

# Why work for The Regis School?



**The Regis School**  
The best in everyone™  
Part of United Learning

# Why work for 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 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 – you.



**The Regis School**  
The best in everyone™  
Part of United Learning

# About Our School

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 tough profession, but with the right support and a commitment to seeing the best in each other, we work tirelessly to find creative ways to educate. With access to a Group-wide curriculum, an intranet platform that enables sharing of resources and opportunities for work shadowing and mentorship, we're focused on making work more manageable, and more creative.

The Regis School is a secondary 11-18 school with specialist sports college status with over 1500 pupils on role. We are an open and 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. Around 50 of our students progress to Higher Education each year.

The Regis School has a well qualified, dedicated supportive and enthusiastic staff team. There are 110 teachers and 86 support staff, all of whom are committed to providing the best possible education for 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.



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, plus a number of 'bolt-on' options.

Your wellbeing is our 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.

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

- Significant investment in your continuing professional development each year
- Enhanced pay scales
- Free health care package (subject to criteria) for first year
- Accelerated progression for Outstanding teachers
- Reduced Gym Membership
- Entitlement to United Learning's Staff Benefits package
- 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



**The Regis School**  
The best in everyone™  
Part of United Learning

# Working in a Rights Respecting School

**“Through its Rights Respecting work, The Regis School has created a positive learning environment where all students are empowered to become active citizens, both within and beyond the school gates.” Frances Bestley, UNICEF UK**

**As soon as you walk into The Regis School you know you are somewhere special and unique. The colourful wall displays, awe inspiring art work and wonderful photography all make reference to the United Nations Convention on the Rights of the Child. It is immediately clear that it is this that unites the entire school community and as a member of staff here I can say it is the glue that binds us.**

**We have achieved the Gold Award, which is the highest given by UNICEF UK and as such we place the convention at the heart of all we do. It helps us ensure the best interests of the child is at the forefront of our planning and decision making. Our students and staff are confident in the language of the convention and it has given us all a framework as to why we do what we do, from upholding a child's right to an education to ensuring a child's voice is listened to. By working together we have created classroom charters called The Regis 10 which are our mutually agreed set of citizenship standards to ensure learning can take place in a safe, happy and respectful environment.**

**We are incredibly proud to be an Ambassador school for UNICEF and regularly showcase our best practice to other schools and organisations. This has led to amazing opportunities for both staff and students including being asked to represent UNICEF at 10 Downing Street and students taking on ambassadorial roles at national and global level.**

**As a Geography teacher I can easily include key concepts such as sustainability into lessons and the fact students and staff speak a common language makes it much easier for my class to grasp difficult concepts and to make cross curricular connections. All our learning environments are rights respecting where there is a strong emphasis on mutual support and collaboration and students have a voice, make choices and lead learning. The rights respecting framework helps structure our planning and classroom management resulting in happy, respectful classrooms.**

**New staff are given training and induction into the Rights Respecting School process and this is often led by the students themselves. There are also opportunities for staff to get involved as Staff Champions or members of our RRS forum.**

**Ofsted described RRS as what makes the schools ‘heart beat’ and that sums it up perfectly!**

**Caroline Saunders  
Assistant Principal**

# A personal reflection on CPD opportunities offered at The Regis School by Mr Gardner

The Regis School has offered me many opportunities to further my career and improve my professional profile since joining in 2009, and moving from middle to senior management within that time. The school runs an outstanding CPD programme which has taken on many guises to fit the fluidity of need within the teaching, support and associate staff body. This includes observing others teaching, working in lesson study trios to develop area of practice with like-minded staff, being involved in seasonal CPD markets with the sharing of quick wins and small effort-large gain skills, all of which can transform areas of teaching and learning for staff overnight. Feedback from visitor 'drop ins', NQTs and experienced staff observations are always invaluable and the use of Star Lesson can help you pin point areas of practice that need honing and refining.

On larger scales, the CPD offered by working with such a forward thinking leadership team has allowed me to progress to my current role and stay at a school I feared I would have to leave to move on the next career step. With the support of United Learning I have attended training in my role as Head of Faculty for Science by visiting other United Learning schools in the south, either to attend leadership conferences or to gain training required for curriculum changes and alterations.

I have been fully trained as a first aider for the school, been invested in to drive school vehicles and manage Radioactive Sources. TRS and the trust have also provided invaluable guidance through specialist advisors visiting to support change and progress as well as introducing new tools, such as PIXL, to transform assessment.

My move to Senior Management involved leading change in Mathematics for a period of time. To support this I have now taught maths and have also completed a maths conversion course to sit alongside my experience in teaching Science to KS5. This is an invaluable investment for the school and me personally and professionally. I have been offered and taken the opportunity to complete some MA units towards a leadership and management Masters Degree, supported and funded by TRS.

More recently in my full Senior role I have attended Leadership residential courses which have been immersive and immeasurably valuable in developing my transition from middle management to senior level. Alongside this TRS has supported my time to be present at Senior Manager Network Meetings and to bring back strategies to support my areas of responsibility.

In summary, I feel my career pathway has flourished at TRS and opportunities are plentiful if you wish to take them. With outstanding support and personalised professional development, TRS is an ideal arena to start or continue a successful career in schools.



**The Regis School**  
The best in everyone™  
Part of United Learning



# Enhanced Pay Scales at The Regis School

from September 2018

## Main Scale Teachers Pay

- M1: £23,720
- M2: £25,594
- M3: £27,652
- M4: £29,780
- M5: £32,126
- M6: £34,665

## The Regis School Professional Teachers

- PT1: £25,114
- PT2: £27,021
- PT3: £28,756
- PT4: £30,667
- PT5: £33,062
- PT6: £35,604



**The Regis School**  
The best in everyone™  
Part of United Learning



# Enhanced Pay Scales at The Regis School

from September 2018

## Upper Pay Scale Teachers Pay

- UPS1: £36,646
- UPS2: £38,004
- UPS3: £39,406

## The Regis School Experienced Professional Teachers

- EPT1: £37,012
- EPT1a: £38,066
- EPT2: £39,161
- EPT2a: £40,416

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

**EPT3: £41,158**



**The Regis School**  
The best in everyone™  
Part of United Learning

# ARENA SPORTS CENTRE

## Arena Sports Centre & Arena Gym use and entitlement

### 50% Discount off the standard anytime membership

#### Opening hours of Arena Gym

(including Regis School use)

The Arena Gym opens to the public at the following times

Monday – Friday	06.30 – 22.00
Saturday	08.30 – 18.00
Sunday	08.30 – 20.00

The Fitness Hub to be used by **The Regis School exclusively** from 08.30 – 16.30 weekdays during term time

#### Off Peak Times

Off peak time are as follows

Weekdays	08.30 – 16.30
Weekends	11 – Close

During off peak times the Fitness Hub will be closed off to the public during term time when it will be available to be used exclusively by The Regis School

#### Term/Non Term

The Arena Management Team do not propose to set up a termly membership but to will offer casual, Monthly Direct Debit and Annual Membership at great value.



**The Regis School**  
The best in everyone™  
Part of United Learning

## Promotions and other benefits

- ✓ All membership options entitle the cardholder holder to unlimited “anytime” Arena Gym use.
- ✓ Centre membership entitlement for all Arena Sports Centre facilities including courses and classes.
- ✓ All campus staff who may not wish to use the Arena Gym are entitled to free Arena membership (partner and children under the age of 16).
- ✓ Discounted Arena Parties! 25% discount off for immediate family. (This does not include table or room hire.)
- ✓ A 2 week window at the start of each term will be available for Campus Staff to join the Arena Gym for free. This cut off date to be agreed by Arena Sports Centre Management at the start of each term.
- ✓ 50% discount on joining fee at all other times.



Stepping Stones is a 'Good' nursery based on Ofsted's latest inspection. It is based in two buildings, either side of a well designed outdoor play area for the children to free flow between in and out of doors in all weathers. The baby unit has two rooms and a sensory room for all ages. The Caterpillar Room aged 3 months to rising 2's, The Bumble Bee Room rising 2's to rising 3 years olds. The nursery unit has two rooms, The Ladybird Room rising 3's to rising 4 year olds and The Butterfly Room rising 4's to 5 year olds.



A 10% discount is applied to The Regis School Staff who are a parent of a child attending the Nursery



### Staff Training

The nursery staff take part in regular in-service training, as well as professional training organised by WSCC through the Early Childhood Service. Our aim is to develop and update staff needs to continuously enable us to develop as a nursery providing high quality care.

### Opening Times

Monday - Friday 7.30am – 6pm

The nursery will be closed on Bank Holidays and Public Holidays



**The Regis School**  
The best in everyone™  
Part of United Learning