



RUGBY COACH
(Part Time)
(Self-Employed)



RGS



PART-TIME RUGBY COACH (Self-Employed)

Newcastle upon Tyne Royal Grammar School

Required as soon as possible.



THE POSITION

We are seeking a dynamic and well-qualified rugby coach to support our existing coaching team in driving forward the rugby experience for our students.

Rugby is, and has been, an integral part of the school and the sports programme for many years. 2027 will see the 150th anniversary of the school's rugby club. As well as the traditional format of 15 a-side, our students regularly play 7's, non-contact versions such as touch and tag, along with modified versions to suit the abilities of the students and the opposition. The numbers of girls playing rugby is also growing, which is exciting.

The successful candidate will be an experienced coach who is willing and ready to build on our current strengths and contribute and deliver a high-level sports provision for pupils with an emphasis on promoting a culture of excellence in performance.

As part of the Rugby team the role will include assisting the Head of Rugby to develop and improve rugby at the RGS. The primary responsibility of the Rugby Coach is the planning and coaching of rugby at school, including fixtures mid-week and Saturdays, lunchtime and after school rugby sessions where required.

You will be someone who shares in our belief that RGS should be a school where sport plays a key part in providing the best all-round education for its students.

The coach will report directly to our Head of Rugby.

Engagement Information: Part-Time, Self-Employed Rugby Coach
Closing Date: 9.00am Monday 14th August 2023
Contact: Angela Ponton (Director of Sport) a.ponton@rgs.newcastle.sch.uk

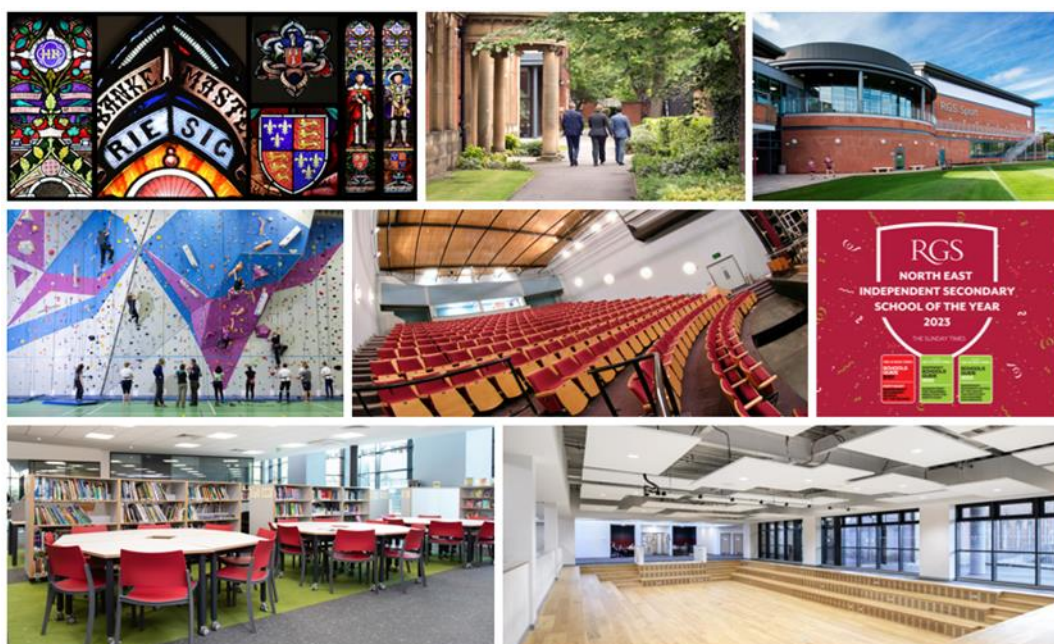


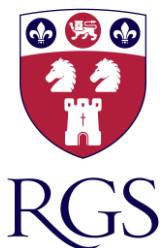
THE SCHOOL

Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools, and the Sunday Times' North East Independent School of the Decade 2020. Most recently, RGS was awarded the Sunday Times' 2023 North East's Top Independent Secondary School for Academic Performance. We regularly lead all northern schools in national league tables and pride ourselves on academic excellence, a high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

RGS has grown substantially in recent years. There are now some 1,340 students, over 260 of whom are in the Junior School. The Sixth Form of 350 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 43% of the school.

The school is based in the heart of the city, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a new Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.





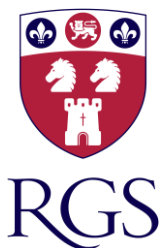
THE SPORTS DEPARTMENT

The RGS Senior and Junior Schools offer a fantastic range of sports to students through curricular PE and swimming, timetabled games and co-curricular sports. All students are encouraged and have multiple opportunities to represent the school and sport offers opportunities at all levels. Staff are mainly multi-disciplined and work with teams across a full range of sports and all age groups.

The sports facilities include four rugby pitches (one on-site and three a short 5-minute walk), a full-size football pitch, a six-lane 25-metre swimming-pool; two sports halls; strength and conditioning studios; dance facilities; a designated PE/sport classroom and changing-rooms to accommodate all the school's foreseeable sporting needs. On-site the school has an excellent all-weather hockey (multi-use) pitch, netball courts, tennis courts and one rugby pitch. For cross-country running both Senior and Junior Schools use the adjoining Exhibition Park and Town Moor. For cricket the school owns the Jesmond cricket ground which is a 5-minute walk away from the main school and we regularly use the Northumberland Lawn Tennis club for tennis, squash and badminton facilities.

All year groups have a games afternoon every week, giving the opportunity for all students to be involved in a comprehensive programme, as well as to play in fixtures. Students in Years 7 to 9 get one hour of timetabled PE a week, and an hour of swimming every fortnight. In Years 10 and 11 they get one hour of PE, or swimming on a rotation each week. Alongside curricular PE, swimming and games, the department delivers AQA A level and will offer AQA GCSE PE for the first-time next year. We also offer opportunities to develop leadership skills in sports, as we feel it is important for our students to develop leadership skills alongside their physical skills.

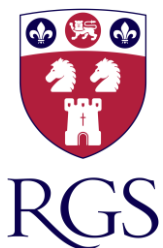




In sport we want all students to participate, whilst also striving to be the best they can, and there are inter-house competitions and school teams for rugby, hockey, football, netball, cross-country running, swimming, cricket, rounders, athletics, basketball, badminton, squash, tennis, athletics and gymnastics. These sports have clubs during the week, before, during and after school. Fixtures are played mid-week and on Saturdays where we have the opportunity to travel further afield to take on suitable competitive fixtures. Teams compete at all levels. In rugby the senior rugby team have recently won the prestigious invitational St Joseph's Festival and Rosslyn Park National 7s. This year they reached the quarter finals of the National RFU U18 Schools Cup. Last year our U15 team were plate winners at the Invitational Langley Festival and our U16 team were winners of the RGS 7's competition for the first time. The school has produced international players in various age groups. We currently support many individuals who are in the RFU Falcons Academy pathways and we currently have 7 Old Novos (former students) contracted with Newcastle Falcons and other ON's playing in the Premiership and abroad.

In other sports the school regularly reaches national finals, last year our senior girls were National Tier 2 hockey champions, which promoted them into Tier 1 National League and the senior netball team made the National finals. Our swimming, cross-country and gymnastics teams all reached National finals with many of our gymnastics teams being crowned British Champions. Most importantly we have put out many teams across all ages, giving as many students as possible the opportunity to represent the school at many different sports.





PEOPLE

The Senior School Sports Department has nine full time and one part time members of staff, alongside a full-time swimming teacher who works across the Junior and Senior School. Senior School staff do teach Games in the Junior School where there is two full time and one part time members of staff. Specialist coaches visit the school to deliver certain activities and strengthen the provision in our major sports alongside staff outside the department, who contribute allowing us to put out as many teams in different sports as we do.

MAIN DUTIES AND RESPONSIBILITIES

Reporting to the Head of Rugby and working in collaboration with the Director of Sport, the coach will:

- Plan, deliver and lead high quality rugby sessions to RGS students.
- Encourage pupils to gain and develop skills, knowledge, and techniques.
- Inspire confidence and self-belief and “role model” the skill set of a professional sports person, actively promoting the inclusion and accessibility of sport to all pupils.
- To promote an ethos of good conduct on and off the field in all sports, and to promote high expectations and high levels of effort from all pupils.
- To ensure that our programme is fun and enjoyable for all of our students.
- Take responsibility for professional development, participating in staff training including.
- Delivering rugby sessions in pre-season, games lesson, at lunchtime and after school as required.
- Take responsibility for an age group team for Saturday and midweek home and away fixtures both in the Autumn (15-a-side) and Spring (7-a-side) terms.
- Provide 1 to 1 position specific coaching of the students when required.
- Take part in school sport tours / trips when necessary.
- Assist the Head of Rugby with developing the coaching and refereeing skills of the current RGS Staff.
- Any other duty as required by the Director of Sport and/or Head of Rugby.
- The minimum expectations are 1 Games lesson, 2 afterschool practices and all Saturday fixtures but will be subject to change.

PERSON SPECIFICATION

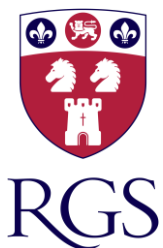
Qualifications, Education and Training

- Minimum RFU Level 2 and looking to work towards Level 3 qualification in coaching rugby.
- First aid qualification would be desirable.
- The ability to coach other sports would be beneficial.
- Good ICT skills. A knowledge of the Veo and Coachlogic platforms would be desirable.

Knowledge and Experience

- Previous experience of working with children of a wide ability range and enhancing development of skills and talent.
- Experience of working aspirational rugby players.





PERSONAL QUALITIES

- Personable, supportive, self-motivated, and able to motivate and work both in a team and to lead that team.
- Genuine passion for working with and coaching young children and creating an environment where students all participate enthusiastically and strive to do the best they can.
- A strong role model who can lead by example and demonstrates high standards of behaviour and promotes positive relationships with all stakeholders, students, staff and parents.
- An excellent communicator, both interpersonal and public, with the ability to build and maintain quality relationships with students, colleagues and parents.
- An excellent planner who is able to create new ideas, initiatives and implement them alongside challenging current practice and thinking.
- An effective worker who can perform efficiently without supervision and delivers high quality coaching to all pupils.
- Understanding and commitment to equality of opportunity for all.
- Committed to developing further professional knowledge, skills and experiences.
- The ability to be flexible where required.
- An understanding of, and commitment to, the special needs of working with young people. These include safeguarding, health and safety, security and handling confidential information at times.





MAIN TERMS OF SELF-EMPLOYED CONTRACTOR

- We anticipate that the engagement will commence during September 2023, but the actual start date is subject to satisfactory completion of the Government's safer recruitment checks for individuals working with children/young people.
- The self-employed contract is for one academic year in the first instance and will be reviewed annually. Coaching sessions will fall primarily within the Autumn and Spring terms.
- The majority of coaching will take place during normal term time but there may be some activities that continue during the school holidays.
- We anticipate that the coach will provide approximately 5-10 hours of rugby coaching during the Autumn Term and approximately 3-5 hours during the Spring Term.
- The days of work are Monday to Saturday; daily hours may be variable depending on coaching/games sessions but are generally within normal school operating hours. Flexibility will be required due to the nature of the role. Start and end times of sessions may vary and will be set in advance and in agreement with the Director of Sport or Head of Rugby. The minimum expectations are 1 Games lesson, 2 afterschool practices and all Saturday fixtures but will be subject to change.
- Whilst exact working times may vary, the earliest start time would be 7.45am and the latest finish time would generally be 5.30pm, unless involved in any fixtures and other activities.
- There may be opportunities to attend trips and tours that happen during term time and holidays.
- Self-employed Rate: To be discussed with candidates during interview and dependent on experience and qualifications. Day rates for home and away Saturday fixtures will apply.
- Payment terms: Payment is issued within 30 days after invoices are approved.
- As a self-employed independent contractor, you would be expected to demonstrate you have up to date and sufficient public liabilities insurance and will be responsible for your own professional membership subscriptions that may directly support this role. You will also be fully responsible for all taxation payable in relation to this position.
- Self-employed independent contractors must comply with the Department for Education's statutory guidance on "Keeping Children Safe in Education" and the Safer Recruitment Consortium's guidance for safer working practice for those working with children and young people in education settings, each as amended from time to time. You must also comply with the school's policies on Health and Safety, Safeguarding, Acceptable Use (of IT), BYOD and the RGS Ethos.

- All Self-employed independent contractors are obliged to comply with our safer recruitment checks for having contractors in schools and are expected to keep their safeguarding training up to date. RGS require them to attend the RGS annual safeguarding refresher at the start September every academic year. Failure to provide evidence of training either at RGS or through an equivalent training provider will mean that the individual will not be permitted to work with students until the relevant training has been undertaken.
- There will be a regular dialogue between the Head of Rugby and Self-Employed Rugby Coach to discuss the effectiveness of this arrangement for the school and the coach.
- Any decision to re-engage with the Rugby Coach after the first academic year will be at the school's discretion. Confirmation of any re-engagement would be sent to the Rugby Coach before the end of each academic year, should the school wish to continue with the arrangement.





HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

If you have any queries, please do not hesitate to email Angela Ponton (Director of Sport), details can be found below. If, having looked through the website (www.rgs.newcastle.sch.uk) and read this Engagement Information pack and the Information for Applicants, you think this particular post would suit you, please say so (and why) in:

1. A covering letter and
2. A fully completed RGS application form.

You must complete the application form, even if you want to also attach a CV. You are welcome to apply electronically, please email all documents to jobs@rgs.newcastle.sch.uk by the closing date.

The closing date for this role is 9.00am Monday 14th August 2023

Interviews are likely to take place 21st/22nd August 2023.

Expenses

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis S.Ellis@rgs.newcastle.sch.uk in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

Safeguarding and Safer Recruitment

RGS is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Safer Recruitment procedures to all candidates. More information regarding the checks can be found in the Information for Applicants and 'Keeping Children Safe in Education' (September 2022).

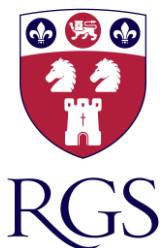
Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body. We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. Whilst all applications are considered on merit, we would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in our staff community.

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We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.

CONTACT DETAILS

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries:

Angela Ponton (Director of Sport) a.ponton@rgs.newcastle.sch.uk

or communications@rgs.newcastle.sch.uk

www.rgs.newcastle.sch.uk

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