

JOB TITLE: **TEACHER OF ENGLISH**

REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: **September 2025**





REIGATE GRAMMAR SCHOOL

Alderman Henry Smith founded Reigate Grammar School in 1675. For over 345 years, young people have been educated on the same site, in the heart of Reigate, a historic market town in the east of Surrey at the foothills of the North Downs in an area of outstanding natural beauty.

RGS is a leading HMC independent co-educational day school. It is a highly successful, happy and exciting school, which aims to provide a broad and balanced education to boys and girls that will prepare them for the modern world. The school song, *To Be a Pilgrim*, reminds our students that they are on a journey of noble purpose, to have an impact and to make the world a better place. We aim to educate the whole child and offer a broad range of experiences for all. We are an inclusive school and, built upon the vision of our founder, are committed to social mobility and the provision of bursaries through wider access and a supportive Reigatian community.

“Happy Kids Great Results” Good Schools Guide 2019

Reigate Grammar School caters for over 1050 students aged 11 to 18. Another 600 students are educated at Reigate St Mary's Preparatory and Choir School and Chinthurst School, RGS's junior and nursery schools – both recently shortlisted for UK Independent Prep School of the Year. RGS offers the very best academic education with equal prominence placed on the arts, sport and a rich extra-curricular programme. RGS has a distinctive educational philosophy and a strong ethos of pastoral care underpinning a well-rounded education. The House system has some clearly defined aims: for everyone to feel part of a team; to allow leadership to be nurtured; talent to shine; confidence to surge; teamwork to flourish; and competitive spirit to develop. In the school's academic culture of intellectual freedom, the structure of the curriculum means that students receive a strong grounding in core subjects but

can elect to pursue any area of interest. In the elective curriculum, one student may learn to trade stocks while another deepens their understanding of French literature. It is a challenging and balanced education, equipping students for the opportunities and demands of their future lives and allowing them to explore their personal passions.

The first line of the school's most recent ISI report asserts that 'the quality of the students' achievements and learning is exceptional': the first co-ed day school to achieve this rare accolade. RGS' approach to teaching and learning melds expert teaching knowledge with a modern, innovative approach to pedagogy with a judicious use of technology. Inspirational and personalised teaching and learning is at the centre of the vision and requires expert teachers. The school is one of a small number of world-class schools to have been a global pioneer in High Performance Learning, focusing on the development of global citizens, advanced performers and enterprising learners.

Outcomes at RGS are world-class, with 90% of GCSE entries graded at 9-7 in 2024. A Level results are equally impressive, with over 97% of entries graded A* to B. 95% of our A Level students went on to Oxbridge, Russell Group, and other top universities and medical schools. RGS has recently been named as the Sunday Times' Independent Secondary School of the Year for 2025, as well as the School of the Year for 2024 by the leading education sector publication Education Today. We were also included in the Tatler School Guide 2025 as one of the top schools in the UK and ranked in the Sunday Times Parent Power league tables as the best co-ed day school in the Southeast. In 2024, we won a Private Education Award for Most Nurturing School and are a finalist for Independent School of the Year for Contribution to Social Mobility, as well as a finalist in Muddy's Best School Awards for Best Learning Support and shortlisted for a Talk Education award for Innovation in Education.

Shaun Fenton, Headmaster, acknowledged as one of the outstanding educational leaders in this country, was elected Chairman of HMC in 2018-2019 and most recently awarded an OBE by Her Majesty the Queen for Services to Education.





ENGLISH AT RGS

The English department is a well-established and flourishing team, keen to inspire in young people a lifelong love for reading, fostering empathy and understanding of others, as well as equipping students with the very best literacy and communication skills to express themselves with confidence.

The department comprises eleven full-time and four part-time members of staff teaching throughout the school with a varied timetable embracing all abilities and age groups. The department prides itself on its collaborative working environment to which everyone contributes. Teaching is principally in dedicated classrooms in the beautiful Victorian area of the school. Each classroom has full internet access and is equipped with Office 365, an interactive whiteboard and access to a shared suite of laptops reflecting the importance of ICT in the subject. Students in most year groups have their own devices which are well utilised in lessons, and each English teacher has a laptop with the ability to mark online with a stylus. The newest technologies and a huge online provision are embedded in our practice to stretch and challenge our students. Further extensive shared resources and individual workspaces are provided in the central English staff room (which also has a wonderful view of the North Downs).

English is taught as a core subject in Years 7 to 8, with a High-Performance Literacy strand for students who opt for this; set sizes are around 20 in the Lower School and under ten in the smaller support groups. English Language and Literature are taught during our three-year GCSE programme from Years 9 to 11: this three-year programme allows excellent opportunities for academic enrichment as well as extensive support and intervention for those who need it.

We offer English Literature at A Level - there are usually two to three sets of exceptional students in each of the Lower and Upper Sixth Forms. We currently follow the Eduqas/WJEC exam board for Literature at both GCSE (9-1) and A Level. We follow Edexcel IGCSE for English Language (9-1).

Results at both GCSE and A Level are excellent. In 2024, for English Literature 70% of GCSE grades were awarded at 8/9 and 91% at 7-9, whilst in English Language 50% of grades were awarded at 8/9 and 79% at 7-9. At A Level, 61% were A*, 78% were A*/A and 100% grade B and above. Several Upper Sixth Form students apply every year to read English at university.

Staff in the department are involved in a number of co-curricular activities, with a huge range to choose from. A few highlights are the student-led school magazine, The Castle, Creative Writing Club, Poetry by Heart, Carnegie Prize book shadowing, and A Novel Approach - weekly lectures delivered to Sixth Form students. A Level English students are expected to attend one of our senior extra-curricular clubs and/or support the learning of Lower School English lessons or junior clubs, whilst we also offer extension activities to those interested in taking English at degree level, such as university-endorsed poetry and essay competitions. Regular theatre trips and author visits are a staple of our department, and we celebrate National Poetry Day and World Book Day in style, varying our programme of events each year. The English department works very closely with the excellent library team in the beautiful recently built school library based in the Harrison Centre; students benefit from specialised library lessons and we very much encourage reading for pleasure, with our popular school-wide Drop Everything and Read Week every autumn.

REIGATIANS:
**A CARING COMMUNITY
 WHERE CHILDREN CAN
 BE THEIR BEST AND DO
 THEIR BEST**





THE POST

This is an exciting opportunity to join a key department working full-time at an exciting new phase in the school's history.

The main responsibilities of the post will include:

- Teaching English at Key Stage 3 and GCSE with opportunities to teach to A Level.
- Taking responsibility for certain aspects of the department's work according to skills and/or specialism.
- Assisting with activities outside the classroom.
- Taking part in trips which may require commitment during some evenings.
- Working as part of a cohesive departmental team and sharing fully in the work of the department.
- Helping to promote and encourage the study of English at RGS.

There may be an opportunity for a suitable candidate to take on additional paid responsibilities.

The successful candidate will hold a relevant degree from a good university and be able to demonstrate a high level of subject expertise, the highest academic standards and the ability to enthuse students of all ages. A teaching qualification and experience of the UK education system are desirable.

All staff are actively involved in the co-curricular life of the school, and we encourage staff to share their passions with our pupils. Applications are especially welcome from staff who are able to support with a range of Outdoor Education programmes (including CCF and DofE), MUN, Public Speaking, Enterprise, or our busy Sport (especially Netball and Swimming), as well as from colleagues showing a commitment to lead and contribute to other specific areas of our extensive co-curricular programme.





FURTHER INFORMATION

TERMS AND CONDITIONS

- Reigate Grammar School has its own salary scale which is above the national scales.
- All teaching staff are automatically members of the pension scheme run by the Teachers' Pensions Agency which is transferable between all UK schools.
- Children of teaching staff may be educated at Reigate Grammar School, Reigate St Mary's Preparatory and Choir School, Chinthurst School and Micklefield School at substantially reduced rates. Candidates are invited to enquire about this at interview.
- Lunch is provided free of charge.
- All staff have access to the school swimming pool and fitness room at designated times, free of charge.
- Successful applicants will be required to make an enhanced disclosure by the Disclosure and Barring Services and to complete an online Pre-Placement Medical Questionnaire.
- All shortlisted candidates will be required to complete a **Suitability to work with children: self-declaration form**. This form must be completed, signed and returned to HR prior to the interview taking place.

SAFEGUARDING

This role will involve contact with children. Reigate Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the school's safeguarding policy (available on our website) and are required to declare any criminal convictions, cautions or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Services. Full details are given on the application form.

EQUAL OPPORTUNITIES

Reigate Grammar School is an equal opportunities employer and welcomes applications from appropriately qualified persons from all backgrounds. We are dedicated to creating

and sustaining an environment that values individuality and difference and celebrates the diversity of both staff and pupils by fostering perseverance, tolerance and integrity. We believe in equal opportunity for everyone, irrespective of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation or socio-economic background. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection and recruitment. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive.

APPLICATIONS

Applicants are asked to complete the Teaching Application Form and Supplementary Form (which are also available on our website) and send them with a supporting statement addressed to the Headmaster as soon as possible and by **Monday 10 February 2025, 9.00am** at the latest. Please do not send a separate curriculum vitae. Applications will be considered in the order in which they are received, and the school reserves the right to make an appointment prior to the closing date. Shortlisted candidates will be invited for interview.

Within your application letter we would be grateful if you could indicate where you saw this position, whether it was from the TES or another source.

Applications should be addressed to The Headmaster and sent (by letter or by email) to the address below.

Mrs Dawn Holmes
Head of Human Resources
Reigate Grammar School
Reigate Road, Reigate, RH2 0QS

01737 222231

hr@reigategrammar.org | www.reigategrammar.org

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are spent unless they are protected under the DBS filtering rules) in order to assess their suitability to work with children.



SCHOOL LOCATION AND DIRECTIONS

The RGS campus is on its original 1675 site in the historic market town of Reigate within an area of outstanding natural beauty. Adjacent to junction 8 of the M25, the school is also easily accessible from central London by train.

The school benefits from excellent facilities, including:

- A new £8m Sixth Form and Learning Resource Centre at the heart of the campus
- Drama studios and Music school
- Swimming pool
- 32 acres of sports ground with two floodlit all-weather hockey pitches, rugby, cricket and football pitches

The school is currently within the planning phase for the construction and development of a state-of-the-art sports centre on the town centre campus.

DIRECTIONS:

By Road

Reigate Grammar School and Reigate St Mary's Preparatory and Choir School are situated on the south side of the A25 about a quarter of a mile east of Reigate town centre, between Reigate and Redhill.

RGS postcode RH2 0QS
 RSM postcode RH2 7RN

Chinthurst School is situated in Tadworth, just north of junction 8 of the M25 close to the A217

Postcode KT20 5QZ

By rail

The school is approximately ten minutes' walk from Reigate station which is well served by direct trains from London Victoria, East Croydon, Guildford and Dorking. Frequent connections to Redhill station (about one mile away) allow access to Crawley, Horsham and towns to the south along with Nutfield, Godstone and Tonbridge to the east.

WHAT3WORDS

Main Reception: cabin.fire.brave

