



The Royal School

Wolverhampton



CANDIDATE INFORMATION PACK





The Royal School

Wolverhampton

*An all-through co-educational state day and boarding
school in the heart of England*

Primary School - Class Teacher KS1 or KS2

Candidate Information Pack
Start date - 1st September 2024



WELCOME MESSAGE FROM OUR PRINCIPAL

Dear Candidate,

Thank you for your interest in the post here at The Royal School, Wolverhampton (RSW). To help you decide on whether this is the school for you it is important to understand where we have come from and where we are going.

The school is built upon a combination of things; it's unique heritage, record of academic excellence, outstanding educational environment, and the full support and endorsement of our Patron, the Earl of Wessex.

From this, the Governors and leadership team are committed to supporting wider access for pupils, of all abilities and backgrounds, to add to The Royal's rich and diverse educational offer.

The Royal School, Wolverhampton offers a unique proposition to families in Wolverhampton and its surrounding area of an 'all-through', 4-19, co-educational, nondenominational day and state boarding school, with the capacity over time to provide for 1500 pupils, through a carefully managed programme of growth.

Whilst remaining fully non-selective and dedicated to supporting pupils in need, this change process has enabled RSW to combine its traditional values and academic offer with a global perspective. All this is to benefit our pupils, and to create a dynamic outward looking, culturally diverse, yet inclusive school community. Within this, pupils acquire the rich subject knowledge, life skills, understanding and aspiration to succeed locally, nationally, and internationally.

We welcome your application to be part of our community and would love you to visit and see the school in action or call us to talk things through.



Mr Mark Heywood





Ethos

- Traditional values and behaviour, married with a forward looking, dynamic and global outlook.
- Excellence in the Arts, on the sporting field, in STEM and across academic breadth.
- An outstanding co- curriculum and enrichment programme, provided through our extended day, which nurtures and develops young people across a range of talents, promotes skills for life and underpins academic success.
- An inclusive approach to building pupil motivation, aspiration, and self-esteem, through our “all-age structure”, vertical House families, and outstanding pastoral and wrap around care, which means that pupils entering RSW at whatever age and stage can be well supported in their learning and achieve challenging individual targets.
- The development of self, personal responsibility, and accountability within a vibrant and supportive extended community through our weekly and term time boarding houses, our links with The Royal’s existing alumni and our outstanding programme of engagement with the wider local community.
- Having staff, children, and parents who are committed to learning as the passport to success.
- A unique physical location and setting in which to grow and develop, established within the heart of the city.

RESPECT

The respect we have for one another can be seen in the diversity of our community and the acceptance of all pupils, staff and families for who they are. Respect is seen in the exemplary behaviour of our pupils and the care given to them by our staff.



INITIATIVE

Initiative and independent learning is built into our curriculum and encouraged through our extended day provision. We encourage our pupils to solve problems themselves and work hard to give them the tools to do so.

RISK

All success is founded on taking the first step into the unknown. We support our community to take risks and encourage them to develop the skills they need to be resilient. We aim to nurture their love of risk so they keep that excitement throughout their whole lives.

COMMUNITY

We truly feel like a 'Royal Family'. We welcome families, pupils and staff into our community and encourage everyone to play an active part in building strong links to our school. We provide opportunities through events such as Founders' Day and Prize Day.

TRUST

At The Royal School, our pupils take pride in being trustworthy learners. As a school, we trust our teachers to support all pupils in their learning and personal development. This trust is seen in the outstanding curriculum that is delivered every day, and the range of experiences on offer.



WELCOME MESSAGE FROM OUR PRIMARY HEADTEACHER

Thank you for considering the post of Class teacher for Primary, here at The Royal School and I look forward to meeting you in person to tell you more about our unique and oversubscribed school.



As the first phase in this vibrant all-through co-educational state day and boarding school journey, it is our responsibility to get those important building blocks of education right, which the outcomes tell us we do very well.

We are a large three form primary school with 630 pupils from Reception to Year 6, set in the heart of Wolverhampton. Our vision is to create an outstanding, fully inclusive primary school that ensures our pupils are ready for the next stage of their education, developing lifelong skills of resilience, confidence, communication, curiosity and independence.

We are a team of dedicated and hard-working staff who enjoy working together and who deliver fantastic results, both in academic terms and most importantly their personal development. Our KS2 results reflect the progress and attainment our pupils make from their starting points, putting us in the top 20% of highest performing primaries in the country. Our extensive enrichment programme offers over 50 clubs and activities per week, ranging from ukulele to illusion club, ensuring everyone's interest is piqued! Developing the 'whole child' is at the very centre of our ethos and key to our successful after school programme with all pupils actively encouraged to participate.

This is a very exciting time to be joining us too – with a brand-new primary school building planned and big renovation and investment plans for the secondary phase, providing us with an inclusive environment and state of the art facilities. We are seeking an excellent classroom practitioner and someone who is passionate about giving children the very best start to their education. If you are interested then I strongly recommend you book a tour of the school. I look forward to meeting you and receiving your application form.

A handwritten signature in blue ink, which appears to read 'Kathy Jefferson'.

Mrs Kathy Jefferson

What we offer

The Royal School Wolverhampton

Teaching at The Royal Primary School provides:

- An exciting opportunity to join a culture of innovative curriculum practise and a unique ethos.
- The chance to join a team of outstanding leaders and practitioners and be at the forefront of developing educational approaches across the city.
- A supportive and caring team - which aspires to develop the leaders of tomorrow and provide the best opportunities for professional growth.
- The opportunity to lead a culture that is committed to the development of 'character' enabling all children to make the best progress in their academic, sporting, musical and aesthetic experience.
- You will be passionate about continuing to further grow our expectations of high performance and outstanding pastoral care.

If you would like to contribute to our school, then we would love to hear from you!



We have a range of strategies to help our pupils achieve success at whatever point they join us in their educational journey. They are:

- The strong ethos of the school.
- The opportunities provided through an 'all-through' approach.
- The provision of exceptional age-related pastoral care.
- Our extended day and enrichment programme which runs from Monday to Friday.

Such strategies have been evidenced through a range of recent national studies as having maximum impact on the motivation, self-esteem, and attainment of those pupils at greatest disadvantage.

Excellence for all: inspiring individuals to achieve their personal best and to compete and contribute as local and global citizens.



We build an aspirational culture through our senior mandatory and balanced co-curricular programme. Including:

- Combined Cadet Force (CCF) for all.
- Access to Excellence through the Elite Swimming Academy.
- Sports.
- Performing arts.
- Cultural, aesthetic, and intellectual development.

This encourages our pupils to become confident, resilient, caring, and enterprising individuals. Yet at the same time, they are trained to operate as leaders, mentors, and members of a team in the widest sense.

Our Boarding dimension helps us to:

- Enrich to our school and local community.
- Support our fundamental ethos of 'wrap around care' (which includes our 'day boarding', offering additional enrichment, targeted support and intervention, and supervised study sessions).
- This has also strengthened our care of children who attract Pupil Premium, Children who are Looked After (CLA) and any child experiencing a temporary difficulty in home circumstances because we have an on-going flexibility in supporting those most disadvantaged to succeed.



This leads to:

- Working constructively with the Local Authority in Wolverhampton, and more widely with Sandwell and Dudley in supporting CLA and pupils with a Statement of Need/SEND.
- Developing our role in broadening local choice and diversity, and simultaneously raising aspirations and outcomes.
- Being able to address the urgent demand for more local pupil places, at both primary and secondary.
- Being able to provide a supportive community for vulnerable pupils, including, as recently requested, unaccompanied refugee children who would benefit from the boarding environment we offer.
- Being able to empower our pupils to grow, successfully challenge stereotypical assumptions and exceed their expectations within a nurturing, inclusive and culturally diverse community.



Job Description:

Job Title: Primary Teacher

Grade: Main Pay Scale

Accountable to: Primary Head

Terms of employment: Permanent, full-time

Start Date: September 2024

Purpose:

- To provide the highest quality of education, care and preparation for life for all students in the school in accordance with the Teacher Standards
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To work closely with the Head of Primary and teaching staff to promote effective working to improve learning and teaching and raise achievement for all students, in the subject.
- To motivate staff and pupils.
- To maintain The Royal School's high academic and wellbeing expectations. To actively contribute to the co-curriculum.

Main responsibilities include:

- To participate with the Head of Primary School; Deputy Head teacher, Assistant Head for Curriculum, Learning & Teaching and other colleagues in the development of appropriate syllabuses, materials, schemes of work and lesson plans, which should engage, stimulate and challenge students of all abilities, and should cater for all learning styles. This may include taking responsibility for particular courses;
- To ensure that all lessons are planned, prepared and delivered with clear differentiation to cater for students of all abilities and backgrounds whilst ensuring individual student progress;
- To share in the preparation and delivery of SMSC elements in all lessons across the curriculum;
- Employ a variety of interactive teaching methods appropriate to the age and ability of each individual student to promote a love of learning and children's intellectual curiosity;
- Impart knowledge and develop understanding through effective use of lesson time;
- To maintain an up to date knowledge of the subject, and utilise a range of teaching methods in line with currently acknowledged best practice;
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;

- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired on a regular basis according to the school homework guidance;
- To use directed time to actively contribute to the wider life of the school by organising and running appropriate extra-curricular activities;
- To fully incorporate the teaching of skills including literacy, mathematics and ICT into subject delivery.

Management and assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- Use relevant data to monitor progress, set targets and plan subsequent lessons;
- Be accountable for students' attainment, progress and outcomes;
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- To register each class using the electronic registration system according to school procedures.
- To take responsibility for the safe keeping of the electronic folder or laptop used for registration etc.
- To keep appropriate records and to complete assessments and profiles of students as required by whole-school policy.
- To maintain the allocated teaching areas to ensure that they are conducive to a stimulating and exciting learning experience.
- To monitor and control the use and storage of teaching materials, books and equipment.
- To supervise the use and care of the School's fabric and equipment by the students and to ensure their adherence to relevant health and safety regulations.

Communications and Meetings

- Communicate effectively with parents with regard to pupils' achievements and well-being;
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- To alert relevant staff to problems arising with individual students in accordance with whole-school policies;
- To participate actively in meetings with colleagues and parents;
- To attend INSET sessions and working parties related to new initiatives in teaching and learning.

Finance

- To be informed about the financial basis of the operation of the school and to assist in seeking ways of deploying resources to the maximum benefit of the students;
- To ensure that equipment, books and premises are maintained in accordance with school policies.


General Duties

- To adhere to the policies and procedures of the Royal School.
- To carry out 'the duties of a schoolteacher' as set out in the Schoolteachers' Pay and Conditions Document & Teacher Standards.
- To share in the corporate responsibility for the development and well-being of all students.
- To share in the corporate responsibility for the development of E Learning, the innovative use of ICT and Enterprise activities as laid out in the Vision for the School.
- Make a positive contribution to the wider life and ethos of the school;
- Demonstrate consistently the positive attitudes, values and behaviour which are expected within the School community based on mutual respect between students and staff
- To take a pro-active part in the school's performance management system, both as a reviewer and reviewee, with the ultimate aim of improving standards of teaching and learning in the school.
- To take reasonable care of one's own health and safety and that of others and inform the Estates Manager of any concerns with regard to health and safety
- Undertake such duties as may from time to time be reasonably assigned by the Principal.


Ethos

- Promoting the ethos of the School, as expressed in the mission and vision statements, is a shared responsibility to which teaching staff make a significant contribution.

Primary Teacher - Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	SPECIFICATION	ESSENTIAL	DESIRABLE
Education/ Training	<ul style="list-style-type: none"> • Qualified Teacher Status 		Knowledge	<ul style="list-style-type: none"> • Familiarity with curriculum developments across EYFS and Key Stages 1 -2 in teaching and learning, assessment and qualifications. • Excellent subject knowledge to be able to motivate pupils and prepare them successfully for the next stage of their academic career. • Ability to adapt the curriculum to accelerate progress for all needs and abilities. 	<ul style="list-style-type: none"> • -Considered engagement with developments in learning 
Experience	<ul style="list-style-type: none"> • Developing or assisting with formulation of schemes of work and resources to respond to the needs of learners. • ECT's welcome to apply. • Experience of teaching within the age range 4 - 11. 	<ul style="list-style-type: none"> • Experience of teaching across all primary phases 			

Primary teacher - Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	SPECIFICATION	ESSENTIAL	DESIRABLE
Skills and Attributes	<ul style="list-style-type: none"> • Excellent I.T. Skills. • Belief that everyone is entitled to a learning experience that is characterised by enthusiasm and excitement and that encourages self-belief. • Excellent organisation skills, proven record of planning monitoring and evaluating and reviewing development plans. • Proven behaviour management skills. • Excellent classroom skills. • Ability to lead, manage and inspire a team. • Ability to face and overcome challenging situations. • Ability to de-personalise challenging situations. 	<ul style="list-style-type: none"> • Excitement in researching, assessing and adopting new ideas, approaches and resources 	Personal Qualities	<ul style="list-style-type: none"> • Commitment to own personal and professional development • Willingness to be involved in the wider life of the boarding and day school community • Emotional intelligence and empathy • Ability to appreciate and demonstrate the importance of a healthy work-life balance. • Set a personal example which models the joy of learning. • Ability to form and maintain appropriate relationships with children and young people and their parents/carers. • Open collaborative management style 	
Personal Qualities	<ul style="list-style-type: none"> • Ability to safeguard the welfare of children • Ability and desire to empower all students and colleagues • Commitment, enthusiasm, energy and stamina • A sense of humour 				

Benefits Of Working At The Royal

The Royal School offers significant benefits for its staff:

- Regular CPD programme and investment in training
- Access to NPQ programmes
- Staff laptop
- Cycle to work scheme
- Free meal provided when taken in the dining room
- Free tea and coffee provided
- Opportunities for you and your family to attend boarding activities e.g. parties, Alton Towers, visits to cities and museums
- Two additional weeks holiday compared to many schools (one week prior to Christmas, one week early in the summer)

The school's distinctive ethos and culture where a truly holistic view of the personal development of the child is central to all that we do. The wider 'enrichment' programme at this all-through 4-19 boarding and day school is essential and helps develop confident pupils well equipped for life beyond the school. All staff contribute to this extensive programme with their personal interests and to join in with existing activities.

Application process

The Royal School Wolverhampton



Closing date	Submit application form 29th April 2024
Tours	Contact Nicky Butler to arrange a tour of the school - nb@theroyal.school
Short listing	1st May 2024
Interview dates	Successful applicants will be invited for an interview, W/B 6th May 2024
Enquiries	Please contact Linda Callaway lcallaway@theroyal.school





The Royal School Wolverhampton

Penn Road
Wolverhampton
WV3 0EG

Phone 01902 349100
Email primaryreception@theroyal.school
Website www.theroyalschool.co.uk



The Royal School
Wolverhampton

