused on whole school behaviour & pastoral care. In September 2021, I became Assistant Head – Student development and being the school's DSL & SENDCo.

What I love about RGS

When I interviewed here all those many moons ago I instantly fell in love with the school. There was a buzz of enthusiasm from staff and students, so much going on inside and outside the classroom, and a community feel that echoed my own school experiences. Fourteen years later, there hasn't been a day gone by where those initial feelings haven't still been evident. I love that every day I drive through those gates still feels like it did all those years ago.



> Our Benefits

We offer a wide range of benefits to school staff, including:



Excellent pension scheme



Cycle to work scheme



Free membership of the School's Fitness Suite



Free use of the swimming pool



Tax efficient purchases of gadgets through the tech scheme



Staff common room with free tea & coffee



On site hot and cold food



Social functions/concerts/plays etc.



Car parking onsite



Accommodation (limited)



Long service awards

> Wellbeing

- ✓ Staff football
- ✓ Staff touch rugby
- ✓ Wellbeing group meetings
- ✓ Staff Yoga
- ✓ Christmas party
- ✓ Wellbeing week
- ✓ Staff badminton
- ✓ Secret Santa
- ✓ End of term get-togethers
- ✓ Staff tennis
- ✓ Secret buddy
- ✓ Staff birthday cake breaks

