

**TEACHER OF
SCIENCE WITH
BIOLOGY
SPECIALISM**

**JOB
INFORMATION**



RGS
NEWCASTLE



RGS
NEWCASTLE

TEACHER OF SCIENCE WITH BIOLOGY SPECIALISM

Newcastle upon Tyne Royal Grammar School
Required from September 2025



THE POSITION

We have an exciting opportunity for a qualified Teacher of Science to join our dynamic and successful Science Faculty. You will be capable of teaching Biology to A-Level, and the other sciences to Key Stage 3 or Key Stage 4. The successful candidate will be someone who can inspire our students with a love of the subject and will possess a willingness to take them well beyond the scope of the syllabus. There will be opportunities to work with students applying to top universities.

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 vast range of extra-curricular sporting, artistic and cultural work. We are keen to invite applications from those who would like to make their own distinctive contribution to this ethos. We very much value colleagues who are willing to contribute to our extra-curricular program.

This post is suitable for a range of applicants, including ECTs and experienced teachers. The RGS has its own generous salary scale and provides ECTs with an appropriate program of induction leading to QTS, valid in both sectors.



Job Information: Teacher of Science
Closing Date: 9.00am Monday 10th March 2025
Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk



RGS
NEWCASTLE

THE SCHOOL

In 1525, the Mayor of Newcastle, Thomas Horsley, wrote his will, in which he generously gifted his estate to fund a grammar school. Five centuries later, Horsley's vision lives on in the Royal Grammar School, Newcastle's corridors and classrooms, and his philanthropic spirit drives the RGS's commitment to education.

Few schools can claim a 500-year history. Over the years, the RGS, has continued to flourish as the premier independent school in the North East of England and as one of the country's leading schools - consistently topping the regional table for academic excellence.

Today, RGS is a fully co-educational school with over 1,300 students aged 7-18 (Years 3 to 13). Its academically selective places are highly sought after. The school has more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Its Sixth Form is one of the largest in the independent sector, with more than 340 students.

While RGS prides itself on academic excellence, the school is also known for its emphasis on a holistic education. The school's 'There's More to Life' approach informs its holistic education, which is central to students' success, health and happiness.

RGS is based in the heart of Newcastle, 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 modern 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 Science

Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk



RGS
NEWCASTLE

Academic Success

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.

In 2023, RGS was named 'Independent School of the Year' overall in The Telegraph Group's national awards. Most recently, the school was again named North East Independent Secondary School of the Year for Academic Excellence 2025 by The Sunday Times' Parent Power Schools Guide.

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.



Job Information: Teacher of Science

Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk



RGS
NEWCASTLE

Co-curricular Activities

At RGS, students can choose from over 170 co-curricular activities, ranging from music, drama, and sports to unique options like e-sports and knitting. All students are encouraged to discover what excites and inspires them.

Sport is also a central part of life at RGS, with students actively participating in a variety of activities including hockey, cricket, and basketball, from early morning until late afternoon. RGS views sport as a fundamental vehicle for students to develop lifelong skills, character, resilience – and, above all, a love for daily movement.

While it may seem tricky to balance schoolwork with so many exciting co-curricular and sporting activities, RGS has found that students actively engaged outside the classroom often perform even better academically. Both programs are designed to help students develop essential life skills, from self-awareness to decision-making and self-organisation.



Pastoral Care

We understand that all of our students are unique and different, and we strive to treat them as individuals, aiming to tailor our care to meet their needs.

That is why pastoral care is another critical cornerstone of RGS's holistic approach. Student well-being is embedded throughout school life, from a dedicated Form Teacher and an allocated Tutor to easy access to the school Medical Team and counsellors who work together to help students reach their full potential.

Job Information: Teacher of Science

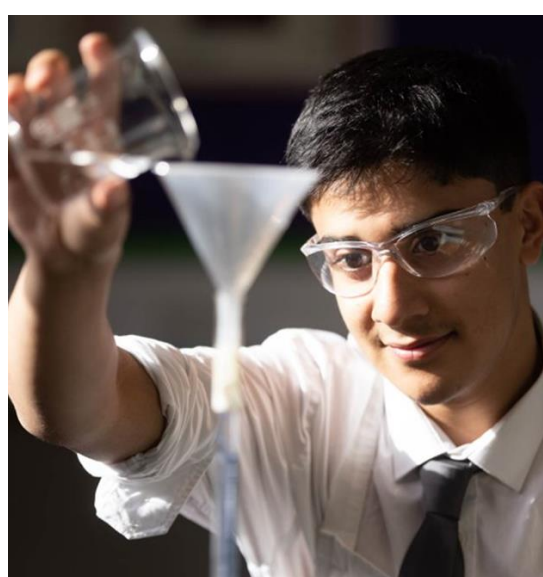
Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk

THE SCIENCE AND TECHNOLOGY FACULTY

The Science Faculty consists of four departments: Biology, Chemistry, Physics and Engineering/Design Technology. All students sit three separate sciences from Year 7 to Year 11, and they sit the Edexcel IGCSE in each science subject. Our Key Stage 3 and 4 classes are mixed ability (within the context of a highly selective school), and they contain around 24 students.

The Biology A-Level course (which the applicant would be expected to teach) is also with Edexcel (the Biology B syllabus) and a typical Sixth Form cohort is between 50 and 60 in each year, taught in groups of around 12. This means that we have around 100 Sixth Form students studying Biology at any one time, usually split into 5 sets per year group. Staff are expected to teach across the whole age range and the successful applicant will offer all three sciences to at least Key Stage 3.





RGS
NEWCASTLE

TEACHING SPACES AND RESOURCES

We have sixteen spacious and well-appointed labs within the Science and Technology Centre (STC), along with a number of other rooms that can be used to teach theory lessons. Standard facilities include digital touch screens in each teaching room, and staff are provided with a Surface Pro laptop computer. You will have a desk in the biology/chemistry office.

A healthy level of funding allows access to a range of excellent quality equipment to support practical work. We have two prep rooms and a dedicated microbiology prep area. The production and sharing of resources and practical ideas plays a central part in what we do. New colleagues are expected to contribute to this culture.



The freedom to be an individual is an important part of teaching at the RGS. That said, we are a friendly and collaborative group. Each science department teaches from a common set of resources, and we are committed to sharing good teaching practice. The successful candidate will have a love of science and will want to function as a member of the departmental teams, whilst bringing their own unique take to the way that the subjects are delivered. Outside of the lab, we run a range of co-curricular clubs.

Job Information: Teacher of Science

Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk

2024 EXAM RESULTS

Public examination results are consistently strong across all three sciences.

Biology IGCSE	9	9/8	7-9	6-9	<6
	50.3%	67.6%	84.8%	93.8%	6.2%
Biology A-Level	A*	A*/A	A*-B	C	
	42%	72%	84%	4%	

Chemistry IGCSE	9	9/8	7-9	6-9	<6
	43.2%	69.90	84.8%	91.8%	8.2%
Chemistry A-Level	A*	A*/A	A*-B	C	
	31.15%	73.77%	93.44%	1.64%	

Physics IGCSE	9	9/8	7-9	6-9	<6
	48.3%	73.1%	86.2%	93.1%	6.9%
Physics A-Level	A*	A*/A	A*-B	C	
	32.5%	72.5%	87.5%	7.5%	





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 is desirable, but not essential.
- Experience of teaching the full 11-18 age range is desirable, but not essential.

Skills

- Experience of teaching A-Level Biology is desirable (commensurate with your level of experience, we understand that ECTs do not always have much chance to do this)
- Ability to inspire young people to develop a love of science.
- Ability to think originally and creatively and show initiative.
- Commitment to high standards of teaching and learning
- Ability to teach high quality lessons.
- Excellent organisational abilities
- Excellent project management skills
- High levels of IT competency
- Ability to demonstrate excellent interactive use of technology to enhance pupil learning.

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 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 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.

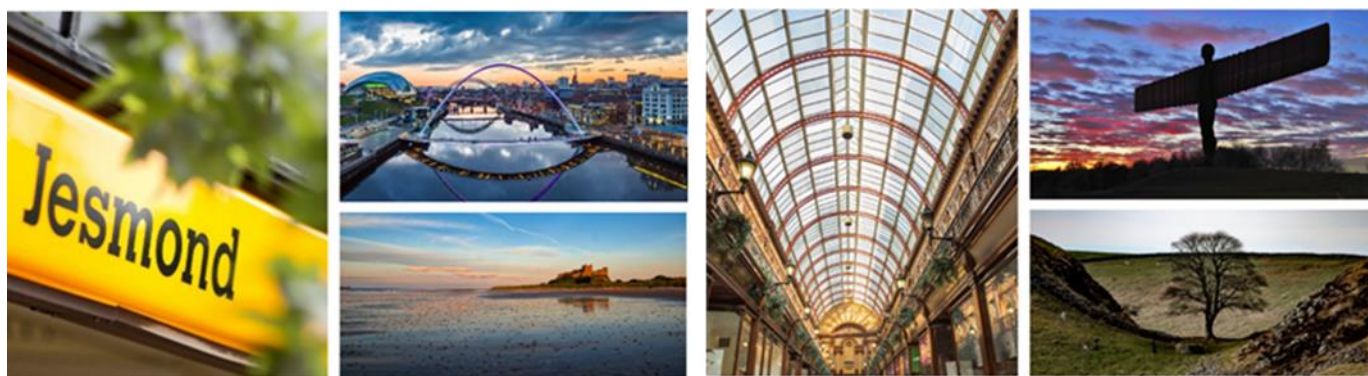
If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice 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 and full-time teaching post
- Working hours will be those necessary to carry out the duties of the post.
- The role will report into the Head of Biology who in turn reports to the Head of Science and EDT.
- Salary - The salary will be determined by the RGS Teachers' Scale.
- The Teacher will be required to comply with a range of RGS policies, particularly those regarding Data Protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, copies 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 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.



- 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.

Job Information: Teacher of Science

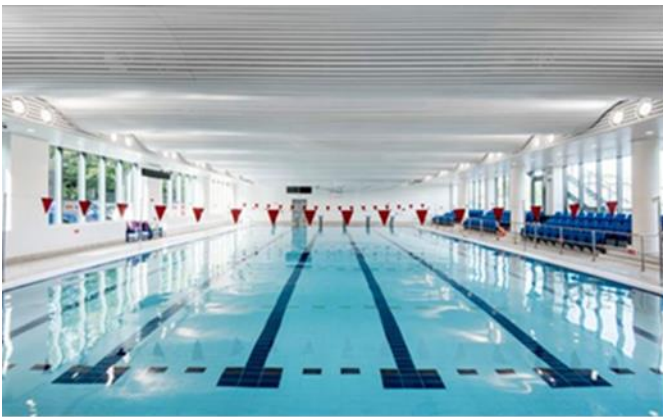
Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk



RGS
NEWCASTLE

- 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 program for existing and aspiring managers.
- 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.
- 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 Philip Heath (Head of Science and EDT) on 0191 281 5711 or email p.heath@rgs.newcastle.sch.uk.

Please visit www.rgs.newcastle.sch.uk/join-us/work-with-us to access our application form and further information for applicants.

To apply for this post please submit the following to jobs@rgs.newcastle.sch.uk by the closing date.

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

Note: You must complete the application form, even if you want to also attach a CV.

The closing date for this role is 9.00am Monday 10th March 2025

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 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)

Job Information: Teacher of Science

Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk



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 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

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries: communications@rgs.newcastle.sch.uk

Role Enquiries: Philip Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk
www.rgs.newcastle.sch.uk



Job Information: Teacher of Science

Closing Date: 9.00am Monday 10th March 2025

Contact: Phil Heath (Head of Science and EDT) p.heath@rgs.newcastle.sch.uk