

READING GIRLS' SCHOOL

Secondary School 11 – 16 years
Northumberland Avenue, READING RG2 7PY
Principal: Mr Jon Gargan
Telephone: 0118 9861336 www.readinggirlsschool.co.uk



Teacher of 'Science' NQT's are strongly encouraged to apply Required for September 2021

MPS/UPS



“There is a universal and strongly held belief that the school has improved rapidly under the new leadership of the current HT, and is well placed to improve further.”
(Incyte review, May 2019)



“Reading Girls’ School is performing in the top 1% of schools in the country”
(Department for Education, Nov 2019)



“We are incredibly impressed by the way Reading Girls School have handled the Covid-19 situation. Through my work I am witnessing a lot of different takes on how to best proceed as a school, and I can confidently say that your school is amongst the best I've seen”
(Parent, May 2020)



“Reading Girls’ School’s work over the last few months through lockdown has been nothing short of remarkable to ensure that their pupils see receive the highest education possible”
(Ashley Pearce, Lead Councillor for Education, Reading Borough Council, Nov 2020)



“To walk around Reading Girls’ School today and feel a school at ease with itself, and girls both purposeful and relaxed – you all have transformed lives. Tremendous, and truly inspiring”
(Roy Blatchford, CBE, The Education Policy Institute, March 2021).

Do you want to work in a school that is **‘performing in the top 1% of all schools nationally’** (*Department for Education, Nov 2019*) and is rapidly growing? Along with other subject area recruitments, we seek to appoint a dynamic, enthusiastic and influential Teacher of **Science** (the ability to teach physics to KS4 is desirable), who will inspire and provide excellent outcomes for students at Key Stage 3 and 4. **NQT's are strongly encouraged to apply.**

Our students, staff and parents recognise that the quality of education is **outstanding**. 92% of students enjoy learning at Reading Girls' School, 96% of parents would recommend RGS to another parent and 100% of teachers confirmed that behaviour in lessons and around the school is **good or better**. We are all very proud of the transformation of our school since September 2017 and therefore encourage you to look at our Self Evaluation Form (SEF), which can be found on our website

(<https://www.readinggirlsschool.co.uk/page/?title=Self+Evaluation+2017%2D2020+and+our+COVID+adaptations&pid=364>).

The school came under new leadership in 2017, and since then the number of students, requesting to come to Reading Girls' School has **tripled** due to our outstanding outcomes for students in year 11. In September 2019 and 2020, we welcomed an additional 160 students into year 7. This September we anticipate a full capacity 210 students to join year 7.

August 2019, saw the schools best ever exam results:

- **Progress 8 Score of 1.0 (IDSR, 2019)**
- **15% of students gained 8 grades 7-9**
- **22% of students gained 5 or more grades 7-9**
- **51% of students gained 8 or more grades 9-4 including English and Maths**
- **74% of students gained 5 or more grades 9-4 including English and Maths**
- **78% of students gained 5 or more grades 9 – 4**
- **Every student gained at least 7 grades 9-1**

The **Guardian school guide** positioned us **second** best school in Reading, sandwiched between the two Grammar Schools. For more information please see: <https://www.theguardianschoolsguide.co.uk/schools/reading-girls-school-144610/>

Reading Girls' School was the **only school** in the UK to be shortlisted as finalist for the Learning Awards **"2021 COVID Champion"** alongside national and internal organisations for our provision during the pandemic in 2020 (<https://thelearningawards.com/finalists/>).

Whilst we await our first Ofsted inspection since our 2017 opening, we believe that we are an **outstanding school** where **"pupils demonstrate positive attitudes to learning, presenting their work neatly and expressing a strong support for the school"** (INCYTE Review, May 2019).

Unique features of the school are:

- The **pupils** - 97% report that **behaviour is very good** (student survey, March 2021) and 95% **feel safe** at school (student survey, March 2021)
- Our **new school day** – by the time they leave year 11, our pupils will have had the equivalent of six years education in five without reducing school holidays
- **Deeper applied learning** – we have longer blocks of learning time that allows us to visit industry or host industry guest to co-deliver lessons
- **Small year 11 class sizes** – we reduce year 11 class sizes to 12-15 pupils.
- **STEM** – students in year 7 and 8 have fortnightly STEM days built into their curriculum.
- **Personal development days** – we have five personal development days throughout the academic year during which students receive PSHE education delivered by external professionals.



We are committed to staff continuous professional development (CPD). All teaching staff are encouraged to attend subject knowledge external CPD throughout the academic year. We also have a bespoke internal CPD twilight programme, focusing on curriculum implementation and pedagogy. NQT's also receive a separate CPD programme supporting them throughout their NQT year. With the introduction of the Early Years Careers Framework for all NQT's from September 2021, all NQT's at Reading Girls' School will receive:

- **Length of support** – 2 years
- **Timetable reduction** – 10% reduction in year one and 5% reduction in year two
- **Content** – Induction will be based on the Early Career Framework (ECF)
- **Mentor** – A mentor for two years of support and weekly mentor meetings
- **Assessments** - Marked against the teacher standards. Two form assessments supported by regular progress reviews

- **Pay** – Still be able to progress on the pay scale as current arrangements allow, both during and after induction
- **An appropriate body** – ensuring you receive statutory entitlement, are fairly and consistently assessed, and receive a programme of support and training based on the ECF

“Reading Girls School has been an incredibly supportive school for my NQT year, particularly given that the pandemic interrupted my PGCE. The NQT team along with my department have provided consistent aid and support when required. We have had regular group insets to provide direction and additional information and staff are exceedingly friendly and always happy to provide assistance whenever I have asked for it.” **Miss Connolly, English NQT**

“As an NQT, it can be a daunting time when trying to find a school that suits you, whilst also searching for one that you know will give you the support you need, to help you become a better practitioner. At RGS, not only have I had regular meetings with my mentor, but also as an NQT cohort we have had focused CPD sessions to help us improve certain teaching techniques (e.g. questioning strategies). The support that has been offered has enabled me to focus on improving my practice and has allowed me to make the most of the additional PPA time given during my NQT year. One of the key attributes of working at RGS has been being supported by a stringent whole school behaviour policy which the pupils know and respect – without a doubt this has enabled me to concentrate on my teaching and ensure my pupils are progressing in their learning.” **Miss Tierney, History NQT**

“I completed my teacher training at Reading Girls School and am currently completing my NQT here. Reading Girls School has a well-developed CPD series specifically for NQTs that runs throughout the year. The school also has a record of accomplishment for supporting teachers through their NQT year. This support and guidance is available from the other NQTs on the course, teacher who previously completed the course, experienced supervisors within departments and on the Senior Leadership Team. Reading Girls School is a great school to train at and also to continue your career.” **Mr Routledge, Science NQT**

“I have had an extremely positive experience as NQT at Reading Girls' School. As someone from outside the UK, I did not know what to expect. I have to say, the level of support I have received has been excellent. Even before lessons started in September, the school was in contact to make the transition from studying to teaching as smooth as possible. The CPD programme, along with a dedicated mentor, has meant that I have had the opportunity to further develop my teaching practice in a nurturing environment. To top it all off, the pupils are fantastic. I truly believe that if you can teach anywhere, it's here.” **Mr Delaney, Science NQT**

We are committed to staff wellbeing and do not waste their time on peripheral activities. We just ask them to focus on teaching & learning. Teachers claw back the equivalent of 3 weeks over an academic year. They save:

- 65 hours - teachers are **not required to be form tutors**, as we do not have registration period.
- 59 hours - of **flexible PPA time** allowing **staff to go home early or come into school late**
- 30 hours - teachers do not deliver **PSHE**
- 26 hours - teachers have no **break / lunch supervision duties**
- 18 hours - we do not run **after school interventions**



The successful candidate will join a school that is committed to engage, inspire and motivate students in their learning to ensure they have the very best educational journey possible and achieve outstanding outcomes in year 11 (please note that Reading Girls' School **does not have a sixth form**). We value feedback from all stakeholders to ensure we provide an outstanding education for all our students. Our most recent student, staff and parent survey outcomes demonstrates our outstanding provision provided to all our stakeholders.

Student Survey Outcomes March 2021:

- 97% of pupils reported that teacher's give them **work which challenges them**
- 97% of pupils reported that the **behaviour of other pupils in their lesson is good**
- 96% of pupils reported that they would **recommend Reading Girls' School to a friend moving to the area**
- 95% of pupils reported that **teachers help them do their best**
- 95% of pupils reported that **teachers listen to what they have to say in lessons**
- 95% of pupils reported that they **feel safe** at Reading Girls' School
- 92% of pupils reported that they **enjoy learning** at Reading Girls' School

*"I just want to thank you for all your help you have given to the whole of RGS and more :-)" **Student Survey, March 2021***

*"I think online school has been very good and students have benefitted from it. I've learnt to do independent work and my own studying" **Student Survey, March 2021***

*"RGS is a great school with amazing staff that are keen to let their children have bright futures. I just wanted to let u know that I appreciate every one of you from headmasters to cleaners so thank you!" **Student Survey, March 2021***

Staff Survey Outcomes March 2021:

- 100% of staff reported that **pupils are safe** at Reading Girls' School
- 100% of staff reported that **pupils' behaviour is good** at Reading Girls' School
- 97% of staff reported that **leaders support staff well in managing behaviour**
- 97% of staff reported that Reading Girls' School **challenges all pupils** to make at least good progress
- 94% of staff reported that leaders do all they can to ensure the school **has a motivated, respected and effective teaching staff**
- 94% of staff reported that Reading Girls' School has a **culture that encourages calm and orderly conduct** and is **aspirational** for all pupils
- 94% of staff reported that Reading Girls' School is **well led and managed**
- 91% of staff reported that they **feel well supported working** at Reading Girls' School
- 91% of staff reported that they **enjoy working** at Reading Girls' School
- 91% of staff reported that they are **proud to be a member of staff** at Reading Girls' School

*"This is currently my 23rd year of working at Reading Girls' School and I am very proud to say that! As a school, I believe we have always had our student's best interest at heart, however over the last 5 years I feel we have raised our game and our reputation in the community we serve has vastly improved, as have our results. This is wonderful to see and amazing for our students" **Teacher Survey, March 2021.***

*"The school has improved year after year. Due to the improvements the students have changed to being more mature about their learning and they seem to respect all that RGS are doing for them" **Teacher Survey, March 2021.***

*"SLT have gone out of their way to make staff feel valuable - for example the delivery of an Easter Egg before the end of term 3 to thank us all for our hard work during lockdown" **Teacher Survey, March 2021***

*"RGS is a fantastic school to work at where all staff and students feel valued" **Teacher Survey, March 2021***

Parent Survey Outcomes March 2021:

- 95% of parents reported that their **daughter feels safe** at Reading Girls' School
- 94% of parents reported that their **daughter is happy** at Reading Girls' School
- 93% of parents reported that their **daughter does well** at Reading Girls' School
- 92% of parents reported that Reading Girls' School makes sure its **pupils are well behaved**
- 90% of parents reported that Reading Girls' School has **high expectations** for their daughter

*"Once again, THANK YOU, to the entire staff, teachers, management, fantastic work! :)" **Parent Survey, March 2021***

*"We are very happy with the school, and grateful to all involved to help maintain learning as usual. Which in turn has stopped our daughter from falling behind in her studies. Thank you" **Parent Survey, March 2021***

*"Thank you for the online lessons during this lockdowns as this kept my daughter busy and learn new things as much as she can do according to her ability" **Parent Survey, March 2021***

*"Excellent work from School Management and Teaching to make this happen to provide children's online learning of high quality" **Parent Survey, March 2021***



Our aim is a very clear one, which is to provide the best life-chances possible for every student. To that end, we challenge our students to the very edge of their academic capabilities whilst providing wrap-around support towards those goals. We believe in the importance of stepping out of one's comfort zone, in order to improve. We are a diverse and dynamic school, which is part of the successful **Thames Learning Trust**. In October 2016, we moved into our new school building which has provided us with a 21st century learning environment.

If you are a highly ambitious teacher and you feel we are the right school for you, we would like to hear from you. Visits to the school are warmly welcomed and encouraged, in accordance to social distancing rules. If you would like a conversation about either the school or the position, please contact Assistant Principal, Mr Alex Smith (asmith@readinggirlsschool.net) and / or the Principal, Mr Jon Gargan (jgargan@readinggirlsschool.net) and we will be happy to arrange a time for you to come and meet us and / or speak to you over the phone.

Completed application forms should be returned to recruitment@thameslearningtrust.co.uk before the closing date of noon on **Friday 7th May 2021**.

*Reading Girls' School is an equal opportunities employer, is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.
An enhanced DBS disclosure is required for all posts.*