



Royal Grammar School

Amersham Road, High Wycombe, HP13 6QT

Website: www.rgshw.com

A selective day and boarding school for 1434 boys

Teacher of English

An additional responsibility may be available for an outstanding candidate

Single accommodation may be available

Closing date: Monday 7 March 2022

Applications should be made to the Headmaster, Philip Wayne (dmc@rgshw.com) or via an online application. Earlier applications would be welcome and shortlisted candidates may be interviewed before the closing date.

The selection process is outlined within this pack.

The Royal Grammar School is committed to promoting the safety and welfare of all pupils.

Appointment is conditional upon at least two satisfactory references.

All staff are required, before taking up post, to undertake an enhanced criminal record check through DBS.

Information for Candidates





FROM THE HEADMASTER

RGS is an exceptional place. We have a vision to be seen as world class in offering those most naturally able the best that a state funded school can offer. We have a proud tradition, dating back to the 13th Century 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 and balanced 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 Wycombiensiens to be self-confident, positive, healthy and enquiring young men who acquire the qualities of tolerance and respectfulness 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 pays 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 and enthusiastic 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

[Media Video](#)





Departmental Information

The RGS English Department is a collaborative and engaging place that allows each teacher to thrive while developing their knowledge and individual teaching style. Driven by expertise and passion for the subject, we are committed to bringing out the best in our students, going beyond the exam curriculum and bringing English to life. The successful applicant will have drive, energy, a sense of humour and a true love of literature. We want teachers who strive to make a difference and work well as part of a team to make our English department the very best.

Responsibilities

Dependent on experience, the successful applicant will have the opportunity to teach from KS3 through to A Level.

Curriculum

We are always striving to diversify our curriculum to give our students the best possible experience which is both challenging and inspiring. All students study both English Language and English Literature to GCSE level. In all years, they have around 3 hours of lessons per week. Drama is taught in Years 8 and 9 as a separate module. Each year group progresses towards end of year examinations or mock exams.

English in the Junior School

Teaching in Years 7, 8 and 9 delivers a wide variety of both non-fiction and fictional texts which most benefit the boys at the RGS. Likewise, it attempts to build the skills that prepare students for GCSE.

English in the Middle School

Both English Language and English Literature GCSE are taken by all boys in Year 11. They achieve a high academic standard; it is our expectation that 100% of students achieve 9-4 GCSE grades.

We follow the AQA specifications for GCSE English Language and GCSE English Literature. Both courses are 100% externally examined, in line with the 1-9 GCSE specifications.

Sixth Form Teaching

English Literature is a popular choice at A level and beyond. A level results are outstanding and in any year there are 5-10 students applying to read English at Oxford, Cambridge and other universities.

Co-Curricular

There is a thriving society called 'Vulture' that organises visits to theatres, cinemas, ballet and opera both locally and in London and Stratford. Boys who join the society are sure of a set number of outings per year. As well as this, we try to take groups to relevant performances – particularly of examination set texts. RGS participate annually in the Rotary Club's national public speaking competition, 'Youth Speaks', with four teams entering from across the school. Likewise, the department runs a weekly debating society and have newly set up links with a local girls' school, Wycombe Abbey, in hope of future competitions. The Department also prides itself on the out of class support it provides to all groups of individuals who need it, as well as the 'open-door' policy to members of the department.

Library

There is a well-stocked Library which is a school-wide resource. Teachers of English introduce their students to the Library by means of a short course. Year 7 & 8 students follow the 'Accelerated Reader' programme to promote excellent reading habits. Likewise, teachers of English should expect one timetabled Library lesson per week with their Year 7 and 8 classes.



Job Description

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Classroom Teacher

Accountable to: Subject Leader

As a classroom teacher:

- 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 fulfil their full potential
- To seek to impart 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
- To 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, making use of the MTD procedure
- To set and mark examinations as required
- To set, record and monitor individual pupil progress, using this to identify abilities 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 Administrator of any unexpected absences
- To encourage appropriate standards of behaviour, appearance, attendance and punctuality through the application of the RGS Behaviour Policy
- To treat all students and colleagues with respect at all times
- To use SIMS to award Achievement and Behaviour Points, to support the above point, and also to record homework
- In case of student absence, to forward missed work to the relevant Subject Leader or Cover Administrator

CPD

- To undertake CPD in order to keep abreast of current educational thinking and developments, and to be self-critical
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- To demonstrate knowledge and understanding of how learners 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
- 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, eg 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 be aware of Health and Safety responsibilities
- To follow School policies as agreed by the governing body

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



Person Specification

	Essential	Desirable
Qualifications	<p>Good honours degree</p> <p>Appropriate evidence of in-service training</p>	<p>PGCE or equivalent QTS</p> <p>First aid qualification</p> <p>Able to drive a school mini bus</p>
Experience	<p>Ability to teach up to and including A level</p> <p>Effective classroom teacher</p> <p>Experience of working with pupils of high ability</p> <p>Leadership experience (eg a Key Stage Leader within an English department)</p>	<p>Experience in the use of IT in teaching</p> <p>Experience of raising achievement</p> <p>Experience of taking part in co-curricular activities</p> <p>Middle leadership experience</p> <p>Experience of the standard of education expected in an ambitious grammar school</p>
Personal Qualities	<p>Ability to lead by example</p> <p>Ability to relate to students of all abilities</p> <p>Outstanding personal relations and team working skills</p> <p>Willingness to contribute to the school's extensive co-curricular programme</p> <p>Energy, charisma and dynamism with the vision to drive and develop the subject at RGSHW in line with the school's ambitions</p> <p>Ability to promote and market RGS inside and outside of it</p> <p>Ability to think creatively</p> <p>Availability for regular trips out of school hours</p>	<p>A good sense of humour</p>



Career Development at RGS



James Eve, English, Assistant Head

School attended: Ipswich School (1981-1992)

University: University of St Andrews (undergraduate MA), University of York (postgraduate MA)

Career so far at RGS: I joined as an Assistant Head in September 2016 from Magdalen College School. I've absolutely loved my time at RGS. Right from the start, I felt welcomed and supported by the staff, who all have a great 'can do' attitude, and the boys are bright and sparky and a joy to teach in the classroom. As an English teacher, I often find myself challenged to think about the texts I teach in new ways by discussions in class. I've also enjoyed being part of the rich co-curricular life of the school. Over the past five years, I've taken charge of the Fencing team, been involved with the Cross-Country squad and started a new school newspaper.

What I love about RGS, apart from the boys! The strong sense of community that binds together boys, staff and parents. This continues long after the boys leave. I've lost count of the number of former pupils who have returned for social or sporting events, or have demonstrated the clearest expression of faith and fondness for their alma mater by sending their own sons to the school.



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 at RGS: 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 schools DSL & SENDCO.

What I love about RGS, apart from the boys! 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. Twelve 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.



This is general information for all who apply for a post at RGS. Some of it will not be relevant to this post, but I trust that you will find it useful in forming a picture of the School.

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 a PGCE 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 NQTs 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.

Support staff at RGS

Support staff at RGS provide a vital role in ensuring that the School not only runs smoothly but continues to develop. Whether joining one of the administration teams, being a technician, a support assistant, gap student, and working on the finances or around the extensive school estate, RGS welcomes colleagues from all backgrounds to bring an added dimension to our staff body. A range of roles exists from part time, term time only to full time and support staff have excellent opportunities to contribute towards school life. Although we do not ask our support staff to undertake teaching roles, we warmly encourage participate in school trips and co-curricular activities as identified above.

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 [Boarding video](#)

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 and Cricket Pavilion. The most recent acquisitions are a brand new, floodlit all-weather surface and a new rugby pitch.

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 NQs 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, benefits and wellbeing 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.

We offer	Wellbeing
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Staff football • Staff Yoga • Staff badminton • Staff tennis • Staff touch rugby • Christmas party • Secret Santa • Secret buddy • Wellbeing group meetings • Common Room cake day • Wellbeing week • End of term get-togethers

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!

Appointment

The Royal Grammar School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. All appointments are subject to:

- the obtaining of an enhanced DBS clearance;
- confirmation of your eligibility to work in the UK;
- view of original degree and teaching certificates; and
- receipt of two satisfactory references.

Equal Opportunities

The Royal Grammar School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation. Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice. The Headmaster is responsible to the Governors for monitoring this policy. The school operates an Equality Cohesion Policy.

Results

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

- 72.4% of boys accepted Higher Tariff universities.
- 18 were successful for entry to Oxford or Cambridge and 2 to Ivy League USA

Our vision for RGS

- For RGS to become a world-class school in all respects
- To be the boys' school of choice in south Buckinghamshire where young men are nurtured to become the inspirational leaders of tomorrow.

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. We pride ourselves in attracting and retaining staff of the highest quality, supported by outstanding provision of professional development. It is difficult to encapsulate the spirit of RGS in words, but suffice it to say that all who work here regard it as a very special school indeed. Alongside a commitment to excellence is the sense of belonging to an exceptionally friendly community, where there is always genuine support for colleagues. To see the full range of activities undertaken at the school, we would encourage you to visit our website (www.rgshw.com).

High Wycombe

The Royal Grammar School is about one mile from the centre of High Wycombe, which has a large shopping centre, several out-of-town shopping areas, a theatre, two multiplex cinemas, new sports centre with a 50m competition pool and a large Waitrose. High Wycombe is 25 minutes from London Marylebone on a fast train, the station being 10 minutes' walk from the school. The town is well-served by cultural and sporting activities.

There is little housing in the town itself though within a short distance the suburbs, with a range of housing stock, commence in all directions. High Wycombe is surrounded by attractive villages, which offer a range of housing from idyllic cottages to large detached properties in the countryside. The town of Marlow, an attractive riverside market town, is a few minutes' drive and Oxford is easily reached via the M40 or by train. Buckinghamshire is renowned for its schools with a range of excellent state primary schools, prep schools, grammar schools and non-selective secondary schools.

How to find us: Amersham Road, High Wycombe, HP13 6TQ

By road: If travelling from the M40, leave at Junction 4. Follow signs for A404. RGS is situated at a set of traffic lights on the left-hand side at the top of the Amersham Hill.

By rail: High Wycombe Train Station is situated on the Amersham Road and is 20-minute walk (uphill).

How to apply

Please complete the application form. Further information should be added to the 'supporting statement' section in the form. If you wish to send your cv, please email it directly to the Headmaster's PA at heads.ps@rgshw.com.

Interviews

Interviews will include teaching a lesson. There may be other selection tasks commensurate with the role you are applying for. Those being called for interview will hear within two weeks of the deadline when full details of the interview process will be given. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK.