



# 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

## Sports Graduate Coach

(Live in role)

In association with RGS HW and Areté Performance Limited

Term time only (plus minimal out of school hours)

Start: October 2023

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

**Please note applications for this position will be reviewed on a rolling basis, so we recommend applying as early as possible to avoid disappointment.**

Along with the completed application form, please include a letter of application and a current curriculum vitae, which should include the names, addresses, telephone numbers and email addresses of 2 referees.

Those being called for interview will hear within two weeks of application, when full details of the interview will be given.

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

**Appointment is conditional upon at least two satisfactory references. Social media checks may be carried out for shortlisted candidates.**

**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 15-18 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





## Role Information: Sports Graduate Coach

### Background

The RGS is an exceptional 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 now seeking a Sports Graduate Coach to join our inspirational sports department, working alongside highly qualified coaches.

If you are a highly motivated, inquisitive, resourceful individual who is seeking constant self-improvement in order to always learn and develop as a coach, we would like to hear from you. The selected candidate will be driving the standards of sporting and academic abilities and behaviour already in place within the school environment.

This is a unique opportunity, designed with the development of the long-term career and employability of the successful candidate in mind. As such you should only consider applying for this role if you are passionate about coaching and are fully committed to pursuing this path.

### Outline of the Role

The role is diverse and varied in nature, working with the sports department to support and deliver the Physical Literacy aspects of core PE lessons and the whole school Athletic Development Curriculum. You will gain experience assisting in the planning and delivery of sports camps and be accountable for the planning & delivery of the Athletic Development of one of the key core sports; Rugby, Hockey, Cricket. The role provides the opportunity to immerse yourself with the external and internal school fixtures.

In addition to the coaching and sporting aspects of the role, you can expect to work as a team in covering boarding house supervision duties and getting to know our boarders.

### Personal Attributes

- Experience within the discipline of Strength and Conditioning/Athletic Development is essential.
- Possession of professional coaching qualifications would be beneficial.
- An ability to engage and motivate young people in athletic development practices and foster an enjoyment and understanding of athletic training.
- Well-developed administrative and organisational skills.
- Ability to work in a team and large department.
- Strong work ethic, punctual, reliable and committed to personal development.
- Be able to promote safeguarding and child protection in an educational setting.

### Training

Areté Performance will be supplying the training for aspects of the role and as part of this position you will receive a personal mentor from Arété Performance with vast experience in elite sports and coaching to support your growth as a practitioner. You will be provided with access to elite sporting environments Arété's Lyceum and Coach Development Club, as well as in-house training and an individual learning pathway to maximise your development.

### Benefits

- Accommodation and utility bills (personal phone calls not included).
- Wireless internet connection is provided within the accommodation.
- Weekly meals (while boarders are in residence).
- Use of the school's sports facilities.
- Structured Individual Development Plan and training provided by Arété Performance Limited.
- Opportunities to gain additional remuneration with Arété Performance Limited and/or RGS.



## Job Description Sports Graduate Coach

<b>Contract:</b>	Term Time Only, plus Summer/Easter/Rugby Camps
<b>Hours:</b>	Approx. 27 per week, dependant on co-curricular programme and boarding requirements
<b>Days:</b>	Monday to Friday, some weekend fixtures and boarding activities
<b>Remuneration:</b>	£12,334.55 to £12,625.31 per annum, plus additional opportunities
<b>Benefits:</b>	Accommodation, meals, training

### Job Purpose

The role is diverse and varied in nature, working with the sports department to support and deliver the Physical Literacy aspects of core PE lessons and the whole school Athletic Development Curriculum.

### Key Responsibilities

#### 1. Sports Graduate Coach

- Working with students of all ages within PE lessons to implement the curriculum
- Delivering the Athletic Development Programme and supporting the teacher in the delivery of lessons
- Working with Areté to deliver the relevant programmes for the 3 Core Sports and leisure gym use
- Assisting with the delivery of coaching school sports as required and to take co-curricular fixtures, including Saturday fixtures
- Assisting in the travel requirements of teams going to fixtures by driving the school minibus (training will be provided) as appropriate

#### 2. Sports Graduate Coach in the Boarding House (minimal hours)

- Supporting boarding staff and assisting with the supervision, care, safety, good discipline and pastoral wellbeing of all boarders
- Assisting with safeguarding and promoting the welfare and pastoral care of boarders
- Assisting with maintaining discipline by promoting positive behaviour and relationships, and fostering an acceptance of the codes of conduct of the house and school
- Being on duty as a lifeguard whilst boarders use the swimming pool
- Undertaking other duties of an appropriate nature as may be reasonably required by the Headmaster

### Person Specification

#### Essential Qualifications, Experience and Skills

- Qualified to degree level or equivalent, ideally a sport related degree.
- Experience within the discipline of strength and coaching/athletic development
- Highly organised with good administration skills
- Ability to foster relationships and motivate young students

#### Desirable:

- Professional coaching qualification
- A clean driving licence
- RLSS Lifeguard qualification
- A first aid certificate

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.**

### Teaching at RGS

There are approximately 90 teachers at the Royal Grammar School. RGS teachers are hardworking, gifted professionals who are able to inspire pupils with their enthusiasm and subject knowledge. They are committed to providing high quality teaching as well as playing a full and purposeful role in the School's extensive co-curricular programme.

Our teachers are specialists in their subjects and most have postgraduate teaching certificates. Those arriving without a PGCE are encouraged and supported to gain such a qualification soon after appointment. Continuing professional development is strongly encouraged and the School has good links with local universities, teaching schools and industry. We are associated with the Astra Alliance Initial Teacher Training programme, offering 'on the job' training in certain subjects, some with bursaries. Further details on request.

The School also follows the Astra Alliance induction programme for Newly Qualified Teachers, led by the professional tutor. We have a healthy balance of staff, from NQTs to very experienced teachers, as well as a wide spread across the age range. This mix of experience and background provides for a happy, stimulating and rewarding environment. The staff common room, in School House, is a busy and vibrant place.

### Opportunities at RGS

As a teacher at RGS, you will also be expected to contribute in some way to the School's extensive co-curricular life. You will be encouraged to use your personal strengths and interests, and may even wish to become qualified in areas previously unimagined. Sport, music and drama are significant strengths as is the Combined Cadet Force and the Duke of Edinburgh scheme. The vast array of clubs and societies take place each week and RGS members of staff are rich in experience and expertise, which helps to maximise the wealth of activities on offer to our boys. The vast amount of worldwide travel involved in our expeditions, sports and musical tours and subject-based visits provides an unparalleled opportunity for both staff and students to broaden their horizons.

Perhaps most importantly, you will join our strong pastoral team as a form tutor, which gives all staff the opportunity to get to know a group of boys well and outside your teaching subject.

### 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 as identified above.

### Facilities at RGS

- All-weather sports facilities.
- Gym Fitness Suit
- 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

We are fortunate in having all our teaching facilities and games fields on a single estate, and all academic departments are housed in their own separate areas with specialist equipment and technical support where appropriate.

Computers are in extensive use throughout the school, and all teachers are given the use of a laptop and an iPad with appropriate training, supported by an effective WiFi system.

Sports facilities include 33 acres of playing fields, a 25-metre indoor heated Swimming Pool, Cricket nets, Eton Fives courts, a modern Fitness Suite, Sports Hall with sprung floor and a Cricket Pavilion. Recent acquisitions are a floodlit all-weather surface, a new rugby pitch and an extension to the gym.

### Accommodation

Within this role there is onsite accommodation available in a shared house for three Sports Graduate Coaches.

### Salary, benefits and wellbeing at RGS

Teachers' and leadership salary scales broadly follow the National Scales, fully reflecting qualifications, responsibility, experience and performance. The School participates in the Teachers' Pension Scheme. 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;
- view of original degree and teaching certificates; 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.

## Results

Our results speak for themselves. We do not, however, rest on our laurels and set ourselves ambitious targets.

- 72.4% of boys accepted Higher Tariff universities.
- 18 were successful for entry to Oxford or Cambridge and 2 to Ivy League USA

## 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 find us:** Amersham Road, High Wycombe, HP13 6TQ

**By road:** If travelling from the M40, leave at Junction 4. Follow signs for A404. RGS is situated at a set of traffic lights on the left-hand side at the top of the Amersham Hill.

**By rail:** High Wycombe Train Station is situated on the Amersham Road and is 20-minute walk (uphill).

## 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 one week 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.