



Royal Grammar School

Amersham Road, High Wycombe, HP13 6QT

Website: www.rgshw.com

A selective day and boarding school for 1394 boys

Subject Leader of Mathematics

TLR 1c: £11,787

an additional payment may be available for an exceptional candidate

Single accommodation may be available

Applications should be made to the headmaster, Philip Wayne, by **Monday 27 January**,
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

RGS is an exceptional place. We have a vision to be seen as world class in offering those most naturally able the best that a state funded school can offer. We have a proud tradition, dating back to the 13th Century of educating young men.

We have high academic standards, excellent examination results and consistently feature amongst the top state schools in England. Almost all students progress to good universities including approximately 15 to Oxford and Cambridge, other stellar institutions and to the USA.

Our broad and balanced curriculum is not the full story and we look far beyond its confines with a vast array of co-curricular opportunities unparalleled, I believe, in the state sector.

Our innovative teachers deliver a high-quality classroom experience combined with exceptional pastoral care. We ensure that, in this large school, every boy is known as an individual.

We encourage all Wycombiensiens to be self-confident, positive, healthy and enquiring young men who acquire the qualities of tolerance and respectfulness embodied through a modesty of manner. The result is a happy, close-knit community where we enjoy each other's company, and friendships for life are formed.

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. Full and weekly boarding is on offer and pays a substantial role within the life of the school.

You will very much enjoy working with the boys here who are courteous, committed, caring and entertaining. The commitment and dedication of staff who all work towards achieving our vision are the vital component in ensuring the success of RGS. We are looking for well-qualified and enthusiastic colleagues to join us who are passionate about their subject and responsibility, and are willing to go the extra mile to be a part of our exciting journey.

I hope that you find the information of use and look forward to receiving your application if you feel that this opportunity would suit what you have to offer. Thank you for your interest in RGS.

I am delighted that you are considering joining us.

Best wishes

Philip Wayne

[Media Video](#)





Departmental Information

The Royal Grammar School is looking for an inspirational, well-qualified teacher to lead this large, successful and thriving department.

The department has developed a deserved reputation within the school and within our family of schools for innovation, expertise, support and excellent teaching. The RGS has a reputation for excellence in all areas of school life with high standards expected from pupils at all times.

The mathematics department has a strong sense of identity with eleven colleagues teaching full or part time and working as a cohesive team. The subject leader is supported by three key stage assistant subject leaders. There are courses to GCSE, additional mathematics and A level (single and double subject). The course followed for A levels is that of the Edexcel Modular Syllabus. Well over 100 boys study mathematics to A level each year of which about 40 are entries for Further Mathematics. Of the substantial number of boys going to Oxford and Cambridge, each year many have mathematics as part of their entry and several will study mathematics as their main subject. It is important that the post holder is able to support Oxbridge entry.

The popularity of the subject is highlighted by the fact that there are currently 151 students in Year 12 studying mathematics A level, 34 of which are studying further mathematics.

Years 7 and 8 are taught in form groups. There are eight sets in Years 9-11, with extra resources given to the boys who find the subject more difficult. All boys are entered for GCSE mathematics and are expected to achieve grade 4 or better, with the majority gaining grade 8 and 9. All candidates are currently entered for the AQA (8300) higher tier.

In the sixth form, there are eight sets in Year 12 – two following a course to maths and further maths and six sets of varying ability aiming for A level. All A level students follow courses in pure maths and applied mathematics.

Boys are encouraged to enter for mathematics competitions. Boys from each year group take part in the UKMT Maths Challenges, where all boys from Years 7 and 8 enter the JMC, and around 200 enter the IMC of which around 70 boys go on to take part in the Mathematical Olympiads and Kangaroos. Each year we field a strong team in the Hans Woyda Mathematics Competition, as well as the UKMT Maths Team challenges, and our team came 3rd in this year's regional final of the STMC.

Boys are also encouraged to attend a weekly maths challenge club where they can access higher level problem skills. The mathematics department runs a weekly 'maths circles/battles' in partnership with Brunel University and offers an excellent support programme, with weekly maths mentoring for KS3 and 4, as well as revision and masterclasses for KS5.

There are nine specialist classrooms, a large office and a resource storage area. All classrooms have data projectors, whiteboards or interactive whiteboards. All members of staff have their own laptop and iPad, supplied by the school, for school use. In addition, the boys in Year 8 – 11 use iPads in school.

Compared with other local schools, the teaching timetable for each member of staff reflects the expectation that all staff will contribute outside their teaching commitments to help with co-curricular activities.

Mathematics trip to Japan

We were delighted with the huge success of the 2018 inaugural maths and culture trip to Japan during the February half term, which highlighted the interest and passion that our students and staff have for the subject. This trip proved to be so popular that there is another trip running this year with 71 students and 9 staff enlisted to go on the trip.



Job Description Subject Leader

Accountable to: Deputy Head

As Subject Leader – Mathematics:

- To be responsible for the creation of a challenging, stimulating and engaging curriculum throughout the school.
- To carry out a leadership role within the school and within the department, in particular by demonstrating high standards of professional conduct and competence.
- To interpret and implement agreed school policies as they apply to the department.
- To set and maintain high standards of teaching and learning within the department.
- To hold minuted, regular department meetings, focussing on curriculum issues.
- To manage the provision of Schemes of Work for all Key Stages taught including Health and Safety implications.
- To devise and monitor assessment procedures within the department in accordance with school policies.
- To prepare students for public examinations in your subject, relevant to the appropriate Key Stages.
- To have overall responsibility for the analysis of GCSE, AS and A level examination results for the department
- To develop the use of ICT within the curriculum.
- To give professional guidance and support to all colleagues.
- To highlight to pupils links between the academic subject and the wider world.
- To manage department induction and mentoring of NQTs and student teachers.
- To establish, manage and review the specific responsibilities of staff with TLR allowances.
- To carry out Performance Management within the department.
- To advise the Headmaster on staffing requirements within the department and to assist with the appointment of new staff to the department.
- To order equipment, books and materials within the department budget.
- To maintain accurate accounts to be presented annually to the Chief Operating Officer.
- To ensure that the subject area of Cloudbox is developed and maintained.
- To ensure that the subject area of the Website is kept up to date.
- To arrange that work is given to classes of absent colleagues.
- To encourage and, in conjunction with others, arrange appropriate enrichment opportunities.
- To communicate with parents and appropriate staff in accordance with the Behaviour Policy.
- To keep abreast of current educational initiatives.
- To participate in meetings that relate to the curriculum within the school.
- To liaise with other senior colleagues on co-curricular and other appropriate issues.
- To provide support for Oxbridge entry.
- To undertake other duties of an appropriate nature as may be reasonably required by the Headmaster.

This job description is written at a specific time and is subject to change as the demands of the governors and needs of the School change. The role requires flexibility and adaptability and employees of the School need to be aware that they may be asked to perform tasks and given responsibilities not detailed in this job description.



Person Specification

	Essential	Desirable
Qualifications	<p>Good honours degree</p> <p>Appropriate evidence of in-service training</p>	<p>PGCE or equivalent QTS</p> <p>First aid qualification</p> <p>Able to drive a school mini bus</p>
Experience	<p>Ability to teach up to and including A level, including Further Maths</p> <p>Effective classroom teacher</p> <p>Experience of working with pupils of high ability</p> <p>Experience of teaching FSMQ Additional Maths, and/or Level 2 Further Maths</p>	<p>Experience in the use of IT in teaching</p> <p>Experience of raising achievement</p> <p>Experience of taking part in co-curricular activities</p> <p>Experience of the standard of education expected in an ambitious grammar school</p>
Personal Qualities	<p>Ability to relate to students of all abilities</p> <p>Outstanding personal relations and team working skills</p> <p>Willingness to contribute to the school's extensive co-curricular programme</p> <p>Energy, charisma and dynamism with the vision to drive and develop the subject at RGSHW in line with the school's ambitions</p> <p>Ability to promote and market RGS inside and outside of it</p> <p>Ability to think creatively</p> <p>Availability for regular trips out of school hours</p> <p>A good sense of humour</p> <p>Passion for the subject</p>	<p>Ability to lead by example</p> <p>Ability to work independently</p>



Career Development



Alex Wallace, Geography, Deputy Head

School attended: West Buckland School

University: Birmingham University and Bath University

Career so far at RGS: I joined the school in 2007 as second in the Geography Department. I enjoyed being involved in designing schemes of work and taking responsibility for a Key Stage. I was then appointed to Head of Year 10 and 11. This was an incredibly rewarding role; I enjoyed leading a team of tutors and was passionate about my Year Group having the best possible experience at RGS. The challenges that this role gave me, prepared me well for my Assistant Headteacher position. My main responsibility was, and continues to be, Teaching and Learning. The change in role meant I spend more time with our incredible staff. The Senior Team often provide the steer in terms of Teaching and Learning but I love seeing the different styles and approaches which are encouraged to flourish, which inspire our boys on a daily basis. As Deputy Headmaster I oversee the day-to-day running of the school, I love the role. I am very early on in my tenure, but it is a real privilege to be in this position working with inspirational teachers and students.

What I love about RGS, apart from the boys! The fact it allows me to love coming to work. I am incredibly proud to say I work at the RGS. The students are very special; they are inspiring, creative, challenging and most importantly fun! I would also suggest exactly the same applies to the staff! There is a real community at the RGS, you notice this in lessons, assemblies, staff badminton, staff football and especially the staff brewery evenings. More than anything, I enjoy the friendly and approachable nature of all staff. There are always people to ask for guidance and support in any circumstance. Everyone including boys, parents, governors and staff want RGS to be the best possible place. What other state school would have 21 members of staff giving up most Saturdays to take a rugby side? This is a truly committed staff and I can't imagine working anywhere else.



James Eve, English, Assistant Head

School attended: Ipswich School (1981-1992)

University: University of St Andrews (undergraduate MA), University of York (postgraduate MA)

Career so far at RGS: I joined as an Assistant Head in September 2016 from Magdalen College School. Coming to RGS has offered me the challenge of taking whole-school responsibility for assessment and pupil progress. It has been a steep learning curve, but I've felt welcomed and supported by the staff, who all have a great 'can do' attitude. I've been delighted at the way I have been drawn so quickly into the co-curricular life of the school. Since arriving, I've been given the chance to take charge of the Fencing team, and have also got involved with the Cross-Country squad.

What I love about RGS, apart from the boys! The strong sense of community that binds together boys, staff and parents. I've learnt this continues long after the boys leave. Already, I've lost count of the number of former pupils who have returned for social or sporting events, or have demonstrated the clearest expression of faith and fondness for their alma mater by sending their own sons to the school.



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 Astra Alliance 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 worldwide 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 our 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 9-7: 72 %
- A Level 9-7: 73 %
- 70 % of boys attend Russell Group universities with approximately 15 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.

Interviews

Interviews will include teaching a lesson. There may be other selection tasks commensurate with the role you are applying for. Those being called for interview will hear by 27 January when full details of the interview process will be given.

All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK.