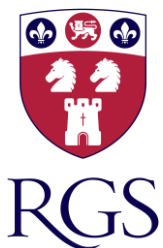


**TEACHER OF  
GEOGRAPHY**  
**(Maternity Cover)**

**JOB  
INFORMATION**



RGS



# TEACHER OF GEOGRAPHY

## (Full Time, Fixed Term)

Newcastle upon Tyne Royal Grammar School  
Required from January 2024 until December 2024 (estimated)



---

### THE POSITION

We have a unique opportunity for someone to join our superb Geography Department. This is a fixed-term maternity cover which is expected to start in January 2024 and is expected to finish towards the end of the Autumn 2024 term. You must be an excellent Geography specialist with the ability to inspire our enthusiastic students from Y7 to A Level.

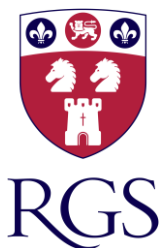
If you are a highly resourceful, collegiate and forward-thinking practitioner then we want to hear from you. The role is full time, including some contribution to the delivery of EPQ, RE and Games. You will naturally want to take a key role in co-curricular activities, be they sporting, academic, musical or arts.

We are keen to invite applications from those who would like to make their own distinctive contribution to this ethos.



---

**Job Information:** Teacher of Geography (Full time, Fixed Term)  
**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023  
**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



## THE SCHOOL

Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools, and the Sunday Times' North East Independent School of the Decade 2020. Most recently, RGS was awarded the Sunday Times' 2023 North East's Top Independent Secondary School for Academic Performance. We regularly lead all northern schools in national league tables and pride ourselves on academic excellence, a high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

RGS has grown substantially in recent years. There are now some 1,340 students, over 260 of whom are in the Junior School. The Sixth Form of 350 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 43% of the school.

The school is based in the heart of the city, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a new Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.

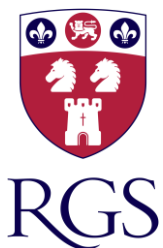


---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



## THE GEOGRAPHY DEPARTMENT

The RGS Geography Department is a large, and very experienced department of 9. Most of the staff head up other key areas of the school and so we are all heavily involved in RGS life.

The Department is dedicated to helping students fulfil their potential in Geography at all levels, from KS3 younger students through to approximately 80 GCSE students in Year 11 and typically 60 A-Level students across both Lower and Upper Sixth. Their passion for the subject, as well as their breadth of knowledge, gives students at the Royal Grammar School a diverse range of options, supporting the academic development of students of all abilities.

We have recently changed to the AQA GCSE syllabus. The teaching for GCSE begins at the start of Year 9 and then continues for that year group as they progress through the school. We teach the CAIE International A-Level at Sixth Form and have done for some years.

Although members of the departmental team have their areas of specialism, we all work to deliver the curriculum across all geographic disciplines, we have no obvious human/physical split for example, at either GCSE or at A-Level. We approach Geography as a single subject with great interactions between the natural and human world.



All 4 dedicated Geography classrooms have Prowise touchscreens and students complete the majority of their work in OneNote, using their school issued devices. All 4 dedicated Geography classrooms have Prowise touchscreens and students complete the majority of their work in Onenote, using their school issued devices.

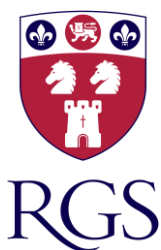
We run a number of fieldtrips throughout the year, some at weekends, and members of the teaching team enjoy participating in these. Fieldtrips take place across northern

---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



England, from Northumberland and Cumbria to as far south as York. We also hope to restart a residential trip for 6<sup>th</sup> form over the summer.

We run a number of fieldtrips throughout the year, some at weekends, and members of the teaching team enjoy participating in these. Fieldtrips take place across northern England, from Northumberland and Cumbria to as far south as York. We also hope to restart a residential trip for Sixth Form over the summer.

## 2023 EXAM RESULTS

The department is high achieving and examination results are consistently exceptional. A Level.

2023	A*	A	B	C
A level	14	6	6	1
2023	9	8	7	6
GCSE	22	17	18	11

---

## PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that we are looking for.

### Qualifications and Training

- A degree in a relevant subject
- Courses of further study relevant to the post.

### Experience

- Experience of teaching in a highly academic context
- Experience of teaching in the 11-18 age range.

### Skills

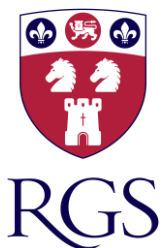
- Experience in teaching GCSE and A-Level
- Ability to inspire young people to develop a love of Geography
- Ability to think originally and creatively and show initiative
- Commitment to high standards of teaching and learning

---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



- Ability to teach high quality lessons
- Excellent organisational abilities
- Excellent project management skills
- High levels of IT competency

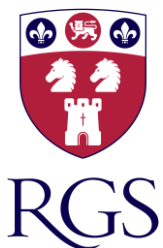
### Personal characteristics

- Ability to work in a fast-paced environment
- Ability to communicate effectively with parents, students and staff in a variety of ways
- Understanding of, and commitment to equality of opportunity for all
- Understanding of, and commitment to the ethos of the school as a community
- Tact, discretion and diplomacy
- A genuine liking of people and the ability to show warmth, good-humour, empathy and sensitivity
- Willingness to lead and take part in fieldwork activities often outside school hours and at weekends



---

**Job Information:** Teacher of Geography (Full time, Fixed Term)  
**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023  
**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



## LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love, and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Sage, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.

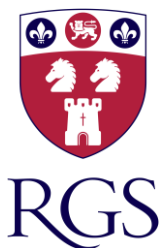


---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



## MAIN TERMS AND CONDITIONS

- This is a full time, fixed-term appointment which is expected to start in January 2024 and finish towards the end of the Autumn Term 2024 with a possible extension on mutual agreement, if required.
- Working Hours - Normal working hours will be those necessary to carry out the duties of the post.
- Salary - The salary will be determined by the RGS Teachers' Scale.

## WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- The School is part of the Teachers' Pension Scheme and all teachers are automatically included in the Scheme. The school also offers an alternative to the TPS, The Aviva Pension Trust for Independent Schools (APTIS) which is a defined contribution and salary exchange scheme administered by AVIVA. There is provision for life assurance and income protection for those who choose to join the APTIS scheme. Further information on the APTIS scheme and salary exchange will be made available on appointment.
- Membership to life assurance scheme through Aviva which pays out 5x annual salary in the event of death in service.
- The employee will become eligible for sick pay under the RGS Support Staff Sick Pay Scheme after a qualifying period. Details of the scheme will be provided on appointment.
- The school offers an optional healthcare plan for all staff which includes optical, dental and physio cover, access to telephone GP consultations and a host of other benefits (terms and conditions apply). Further information will be available to the employee once in post.
- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.
- It is the school's policy is to allow all eligible members of staff to educate their children at the school at concessionary rates, subject to their children meeting the academic entry requirements and subject to a place being available.
- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- We offer an interest free travel loan for a corporate Metro travel pass after a qualifying period. Further information will be available upon starting in post.

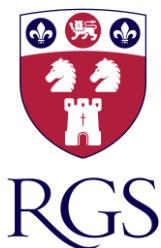
---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))





- We offer a Bike to Work scheme for qualifying members of staff. Terms and conditions apply. Details will be shared upon starting in post.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.
- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Supportive and friendly community.
- Opportunity to join in with RGS tradition and become a member of the Stowell, Collingwood, Horsley or Eldon House.

---

## HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

If you have any queries or would like to arrange a visit to the school, please do not hesitate to email or to call Roz Laws (Head of Geography) (details below).

If, having looked through the website ([www.rgs.newcastle.sch.uk](http://www.rgs.newcastle.sch.uk)) and read this job information pack and the Information for Applicants, you think this particular post would suit you, please say so (and why) in a covering letter of application. You must complete the application form, even if you want to also attach a CV. You are welcome to apply electronically, please email all documents to [jobs@rgs.newcastle.sch.uk](mailto:jobs@rgs.newcastle.sch.uk) by the closing date.

**The closing date for this role is 9.00am on Monday 9<sup>th</sup> October 2023**

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance, so applicants should arrive for interview with a clear idea of what would be involved in moving to the area (if necessary) and working at the RGS.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's

---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



Secretary, Sandra Ellis [S.Ellis@rgs.newcastle.sch.uk](mailto:S.Ellis@rgs.newcastle.sch.uk) in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

### Safeguarding and Safer Recruitment

RGS is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Safer Recruitment procedures to all candidates. More information regarding the checks can be found in the Information for Applicants and 'Keeping Children Safe in Education' (September 2022).

### Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body. We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. Whilst all applications are considered on merit, we would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in our staff community.

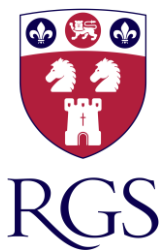
We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.

---

**Job Information:** Teacher of Geography (Full time, Fixed Term)

**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023

**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))



## CONTACT DETAILS

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries: [communications@rgs.newcastle.sch.uk](mailto:communications@rgs.newcastle.sch.uk)  
Roz Laws, Head of Geography [r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk)  
[www.rgs.newcastle.sch.uk](http://www.rgs.newcastle.sch.uk)

---

**Job Information:** Teacher of Geography (Full time, Fixed Term)  
**Closing Date:** 9.00am Monday 9<sup>th</sup> October 2023  
**Contact:** Head of Geography Department, Roz Laws ([r.laws@rgs.newcastle.sch.uk](mailto:r.laws@rgs.newcastle.sch.uk))