Royal Grammar School

Amersham Road, High Wycombe, HP13 6QT

Website: www.rgshw.com

A selective day and boarding school for 1375 boys

Head of Cricket

There will be an additional allowance for a suitable candidate

Single accommodation may be available

Commencing January 2020

Applications should be made to the headmaster, Philip Wayne, by midday **Tuesday 16 July,** by email to (dmc@rgshw.com)

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

Thank you for your interest in RGS, High Wycombe – a selective day and boarding school for 1375 boys.

With its origins in the 13th Century, the Royal Grammar School, High Wycombe, was granted a Royal Charter by Queen Elizabeth I in 1562. Much has changed since, but RGS continues to enjoy a reputation as one of the leading state selective schools in the country having been consistently rated 'outstanding'.

I feel very privileged to lead RGS, a school offering an outstanding all-round education for able boys aged 11–18 years. We have high academic standards, excellent examination results and consistently feature as one of the top 60 state schools in England. Almost all students progress to university with 18–20 attending Oxford or Cambridge each academic year. We offer a huge range of co-curricular experiences, the extent of which is, I believe, unparalleled in the state sector. This is achieved due to the commitment of staff and we expect our colleagues to play their part.

We are seeking to appoint innovative teachers who will deliver a high quality experience underpinned by our RGS Ethos of Learning. We pride ourselves on exceptional pastoral care which ensures that, in a large school, every boy is known as an individual. The successful candidate will have the privilege of organising the RGS Cricket Festival in summer 2020. This is an annual event for the six Royal Grammar Schools nationally and we are hosting it next year.

We encourage all Wycombiensians to be self-confident, positive, healthy and inquiring young men acquiring the qualities of tolerance and respectfulness embodied through a modesty of manner. This is, in part, achieved by the role models that our staff become.

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 as one of 40 state boarding schools. Full, weekly and day boarding is on offer and plays a significant role within the life of the School.

Above all, we seek to give our boys the tools to be the inspirational leaders of tomorrow as they embark on careers of distinction, influence and service.

I am delighted that you are considering joining us.

Best wishes

Philip Wayne

Media Video



Departmental Information

The RGS Sport & PE Department is a strong, enthusiastic and forward thinking team, which comprises of full-time PE specialists, residential Sports tutors and a part time sports administrator.

All members of the department, as well as a large number of non PE staff, contribute to the excellent delivery of the national curriculum and BTEC Sport, as well as a full commitment to our extensive and rapidly expanding co-curricular sports programme.

The boys regularly compete in the national finals in many different sports. In recent years we have had boys who have gained international honours in rugby, hockey, fencing, hockey, rowing, gymnastics, golf, swimming, squash and athletics.

RGS sport has a proud tradition of maintaining a high standard in competitive schoolboy sport. With highly consistent results across all sports, RGS aims to give the best possible coaching and facilities and it expects the best in return, to continue this tradition.

Departmental Vision
RGSHW Sport & PE department is committed to providing inclusive, challenging and enriching Physical Education and sporting opportunities, which promote high standards of performance and a positive attitude towards sport and physical activity for life. To this end we have developed a four-themed strategy that will continue to deliver its aims over the next four years to position RGSHW at the forefront of school Physical Education and sport.

RGS operates under a 'four tiers of participation' system, to cater for all types of ability and commitment and to get the best out of each individual. The four themes are:

1. **Broad and varied core and examination PE curriculum**
   All RGS students access two lessons of compulsory Physical Education/ Games per week up until Year 11. Year 12 have a compulsory games lesson on a Wednesday afternoon. This is optional for Year 13. Boys also have the option to study Physical Education at GCSE and BTEC Level 3.

2. **Recreational sport**
   All students have access to recreational sports clubs where the emphasis is on friendly competition and exercise. These clubs run before school at lunchtimes and after school.

3. **Inter-form sport**
   All students have opportunities to compete for their forms in a competitive sporting environment. Inter form sports are run throughout the year. Fair play, communication, problem solving and sportsmanship are some of the life skills fostered through the structured inter form season.

4. **Co-curricular sport**
   RGS students have the opportunity to represent the school in 13 sports on a local, regional and national level. We provide short and long haul sports tours in rugby, cricket and hockey on a biannual basis.

Job Description

We would welcome application from experienced teachers.

The RGS is an outstanding boys' grammar school in South Buckinghamshire. The school caters for boys aged 11-18 and has an outstanding reputation both academically and for sport. We are looking to appoint a well-qualified teacher of Physical Education from January 2020. The candidate should be able to teach a variety of sports, namely cricket, rugby, hockey and athletics. The Sport and PE Department also offers GCSE and BTEC Sport so experience of teaching to this level would be desirable.

You should be a competent practitioner having performed at a high level in your chosen sport. The facilities at the school are outstanding as is the level of support for sport by non PE specialists.

The RGS has a national reputation that crosses many disciplines in the sporting arena. Recent Old Boys include Matt Dawson, Nick Beal, Tom Rees, Christian Wade (England and British Lions Rugby Internationals) and Tommaso Allan (Italy Rugby International), Luke Donald (Ryder Cup Golfer), Jon Wyatt (Double Olympian and GB Hockey Captain), Scott Ashdown (England Hockey), Philip Newport (Worcestershire and England Cricketer), Martin Gillingham (Athletics Olympian), Ross Brewer (Commonwealth Games Gymnast).

There are dedicated pupils and staff at school working hard to achieve the highest of standards across a range of sports as well as encouraging participation in a wide variety of activities through the curriculum, recreational clubs, inter form and inter school sport. This is an opportunity for a person with vision, drive, passion and commitment at an exciting time in the development of sport at the school; recently the department has benefitted from new changing rooms, a new fitness suite and a swimming pool which complement the excellent sports hall and outdoor facilities. We also have a new all-weather hockey pitch.

The successful candidate will certainly have a track record of sporting achievement and will fully appreciate the time and energy needed to provide opportunities for ambitious and committed young sportsmen.

You would be joining a well led and supportive team. The school offers excellent support to NQTs throughout the Induction year and beyond, as well as very well equipped classrooms, superb sports facilities and excellent CPD opportunities for new and experienced teachers.

Currently our team of five specialist PE staff, three residential sports tutors, a sports administrator, is led by the Director of Sport. In addition to the full time staff, there are external coaches for hockey, rugby, cricket, fencing, rowing and fives. There is a well-equipped and spacious PE office overlooking the indoor sports hall.

The Royal Grammar School has an outstanding academic and sporting reputation. In recent years, school teams have reached the national finals in nine different sports and have provided International players in rugby, hockey, basketball, fencing, rowing, judo, gymnastics, orienteering and golf. Our school teams are among the best nationally and are well respected. The RGS enjoys very strong and extensive fixture lists, with many fixtures taking place on a Saturday morning or afternoon as well as after school during the week.

If you have the energy, vision and drive to take the existing provision to even greater heights, then this will be a post that will interest you. There is an expectation within the school that staff contribute outside their teaching commitments to help with co-curricular activities and the PE staff will set the standard in this area.

Job Description
Head of Cricket

Accountable to: Director of Sport and PE

As Head of Cricket:

- To organise and direct the development and coaching of Cricket throughout the school.
- To demonstrate high standards of professionalism and competence.
- To support the DoS with the annual review of the co-curricular programme at RGS with particular focus on Cricket. This should contribute positively to the achievement of the departmental and school improvement plan.
- To set and maintain high standards of teaching and coaching of Cricket within the department and in the coaching of age grade squads.
- To provide professional guidance and support to all colleagues coaching Cricket.
- To provide coaching materials for all colleagues teaching and coaching Cricket.
- To offer INSET and appropriate training for Cricket coaching staff.
- To organise the Cricket fixture list and ensure distribution of the fixtures.
- To manage the provision of Schemes of Work that relate to Cricket.
- To maintain accurate accounts concerning Cricket.
- To organise a biannual oversees tour for the Cricket squads.
- To keep up to date with current and future Cricket initiatives.
- To liaise with the Groundsman regarding pitch markings and maintenance of Cricket equipment
- To ensure the Cricket area of the school website is kept up to date.
- To ensure all Cricket transport is managed effectively.
- To liaise with FRGSCC, attend regular meetings and act as a direct link between school and FRGSCC.
- To organise umpires for all fixtures.
- To organise and order kit and equipment for all relevant teams.
- To attend one RGS sports committee meeting each term as set out by the DoS.

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

RGS ESTD 1562 HIGH WYCOMBE
SCHOLA REGIA GRAMMATICA

Job Description
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 behavior 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	Good honours degree Appropriate evidence of in-service training	PGCE or equivalent QTS First aid qualification Able to drive a school mini bus
Experience	Ability to teach up to and including BTEC Level 3 Sport Effective classroom teacher Experience of working with pupils of high ability	Experience in the use of IT in teaching Experience of raising achievement Experience of taking part in co-curricular activities Experience of the standard of education expected in an ambitious grammar school
Personal Qualities	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 RGSHW 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 A good sense of humour Passion for the subject	Ability to lead by example Ability to work independently

Core Values

1. **Passion for Learning** – staff are passionate about their subject which can powerfully affect boys. Boys learn it is OK to work hard, to go beyond the expected and to be driven by their passion
2. **Co-curricular** – the benefit for boys is obvious. Staff also benefit from being given a breadth of opportunity outside their subject area. This helps to attract and retain staff
3. **Collective Effort** – the School achieves its goals as a result of collective effort. A successful member of staff at the RGS contributes to the overall breadth of school life beyond core responsibilities
4. **Empowerment** – for boys it allows them to become independent learners in a safe environment. For staff it allows them to try things, to take personal responsibility for the way they approach their subject. This, in turn, can attract and retain staff
5. **Support** – not just academic and support staff but also sixth formers who provide role models for younger boys. Parents and boys, in general, want to support what RGS stands for because they have chosen the School
6. **Going Beyond Expectations** – we achieve and go beyond government targets and expectations. It is not all about exam results. Staff encourage boys to go beyond the core curriculum in line with the 'Ethos of Learning'
7. **Inclusive of All** – regardless of background (race, colour, religion, "character") all boys are valued and can flourish
8. **Common Room** – is not just a physical hub for staff but also an area of support and social activity
9. **Respectful, Rounded Students** - who are courteous and polite with strong inter-personal skills
10. **Challenging and High Expectations** – nurturing the boys' competitive spirit
11. **Traditional (values) but Innovative** – celebrate the traditional but not stuck in the past
12. **Self-Assurance and Confidence** – with a modesty of manner

General Information

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 Buckinghamshire 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 world-wide 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 accommodation on the school estate. We have around eight teachers living on site, some of whom joined us as NQTs 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 and benefits at RGS

Teachers' and leadership salary scales broadly follow the National Pay and Conditions, 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 County Council pay range. For the benefit of support staff the School participates in the Local Government Pension Scheme. Staff at RGS can participate in the Cycle to Work, childcare voucher and phone/tech schemes. In addition, there are staff discounts on Microsoft products and computer hardware via out suppliers. All staff are entitled to free membership of the School's Fitness Suite. 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!

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;
- receipt of two satisfactory references.

The School is an equal opportunities employer and a non-smoking establishment.

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 the new railway link. Buckinghamshire is renowned for its schools with a range of excellent state primary schools, prep schools, grammar schools and non-selective secondary schools.

Results

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

- GCSE A*/A 70 %
- A Level A*/B 78 %
- 70 % of boys attend Russell Group universities with 15-18 going to Oxford or Cambridge most years

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).

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 dmc@rgshw.com.