



**HEAD OF GERMAN  
JOB  
INFORMATION**



RGS

# HEAD OF GERMAN

Newcastle upon Tyne Royal Grammar School  
Required from January 2025 or September 2025



## THE POSITION

We have an exciting opportunity for a Head of German to join our large, dynamic and successful Modern Languages Department. You will be capable of teaching German from Y7 through to A-Level, inspiring our linguists with a love of the subject and its cultures, possessing a willingness to take learners well beyond the scope of the syllabus. There will be opportunities to work with students applying for top universities, as well as native and semi-native speakers. Within the national and regional context, RGS German is a popular subject (over 500 students take the language in the Senior School). An ability to teach at least one other language (ideally, French or Spanish to IGCSE) would also be desirable.

The Head of German takes responsibility for the day-to-day running of German as a large subject area within Modern Languages, leading and supporting an experienced subject team of 7. This involves, inter alia, resourcing the subject, leading on teaching and learning in the subject, overseeing internal assessment, mentoring and coaching of colleagues, including the German Assistant, and contributing to managing high subject performance, as well as coordinating co-curricular events for German.

Being 'willing to go the extra mile' is a major part of the role for all teachers at the RGS, not merely in specialist activities, but in a huge range of extra-curricular sporting, artistic and cultural work. We are keen to invite applicants who would like to make their own distinctive contribution to this ethos. We very much value colleagues who are willing to contribute to our extracurricular programme.

If you are a teacher wanting to broaden your experience, multi-talented and ready to develop your teaching skills in any of these areas, you should be applying. The RGS has its own generous salary scale and provides ECTs with an appropriate programme of induction leading to QTS, valid in both sectors.

## 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. In 2023 RGS was named overall 'Independent School of the Year' in The Telegraph Group's national awards. RGS also consistently tops the region's academic league tables and in 2024 RGS was awarded the Sunday Times' North East's Top Independent Secondary School, both the overall winner and for Academic Performance. While we pride ourselves on academic excellence, we are as well known for our high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

Today RGS is fully co-educational with over 1,300 students aged 7-18 years (Years 3 to 13) and our academically selective places are highly coveted. We have more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Our Sixth Form is one of the largest in the independent sector with more than 340 students.



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.

RGS is a special place, known and respected throughout the whole country as well as the North East. It's a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities, but also leave the school realising that life outside the classroom has been equally beneficial.





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Academically, the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7, and a handful at Y9, plus Sixth Form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c.45 students). Beyond the academics, in Junior School (Y3-6) entry is assessed through activity days whilst at Y7 students are assessed through online tests and an interaction day. Sixth Form entry is through interview only.

Students sit baseline tests in Y7, Y10, and Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. We have several students who have the assistance of our dedicated Learning Support Team, which works across Junior and Senior School.

Academic selection and excellent teaching mean that the school's results are exceptional. The published figures for 2024 are on the school's website. For A-Level, 37.1% of A-Level grades were at A\*; 71% A\*- A; and 91.1% A\* - B. For GCSE, the proportion of grade 9s was 44.7%; 9 – 8 was 70.1%; and 9 – 7 was 85.6%. In 2023, our results placed the RGS 51st nationally in The Sunday Times Parent Power league tables, up from 73rd place in 2022. Additionally, Top School Guide ranked the RGS 16<sup>th</sup> nationally for co-educational schools; and overall, 37<sup>th</sup> for A-Levels and 48<sup>th</sup> for GCSEs. Furthermore, School Sports Magazine recently ranked the RGS as the 27<sup>th</sup> best sports school (independent and state) in the UK.



## THE MODERN LANGUAGES DEPARTMENT

Modern Languages are taught from KS2 to KS5 at the RGS. At the Junior School, students learn French and experience a Spanish taster. As the RGS Senior School attracts students from some 50+ feeder schools in Year 7 students learn German, a new subject. In Year 8, students choose two Modern Languages from a choice of three, and, in Year 9, continue with a core language, taking either modern or classical language options. Modern Languages are taught at A-Level, often as VI Form Complementary Studies, and are a core and option subject at IGCSE.

There are currently 14 members of the Senior School ML team (three of whom are Assistants). We have additional technical and IDT support. In 2024-25, we are teaching AQA A levels and the Edexcel IGCSE. Spec information for Years 11, 12, and 13 is detailed here:

- Edexcel Pearson – IGCSE French: [Edexcel International GCSE French \(2017\) | Pearson qualifications](#)
- AQA – A Level French: [AQA | Languages | AS and A-level | French](#)
- Edexcel Pearson – IGCSE German: [Edexcel International GCSE German \(2017\) | Pearson qualifications](#)
- AQA – A Level German: [AQA | Languages | AS and A-level | German](#)
- Edexcel Pearson – IGCSE Spanish: [Edexcel International GCSE Spanish \(2017\) | Pearson qualifications](#)
- AQA – A Level Spanish: [AQA | Languages | AS and A-level | Spanish](#)



The aim is to enthuse and engage all students of all ages and abilities. All students study Modern Languages in Key Stage 3 and 4, unless there are specific reasons why they should not do so. Within the student body, we have native and semi-native speakers to whom we offer bespoke programmes in French, German & Spanish. Some 10 students per year go on to study Modern Language/Linguistics-related degrees at university.



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Many leavers choose to continue with their language studies at university Language Centres alongside their undergraduate degrees and/or go on to have careers in European or multinational companies. 5 students who took languages at A-Level in 2024-25 have achieved places at Oxford, Cambridge and top US universities. We are pro rata (and over the last decade) one of the most successful departments in terms of Oxbridge successes.

The department is busy, high-performing, friendly and collaborative. Each member of the teaching team offers up to 3 language specialisms, as well as contributing to many other key aspects of school life, such as the pastoral team, careers, Oxbridge, Voluntary Services, and sport. A wide range of enrichment and partnership activities is also part of the package.

## ACCOMMODATION AND RESOURCES

The ML Faculty is situated in the Performing Arts Centre with 9 classrooms, a seminar room, and departmental office spaces. We use a wide range and variety of paper and digital textbooks, free and subscription websites, and self-made and AI-assisted resources, as well as digitised listening material and video content. Lessons are delivered through OneNote/Teams. We also have an excellent range of language films and documentaries (via Clickview). The Seminar Room and main Library hold literature and non-fiction collections.

## 2024 EXAM RESULTS

The department is high achieving and examination results are high regionally and nationally within the subjects and exam boards used. Recent results are cited below (although may be subject to review):

### A Levels (AQA GCE A-Level)

2024	A*	A	B	C
French	1	2	3	1
German	3	2	0	1
Spanish	3	0	0	0

### IGCSE (Pearson Edexcel)

2024	9	8	7	6	5	4
French	10	9	8	0	2	4
German	17	12	12	7	7	3
Spanish	5	15	16	5	5	2



## 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 the relevant subject.
- Courses of further study relevant to the post.

### Experience

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

### Skills

- Experience in teaching A-Level.
- Ability to inspire young people to develop a love of the German language.
- Ability to think originally and creatively and show initiative.
- Commitment to high standards of teaching and learning.
- Ability to demonstrate excellent interactive use of technology to enhance pupil learning.
- Ability to teach high quality lessons.
- Excellent organisational and leadership abilities.
- Excellent project management skills.
- Excellent team-working skills & an ability to work with equanimity.
- 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.





## LIVING IN THE NORTH EAST

Whilst the Northeast 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 Glass House, 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.

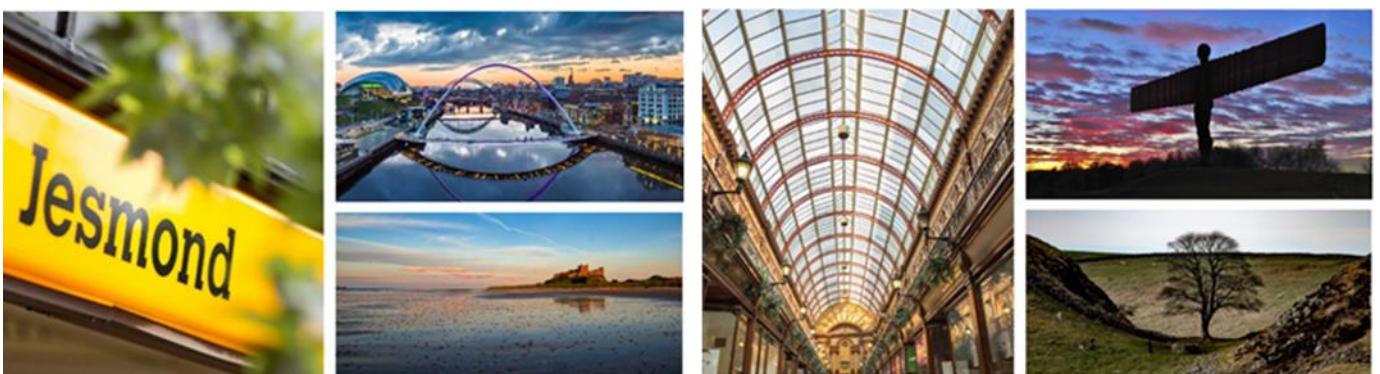
If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice 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.



## MAIN TERMS AND CONDITIONS

- This is a permanent post with the school.
- This is a full-time post, and the successful candidate will work to a timetable with Subject Head remission.
- Working hours will be those necessary to carry out the duties of the post.
- The Head of German will report to the Head of Modern Languages.
- Salary - The salary will be determined by the RGS Teachers' Scale.
- The Teacher will be required to comply with a range of RGS policies, in particular, those regarding Data Protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, a copy of which will be made available.





## WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- The school 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 under the APTIS scheme and increased flexibility regarding employee contributions and fund management. Further information on the APTIS scheme and salary exchange will be made available on appointment.
- The employee will become eligible for sick pay under the RGS Teachers Staff Sick Pay Scheme. Details of the scheme will be provided on appointment.
- The school offers an optional healthcare plan for 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.
- 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.
- 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.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.





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- 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.
- We offer a Bike to Work scheme for qualifying members of staff. Terms and conditions apply. Details will be shared upon starting in post.
- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- Access to the school's library service and a wide range of reading materials.



- 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 Karen Sykes (Head of Modern Languages) on 0191 281 5711 or email [k.sykes@rgs.newcastle.sch.uk](mailto:k.sykes@rgs.newcastle.sch.uk).

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:

1. A covering letter and
2. A fully completed RGS application form.

You must complete the application form, even if you want to also attach a CV. 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 Monday 30<sup>th</sup> September 2024

### Interview Information

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 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 Keeping Children Safe in Education Safer Recruitment procedures to all candidates including appropriate pre-interview checks on shortlisted candidates and pre-employment checks pending any offer. More information regarding the checks can be found in our Information for Applicants [here](#), and '[Keeping Children Safe in Education](#)' (September 2024)

### 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



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regardless of neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian and ethnic minority heritage as well as White heritage.

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.

## CONTACT DETAILS

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Karen Sykes (Head of Modern Languages) [k.sykes@rgs.newcastle.sch.uk](mailto:k.sykes@rgs.newcastle.sch.uk)  
[www.rgs.newcastle.sch.uk](http://www.rgs.newcastle.sch.uk)



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Closing Date: 9.00am Monday 30<sup>th</sup> September 2024  
Contact: Head of Modern Languages ([k.sykes@rgs.newcastle.sch.uk](mailto:k.sykes@rgs.newcastle.sch.uk))