Teacher of Modern Languages (Partnerships)

0.5 Fixed Term

JOB INFORMATION

RGS NEWCASTLE

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Teacher of Modern Languages (Partnerships) 0.5

Newcastle upon Tyne Royal Grammar School
2 Year Fixed Term required from January 2027 or sooner

THE POSITION

We have an exceptionally exciting opportunity for an experienced and dynamic Teacher of Modern Languages to join our RGS Partnerships Team. This comes about thanks to very generous and visionary funding from a former student of the school. The role will involve working with students and teachers from local schools to boost attainment and opportunities in Key Stage 3 and 4.

This is a fixed term, 2-year post, with scope to continue beyond 2 years if demonstrable impact leads to continuance of funding. The successful candidate will work alongside our existing team of 10 Partnership teachers across STEM and Sport. We anticipate the role will largely involve working with able and interested GCSE students aiming for top grades. As such, this role is suited to a practitioner with a high level of subject knowledge and experience of teaching at Key Stage 4.

We are looking for a talented Modern Languages specialist who can confidently and expertly teach two languages. Ideally, these should be German and French, yet the role could allow for flexibility on this point. Experience of teaching both or all language specialisms should be, in an ideal world, to KS5, although one at least to KS5 and the other(s) to KS4 would offer the strong breadth we are seeking for this important and exciting role.

The expectation is that you will be based at RGS and may take on a small amount of teaching in the school, releasing an existing member of the department to help with outreach activities. The remaining, and majority, of your teaching time will be dedicated to weekly online and in-person teaching. There will also be an expectation that some activities will help to improve the skills of non-specialist Modern Language teachers in partner schools. You would be expected to demonstrate an entrepreneurial flair in making the most of the role: we are looking for a superstar who can inspire, motivate, and innovate!

The role is fully funded to 0.5 FTE, with the working days being flexible and negotiable. The postholder would be under the guidance and support of the Head of Modern Languages, while directly reporting to the Director of Partnerships.

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 co-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 co-curricular program.

The RGS has its own salary scale (which is above national pay scales for teachers).

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The Partnerships role also involves:

In conjunction with the Director of Partnerships:

- building upon significant links with schools across the North-East region;
- linking with the teacher(s) operating in each school;
- providing opportunities to study languages not offered in local schools

This will require working to state school term dates (which are longer than RGS term dates).

Building a programme that will provide students with:

- opportunities to gain a deeper understanding and appreciation of the cultures relevant to their chosen language(s).
- links to local events and complementary programmes, for example, the National Festival of Languages.
- bespoke events and talks from inspirational language students who have gone into a variety of careers.

There would be a budget allocated to the position to cover resources and associated costs, such as travel and expenses.

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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.

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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 the overall national 'Independent School of the Year' by The Telegraph Group's Independent School Parent Awards. 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. Most recently, the school was named Independent Senior School of the Year at the TES Awards.

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.

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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.

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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
- From Sept 2026 – A Level French: Edexcel A level French (2016) | Pearson qualifications
- 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

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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.

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 Modern Languages 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.

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2026 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 :

A Levels (AQA GCE A-Level)

	French	German	Spanish
A*	2	2	2
A	0	1	4
B	3	1	2
C	1	0	1
Total	6	4	9
%A*	33.3%	50.0%	22.2%
%A*-A	33.3%	75.0%	66.7%
%A*-B	83.3%	100.0%	88.9%

IGCSE (Pearson Edexcel)

	French	German	Spanish
9	5	28	12
8	3	22	11
7	7	19	8
6	3	5	9
Total	25	76	46
%9	20.0%	36.8%	26.1%
%8	12.0%	28.9%	23.9%
%7	28.0%	25.0%	17.4%
%6	12.0%	6.6%	19.6%
%6-9	72.0%	97.4%	87.0%
%7-9	60.0%	90.8%	67.4%
%8-9	32.0%	65.8%	50.0%
Average	6.56	7.89	7.28

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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 teaching in the 11-16 age range.
- Experience teaching up to KS4.

Skills

- Ability to inspire young people to develop a love of learning.
- Ability to think originally and creatively and show initiative.
- Commitment to high standards of teaching and learning
- Ability to teach high-quality lessons.
- Excellent organizational abilities
- Excellent project management skills
- High levels of IT competency.
- Driver's licence

Personal Characteristics

- Ability to work in a fast-paced environment.
- Ability to communicate effectively with external partners, 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.

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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 several good competitor independent schools as well.

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MAIN TERMS AND CONDITIONS

- This is a 0.5 FTE, 2-year, fixed-term contract with scope to continue beyond 2 years if demonstrable impact leads to continuance of funding.
- The post will commence in January 2027 or sooner, depending on the availability of the successful candidate.
- Working Hours - Normal working hours will be those necessary to perform the duties of the post. Due to the function of this partnership role, the teacher's term dates will extend beyond the normal RGS term dates in line with schools in the maintained sector.
- 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, a copy of which will be made available.

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WHAT WE OFFER

Working Environment

- A warm, ambitious and supportive staff community, unified by shared values and a passion for helping young people thrive.
- Opportunities to engage in rich co-curricular life of the school including 170 clubs, societies and creative opportunities.

Food & Facilities

- Outstanding facilities across 30 acres, including state-of-the-art art studios, a modern Sixth Form Centre, Performing Arts Centre and extensive sports facilities including a 25m pool.
- Free use of the gym, fitness suite and swimming pool at permitted times.
- Complimentary lunch during term time
- Access to our modern school library and extensive reading materials.

Health & Wellbeing

- Optional healthcare plan, including optical, dental, physio cover and telephone GP access.
- Access to a 24/7 telephone counselling service
- Access to the school medical team, including triage advice and free flu vaccinations.

Pension & Financial Benefits

- RGS Newcastle 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. The scheme offers:
  - Life Assurance and income protection
  - Increased flexibility regarding employee contributions and fund management.
  - Further information available on appointment.

Additional Benefits

- Eligibility for the RGS Teaching Staff Sick Pay Scheme.
- Interest-free loan for corporate Metro travel pass (T&Cs apply).
- Bike to Work scheme (T&Cs apply).
- Enhanced maternity pay.

Professional Development

- Opportunity for middle leaders and aspiring middle leaders to participate in a focussed training programme.
- Access to 100+ free online training courses
- Regular safeguarding training
- Ongoing training and development opportunities, including internal/external training
- Free entry to school productions in the Miller Theatre (Performing Arts Centre)
- Easy city-centre access, directly opposite Jesmond Metro station—ideal for commuting.

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HOW TO APPLY

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

Enquiries about this post should be made in the first instance to John Smith (Director of Partnerships) j.smith@rgs.newcastle.sch.uk in the first instance.

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 and**
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 2nd November 2026

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.

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 jobs@rgs.newcastle.sch.uk.

Safeguarding and Safer Recruitment

The RGS Newcastle Group 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 2026)

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

Enquiries about this role: j.smith@rgs.newcastle.sch.uk
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