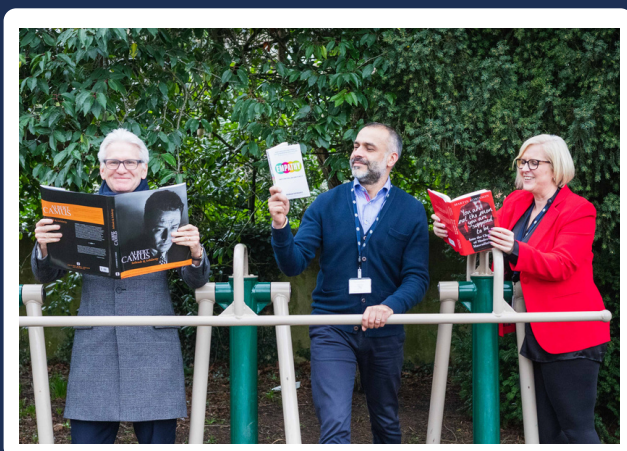


READING SCHOOL
VACANCY INFORMATION PACK

Teacher of English (maternity cover)





Reading School

Introduction

Everyone needs to belong, and at Reading School our staff work together, acting with purpose and leadership to serve the school community and beyond. With common purpose we achieve a profound sense of belonging.

Belonging is an essential component of wellbeing, because when we feel that we belong, we are more likely to achieve our potential, add value and make a positive difference.

As a school of character we believe that your actions can and will make a difference to you and others. We role model positive behaviour and celebrate success.

We support our staff to learn, lead and serve.

Learn: What are my opportunities for development in the year ahead?

Lead: How can I role model a culture of character and belonging to colleagues?

Serve: How can my skills positively shape the school community?

We are a values-based organisation that contributes to meaningful work and focuses on growth and development. Our values underpin everything that we do.

If you are thinking about joining our team you can find out why it might be the right fit for you. Our team is proud to make a positive impact and strives to put values in to action – excellence, integrity, leadership and community.

We believe that when you feel, safe and included, you will be at your most engaged and productive.

We are committed to developing our staff by providing opportunities for growth to empower you to achieve your best.

Mr AM Robson
Headmaster

The governors seek to appoint an enthusiastic and talented English Teacher to provide maternity cover in our thriving English department from January 2023. This role is up to full-time and may include some additional non-teaching activities, e.g. cover supervision.

This is an exciting opportunity to join an excellent team in a school that is passionate about English as a subject. The English Department is a crucial element of our commitment to high performance, and provides a supportive and collaborative environment in which colleagues can enjoy their practice. This temporary position is focused on providing exciting, innovative and supportive teaching and learning in English for Year 7 and Year 8 students.

Our students are exceptionally motivated, and they arrive at the School with a high level of ability, make sustained progress and come to love the subject.

Reading School is a selective boys' state school located in central Reading. We have a clear educational philosophy and a deeply rooted commitment to social mobility. In all we do we seek to nurture character and develop academic excellence, and we know that what we do really matters. More than 10% of our Year 7 students come from disadvantaged backgrounds and we are proud of the difference that we make.

Our ideal candidate will have a genuine love of English and a commitment to making a difference to young people. They will nurture intellectual curiosity and stretch students to be the very best they can be. The successful applicant will be subject to a DBS check. Salary will be in line with teacher pay scales and will depend on experience.

Combining a distinguished heritage, a positive reputation for outstanding academic achievement and a commitment to high standards of pastoral care, at Reading School we aspire to be a school with excellence at the heart of everything we do. We are situated 15 minutes walk from central Reading and close to transport links. Reading is a diverse place to live with arts, culture and heritage at the heart of the town.

We offer an exceptional all-round education enabling each student to realise his academic, cultural or sporting potential. A Selective Boys' School, Reading School takes both day and boarding students. In 2022, the school was rated the Sunday Times South East State School of the Year and awarded 'outstanding' in the Boarding Ofsted Inspection in February 2020.



Future Stories



FINALIST
SCHOOL/COLLEGE
OF THE YEAR
2021

UK
Social
Mobility
Awards



bsa | GROUP
MEMBERSHIP 21/22
baisis bsa hieda sacpa bsab



School of
CHARACTER

What can we offer you...

Excellence

- A vibrant and positive team of subject specialists dedicated to collaboration
- An absolute commitment to growing and developing all our staff
- Opportunities to innovate and lead extra-curricular or pastoral projects if desired
- Generous holiday and an October 'Reading Week' to support staff wellbeing and maximise the value of time in the classroom
- A timetable that gives generous teaching time to A Level and GCSE classes

Integrity

- Generous staff absence policy: 6 days term time release for CPD and experienced in-house Cover Supervisor team to support absence
- Private Health Medical Insurance (employee contributed, competitive corporate rate)
- Free on-site car parking near central Reading and in walking distance of Reading Station
- Free use of on-site Fitness Suite
- Annual eye care for regular DSE users
- Ride to Work and Technology schemes

Leadership

- A supportive, proactive and knowledgeable governing body and associate staff team
- Outstanding CPD opportunities: networks with other schools, dedicated time to visit
- A vision for the future of education which values the whole student and promotes character and leadership as much as academic excellence
- external institutions, University links and support for research projects
- Collaborative planning, feedback not marking, minimal data reporting
- Protected PPA time when you choose, no formal observations and Performance Management targets that are never based on exam results alone

Community

- Exceptional students who are motivated, interesting and able
- A staff body based on values of support, kindness, calm and caring responses
- A free cup of tea / coffee each day for all staff from our Refectory
- International connections and partner schools in Kenya, New Zealand and Denmark
- A school where you can really make your mark and where you will feel valued

Character Education is at the heart of all we do...

Reading School believes Character Education belongs at the heart of the curriculum. The Reading Way is a holistic approach with a broad curriculum that encourages intellectual curiosity, whilst enriching and developing the sporting and artistic lives and cultural capital of our students.

The aims of academic excellence and building good men are complementary: we want our students to flourish through sustained high performance and personal development.

The Reading Way invites all staff (Teaching and Associate) to work together with students and parents, to learn with and from each other, acting with purpose and leading in order to serve both the school community and beyond.

Electives are an integral part of our ambitious curriculum intent that seeks to develop excellence and build good men, people of substance and character. They are a positive feature of our rich and ambitious curriculum offering, giving our students access to an inspiring, broad range of opportunities to flourish. Through harnessing choice our students are supported and challenged to create energy, enhance intellectual curiosity and be accountable.

The implementation of the Electives programme is based around opportunity, intellectual curiosity, cultural capital, nurturing of skills and application of knowledge, wellbeing and collaboration.

We run 100 Electives per week, timetabled in Period 7 daily and staff are encouraged to contribute in areas of interest.



Now in its seventh year, Reading School's Future Stories programme operates in partnership with local primary schools to develop and support a range of activities.

Its focus continues to be on developing supportive mentoring relationships between primary school pupils and Sixth form students who give their time and energy to support the programme.

We have also developed and sustained a model of online mentoring that has proven to benefit students in need of additional 1:1 support or encouragement to improve their attainment and self-confidence.

You can get involved in delivering fun interactive sessions to primary school students. These sessions are supported by our senior prefects, who greatly benefit from the opportunity to develop their leadership skills and support other students in our local community.

***Learn, lead
and serve...***

Our Co-Curricular Programme is designed to enable our pupils to extend their aspirations, skills and a range of interests beyond the classroom.

We have numerous available activities including Dungeons and Dragons Club, Robotics, Drama, Music, Combined Cadet Force (CCF) and a wide range of sports, including rugby, lacrosse, football and cricket. However, we are always open to giving staff the freedom to open up new opportunities for our students.

You can discover more about the opportunities you can get involved in on [our website](#).





A Rich History and a Promising Future

Reading School has a rich history and we wish to build on our impressive past and current achievements and successfully realise the school's ambitious development plans.

Founded in 1125 as part of Reading Abbey, Reading School is the tenth oldest school in England. In 1486 the school was refounded by Henry VII as a 'Free Grammar School'. After the dissolution of Reading Abbey in 1539, the School fell under the control of the Corporation of Reading, its status being confirmed by Henry VIII in 1541.

This was reconfirmed in the Royal Charter granted to the Corporation of Reading by Elizabeth I in 1560.

During the Civil War the School was used as a garrison by Royalist forces and in 1665 Parliament, forced out of London by the Great Plague, took over the school house.

After a period of declining numbers, the School was given a renewed lease of life with the passing of the Reading School Act in 1867 which clearly set out its administration and funding.

"Reading School is the tenth oldest school in England."

The new buildings designed by Alfred Waterhouse were opened in 1871. The development of Reading School was strengthened following the 1944 Education Act and the school retained its selective status in 1973 after a petition signed by a third of all voters in Reading.

February 2011 witnessed Reading School converting to Academy status.

Since 2012, there have been improvements to examination results at both GCSE and A Level in addition to the development of a new Refectory, Computer Science facilities and 4 Biology laboratories and 3 Chemistry laboratories.

Academic Excellence

Our aim to be a World Class School is shaped by the central importance of academic achievement. We have an outstanding academic track record. Indeed, recent examination results have placed Reading School among the top ten performing state schools in the country. In terms of its academic performance, the 'free Grammar School' competes strongly with independent schools costing up to £50,000 per year. For instance, in 2022, 93.3% of Year 13 students were awarded A*- B grades at A Level, with over 25% of candidates achieving at least three A* grades. In addition, 71% of candidates attained at least AAB. Furthermore, at GCSE 88.7% of entries were awarded grades 9-7 and 100% of pupils gained five grades 9-4 including English and Maths. In 2022, 49 students have been offered places studying at Oxford and Cambridge Universities, medical school, veterinary medical school, or American colleges. Regularly, over 80% of places are gained at Russell Group Universities. A broad and balanced academic curriculum is one of Reading School's greatest strengths. All students study separate science and a modern or ancient language at GCSE. All students follow a three year KS4 and will be eligible for the English Baccalaureate. The large sixth form of over 360 students offers a wide range of subject combinations covering Maths, Sciences, Humanities, Languages and the Arts.

Building Good Men

Whilst academic excellence is important, Reading School also offers an exceptional all-round education designed to give each student an opportunity to fully explore their talents. We also value character excellence as evidenced in July 2022 when we were awarded the 'Character Education Kitemark Plus' by the Association of Character Education (ACE). The school offers an extensive extra-curricular programme and has an enviable reputation in Music. Students from Year 9 are able to participate in the Combined Cadet Force (CCF) and there is a thriving 'Future Stories' programme through which the School is able to share expertise and resources with Primary Schools. Reading School is especially proud of the development of International Partnerships and since 2012 we have nurtured links with Schools in Australia, New Zealand, Denmark and Kenya. In addition, our students have represented the UK in competitions held in St Petersburg, Hong Kong, Pittsburgh, USA and Sydney, Australia. The myriad of enrichment opportunities offered are only possible through the commitment of staff, support of parents and the generosity of the Reading Foundation and the Old Redingensians Association. Learning beyond the classroom, whether it be a Year 8 trip to Finland or Iceland or a Rugby tour to Japan is a crucial component of the experience of Reading School. Enrichment activities complement and extend the experience of academic lessons. We are fully committed to developing and extending opportunities for students, through the Reading Way. We are committed to both academic excellence and building people of substance.

Pastoral Care

Reading School prides itself on delivering high standards of pastoral care. Each student is a member of a House. Currently there are five houses: County, East, School, West and Laud.

In Year 7, each student has a Form Tutor who is also the Head of House. This system helps Heads of Houses to get to know all students.

The School offers an excellent personal development programme which focuses on nurturing integrity and character. This is supplemented by the work of the Chaplain, Learning Consultant and the experienced Special Educational Needs Co-ordinator.

Therefore, it is true to say that at Reading School we believe in the development of the heart and the head.

Boarding

Boarding is an integral part of the fabric and character of Reading School. The quality of the Boarding experience was judged to be 'outstanding' by Ofsted in March 2020. There are 87 weekly boarders from Years 7-13 in two boarding houses, East Wing and South House. As Reading School is a state school, boarders do not pay tuition fees. The Headmaster is Head of Boarding.

Admissions

Students are admitted to the School at the age of 11 and are required to sit entrance examinations. External qualified post-16 students are admitted to the Sixth Form.

Reading School is an academically selective, state school and is oversubscribed. The Governing Body are committed to encouraging increased opportunities and promote social mobility through the 'Future Stories' project which seeks to encourage students from all backgrounds to apply to sit the Entrance Test.

Facilities and Finance

Situated near the centre of Reading, the School offers good facilities which have undergone improvement recently – a Refectory in 2012, new Computer Science laboratories in 2013, refurbished Lecture Theatre in 2014, Fitness Suite and 7 new Biology and Chemistry Laboratories in 2018.

The School has ambitious plans to develop the site, especially relating to Sports Facilities and a Sixth Form Centre.

Leadership and Governance

Leadership

The Headmaster, Mr AM Robson, is supported by the Senior Leadership Team, comprising of the Deputy Headteacher, five Assistant Headteachers, Finance Director, Executive Assistant and the Chief Operating Officer. This group meets every morning, with a fuller meeting after school every Monday.

Governance

As an Academy Trust, Reading School is a charitable company limited by guarantee under the overall authority of the Governing Body and the Headmaster. The school site is owned by a charitable trust, The Reading Foundation, established in 1986.

The Governing Body is chaired by Mr Robert Kenwick and comprises 16 Governors who are Directors of the Reading School Academy Trust Company and is served by an effective, experienced Clerk to the Governors.



Teacher of English

The English Department at Reading School is currently staffed by eight subject specialists (some full time, some part time) and has a collaborative and supportive ethos with each colleague taking responsibility for the short term planning of their classes' programmes of study. Applicants for this post should be proactive, well-organised and keen to participate as a member of a team which relies on sharing innovative ideas. The candidate should have good subject knowledge and a desire to bring their own plans and resources to bear in a lively classroom environment.

Our students follow the OCR GCSE English Literature and GCSE English Language specifications, with everyone in the cohort expected to gain both qualifications. The summer 2022 cohort achieved 75% Grades 9 to 7 in GCSE English Literature, and 81% Grades 9 to 7 in GCSE English Language. We also have an enthusiastic group of around thirty A Level (OCR) English Literature students; the summer 2022 A Level cohort achieved a 100% A* to A record.

We are closely involved with the University of Reading's Secondary English Initial Teacher Training course, and the department has a track record of supporting new colleagues and fostering their professional interests. We also maintain a number of other local and national partnerships, including projects with the BBC, the University of Aston, the English and Media Centre, RABBLE Theatre, Write Path and Igniting Writing, as well as networks with English and Literacy departments at schools in Reading, Wokingham, West Berkshire and Woking. Department colleagues work very closely with our excellent Learning Resource Centre team to stage an annual Book Festival featuring visiting authors and workshops, and support a number of thriving student-led literary clubs (including The Wordsmiths Guild, a podcasting club and a poetry club). The school also has its own Poet Laureate, and an annual essay writing competition, both run by colleagues in the Department. We would love our new colleague to contribute to the extra-curricular provision we offer, and welcome them indulging their own interests and specialities.

This is a successful department (rated as Outstanding by OFSTED in their last subject-specific visit), and have the capacity and flexibility to offer an exciting opportunity to an eager applicant.

We welcome enquiries, visits, and opportunities to talk with potential candidates who would like to learn more about us. To arrange a visit, please contact us on 0118 9015600, or e-mail: hr@reading-school.co.uk.

All applicants must complete our teacher application form which can be downloaded from the [Reading School website](#).

All applicants must complete a teacher application form and submit it to:

hr@reading-school.co.uk

or by post for the attention of
The Headmaster, Mr AM Robson

Forms can be downloaded from the [vacancies section](#) of the Reading School website.

Early application is advised as we hold the right to close the application process early if a suitable applicant applies and is appointed.

We will make every effort to ensure a recruitment decision is made before the end of October.

Safeguarding guidelines look to references being obtained prior to interview. Please ensure any referees who you are happy for us to contact before interview are aware that they may be asked to provide a reference with a relatively short deadline.

Reading School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate must be willing to undergo an Enhanced DBS Disclosure. Full details of our Safeguarding - Staff Recruitment Policy and Data Policy can be found on [our website](#).

If you have any queries regarding this role, please contact:
hr@reading-school.co.uk

or by telephone:
0118 901 5600

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