

Teacher of German and French

**Application pack and
information for candidates**





Thank you for your interest in our vacancy at The Regis School. I am proud and feel very privileged to be leading this successful school that gained a 'Good' Ofsted judgment in November 2017 with 'Outstanding' Leadership and 'Outstanding' Personal Development and Welfare. Our Progress 8 score in 2019 was the highest of all local non-selective schools.

We have a highly qualified and motivated staff that are passionate about ensuring all students feel safe, happy and reach their potential. We offer a wide curriculum to meet the needs of all students as well as having an established and effective SEN department who support students with additional needs.

Our students are kind and care for each other. They are polite and respectful to each other and to staff and the very positive relationships enable effective learning conditions supported by creative and engaging teaching that stretch all abilities. We are a Rights Respecting Gold Standard School.

An increasing number of students and parents are now choosing The Regis School for their education, especially in Years 7, 8 and 9 where we are now over-subscribed, showing a confidence in our ability to provide a high class education.

Our website is full of information about our school and we hope you enjoy finding out more about us. I very much look forward to meeting you.

Dave Oakes
Principal



Introduction to The Regis School

The Regis School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone.

Our vision is to provide an excellent education so that all young people are able to make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient, our high quality, hardworking staff.

The Regis is a school that we all feel proud of and our teachers are passionate about their work. We know that teaching can be a challenging profession, but with the support we offer and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. We have access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship.

The Regis School is a secondary 11-18 school with over 1600 students on roll. We are an inclusive comprehensive school that aims to achieve the best for every student. This philosophy is reflected in the successful Sixth Form of 160+ students who are offered a broad range of academic and vocational programmes. Over 70% of our students progress to Higher Education each year.

The Regis School has a well-qualified, dedicated supportive and enthusiastic staff team. We have approximately 200 staff, all of whom are committed to providing the best possible education for our students. As one of the biggest employers in Bognor Regis, we emphasise the learning of adults and young people. Staff are involved in further study, research projects and in the training of teachers in partnership with local universities.

The school boasts superb facilities in all subject areas. Each teaching area has audio-video facilities and a range of ICT suites throughout the school provides access to specialist equipment. All teachers have a laptop provided, to support teaching and administration.

The Regis School aspires to be an outstanding centre of learning, serving its community and transforming lives. We seek to equip our students for a changing world through building confidence, encouraging creativity and fostering enquiry to achieve excellence. These qualities will allow our students to flourish as leaders of the future and to take their place as caring, ambitious and responsible citizens in their communities.

Academic achievement is at the heart of what we do, ensuring students leave with the highest qualifications that enable them to be competitive in the global economy. We have a strict behaviour policy that enables teachers to teach in classrooms that are mainly free from disruption. Students who prevent others from learning are given a single warning, then learn elsewhere in the school under the supervision of senior staff.

The Regis School is part of the United Learning group. United Learning is a large, and growing, group of schools aiming to offer a life-changing education to children and young people across England.

United Learning schools work as a team and achieve more by sharing than any single school could. On our intranet site United Hub, for example, we share lesson plans and many other resources, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed.

We greatly value our staff and want them to know it. Starting with financial rewards and solid career progression, we believe in leading the industry with better remuneration packages. As such, you can expect to earn more at United Learning than if you took a role in the maintained sector, with up to 5% better pay for new teachers. In addition, our benefits options are undoubtedly competitive, with every member of staff being entitled to a core benefits and lifestyle package.

Your wellbeing is a priority. It is vital for us to have healthy and happy members of staff, which in turn ensures you are providing the best education for our children. We offer great benefits to support the health and wellbeing of colleagues, such as discounted gym memberships, Cycle2Work schemes and free counselling. We also provide you with more time to think and prepare for the term ahead, with a minimum of eight INSET days a year – with at least three dedicated to planning.

Further information about United Learning is available at www.unitedlearning.org.uk

What makes The Regis School a great place to work?

As a member of staff at The Regis School you can expect:

- Significant investment in your continuing professional development each year.
- Enhanced pay scales.
- Reduced Gym Membership (50% off standard anytime membership).
- Entitlement to United Learning's Staff Benefits package.
- 10% discount on nursery place at Stepping Stones on-site Nursery .
- A laptop for use at home and a classroom fully equipped with interactive whiteboard.
- A state-of-the-art school environment with modern, up to date facilities.
- There is a car leasing scheme and all staff can access 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays.



Enhanced Pay Scales at The Regis School (from September 2020)

The Regis School Professional Teachers	Main Scale Teachers Pay
PT1: £26,950 PT2: £28,760 PT3: £30,670 PT4: £32,600 PT5: £34,720 PT6: £37,330	M1: £25,714 M2: £27,600 M3: £29,664 M4: £31,778 M5: £34,100 M6: £36,961

The Regis School Experienced Professional Teachers	Upper Pay Scale Teachers Pay
EPT1: £38,980 EPT1a: £40,090 EPT2: £41,042 EPT2a: £42,360	UPS1: £38,690 UPS2: £40,124 UPS3: £41,604

For consistent outstanding classroom performance and student outcomes the opportunity currently exists to move to the following pay scale:

EPT3: £42,920

Teacher of German and French

Enhanced salary scale

Starting date: 1 September 2021

NQT applications welcomed.

We are looking for someone to join our ambitious MFL team, who currently teach across 3 languages (French, German, Spanish). The ability to teach German to key stage 4 is essential and French to A level would be an advantage. We are happy to offer support, training and development for any individual as we believe that professional learning is an important aspect of developing all teachers regardless of their experience. You will need a passion for your subject and a desire for continuous improvement and need to know how to motivate young people to feel the same.

At The Regis School, we enjoy building positive relationships with young people in a culture of high expectations, strong discipline and a determination to achieve 'The Best in Everyone.'

The Regis School has over 1600 students and nearly 200 staff. We have an amazing school building with superb facilities across all subjects, but that doesn't define who we are. What defines us is our very real sense of community as a Rights Respecting School; a togetherness that permeates through daily school life and focuses everyone on ensuring 'The Best in Everyone.'

As part of United Learning we are able to offer pay scales above the national standard with rapid progression for those who get consistent outstanding student outcomes, reduced gym membership to our on-site gym, reduced fees for the on-site nursery, and a laptop. There is a car leasing scheme and all staff can access 'Perkbox' offering discounts in weekly shopping, high street stores and flights and holidays. We want the best for all our staff as well as our students.

If you would like to come and visit our school, please contact Vicky Ovens on 01243 871068 or email vicky.ovens@theregisschool.co.uk to arrange a visit or a phone conversation.

This is an exciting time to join us: you will become a part of a close knit and determined team, built on an ethos of trust and collaboration. As a member of The Regis School and United Learning you will receive excellent Professional Development.

Closing date: Monday 17th May 2021 at 9am

Interview dates: Friday 21st May 2021

The Regis School is committed to safeguarding and promoting the welfare of children and young people and expects all who work at the school to share this commitment. All positions are subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

Job Description

To undertake the role of a teacher within an 11-18 setting so as to secure improved standards of learning and achievement of all students.

In addition to the professional attributes of a qualified teacher (TDA, 2007) the post holder will be expected to take responsibilities as:

A Classroom Teacher:

- To prepare and lead lessons which follow Faculty schemes of work
- To identify and meet the learning needs of individual students
- To set appropriate and demanding expectations
- To provide a clear structure for lessons maintaining pace, motivation and challenge
- To effectively use homework and extension learning opportunities
- To assess, monitor and report students' progress according to Faculty and School policy
- To record and use data on students' prior and ongoing performance/learning characteristics so as to inform effective target setting and lesson planning, and to ensure high standards of achievement
- To contribute to all developmental and organisational priorities within the Faculty Operational Plan
- To contribute to the development and review of schemes of work
- To share and support the whole school responsibilities for the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress of the students
- To create a safe working environment and to promote healthy living amongst the students
- To contribute to the review and updating Faculty policies and the Faculty Handbook
- To contribute to the Faculty enrichment programme

A Tutor:

- To use all data and information received to monitor and support the overall progress, development and well-being of students
- To listen to student concerns and take action on pastoral issues as they arise
- To monitor and respond to issues regarding the punctuality and attendance of students
- To keep the Head of Year informed of issues which might affect student welfare or achievement
- To undertake report writing and target-setting according to school policy
- To support the personal and social development of students
- To engage with parents/carers in matters pertaining to the progress and welfare of the students
- To encourage students to participate in related enrichment and extension activities
- To academically mentor tutees

As a member of Staff:

- To promote the rights respecting ethos of the school, The Best in Everyone
- To implement all Faculty and School Policies and to contribute to their review as appropriate
- To play a full part in the appraisal process
- To engage with appropriate training opportunities to promote professional effectiveness in this role
- To offer enrichment and extension activities
- To support the self-evaluation process
- To develop positive working relationships with and between students and staff
- To attend all directed time meetings/parents' evenings

Notes:

- The above responsibilities are subject to the general duties contained in the statement of Conditions of Employment
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed.
- This job description is not necessarily a comprehensive definition of the post. It may be amended at any time, following consultation between the Principal /Head of Faculty, and will be reviewed annually
- Every member of staff has a responsibility to safeguard and promote the welfare of students

Person Specification

We want the very best person for this position. If you are dynamic, hard-working, believe in high standards and that all children and young people can 'reach for the stars and achieve their dreams' we would love you to come and join us on our journey to be excellent in all that we do.

Successful candidates will possess the following attributes:

- Demonstrate ability to be an outstanding teacher or a strongly 'good' teacher/educational support member, with clear capacity to improve
- Clear potential to progress in their career
- Possession of a wide range of skills to support staff, students, parents and community towards absolute excellence
- The skills, experience and ability to gain the confidence of students and staff
- Professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower
- A clear sense of fun, energy, drive and passion
- A willingness to innovate and operate outside of the 'normal' expectations of a school
- A desire to be 'the best' and the ability to translate an aspiration to be the best
- The ability to demonstrate engagement of children, manage their behaviour, attitudes and aspirations, whilst maintaining an un-erring high expectation and focus upon mutually respectful positive relationships
- Excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning

We know this amazing profession can be challenging and only want people who are positive and dedicated to ensuring children's lives are enriched by an excellent education.

United Learning Child Protection Statement

United Learning is fully committed to the safeguarding of children – ensuring the well being of the child is paramount. For students to feel that they are able to do their best and achieve their true potential, it is important that they feel safe and supported in the school environment.

Everyone working within our schools and academies, whatever their role, is acutely aware that issues to do with the protection of children are of the highest possible importance. Trust underpins everything that we do in schools. The parents of our students entrust the care of their children to us and together we are all responsible for their well being.

In relation to safeguarding, United Learning aims to ‘prevent’, ‘protect’ and ‘support’ all its students by addressing child protection in the curriculum, pastoral activities and in the management of the school, and by empowering and enabling staff to be vigilant for vulnerable students through training and information dissemination.

All United Learning schools have policies which deal with safeguarding, child protection and safer recruitment, which are in accordance with the relevant local authority procedures and which comply with the DFE’s safeguarding children and safer recruitment statutory guidance. The individual school policies are available via each school’s website or by contacting your school directly.

How to Apply

Please visit our website: <https://www.theregisschool.co.uk/working-for-us/vacancies>
If you have any queries, please email vicky.ovens@theregisschool.co.uk

