



TEACHER OF PE & GAMES

(NQT or recently qualified)

Permanent, Full time



View of the front of the historic School building



Thank you for your interest in the post of Teacher of PE & Games at the Royal Grammar School Guildford.

The RGS boasts a diverse, vibrant community of individuals in both teaching and support roles who take pride in the success of their School.

The School's success is evident in its most recent GCSE and A level results; in the large number of student applications year on year (consistently four applications for every place); the ISI inspection report in which the RGS was rated 'Excellent' across all aspects of School life; in the range of sporting achievements and in the staff who are proud to work for the School.

Our boys are *"excellent listeners who contribute to discussion with great respect"* and *"display excellent attitudes to their learning"* (ISI report, February 2022). The academic standards in the School are excellent and 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.

The benefits of working here go beyond those listed in the job description; if you accept an offer of employment you would be joining a staff body that collaborates professionally and socially across all departments.

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

HEADMASTER



THE PE DEPARTMENT

The RGS PE department believes that physical activity plays an important role in every pupil's life, and opportunities for all are central to the sporting programme. Throughout a student's school career, the department strives to promote physical wellbeing, a strong moral code and a lifelong engagement in sport.

The PE Department consists currently of seven full-time members of teaching staff, a postgraduate 'Sports Professional', a Head of Athletic Performance and a Gap student. Part-time coaches of both major and minor sports contribute to the department and many teachers of other disciplines also contribute to sport.

In First to Fifth Form, each boy has a compulsory single period of PE. All boys in the First Form spend half their PE lessons swimming whilst other activities covered include gymnastics, invasion games and athletics. A variety of sports including basketball, health related fitness, table tennis, tennis, badminton and softball are introduced to pupils throughout the Second and Third Form. The PE activities covered in the Fourth and Fifth Form build on those covered in the formative years; however, greater emphasis is placed on athletic conditioning.

GCSE PE is an option block for Fourth and Fifth Form academic study where uptake and results have been extremely strong. A Level PE is offered in the Sixth Form. The department follows the AQA specifications and theory lessons are taught in a dedicated PE classroom. The successful candidate will deliver on both examination courses and be passionate about teaching pupils of the highest calibre.





Throughout his time at the RGS, each boy has a morning or afternoon (3 periods) devoted to games activities. The main school sports are rugby in the Michaelmas term, hockey in the Lent term and cricket in the Trinity term. Boys in the First to Third Forms develop a foundation in the major sports. In the Fourth and Fifth Form, boys can make a choice between hockey and rugby in the Michaelmas and Lent Terms and between cricket, athletics and tennis in the Trinity Term. A large variety of sports including football are introduced as a choice in the Sixth Form.

The successful candidate will lead teams in each of the school's major sports and the ability to coach rugby to a high level is desirable. There are many extra-curricular sporting opportunities for all boys. Block fixtures are arranged in the major sports on Saturdays for all age groups with some midweek matches also taking place. A typical Saturday in the Michaelmas Term sees up to 400 boys playing rugby against other schools, with several minor sports also running fixtures.

Whatever the sport or term, any boy invited to represent the school is expected to give this preference over all other commitments, both on weekdays and at weekends. Bradstone Brook, the School's sports ground, is situated three miles from the School. This exceptional 20-acre playing field complex offers facilities of a professional standard; the School's First XI cricket square is among the best to be found anywhere in the country. On the School's site in town exists an outstanding sports complex including a brand new, state of the art, performance suite, newly laid all weather training area and spacious sports hall.





RGS TEACHER PROFESSIONAL EXPECTATIONS

Job title: Teacher
Responsible to: Head of Department
Responsible for: No direct reports

Professional expectations for all teachers at the RGS:

1. *Teaching our boys to learn*

- a. **Classroom management:** teaching staff will determine clear boundaries of behaviour, based on mutual respect and trust. High expectations will be set and a range of strategies will be used to manage classes effectively, with praise, sanctions and rewards used consistently and fairly.
- b. **Formative and summative assessment** of student work, consistent with departmental marking policy and on a sufficiently regular and timely basis.
- c. **Maintaining classrooms and equipment:** staff will treat all school property with respect and care and, equally, ensure their students do likewise.
- d. **Reporting on student progress:** teaching staff will complete reports and grades in a prompt and timely fashion as and when required by the school in the appropriate directed manner and style.
- e. **Professional Development:** teaching staff will reflect on and seek to continually improve their practice through, for example, collaboration with other staff, engaging with CPD courses opportunities and the school's Personal Development Strategy (PDS) appraisal process.
- f. **Planning:** teaching staff will be able to demonstrate evidence of planning in terms of where the lesson fits within the scheme of work and then delivering well-structured lessons using an appropriate range of teaching practices.
- g. **Special Educational Needs:** teaching staff will make themselves aware of and accommodate pupils' specific learning and medical needs.

2. *Supporting and enriching our school community*

- a. **Appearance:** teaching staff should wear smart business dress which mirrors the dress code of the boys, or appropriate RGS issue co-curricular clothing when required.
- b. **Attendance:** teaching staff are expected to support school events, such as assemblies; and attend those events as required by the Headmaster, including: Open Day, Junior and Senior Prizegiving Ceremonies, Commemoration Service, Parents' Evenings, Field Days, Development Days and the Entrance Examination day.
- c. **Co-curricular contribution:** teaching staff, including part-time staff on a pro-rata basis, are expected to make a significant contribution to the co-curricular life of the school. An example of what constitutes a significant contribution is taking a team with fixtures and after school practices, helping with a club or society and being involved with a house. Staff are matched to their skills as much as possible and so may contribute in equivalent ways to the example above.
- d. **Duties:** teaching staff are expected to play their part in covering lessons and undertake duties as part of the 'staff duty rota', and carry out any other responsibility as reasonably requested by the Headmaster.
- e. **Pastoral contribution:** teaching staff are expected to play a full role in the pastoral life of the school; this will include taking a Tutor Group when required.
- f. **Punctuality:** staff should ensure prompt attendance within school contracted business hours.



3. ***Upholding the school policies***

- a. **Awareness and modelling of school policies:** teaching staff will read and act upon, or in accordance with, all the relevant school and departmental policies, and complete the annual 'staff awareness' form.
- b. **Equal opportunities:** staff are expected to adhere to the School's equal opportunities policy.
- c. **Ethics and behaviour:** staff will uphold public trust in the profession and the reputation of the school by maintaining the highest standards of ethics and behaviour, within and outside school. They will show tolerance of and respect for the rights of others and not undermine Fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. They will ensure that their personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- d. **Safeguarding:** staff are expected to be aware of and comply with all aspects of the School's safeguarding policy and to undergo initial and ongoing training; and be responsible for promoting and safeguarding the welfare of the students for whom they are responsible.
- e. **Student safety and wellbeing:** staff will display the highest possible regard for student safety and wellbeing in accordance with policies, procedures and reasonable good sense at all times, whether on or off school premises.

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.
- 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



ROYAL GRAMMAR SCHOOL

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

Our values of inclusivity, scholarship, integrity, respect, courage and collaboration underpin all we do.

Boys come to the RGS from around 140 different schools in Surrey and the neighbouring home counties and this number is growing each year. We regularly receive four applications for every place.

The RGS curriculum aims to combine breadth with balance. In the first three years all boys study a broad range of subjects, choosing options at the end of their third year which sees them sitting ten GCSE subjects including English Language, English Literature, a Modern Foreign Language, Mathematics, three separate sciences and a humanities subject. From the Third Form, a Tutor Period is introduced 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.

RGS boasts a thriving Sixth Form with all boys studying four subjects in the Lower Sixth and then continuing with three or four subjects to A Level in the Upper Sixth. This is complemented by a range of General Studies courses which are co-educational, organised jointly with Guildford High School.

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, there is an expectation that staff will 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. 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. Staff are invited to attend and support all of these events.



WHY WORK IN GUILDFORD?

Guildford is a vibrant and exciting place in which to live. Rich in history, it is a welcoming town with a flourishing and 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*. 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. Guildford offers one of the south east's best shopping experiences with the iconic High Street combining exclusive and popular national chains as well as a number of independent retailers. Dining options cater for every taste and budget with local traditional and gastro pubs in nearby Surrey villages drawing customers from a wide area.

Educationally, Guildford is thriving. RGS Guildford and Guildford High School are regularly ranked in the top ten single-sex schools in the country. RGS also enjoys close links with other girls' schools, Tormead School and St Catherine's, Bramley. The University of Surrey was awarded 'University of the Year for Graduate Employment' by The Times and The Sunday Times Good University Guide 2022.

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 town.

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



SAFEGUARDING OF CHILDREN & 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.

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.

APPLICATIONS

All applications should be submitted via the standard RGS Application Form which can be found at www.rgsg.co.uk/about-us/vacancies and should include a covering letter.

Alternatively, expressions of interest should be emailed to recruitment@rgsg.co.uk.