



RGS
WORCESTER

Teacher of English



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We seek to appoint an outstanding teacher who is able to inspire in our pupils a love of the subject through dynamic classroom practice. The successful candidate will be capable of teaching to at least GCSE level. Sixth Form teaching may be available for a suitably qualified and experienced candidate. Candidates should be able to demonstrate a love of the subject, and a genuine commitment to sharing their enthusiasm for it with young people. A willingness to contribute to co-curricular enrichment in the subject and/or co-curricular activities would be an added recommendation.

The English Department

Each member of staff is provided with an Apple Macbook and iPad. As an Apple Distinguished School, and as part of the RGS Digital Learning Programme, our staff are encouraged to challenge and re-imagine their pedagogy with the appropriate use of technology.

There are eleven members of the English Department. The Department is housed in a suite of rooms within the main School and classrooms are well-equipped with audio-visual facilities and extensive access to the School's computer network. There is a spacious departmental office. The new Performing Arts Centre is the venue for the School's dramatic productions, and houses further classrooms used for teaching; it also contains extensive rehearsal space. Recent productions have included Hamlet and The Frogs.

In English, the Lower School curriculum provides opportunities for the development of accurate, fluent writing skills and includes a wide range of reading for whole-class and individual use. In Years Seven and Eight pupils have a fortnightly reading lesson in the Library and a Reading Passport Scheme is in place in order to facilitate the development of pupils' individual reading skills and taste. Lower School Book Clubs meet weekly at lunchtimes in the Library. Pupils are encouraged to become independent and reflective learners.

Pupils are taught in sets in English from Year Nine onwards. The Department is currently following the AQA Specifications for GCSE English and both AQA English Literature and Edexcel IGCSE English Literature. In the Sixth Form, students follow the OCR syllabus in English Literature, which is assessed by both examination and a small percentage of coursework. English is an increasingly popular subject at this level, and the teaching of Sixth Form sets is shared between two teachers. A number of students proceed to university studies in English, including Oxbridge entry. There is a flourishing Literary Society, which supports a number of enrichment opportunities including theatre visits, study days and visiting speakers. There are opportunities to contribute to the enrichment of the curriculum at all levels.

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 900 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). RGS Dodderhill with its 180 pupils joined the RGS Family of Schools in 2018 and is situated in Droitwich Spa, 5 miles North of Worcester. The Headmaster of the Senior School is also the Executive Head of the RGS Worcester Family of Schools and is a member of the Headmasters' and Headmistresses' Conference (HMC).

History

RGS was founded some time around 685 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 as well as a new International Hockey Centre shared with Worcester Hockey Club situated between the two Schools. 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) gives a flavour of our pupil-centred approach.

At RGS we take great pride in providing support for every pupil and ensure that each individual feels a part of the RGS Family. We aim to guide and encourage our pupils to seize the many opportunities that life at RGS provides.

We delight in seeing happy children enjoying their time at school but we also realise that adolescence can bring with it challenges and pressures. We work to equip our young people with the confidence, strength and self-belief that will allow them to realise their potential and lead fulfilling lives, both during their time at RGS and beyond.

We achieve this through our comprehensive programme of personal development and our diverse pastoral team, which works to connect with each individual.

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 allow 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, Ernst & Young, the BBC and Jaguar Land Rover.

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 and who each have an Assistant Head of Year to support them. There is also a Head of Lower School and Head of Sixth Form who each oversee their specific Sections.

Immense care is taken over pastoral problems, and communication between staff and parents is frequent and constructive. We are committed to safeguarding and promoting the well-being of all the pupils in our care, regardless of the age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socioeconomic background. We provide a caring, positive safe and educationally stimulating environment that promotes spiritual, moral, social and cultural development.

The safeguarding and welfare of our pupils is our priority and we recognise that all staff, including temporary staff, volunteers and Governors, have a full and active part to play in protecting our pupils from harm. We ensure that everyone understands their roles and responsibilities in respect of safeguarding and is provided with the appropriate training to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns that we may have about pupils. Necessary steps are taken to prevent the employment of unsuitable individuals.

We also support the welfare and safety of all pupils by ensuring that safeguarding is included in the curriculum to help children stay safe, recognise when they do not feel safe and identify to whom they can talk if they have concerns.

We understand the crucial role that a school can play in identifying a safeguarding problem for a child and their family as it emerges, and that, by putting in place Early Help at this stage, we can





often prevent problems from escalating into something more serious. We have invested heavily in our Early Help provision as a School and we can offer dedicated one-to-one support from a member of our experienced and trained Pastoral Leaders as well as with our fully qualified Nurses, School Counsellors, or Relaxation Therapist.

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 and staff often participate alongside the pupils.

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 based in the Performing Arts Centre located in the heart of the School. 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. Debating is a particularly popular and successful school activity in all Sections of the School. 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+ and for Textiles and Design Technology at 13+ and 16+.

‘The Good Schools Guide’ says:

‘There’s more than one pathway’ could be another school strapline. ‘They don’t value one subject over another any more than they value academics over the extracurricular – my son loves sport and they consider that just as important,’ said a parent. Likewise, while most take 10 GCSEs, they have no problem with some taking eight, nine or perhaps 11, with breadth beyond the core subjects meaning there’s no straitjacket around options.

Academically, results are about as good as they can be without moving into hothouse territory, report parents. Extra-curricular has increased in both quantity and quality.

Pastoral care is a long-term strength of the school and has become even more of a focus.

Pupils have the kind of easy affability, wit and willingness to talk that eludes many adults.

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.’

The real star of the show has been digital learning, it has developed at such a pace that the school was able to offer online lessons and assessments, as well as regular updates to parents, within 24 hours of the first lockdown. Now an ‘Apple distinguished’ school, RGS is frequently asked to present at conferences to show other schools how things can be done

‘It was the school’s digital learning programme that swung it for us,’ said one parent – ‘We didn’t think it would be a factor, but when we saw it in action, it blew us away.’

We heard how a year 7 pupil was recently unwell on the train and a sixth former scooped him up and brought him to the school nurse, then came back to check on him later in the day – that, say parents, is the RGS way.



Job Description - Subject Teacher

A teacher at RGS Worcester contributes to the well-being and development of the School by supervising, guiding and caring for pupils inside and outside the classroom. They are responsible to the appropriate Head of Department and are expected to:

- Teach within the agreed departmental scheme of work and follow agreed whole School policies on such matters as reports, marking and assessment.
- Attend departmental meetings and INSETs as well as whole School Staff meetings as indicated by the Headmaster or Deputy Heads.
- Exercise proper care of rooms and equipment and follow the School's policy on Health and Safety.
- The first priority of a subject teacher is the teaching of his/her subject - including preparation, marking, assessing and evaluation of the success or failure of any period of teaching.

It is expected that a subject teacher will also:

- Attempt to improve qualifications and expertise and keep up to date with subject material and exam requirements as is necessary and practicable.
- Participate in the various co-curricular activities offered at RGS as their interests allow.
- Become involved in the Tutor, Pastoral and House systems currently in operation in the School.
- Textbooks which are on loan to pupils must be correctly labeled, and looked after properly.
It is the teacher's responsibility that these are collected at the appropriate time
- Notebooks and exercise books should be marked frequently in line with school policy.
- All teachers are expected to undertake such activities, in accordance with the School's requirements: cover, school duties and invigilation.

It is recognised that this job description is not comprehensive and will alter for each subject teacher to reflect their own interests and involvements in the various activities and roles in operation in the School.





Person Specification

Education:

- Strong academic record: evidence of success at A Level and Degree Level essential.
- Degree Level Qualification, essential.
- Evidence of involvement in relation CPD, essential.
- Qualified Teacher Status.
- Other relevant professional qualifications.

Experience:

- Excellent knowledge and understanding of the curriculum and passion for the subject, essential.
- Knowledge and experience of lesson planning, use of resources and assessment, essential.
- Understanding of the theory and practice of effective teaching, essential.
- Knowledge of Safeguarding and Child Protection of Young People, essential.
- Experience of creating a positive learning environment.
- Development of Schemes of Work.
- Successful teaching at secondary/Sixth Form level (can be teaching practice).
- Worked effectively as a Form Tutor.

Skills and Attributes:

- Build and maintain relationships through effective interpersonal skills, essential.
- Strong organisational and administrative skills, essential.
- Excellent communication skills to inspire, challenge, motivate and empower others, essential.
- Think creatively to anticipate and solve problems, essential.
- Inclusive approach to education, essential.
- Ability to manage own time effectively, essential.
- Good IT knowledge, essential.
- Naturally demonstrate a 'can do' helpful attitude, essential.
- Work under pressure, maintaining a sense of perspective and humour, essential.
- Reliability, integrity, resilience and tenacity, essential.
- Commitment, honesty and dedication, essential.
- Shares the School's values and is committed to the School's vision, essential.
- Motivate and inspire confidence in pupils, staff, parents, Governors and the wider community in order to further develop and promote the School and Department.
- Ability to deliver feedback effectively.

Person Specification Continued

Circumstances:

- Able to work flexibly, some earlier starts, evenings and weekends will be required, essential.
- A strong commitment to support the School's Co- Curricular activities programme, essential.

Safeguarding:

- Understands their role in the context of safeguarding children, young people and vulnerable adults, essential.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people, essential.

Equal Opportunities:

- Understanding of the requirements of Equality and Diversity, essential.

This job description is current at the date show. These duties may be varied to meet the changing demands of the School at the reasonable discretion of the Headmaster, Senior Deputy Head or Academic Deputy Head.



Process of Application

All candidates are required to apply via the TES online application form (no CVs will be accepted).

RGSW reserves the right to close applications early if suitable calibre apply, candidates may be called early to interview.

We particularly welcome applications from under represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

A completed 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.

Rehabilitation of offenders: This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide.

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. Registered Charity No. 112064

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



'Welcoming, unaffected and academically on the up and up, while still valuing the breadth of opportunities outside the classroom.'

- The Good Schools Guide



How to find us

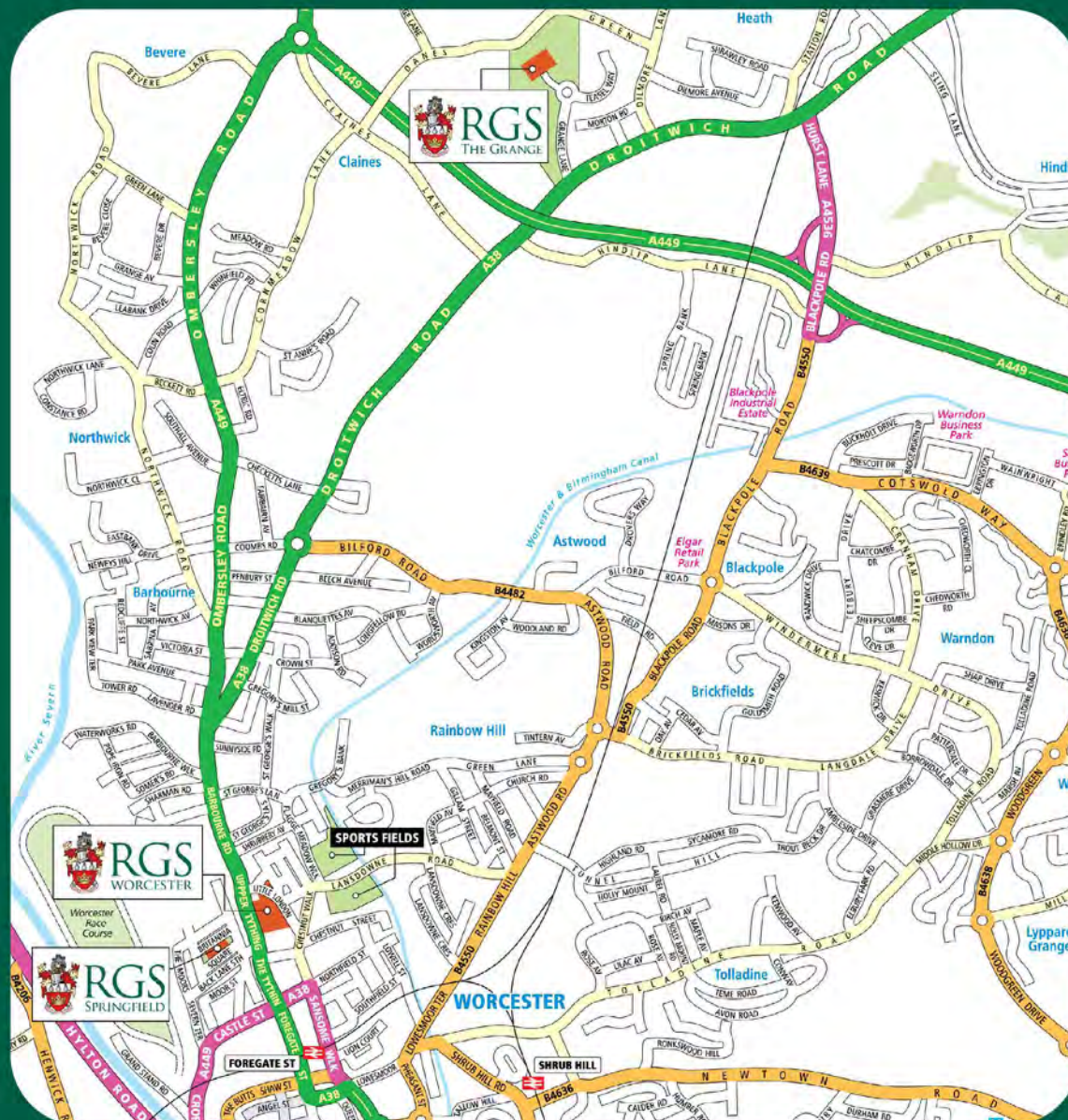
By Road:

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 | RGS Dodderhill

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