



# Royal Grammar School

Amersham Road, High Wycombe, HP13 6QT

Website: [www.rgshw.com](http://www.rgshw.com)

A selective day and boarding school for 1432 boys

## Junior Rowing Coach

Applications should be made to the Headmaster's PA, Denise Chick, by **8am, Monday 6 June**,  
by email to ([dmc@rgshw.com](mailto:dmc@rgshw.com))

Earlier applications would be welcome and shortlisted candidates may be interviewed before the closing date.

The selection process is outlined within this pack.

**The Royal Grammar School is committed to promoting the safety and welfare of all pupils.**

**Appointment is conditional upon at least two satisfactory references.**

**All staff are required, before taking up post, to undertake an enhanced criminal record check through DBS.**

### Information for Candidates





## FROM THE HEADMASTER

RGS is an exceptional place. We have a vision to be seen as world class in offering those most naturally able the best that a state funded school can offer. We have a proud tradition, dating back to the 13<sup>th</sup> Century of educating young men.

We have high academic standards, excellent examination results and consistently feature amongst the top state schools in England. Almost all students progress to good universities including approximately 15 to Oxford and Cambridge, other stellar institutions and to the USA.

Our broad and balanced curriculum is not the full story and we look far beyond its confines with a vast array of co-curricular opportunities unparalleled, I believe, in the state sector.

Our innovative teachers deliver a high-quality classroom experience combined with exceptional pastoral care. We ensure that, in this large school, every boy is known as an individual.

We encourage all Wycombiensiens to be self-confident, positive, healthy and enquiring young men who acquire the qualities of tolerance and respectfulness embodied through a modesty of manner. The result is a happy, close-knit community where we enjoy each other's company, and friendships for life are formed.

Most of our students are day boys. Boarding, however, has a unique capacity to shape the lives of young people and RGS offers this provision to 70 boys. Full and weekly boarding is on offer and pays a substantial role within the life of the school.

You will very much enjoy working with the boys here who are courteous, committed, caring and entertaining. The commitment and dedication of staff who all work towards achieving our vision are the vital component in ensuring the success of RGS. We are looking for well-qualified and enthusiastic colleagues to join us who are passionate about their subject and responsibility, and are willing to go the extra mile to be a part of our exciting journey.

I hope that you find the information of use and look forward to receiving your application if you feel that this opportunity would suit what you have to offer. Thank you for your interest in RGS.

I am delighted that you are considering joining us.

Best wishes

Philip Wayne

[Media Video](#)





## Departmental Information

### Junior Rowing Coach

#### Background

The RGS is an outstanding boys' grammar school in High Wycombe. The school caters for boys aged 11-18 and has an outstanding reputation both academically and for sport. We are looking for to appoint one or more part-time Junior Rowing Coaches.

The successful applicant can start as soon as the process is complete or at the latest at the start of the Autumn term.

RGS High Wycombe Boat Club is based on the water at Longridge Activity Centre, Marlow, which provides a 5km stretch of water for training between Marlow and Cookham; the boys also have access to facilities at the school for land training. Rowing is a popular co-curricular activity at the school but is not a curriculum sport. Training takes place after school and at weekends. There has been a rowing club at the school for more than 65 years. Since 2016, the club has been led by a paid part-time coaching team and has doubled in size.

The school club, although small for many years, has medalled at the Scullery, National Schools Regatta and British Junior Rowing Championships. The school has twice represented GB in the annual GB vs France match: a J16 Quad in 2014 and a J16 double in 2016. Several boys have been selected for further training following the Junior GB trials. Two old boys of the school have rowed in Oxford Isis boats. This year, one J16 rower has been identified by the GB rowing programme.

The school annually runs a successful Easter Learn to Row course for J13s. In the last five years, the course has attracted a significant number of boys as a result of the club's successes. This year over 40 boys have signed up for the Learn to Row group. In 2021/22 the club consist of 30 J14s, 28 J15s, 15 J16s and 7 J17/J18s. The majority of the senior boys have been sculling since they were J13s.

The club has three coxless quads, five coxed quads, five doubles and six singles as well as four launches. In the autumn and early spring term, the rowing club has a training space at the school for land training; the club has sixteen ergos. The boys also use the school gym supervised by the strength and conditioning team.

The club is actively supported by a "Friends of Rowing" who fundraise for the club and support the boys providing practical help with boat maintenance and transport to events. The club is funded through parental donations.

#### Purpose of Role

- To assist in the training of both the Junior and Senior squads

#### Outline of Role

- The Junior Rowing Coach is responsible for ensuring high standards of training and welfare.

#### Personal attributes

- It is essential that the Junior Rowing Coach has the self-confidence to direct the junior rowers.
- They must have a desire to succeed tempered by a sense of fairness and responsibility for the mental and physical welfare of the rowers.

#### Qualifications

- **Rowed for at least 3 years and performed well at a national level.**
- **RYA Power boat level 2 certificate**
- Must have a current driving licence.
- **Advantageous:**
  - o First Aid Certificate
  - o Level 2 Coaching in Rowing



## Junior Rowing Coach Job Description

### As Junior Rowing Coach

**Accountable to:** Head of Rowing

- Coaching and developing the squad, to achieve their full potential whether at the national level or for pleasure.
- Working in accordance with the club safety plan, including registering pupils at each session. If necessary,
  - Selecting races and events that are manageable with the resources allocated in collaboration with the Head Coach
  - Providing fair and balanced crew selection methods for local and national races in collaboration with the Head Coach
- Following school policies as agreed by the governing body
- Undertaking other duties of an appropriate nature as may be reasonably required by the Headmaster

The coaching squad work after school weekdays 4-6pm at Longridge or at School when conditions/light require. We fully use the weekends offering sessions from 8am to 4pm on both Saturday & Sunday in small groups of around 5.

Our coaching team include elite rowers, students studying sports science and masters rowers who also coach.

We are looking for coaches to help us make the best of the hours and resources available. Please let us know in your application when you can offer to coach.

*This job description is written at a specific time and is subject to change as the demands of the governors and needs of the School change. The role requires flexibility and adaptability and employees of the School need to be aware that they may be asked to perform tasks and given responsibilities not detailed in this job description.*



## General Information

This is general information for all who apply for a post at RGS. Some of it will not be relevant to this post, but I trust that you will find it useful in forming a picture of the School.

### Support staff at RGS

Support staff at RGS provide a vital role in ensuring that the School not only runs smoothly but continues to develop. Whether joining one of the administration teams, being a technician, a support assistant, gap student, and working on the finances or around the extensive school estate, RGS welcomes colleagues from all backgrounds to bring an added dimension to our staff body. A range of roles exists from part time, term time only to full time and support staff have excellent opportunities to contribute towards school life. Although we do not ask our support staff to undertake teaching roles, we warmly encourage participation in school trips and co-curricular activities.

### Facilities at RGS

- All-weather sports facilities.
- Rolling programme of classroom and laboratory refurbishment into 'state of the art' learning spaces
- Purpose-built language and music suites.
- The Rennie Mathematics Building with extensive, modern facilities
- Purpose-built Fraser Youens Boarding House for 70 boarders [Boarding video](#)

### Salary, benefits and wellbeing at RGS

Support staff are paid on the RGS scales, which are closely related to the locally negotiated Buckinghamshire Council pay range. For the benefit of support staff, the School participates in the Local Government Pension Scheme. We are a mutually supportive team and endeavour to ensure that all staff have a healthy work / life balance.

We offer	Wellbeing
<ul style="list-style-type: none"> <li>• Excellent pension scheme</li> <li>• Cycle to work scheme</li> <li>• Free membership of the School's Fitness Suite</li> <li>• Free use of the swimming pool</li> <li>• Tax efficient purchases of gadgets through the tech scheme</li> <li>• Staff common room with free tea &amp; coffee</li> <li>• On site hot and cold food</li> <li>• Social functions/concerts/plays etc</li> <li>• Car parking onsite</li> <li>• Accommodation (limited)</li> <li>• Long service awards</li> </ul>	<ul style="list-style-type: none"> <li>• Staff football</li> <li>• Staff Yoga</li> <li>• Staff badminton</li> <li>• Staff tennis</li> <li>• Staff touch rugby</li> <li>• Christmas party</li> <li>• Secret Santa</li> <li>• Secret buddy</li> <li>• Wellbeing group meetings</li> <li>• Common Room cake day</li> <li>• Wellbeing week</li> <li>• End of term get-togethers</li> </ul>

### Common Room at RGS

The Common Room exists as a formally constituted body of the teaching and support staff within the School. The committee consists of a Chairman, Treasurer and Secretary. The Common Room provides a cohesive, stimulating and enjoyable environment and a variety of social functions are organised throughout the year.

The Common Room is well equipped and includes tea and coffee making facilities, provided free of charge to all staff, a lounge, kitchen area and staff shower rooms. The Common Room subscribes to a range of national and local newspapers and journals. On a day-to-day basis, the Common Room acts as an important facility for staff to meet socially, collect mail and circulars, share information with others and relax!

## Appointment

The Royal Grammar School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. All appointments are subject to:

- the obtaining of an enhanced DBS clearance;
- confirmation of your eligibility to work in the UK; and
- receipt of two satisfactory references.

## Equal Opportunities

The Royal Grammar School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation. Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice. The Headmaster is responsible to the Governors for monitoring this policy. The school operates an Equality Cohesion Policy. The School is a non-smoking establishment.

## Our vision for RGS

- For RGS to become a world-class school in all respects
- To be the boys' school of choice in south Buckinghamshire where young men are nurtured to become the inspirational leaders of tomorrow.

## Our commitment to your development

Staff at RGS are dynamic, talented and innovative. We have an excellent reputation in preparing colleagues for the next stages of their career whether as teachers or support staff. We pride ourselves in attracting and retaining staff of the highest quality, supported by outstanding provision of professional development. It is difficult to encapsulate the spirit of RGS in words, but suffice it to say that all who work here regard it as a very special school indeed. Alongside a commitment to excellence is the sense of belonging to an exceptionally friendly community, where there is always genuine support for colleagues. To see the full range of activities undertaken at the school, we would encourage you to visit our website ([www.rgshw.com](http://www.rgshw.com)).

## High Wycombe

The Royal Grammar School is about one mile from the centre of High Wycombe, which has a large shopping centre, several out-of-town shopping areas, a theatre, two multiplex cinemas, new sports centre with a 50m competition pool and a large Waitrose. High Wycombe is 25 minutes from London Marylebone on a fast train, the station being 10 minutes' walk from the school. The town is well-served by cultural and sporting activities. There is little housing in the town itself though within a short distance the suburbs, with a range of housing stock, commence in all directions. High Wycombe is surrounded by attractive villages, which offer a range of housing from idyllic cottages to large detached properties in the countryside. The town of Marlow, an attractive riverside market town, is a few minutes' drive and Oxford is easily reached via the M40 or by train. Buckinghamshire is renowned for its schools with a range of excellent state primary schools, prep schools, grammar schools and non-selective secondary schools.

## How to apply

Along with a completed application form, further information should include a letter of application and a current curriculum vitae. Your application can either be completed online or emailed to the Headmaster's PA ([dmc@rgshw.com](mailto:dmc@rgshw.com))

## Interviews

Those being called for interview will hear within two days of the deadline when full details of the interview process will be given. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK.