



**VACANCY PACK  
SCHOOL INFORMATION**

**Teacher of Biology  
Permanent part-time (50%)**

**for September 2022 or for January 2023**

**Closing date: Tuesday 10 May 2022 (Midday)  
Interview date: Week commencing 16 May 2022**



*View of the front of the historic School building*



Thank you for your interest in the position of part-time teacher of Biology at the Royal Grammar School (RGS). The School is an HMC independent day school for boys aged 11 to 18. We are a lively community of approximately 180 staff of which 120 are academic staff, 60 support staff and approximately 975 boys, more than a quarter of whom are in the Sixth Form. The School is situated in the heart of the historic town of Guildford, a flourishing and vibrant place to live and 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



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## ROYAL GRAMMAR SCHOOL

Around 120 boys start in the First Form at age eleven via the RGS Entrance Examination; another 30 arrive in the Third Form having taken Common Entrance or the scholarship examination. A few boys join the Lower Sixth from other schools. Boys come to the RGS from around 130 schools in the West Surrey area and beyond.

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. Latin becomes an optional subject 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 new 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 5 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 Brook, the School's playing fields*



## 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.





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## THE BIOLOGY DEPARTMENT

We are seeking to appoint a permanent part-time (50%) teacher of Biology from September 2022 or January 2023.

This person may also be required to teach some junior science for the First and Second Form (Years 7 & 8).

Biology is a well-established and successful subject at the Royal Grammar School, Guildford. It is compulsory up to the Fifth Form (Year 11) when all pupils take the Edexcel IGCSE examination. We typically have between 60 and 70 pupils studying Biology in the Sixth Form. The subject is liked and respected by pupils due, in no small part, to the dedication and ability of staff in the department. A significant number of pupils go on to study Biology, Medicine, and related subjects at Oxbridge and other leading universities. The department achieves outstanding results in public examinations. In 2019, we achieved 54% grade 9 at IGCSE. At A Level in 2019, we achieved 40% A\* grades. The successful candidate would be expected to contribute to the strong academic ethos of the department.

There are currently eight teachers working in the department who form a close-knit team sharing ideas and resources. Commitment, enthusiasm, communication and good humour are central to the department's success. Biology teaching takes place in five well-resourced classrooms equipped with projectors, interactive whiteboards, microscopes, and all other equipment needed for Biology teaching. The department runs an annual field trip to Wales for pupils studying A Level Biology.

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 beliefs.

### **Biology in the First Form (Year 7)**

Boys in the First Form follow an Integrated Science course on six periods per week. The course has been written 'in house' to stretch our very able pupils while reinforcing their natural enthusiasm and interest. All lessons are taught in a purpose-built laboratory supported by a full-time laboratory technician. All science teachers either are currently or have in the past been involved in this course.

### **Biology in the Second Form (Year 8)**

Biology is taught as a separate science from the Second Form onwards on two periods per week. The department has devised a bespoke course which explores some of the more interesting and exciting topics not generally covered at this level, including the origins and early evolution of life, microbiology, locomotion, and senses. There is a particular focus on skill development and practical work.



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## **Biology in the Third, Fourth and Fifth Forms (Years 9, 10 and 11)**

The Edexcel IGCSE begins in the Third Form on two periods per week and continues in the Fourth and Fifth Forms on 3 periods per week. The course is linear with no coursework and a final formal assessment at the end of the Fifth Form. The course takes three years to complete and provides the time to explore each topic fully. Our teachers typically teach well beyond the scope of the curriculum, to enrich the boys' experience and to prepare them for A Level study. Pupils are assessed regularly with end-of-topic tests and their progress is carefully monitored over the course of the IGCSE.

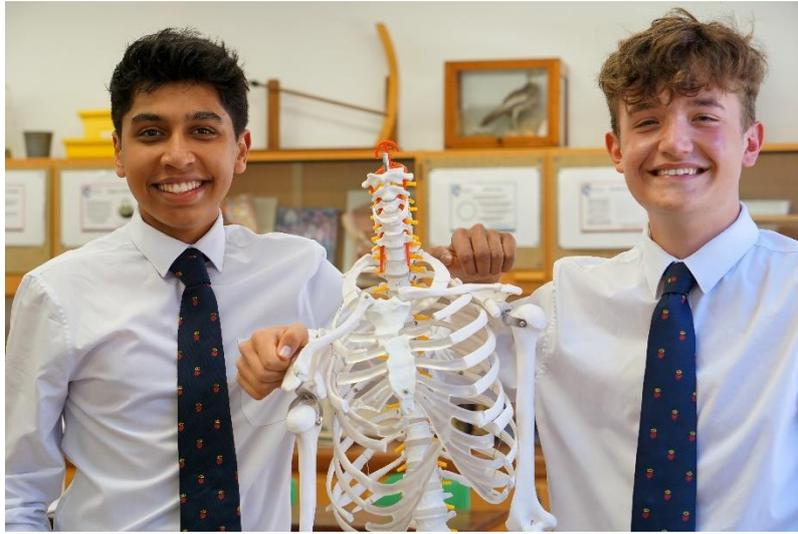
## **Biology in the Sixth Form**

The department currently follows the AQA specification at A Level. It is an academically rigorous and wide-ranging course with no assessed coursework. The boys in each year are taught in three or four sets of up to 12 by two teachers each. Very few boys drop Biology at the end of the Lower Sixth. Again, academic expectations are very high and our motivated pupils achieve outstanding results.

## **Beyond the syllabus**

The department is committed to providing a broad and inspiring education in Biology, whether or not boys take the subject beyond school. The Biology Society regularly invites outside lecturers to talk to students and provides a forum for pupils to discuss new discoveries and present researched topics. There is an active and popular Medical Society for Sixth Form pupils, and the department runs a programme of extra lessons and mock interviews to prepare candidates for Oxbridge and medical school interviews. This is complimented by an active and popular Junior Scientific Society for years 7 and 8 but one area we are particularly keen to develop is our provision of opportunities for curricular enrichment in Biology for pupils in years 9-11.

The department also has a particularly successful track record in the Biology Olympiad, typically winning around 5 gold medals every year. We also enter our Fourth Form pupils for the Biology Challenge, for which the vast majority are awarded medals.



*Medical Society extends pupils beyond the A Level curriculum*



*RGS pupils studying Biology have numerous opportunities to improve their practical skills*



## 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



*Co-curricular Duke of Edinburgh Silver Qualifying Expedition*



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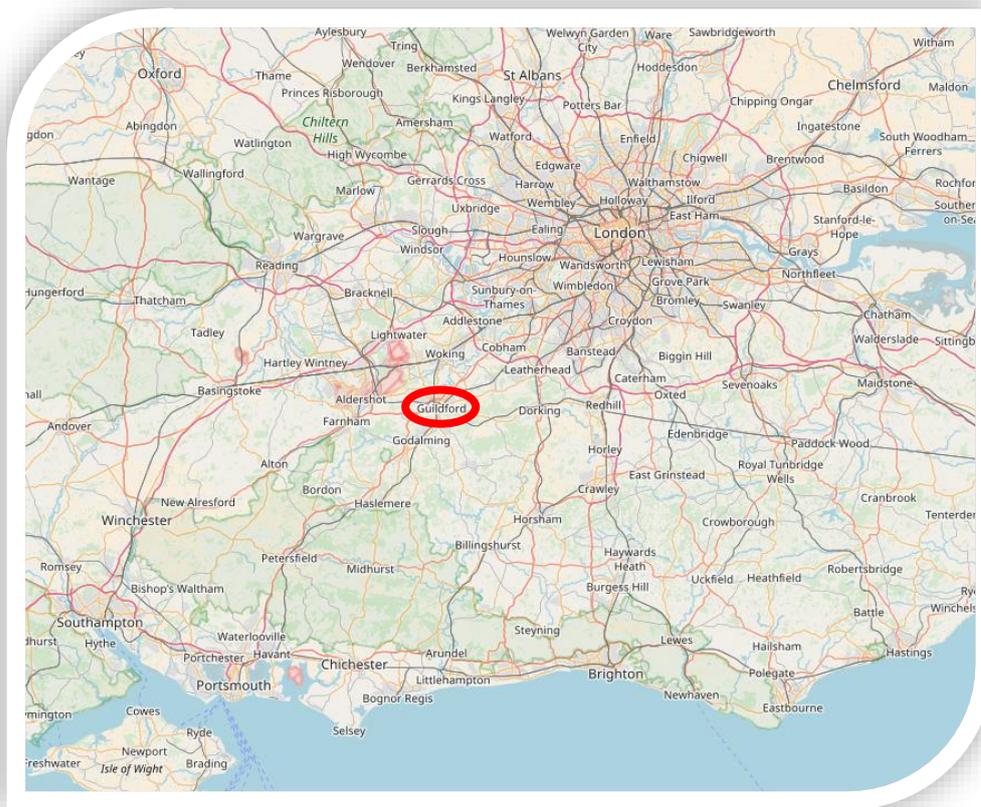
## WHY WORK IN GUILDFORD?

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, named *University of the Year 2016*, has established itself as a top-ten university in major national university league table rankings. Guildford is the only town in the UK with 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 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.



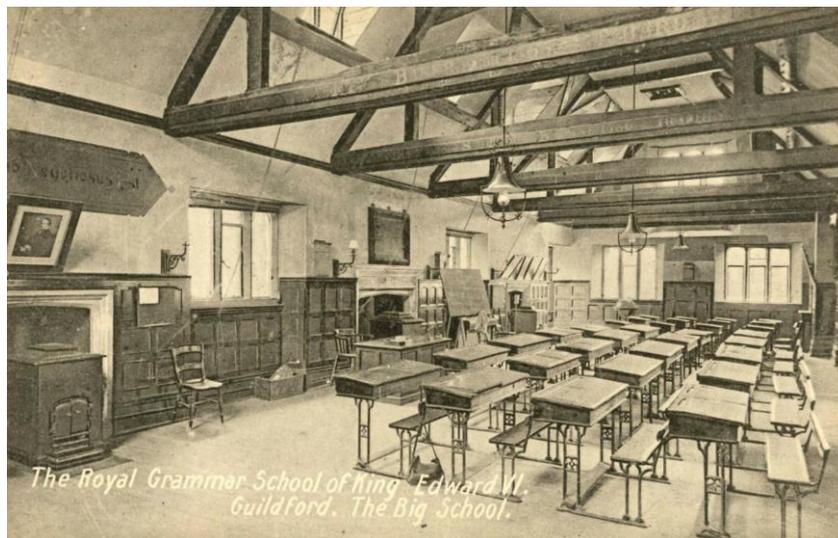
The setting:           The Surrey Hills  
                              North Downs  
                              South Downs  
                              Picturesque villages  
                              The south coast

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!*



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## **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.



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## APPLICATION PROCEDURE

All applications will be acknowledged. The closing date for this post is midday on Tuesday 10 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.rgsq.co.uk](http://www.rgsq.co.uk)

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