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ROYAL ALEXANDRA & ALBERT SCHOOL

Dear Sir/Madam,

When looking for a job you must ask yourself two questions. 'Is this school right for me?' and 'Am I right for the school?'

You can get a good idea of the answer to the first question right now. By reading the brochure. This should answer some factual questions about what it means to be a state boarding school, our academic results and our beautiful parkland setting. But I hope you also get a sense of what it is like to work here; our ethos, our community, the value we place on excellent pastoral care, and the work we do to ensure each child achieves the best possible academic results, whatever their ability.

It is a plain fact that we can only deliver this by employing excellent staff. And that's where you come in.

We are looking for talented and enthusiastic people who want to work in a high achieving boarding school. One which delivers results and develops the individual.

If you think you are right for this school, the next step is to complete the application and send it in. I look forward to hearing from you.

With all best wishes

Mark Dixon
Headmaster

Under the patronage of
Her Majesty The Queen

SPACE TO INSPIRE

ROYAL ALEXANDRA & ALBERT SCHOOL

JOINING OUR TEAM

"Pupils speak highly of their experiences at the school and are proud to be members of this unique community." Ofsted

ABOUT OUR SCHOOL...

The Royal Alexandra and Albert School has a long history.

Originally the School was two orphanages: the Royal Alexandra School, founded in 1758, and the Royal Albert School, founded in 1864 as a national memorial to Prince Albert. An Act of Parliament amalgamated both institutions in 1949 to create the current School. For much of their history both orphanages enjoyed Royal Patronage which has continued to this day; Her Majesty the Queen is Patron and the School's President is Her Royal Highness the Duchess of Gloucester.

The School is located in 260 acres of beautiful parkland in Gatton Park near Reigate, Surrey, within short distance of Gatwick and Heathrow airports, as well as London. It is in an ideal location for pupils and staff to live. Our large site allows us to have extensive sporting facilities, including floodlit all-weather sports pitches, a state-of-the-art Fitness Centre, indoor swimming pool and Equestrian Centre.

The Royal Alexandra and Albert School is a 7-18 co-educational, non-selective state boarding school, with compulsory Saturday morning lessons and longer holidays. This is a boarding school with Flexi Boarding pupils and a lively community of over 450 Full Boarders, heavily involved in a wide range of after-school and weekend activities and trips.

With around 1,000 pupils, the School has grown gradually, maintaining its focus on strong academic results and fantastic pastoral care. In 2018, the School achieved examination results above the national average in all key government measures and was the top non-selective state school in the area with 82% of GCSEs graded 4 - 9. In the Sixth Form, of the Upper Sixth students who sat A Levels in summer 2018, 88% went to university, with many securing places at Russell Group universities. The remaining pupils either took a gap year or entered an apprenticeship.

The Ofsted inspection of March 2018 confirmed what we already knew - that our boarding provision is 'Outstanding' because, as stated by Ofsted, 'the school provides a secure environment in which children and young people flourish, achieve academically, stretch their abilities and develop social skills.'.

The Royal Alexandra and Albert School continues its long history of providing pupils with rich and valuable life experiences and opportunities, in and out of the classroom, with remarkable wrap around care in a close-knit community.

A STATE BOARDING SCHOOL?

What is a state boarding school?
In a state boarding school, the education provided between 8.30 am and 3.35 pm is financed by government through the Local Authority - in our case Surrey County Council. Everything else: the boarding provision, meals and the activities that we run, is financed by the charges paid by parents.

We have two categories of pupil:

Full Boarders, whose parents currently pay around £15,000 per year (compared to around £35k for a major independent boarding School). There is no reduction in charges for weekly boarders. Between 200 and 250 boarders remain at School on Saturday nights.

Flexi Boarders, who are attached to boarding houses, are entitled to all meals, take part in all activities and sleep between 7 and 10 nights per year in School. Flexi Boarders can stay at the School from before breakfast until the bedtime of their year group. The yearly charge for Flexi Boarders is less than £6,000.

We teach on Saturday mornings and have no compulsory exeat weekends.

Places for local children are very heavily oversubscribed - for September 2019 we had four applications per Year 7 place and three applications per Year 3 place. Despite this we always aim to be able to find a place for the children of new members of staff moving on site.

"Managers and staff have been remarkably successful in improving the life experience of children and young people, and in expanding their future life chances." Ofsted

"Parents value their children's increasing independence and growing maturity; this is fostered by the school."
Ofsted

DAILY LIFE AT SCHOOL...

This is a busy boarding community.

In addition to high quality teaching, pupils enjoy outstanding pastoral care, top-class facilities and a packed schedule of activities in our picturesque 260 acres site.

For both Boarders and Flexi Boarders the day starts with breakfast in our light and airy Dining Room, where all pupils have their meals. From there it's on to registration and lessons, where pupils are taught by specialist subject teachers in classes that are usually smaller than those in other state schools.

Each pupil is allocated, according to gender and age, to one of nine boarding houses. Each house reflects the personality of its boarders and staff, with in-house activities varying according to pupil interests. Each boarding house has an IT suite where pupils do their homework.

Every boarding house has high levels of staffing throughout the week and during weekends, including Heads of House, Deputy Heads of House, Matrons, Non-Teaching Boarding Tutors, and teaching staff connected to the boarding house.

Teaching staff are involved in the co-curricular life of the School's boarding community and are involved with the running of activities and trips. Every weekday pupils are actively encouraged to attend activities, ranging from judo to kayaking, swimming to debating club, and horse riding to cooking lessons.

Sport is an important part of life as a pupil here, and we seek to introduce a healthy lifestyle from the start. The School has fantastic and extensive facilities which enable us to offer a wide range of sports. Staff members benefit from the School's facilities and are able to use the indoor swimming pool and Fitness Centre at specific times allocated for staff members' use only.

The Drama and Music departments are lively and active, making valuable contributions to the wider school community. There are at least three drama performances per term, all of which are supported by the School's in-house student backstage crew. There are also at least twenty music events each year in addition to pupil involvement in assemblies and weekend Chapel services.

SCHOOL ORGANISATION...

The Royal Alexandra and Albert School is made up of a Junior School, a Senior School, and a Sixth Form. Pupils start in Year 3 and can remain at the school until Year 13. This ensures that there is a level of educational continuity rarely found in other schools.

In the Junior School, there is one class in Year 3, one in Year 4, and two in Year 5 and Year 6. Pupils are attached to Rank Weston House. The Head of House for Rank Weston is resident in the House and is supported by a resident Deputy Head as well as House Tutors, Teaching Tutors and Matrons. A similar structure is present in all of the boarding houses.

The Senior part of the School, covering the age range 11 to 16, has up to 750 pupils in a busy, purposeful structure where pastoral care is managed both by Heads of Houses as well as Form Tutors and Heads of Year who watch over each pupil's progress in all subjects. Pupils are attached to one of the seven senior boarding houses.

The Sixth Form opened in September 2010 and has since grown in size and in popularity. With nearly 200 pupils in the Sixth Form, it is big enough to offer a wide range of subjects but small enough that each pupil is treated as an individual.

The Sixth Form is located in the Bernard Sunley Sixth Form Centre which is purpose built to support the academic studies of Sixth Formers. With three IT suites, a 'break out room' for group work, and 'quiet zones', the Sixth Form Centre is the perfect environment for the independent learning required to succeed at A Level.

Sixth Form boarders either live in Gatton Hall, the School's Grade II listed stately home, or in en-suite rooms in annexes to senior boarding houses.

"In my last school I couldn't really be myself; here you feel like you can. It is more diverse, lots of different people, and I feel more comfortable."
Pupil quoted by Ofsted

"Many of the pupils that the inspectors met had exceptional qualities: resilience, ambition, empathy, a desire to make the most of their opportunities and personal confidence." Ofsted

MEET YOUR PUPILS...

We are incredibly proud of our pupils. The behaviour of our pupils has always been above average and was rated as 'Outstanding' by Ofsted at our last inspection.

You will be teaching children who know the value of their education and have a strong willingness to learn.

Happy children are the easiest to teach which is why pastoral care at our school is one of our highest priorities. We aim to maintain smaller than average class sizes which means you will have more opportunity to give every child in your class the time and attention they need.

The school has a large number of informed and engaged parents who actively support the work you are doing with their child. We communicate with parents in a variety ways, including weekly newsletters, one-to-one meetings, parental consultation evenings, social media and emails.

MEET YOUR COLLEAGUES...

We believe we have excellent teaching and support teams. There is a high level of professionalism and mutual respect across all our staff. The school leadership will always be ready to support you wherever necessary. As a member of staff at the Royal Alexandra and Albert School you will be part of a strong community that includes over 100 members of staff who live on site, some with their families and pets. There is also a collective sense of pride in the School and the children.

You will work within a departmental structure ensuring that you have key colleagues to liaise with and who offer ongoing support and guidance. Departments meet regularly and there are many informal opportunities to meet and discuss issues. Performance management is run via departmental line management.

You will also be part of a Pastoral year team. Form Tutors act as the first port of call for many issues within the school. In this role you will be supported by a Head of Year and Heads of School. The role of Form Tutor allows you to get to know a group of pupils and their parents very well.

As a school we have a large number of Support staff, including Learning Coaches. Team work and continuous dialogue ensure that we can provide the best teaching and learning experience for pupils.

A large number of teaching and non-teaching staff also work within one of our nine boarding houses. Again this provides extensive opportunities to get to know pupils, both Boarders and Flexi Boarders, outside of the classroom. Teachers are able to provide ongoing academic support as well as ensuring that all children feel safe, secure and happy in their boarding house.

"This school is like my second home."
Pupil

"The teachers and boarding house staff seem to be very dedicated to their jobs and take a keen interest in the wellbeing of pupils" Parent

EXTRA ORDINARY DAYS...

Your days will always be varied and interesting. You will find that everything we do is focused on providing the very best care and education for our pupils.

We are very keen to help you be the best at what you do and therefore strongly support CPD at every level. You will find that there is a culture of professionalism throughout the school and a willingness to support anyone who wants to develop their career.

Because of the age range (we accept pupils from age 7 to 18) there is a wide range of co-curricular activities available to pupils. We are also lucky to have a superb Equestrian Centre and 260 acres of private parkland solely for use by the School. After all this activity pupils need to re-fuel so it's good to know that the Dining Room serves really great food - for staff as well as the children!

CURRICULUM MATTERS...

The School aims to equip each pupil with the qualifications and skills needed for their next step in life. For most pupils this will be GCSE and A Level results, but some pupils may follow a more vocational path.

Junior School: In the Junior School (Key Stage 2), the curriculum includes the core subjects: Literacy, Numeracy and Science. The core curriculum is supplemented by History, Geography, Art, Computer Science, Music, Drama, Citizenship & PSHE, Physical Education, French, Design Technology, and Religious Studies.

Teachers in the Junior School are supported by specialist teaching from colleagues in the Senior School. This provides pupils with wider knowledge and a greater depth of understanding in a number of subjects.

Senior School: In Key Stage 3 (Year 7-9) pupils follow a broad and balanced curriculum which will prepare them for Key Stage 4 when they choose their GCSE options.

All Year groups have a Games Afternoon as well as Core PE lessons, giving all pupils at least three hours of timetabled physical activity per week. This extended time allows for a large number of sports to be taught and experienced. A wide range of sports are then continued into the co-curricular programme.

In Key Stage 4 (Year 10-11) pupils are prepared for external examinations. They follow a core curriculum of English, Mathematics, Science, Modern Foreign Language, core Religious Studies, Citizenship and core Physical Education. Pupils are required to choose an additional four subject options.

Sixth Form: The Sixth Form is academic, offering an A Level and Level 3 programme. A wide range of subject options are available to Sixth Form students. However, each subject has its own requirements in terms of GCSE results.

"I am very pleased and impressed with the School and the way my child has been encouraged to really focus on her studies." Parent

"We are impressed by the amount of time the teachers make for the students. They seem to go above and beyond." Parent

PUPIL PERFORMANCE...

GCSE and A Level results are not the only measure of a school's success. The happiness of pupils and what they learn and gain from their time at the school is equally as important, if not always recognised.

Sixth Form: The School's recent A Level results show that pupils are succeeding. In 2018, Year 13 students who sat their exams achieved a higher percentage of A*-B at A Level than would have been predicted for them based on their prior attainment at GCSE, with 44% of A Levels graded A*-B.

Of the Upper Sixth students who sat A Levels in summer 2018, 88% went to university, with many securing places at some of the top universities in the country, including the London School of Economics and Political Science (LSE), Bristol, Manchester and Warwick.

With high standards and expectations, the Sixth Form has gained a strong reputation and attracts exceptional students.

Junior School: The School has worked hard to nurture pupils' love for learning from the very start. Last year, Junior pupils achieved an average 'scaled score' of 104 in Reading and 105 in Maths.

Senior School: In 2018, the School achieved higher than the national average in the key government measures at GCSE, with 74% of pupils achieving a good pass (grade 4 and above) in English and Maths.

Pupils are consistently doing well, but as a School that always strives for better, our teachers and non-teaching members of staff are continuing with their efforts to guarantee that pupils are constantly reaching high levels of attainment, regardless of their levels of ability.

PROFESSIONAL DEVELOPMENT

The School encourages and supports members of staff to give high priority to their professional development.

All staff are entitled to equality of access to high-quality induction and continuing professional development. The School therefore provides opportunities through performance management and appraisals for staff to identify their professional development needs.

The School's CPD provision allows staff to develop skills and competencies to support and improve teaching and learning.

A number of CPD approaches are offered to accommodate the differing learning styles of members of staff. These include but are not limited to: courses, conferences, in-school training, coaching and mentoring, visits to other schools, and distance learning.

Many members of staff seek external CPD courses, and the School has additional Twilight sessions run internally by staff, for staff. Each week during the year there can be up to five different sessions on offer, with varying content ranging from SEN to how to use SIMs.

There are a number of learning and development opportunities for aspiring leaders in academic, pastoral, boarding and co-curriculum, including financial support for participation in programmes such as NPQML, NPQSL and NPQH.

The School is part of the School Direct Warwick partnership. As such we offer School Direct training places.

"Pupils behave very well in and around the school. Positive relationships help to engender a strong sense of community." Ofsted

"I feel very lucky that I can come to this school" Pupil

EXTRA BENEFITS...

As a member of staff at the Royal Alexandra and Albert School, you will be part of a dedicated, diverse and vibrant community. We value our teachers and support staff, and aim to make the School an environment that is supportive and welcoming.

The School has on-site staff accommodation. This includes houses with gardens, self-contained flats within boarding houses, shared flats and bedsits. On-site accommodation cuts costs and time spent commuting to work.

When available, accommodation is offered rent free to staff in return for boarding duties. Per week, resident teaching staff are required to do 10 hours of boarding duties - this equates to working one evening in a boarding house and contributing four hours to the co-curriculum programme. Some members of staff choose to contribute by hosting a weekly club for pupils, or alternatively, by supporting external trips or DofE expeditions.

Members of staff and their families are entitled to free entry to Gatton Park events and free on-site parking. The School's 25-metre indoor swimming pool and Fitness Centre are open to members of staff free of cost. For both facilities, time slots are scheduled for the use of members of staff only. For those who wish to cycle, the School is part of the Cycle to Work scheme.

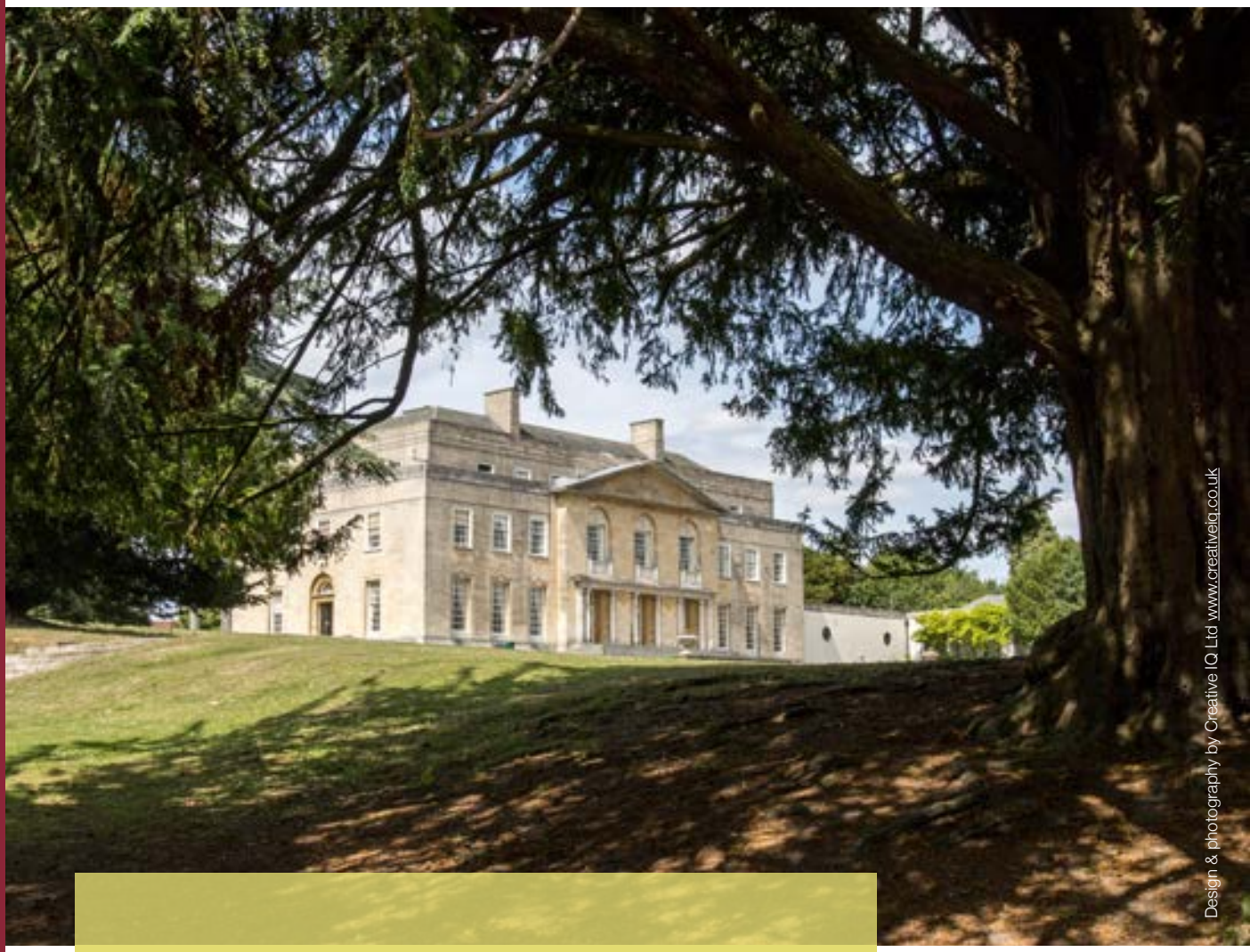
There are a number of social events for staff which take place throughout the year, including theatre trips, book clubs, quizzes and staff sports such as yoga, football and rugby.

All staff are entitled to free lunch in the School's Dining Room in return for supporting the weekly duty rota. There is a varied menu, including vegan and vegetarian meals, which is constantly changing to meet the wants and needs of pupils and staff. Catering is provided by Harrison Catering Services who prepare fresh and healthy food on-site.

The School's Admissions Policy gives a higher priority to the children of members of staff. In addition, all full time staff, teaching and non-teaching, are entitled to a 33% remission of charges (pro rata for part-time staff.)

The School offers membership to appropriate pension schemes for non-teaching staff members and membership to the teachers' pension scheme.

Members of staff paid via Surrey County Council can sign up to Surrey My Reward Scheme, which offers, amongst other things, discounts to popular high-street shops including Marks & Spencer, Costa, Argos, Topshop and Topman.



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GET IN TOUCH

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ROYAL ALEXANDRA & ALBERT SCHOOL

Patron: Her Majesty the Queen
President: Her Royal Highness The Duchess of Gloucester
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