VACANCY PACK
SCHOOL INFORMATION

Teacher of English
Permanent Full-time

for September 2022 or January 2023

Closing date: Tuesday 3 May 2022 (midday)
Interview date: Week commencing 9 May 2022

View of the front of the historic School building

Thank you for your interest in the post of teacher of English at the Royal Grammar School Guildford.

The Royal Grammar School comprises an independent senior (RGS) and preparatory boys' (RGSP) day school. The RGS senior school has 975 students aged 11 to 18, more than a quarter of whom are in the Sixth Form and the prep school has 315 pupils aged 3 to 11. RGS is situated in the heart of the historic town of Guildford, a flourishing and vibrant place to work.

The RGS has been at the educational heart of Guildford for five centuries. Founded in 1509, our Royal charter was granted by King Edward VI in 1552 and our Tudor buildings are still used by the School. Across the road from the Tudor building is the main building: facilities are excellent with investment into refurbishment and rebuilding continuing on an on-going basis.

Our boys are naturally able and inquisitive and a delight to teach. Our expectations of the boys are high. The academic standards in the School are excellent; the curriculum is enriched by an extensive extra-curricular programme in which all academic staff are expected to participate. Sports and the Arts are an important element in School life.

We are able to be of financial assistance, through bursaries, to help 7% of RGS boys whose families cannot afford the fees. This preserves an essential feature of the grammar school ethos enabling bright local boys to benefit from a RGS education. My ambition for the future is full merit-based open access: that every bright boy who earns his place can take it up, irrespective of his family's financial circumstances.

Please take a look at the RGS website for more details and the twitter feed which provides up to the minute information about the boys' current activities. Both sites will give you an understanding of our School, its ethos, atmosphere and most importantly our community.

The RGS is an exciting place in which to be a member of staff; I look forward to receiving an application from you.

HEADMASTER

ROYAL GRAMMAR SCHOOL

Around 125 boys start in the First Form at age eleven via the RGS Entrance Examination; another 25 arrive in the Third Form having additionally taken either the Common Academic Scholarship Examinations or Common Entrance. A few boys join the Lower Sixth from other schools. Boys come to the RGS from around 140 different schools in Surrey and the neighbouring home counties.

The RGS curriculum aims to combine breadth with balance. In the first three years all boys study a broad range of subjects which encompasses the full range of humanities, Latin and aesthetic/practical disciplines, in addition to the core of Mathematics, English, the three sciences and a Modern Language. Pupils in the First and Second Form choose on entry to study either French or Spanish, with the opportunity to select either a second modern language (from French, Spanish or German) or a second classical language (Greek) in the Third Form.

In the Fourth and Fifth Forms all boys sit ten GCSE subjects which must include English Language, English Literature, a Modern Foreign Language, Mathematics, three separate sciences and a humanities subject. The majority of specifications followed lead to iGCSE qualifications. Although the School is non-denominational, it has a strong Christian spirit and all boys study Religious Education. There also exists in the Third, Fourth and Fifth Forms, a Tutor Period during which boys study Information Technology, Problem Solving, First Aid, Health Education and Study Skills. It is also during this time that initial careers and higher education guidance is given which then continues throughout the boys' time at the School.

In the Sixth Form, all boys study four subjects in the Lower Sixth and then continue with three or four subjects to A Level in the Upper Sixth, together with a range of General Studies courses which are co-educational, being organised jointly with Guildford High School. Although the School does not offer the EPQ, there are significant opportunities for boys to engage with wider, independent research including the School's in-house Independent Learning Assignment. Almost all RGS boys go on to degree courses, with 20 – 25% regularly gaining admission to Cambridge or Oxford and the majority of the remainder going on to one of Durham, Imperial, Exeter, Nottingham, Warwick, Bath, UCL, Bristol, Birmingham or Leeds.

All boys are encouraged to engage in independent research and activities throughout their time in the School via our Scholarship for all programme. Whilst not curricular, all staff are encouraged to engage with, and support, this provision as their experience and expertise enables.

All members of the teaching staff help with co- and extra-curricular activities, of which there is an impressively wide range. Music, Art and Drama all flourish with performances, exhibitions and workshops. There is a well-equipped auditorium, a large Art School and a purpose built Music Department. We have a very active clubs and societies programme that takes place before, during and after school each day. We run a weekly Monday Period 8 activity programme where in the Fourth Form we have a tri-service CCF contingent and a non-uniformed outdoor activity group on offer, with the provision expanding to include a variety of activities including a volunteering group, sports leadership, mountain biking, lifesaving, surfing, technical theatre and climbing to name a few. All the Third Form take part in our

curricular, weekly expedition and adventure programme, EXAD. We have five Field Days per year and also offer overseas expeditions, a large Duke of Edinburgh's Award Programme and numerous sports tours.

The main sports are rugby, hockey and cricket which are played at the RGS sports ground at Bradstone Brook, some three miles from the School between Shalford and Chilworth, or at other locations nearby. The School is strong in other sports; RGS athletes and swimmers regularly represent the local district, while RGS boys have recently won national championships in judo, sailing, rowing, shooting and cross-country. The School's sports facilities on site have enabled a significant expansion of sporting activity and opportunity.

Bradstone Book – the School's playing fields

SCHOOL VALUES

The RGS is a kind, inclusive, tolerant community where diverse opportunity, personal development, high achievement and collaborative partnership define who we are, and where our values underpin all we do.

Inclusivity
We remain loyal to our founding principles to educate bright local students, irrespective of background or financial circumstances, and we inherently believe in establishing a culture of diversity and acceptance, and in educating our students in a welcoming, tolerant community where each individual is valued and enjoys a deep sense of belonging.

Scholarship
We encourage the growth of intellectual curiosity, independence, creativity, innovation and habits of learning within a scholarly community through inspirational subject specialists who provoke and stretch the students' minds and inculcate a lifelong love of learning.

Integrity
We promote the development of self-discipline and responsibility, spirituality and a personal moral code, and cultivate an ethos where enduring qualities of decency, honesty, courtesy, humility and good humour are celebrated.

Respect
We nurture an atmosphere of mutual respect between all members of our community, and foster self-respect and self-esteem in terms of physical health, emotional maturity and personal well-being, while establishing lasting friendships in a positive, happy environment.

Courage
We develop leadership, teamwork, resilience and life skills through a diverse range of activities where all students, regardless of their talents and attributes, are encouraged to challenge themselves, take appropriate risks and work hard to fulfil their potential.

Collaboration
We work closely with others for mutual enrichment, and encourage a spirit of generosity and service, a sense of perspective, and a firm belief that we can work in partnership with others, locally and internationally, to make a difference and have a positive impact on society.

THE ENGLISH DEPARTMENT

Thank you for taking the time to read more about the English department at the Royal Grammar School. We are at team of seven teachers with a wide range of interests and experience, and we aim to provide a diverse and engaging English education for our students.

All students study English in the Lower School (First to Third Form (Years 7 to 9)) and have four lessons per week. Our Lower School course is centred around enquiry questions, connecting the English curriculum to the wider world and teaching Language and Literature side by side. The First Form (Year 7) consider the question: "Are We Equal?" a unit in which they reflect upon social inequality in Victorian England through Dickens' *A Christmas Carol,* connecting this to modern charity campaigns such as Marcus Rashford's campaign for free school meals. In a Third Form (Year 9) unit entitled "Does Art Serve a Purpose?" students study *The Picture of Dorian Gray* by Oscar Wilde and consider the aesthetic movements of the time as well as looking at the role of art throughout history in the campaign for LGBTQ+ rights. We believe that by connecting the English curriculum to real life issues and events, we serve to make English a more relevant and popular subject than ever before. We encourage creativity as well as the literary analysis, and students throughout the School are encouraged to produce their own poems, short stories and plays.

We encourage depth and breadth in all years First Form to Upper Sixth: at any year students will study a minimum of one female, one non-white and one pre-1900 writer. We have therefore carefully chosen our examination boards in favour of those offering the most diverse texts. At GCSE students sit both IGCSE English Language (CIE) and IGCSE English Literature (Edexcel) examinations with outstanding results. At A Level students follow the Edexcel English Literature course, with opportunities to attend theatre productions in the West End and in-person lectures where possible through our English society. We run a dedicated Oxbridge programme for pupils who wish to apply and we have had many successful applicants.

We are very proud of our co-curricular provision and the department is very much involved in the wider life of the School. Our student-led, student-read publication *The 1509* is an online newspaper written by and for students and is overseen by the English department. Through the English Society we promote a love of literature via an in-house lecture series in which both students and staff deliver lectures on topics that interest them. We have two debate teams (Lower and Upper School) and students take part in competitions both within School and at national level. We have recently introduced the Poetry by Heart competition in which all students from the First to Third Form learn a poem by heart and recite it before their teachers and peers, the winners going on to perform in front of parents at our dedicated Poetry by Heart celebration event. The RGS World Book Week coincides with World Book Day, and during this week we get the whole school involved to promote a love of books and reading.

Although the last two years have limited our scope for trips, we are fortunate once again to have the opportunity to inspire students by visiting the theatre, both in London's West End and Guildford's own Yvonne Arnaud theatre. We also hope to run creative writing residential courses for A Level students through the Arvon Centre, and to have visiting theatre workshops on Shakespeare for Lower School students in the summer.

You will be joining a busy, thriving department that is briming with positive energy and enthusiasm for the subject. We welcome new ideas, creativity and excellent subject knowledge. We are proactively committed to creating a diverse staff body, which reflects the community that we teach. At the RGS we value diversity and inclusion; we want to attract the best people for the roles available. This is regardless of age, ethnicity, sexual orientation, gender, disability, socioeconomic status or religious belief.

Next Step... If you feel this role is of interest to you, but you would like to ask further questions or discuss the role before making an application, please email the Head of Department, Ms Wijesinghe ttw@rgsg.co.uk.

BENEFITS OF WORKING AT RGS

- RGS has its own salary scale; remuneration is well above the national scale and compares well with others in the independent sector.
- Membership of Teachers' Pension Scheme
- Fee reductions for son(s) of staff is (are) available, after a qualifying period and subject to success at the entrance examination.
- A generous relocation package is available for those living outside the area. There is a mortgage subsidy scheme as well as a rental scheme.
- Medical cover
- Salary sacrifice schemes
- Training (CPD) is actively encouraged and supported.
- Full support for an applicant looking to achieve QTS status will be provided.
- The RGS has a proven track record of career progression, both internally in the School and promotion to other schools.
- Use of on-site gym at certain times of the day
- Lunch and refreshments are provided during term time
- On-site parking is available

Old Building and Courtyard (Image taken by Robin Forster)

WHY WORK IN GUILDFORD?

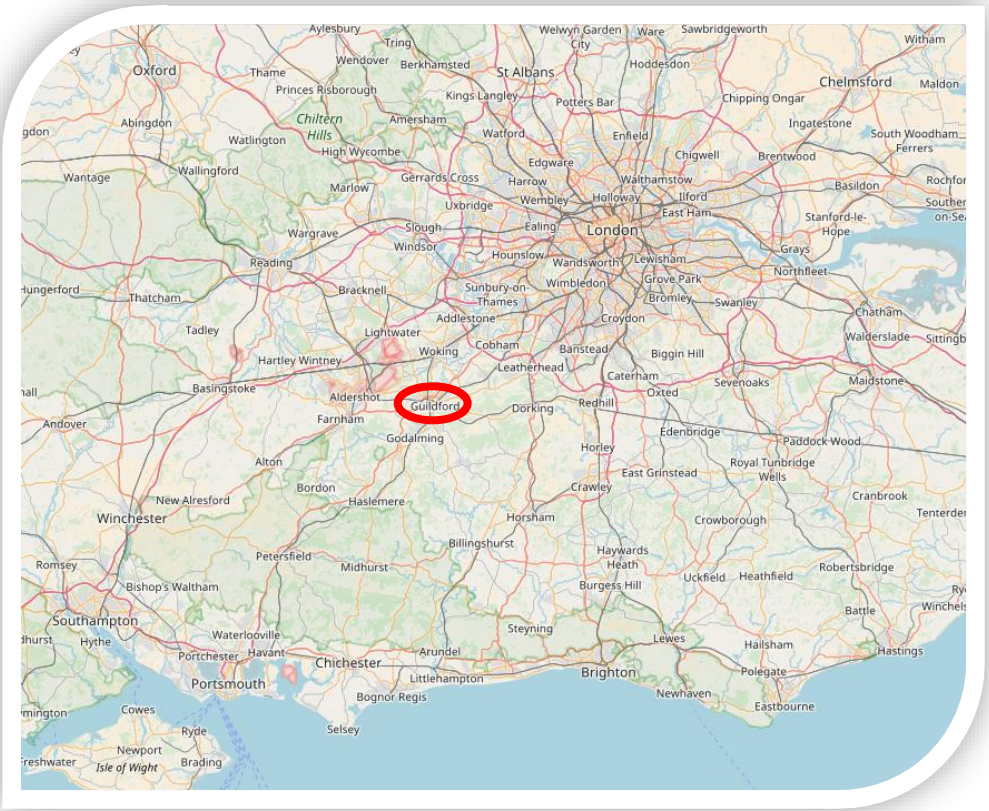
Guildford and Surrey is a vibrant and exciting part of the country in which to live. Historically rich, it is a welcoming town and has a flourishing varied cultural life. Entertainment is diverse with a number of lively and nationally renowned venues including *G Live*, the *Yvonne Arnaud* theatre and the eclectic *Electric Theatre*. Locally there are outstanding sport and leisure facilities which include the state-of-the-art training venues and sports complexes of Surrey Sports Park and Guildford Spectrum. Befitting a town with such rich history and traditions, Guildford is one of the south's best shopping experiences with the iconic High Street combining exclusive and popular national chains as well as a significant number of independent retailers. Dining options are particularly noteworthy which cater for every taste and budget; local traditional and gastro pubs in nearby Surrey villages draw customers from a wide area.

Educationally, Guildford is thriving. The University of Surrey has established itself as a leading university in major national university league table rankings. Guildford is fortunate to have two schools consistently ranked in the top ten single-sex schools in the country, Guildford High School and ourselves. RGS also enjoys close links with other girls' schools, Tormead School and St Catherine's, Bramley.

Guildford has the advantage of being very accessible and enjoys excellent transport links. London is just over a 30-mile drive via the A3 and well served by trains (just 29 minutes to Clapham Junction and 39 minutes to London Waterloo). International airports London Gatwick and London Heathrow are only 30 minutes from the School.

Areas of Outstanding Natural Beauty are close by; the Surrey Hills and North Downs are on the School's doorstep and provide opportunities to enjoy the stunning countryside; the south coast is approximately one hour by car.

Co-curricular Duke of Edinburgh Silver Qualifying Expedition



The setting:	The Surrey Hills North Downs South Downs Picturesque villages The south coast
Travel by rail:	Clapham Junction 29 minutes, London Waterloo 39 minutes Portsmouth Harbour 60 minutes Gatwick Airport 45 minutes
Travel by road:	London 32 miles via the A3, Heathrow 22 miles; Gatwick 34 miles via A3 and M25 Portsmouth 44 miles; Brighton 59 miles

The Town:	Historic market town Ruins of Castle Iconic High Street Excellent shopping
Recreational:	Surrey Sports Park (state of the art training venue) Guildford Spectrum (ice rink, bowling) National Trust properties RHS, Wisley
Arts / Culture:	Yvonne Arnaud Theatre G Live entertainment venue Electric Theatre Guildford Shakespeare Company Multi-screen Odeon cinema
Education:	Girls' Schools: Guildford High School, Tormead, St Catherine's Prep Schools: girls, boys and co-ed Outstanding state schools The University of Surrey The University of Law Guildford

Early 1900s view of one of the rooms in the historic Tudor School building, recognisable today although the furniture is somewhat different!

EQUAL OPPORTUNITIES

The Royal Grammar School, Guildford aims to promote equality of opportunity for all with the right mix of qualifications and abilities, talent, personal qualities, skills and potential. The Royal Grammar School, Guildford welcomes applications from candidates of diverse backgrounds and personal circumstances. A detailed Equal Opportunities policy is available.

SAFEGUARDING THE WELFARE OF CHILDREN

All employees of The Royal Grammar School, Guildford have a responsibility for and commitment to safeguarding and promoting the welfare of children. All staff at RGS are expected to understand and follow the School's detailed Policy on Safeguarding as part of their professional responsibilities.

RECRUITMENT OF EX-OFFENDERS & SECURITY OF DISCLOSURE INFORMATION

The Royal Grammar School, Guildford meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to an enhanced criminal record check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions. It is of fundamental importance to The Royal Grammar School to ensure, so far as possible, that those who take up appointments do not pose a risk to the children in its care.

Further details will be sent to applicants invited to interview which will expand on the above.

APPLICATION PROCEDURE

All applications will be acknowledged. The closing date for this post is midday on Tuesday 3 May 2022. All applicants will be notified after the closing date whether or not they are to be invited to interview. Successful applicants will be advised of the date and time of the interview and the form the interview will take. References normally will be taken up prior to interview and candidates should be aware that referees will be asked to comment on a candidate's disciplinary record and whether or not the candidate has been the subject of any child protection concerns. Qualifications certificates (original not copy) will be required at interview, as will proof of identity and domicile. Candidates unsuccessful at interview will receive written notification.

APPLICATIONS

All applications should be submitted via the RGS website and consist of:

- a covering letter addressed to the Headmaster; and
- a fully completed application form.

If applicable:

- a voluntary disclosure form.

Note : The necessary forms may be found on the School website.

The School's website is www.rgsg.co.uk

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