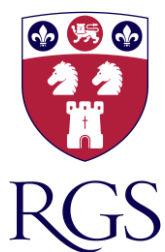
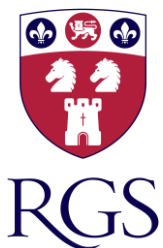


**HEAD OF
HOCKEY**

JOB INFORMATION





HEAD OF HOCKEY

Required from September 2024
Newcastle upon Tyne Royal Grammar School



THE POSITION

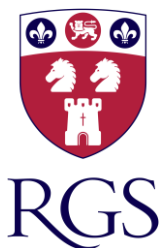
We have a fantastic and exciting opportunity for an experienced and inspiring Head of Hockey to lead our thriving Hockey programme at RGS Newcastle.

RGS Hockey has developed into one of the most successful Hockey programmes in the North of England. Fundamentally, we work hard to ensure students of all ages and abilities get the opportunity to be part of a forward-thinking and progressive programme, with access to competitive fixtures both locally and further afield.

Our recent achievements include:

- Our Senior Girls team competing nationally in the Tier 1 Competition (having won the Tier 2 National Title in 2021).
- Our UIIs' are reigning Yorkshire and North East Champions.
- Our UI3 Girls' team have made this year's ISHC Semi-Finals (which are being played later this term).
- Our Boys' Hockey program is growing rapidly; boys are now participating regularly across all age groups, with practices in the Autumn term, and a full fixture list (and practices after school) in the spring term.
- We are committed to entering national competitions at U13, U15 and U18.
- Boys' and Girls' Hockey is now a regular part of our games curriculum.

Background and experience will be considered when agreeing on an employment package with the successful candidate (See Terms and Conditions for further information).



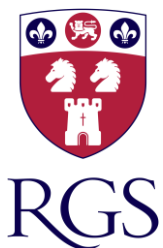
THE SCHOOL

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.

The RGS has grown substantially in recent years. There are now some 1,320 students, over 260 of whom are in the Junior School. The Sixth Form of 330 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 46% 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.



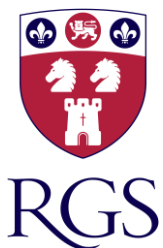


Academically the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7 and a handful at Y9, plus sixth form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c. 45 students). Beyond the academics, in Junior School (Y3-6) entry is assessed through activity days whilst at Y7 students are assessed through online tests and an interaction day. Sixth form entry is through interview only. Students sit baseline tests in Y7, Y10, and L6 – the average GLA CAT score for both the current Y7 and L6 is 117.

Academic selection and excellent teaching means the school's results are exceptional. The published figures for 2023 are on the school's website. For A Level, 34% of A level grades were at A*; 71% A* - A; and 89% A* - B. For GCSE, the proportion of grade 9s was 41.2%; 9 – 8 was 67.8%; and 9 – 7 was 85.8%. These results placed the RGS 51st, nationally, in The Sunday Times Parent Power survey, up from 73rd place in 2022.

In 2021 The Sunday Times Parent Power survey judged RGS Newcastle to be the North East Independent School of the Decade. Since then, the RGS has consistently ranked first for academic results in the North East. In 2023, as well as receiving accreditation for the Wellbeing Award for Schools, the RGS was awarded the overall title of Independent School of the Year for the whole of the UK, following winning the category for Outstanding Educational Partnerships. We have more recently been awarded the title of Sunday Times Parent Power North East Independent School of the Year for 2024.





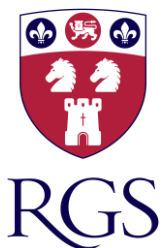
THE SPORTS DEPARTMENT

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 occupies 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.





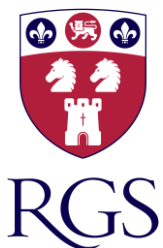
In sport we want all students to participate, whilst also striving to be the best they can. There are inter-house competitions and school teams for rugby, hockey, football, netball, cross-country running, swimming, cricket, rounders, athletics, basketball, badminton, squash, tennis, athletics and gymnastics. 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 suitably competitive fixtures. Teams compete at all levels.



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 also teach Games in the Junior School where there are 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.

Job Information: Head of Hockey
Closing Date: 9.00am Monday 5th February 2024
Contact: Director of Sport, Angela Ponton (a.ponton@rgs.newcastle.sch.uk)



MAIN DUTIES AND RESPONSIBILITIES

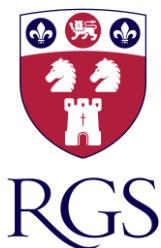
Reporting to the Director of Sport and working in collaboration with the wider PE and Sport Department, the Head of Hockey will:

- Deliver a high-quality programme, ensuring that there is a common approach across all age groups and abilities, which promotes participation and performance.
- Keep abreast of new developments in Hockey at playing, coaching and coach education levels.
- Direct the appropriate curricular, co-curricular and pre-season training programmes for all players, which includes specialist skills, strength and conditioning, recovery and analysis.
- Establish and promote a support programme for the development of staff coaching or teaching Hockey, through the provision of INSET, sharing good practice, and promoting external coach education and development courses, which will create and common culture of Hockey coaching and player skills development.
- Enhance both participation and performance in all aspects of the game.
- To provide and develop video analysis and feedback from matches to aid the development of teams and individual players.
- To work closely with the Director of Sport to continue to develop, integrate and facilitate a player development pathway for our aspirational players, facilitating appropriate playing opportunities at all levels.



- To deliver specialist, position-specific skill sessions for students outside the regular training window.
- To work closely with the Director of Sport to promote a common coaching and playing philosophy for Hockey that is in line with the school's philosophy of sport.
- To coach teams (or assist) as required, which includes selection and of teams and administration surrounding fixtures.
- To work closely with the Director of Sport to improve the community outreach provision for Hockey, which would include establishing and maintaining links with Hockey clubs and local primary schools, with specialised coaching sessions and specific sports events and festivals.
- Establish and organise a programme of trips and tours (Such trips will involve overnight stays which may take place outside of term-time and on weekends).
- Be the lead for the administration of the Hockey programme
- Coach within the summer games programme, including planning and leading sessions for Senior and Junior School pupils, including Saturday fixtures.





PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that are either essential or desirable in the candidates being interviewed:

Qualifications, Education and Training

Essential

- Minimum EHB Level 2, ideally UKCC Level 3, or working towards Advance Coaching Programme for England Hockey.
- Experience of (or the ability) to deliver Coach Education to a wide group of staff, both specialist and non-specialist.

Desirable

- First Aid qualification
- The ability to coach other sports.
- Good ICT skills and experience of using Microsoft Office.
- A working knowledge of the Veo and Coachlogic platforms.
- Knowledge of Strength and Conditioning relating to Hockey and adolescent sport.

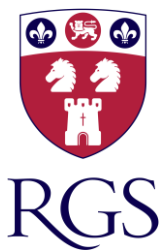
Experience

Essential

- Previous experience of coaching Hockey to a high standard.
- Previous experience of working with children of a wide ability range and enhancing development of skills and talent.
- Experience of working with elite or aspirational Hockey players.
- Experience of supporting, training and performance managing Hockey coaches

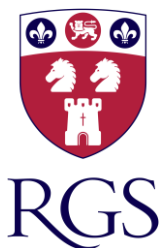
Desirable

- Previous experience of leading a school Hockey programme or working within the England Hockey Talent Pathway would be desirable.
- Experience of coaching indoor Hockey to a good standard would be desirable.
- A clear understanding of long-term development practices for adolescent Hockey players.



PERSONAL QUALITIES

- Personable, supportive, self-motivated, and able to motivate and work both collaboratively within a team and to lead that team.
- Genuine passion for working alongside, teach and coach children.
- An ability to create 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 demonstrate high standards of behaviour, promoting positive relationships with all stakeholders, students, staff and parents/carers.
- An excellent communicator, both interpersonal and public, with the ability to build and maintain quality relationships with students, colleagues, and parents/carers.
- An excellent planner who is able to deliver on new ideas and put forward initiatives and innovations to challenge current practice and thinking.
- An effective team worker who can perform efficiently without supervision and delivers high quality coaching to all pupils.
- Understanding of, and commitment to, equality of opportunity for all.
- Committed to developing further personal professional knowledge, skills and experiences.
- The ability to be flexible where required and adaptable within a fast-paced environment.
- An understanding of, and commitment to, the special needs of working with young people and children. These include safeguarding, Health and Safety, security and handling confidential information at times.



LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love, and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Sage, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

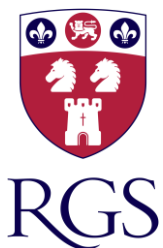
The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.



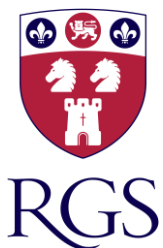


MAIN TERMS AND CONDITIONS

Full terms and conditions of employment will be discussed with the successful candidate during interview and at point of offer.

- This is a permanent position at the school.
- The post will report to the Director of Sport and work with colleagues from across the Sports Department and the wider school.
- Expected start date: 1st September 2024 pending completion of the successful candidate's pre-employment and safeguarding checks.
- This is a full-time post, throughout the year based on the equivalent of c45 hours per week. The bulk of the work will take place during normal term time but there may be some activities that continue during the school holidays.
- 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 agreement with the Director of Sport).
- 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.
- At times in the year, the school runs trips and tours, both nationally and internationally, and the role will involve being actively involved in these, which includes any overnight trips, as and when required. Payment for these trips will be incorporated into the annual salary.



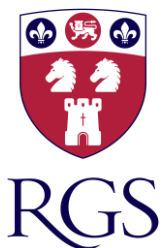


- The salary for this role will be in the range of c£35-40K gross per annum, however the actual salary will reflect the experience and skills offered by the successful applicant.
- RGS Support Staff salaries are reviewed on 1st August each year.

The role will involve working all staff training days throughout the school year, including the compulsory safeguarding training at the start of each academic year. Further details of staff days will be shared with the successful applicant. Payment for these staff days will be incorporated into the annual salary.

- The successful candidate may also be required to work limited special events e.g., RGS Day and Open Day, with advance notice being given by the school (conditions vary depending on offered contract).
- Given the nature of the role and the operational requirements of the school, requests for leave within term time will not be permitted.
- The employee will be required to comply with a range of RGS policies, in particular, those regarding Data Protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, a copy of which will be made available.





WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- For non-teaching staff we offer a support staff pension scheme, The Aviva Pension Trust for Independent Schools (APTIS). On receipt of a 6% employee contribution the school makes an employer contribution of 10%. There is also the option of a 3% employee and 5% employer contribution if preferred. This scheme is administered via Salary Exchange (also known as Salary Sacrifice) for those who are eligible. You can opt out of the Salary Exchange arrangement whilst remaining in the pension scheme. Further details of the scheme and salary exchange will be provided on appointment.
- The school offers a generous annual leave entitlement of 31 days plus Bank Holidays for all year-round support staff. Given the nature of the role and the operational requirements of the school, requests for leave within term time will not normally be permitted.
- Membership to life assurance scheme through Aviva which pays out 5x annual salary in the event of death in service.
- The employee will become eligible for sick pay under the RGS Sick Pay Scheme after a qualifying period. Details of the relevant scheme will be provided on appointment.
- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.
- The school offers an optional healthcare plan for all staff which includes optical, dental and physio cover, access to telephone GP consultations and a host of other benefits (terms and conditions apply). Further information will be available to the employee once in post.
- Qualifying permanent members of staff have access to the schools Bike to Work scheme. Terms and conditions apply. Details will be shared upon starting.
- It is the school's policy is to allow all eligible members of staff to educate their children at the school at concessionary rates, subject to their children meeting the academic entry requirements and subject to a place being available.
- Ongoing educational support and development of all staff with the provision of external and internal training courses; specific needs to be discussed with Director of Sport and Assistant Director of Sport.
- We offer an interest free travel loan for a corporate Metro travel pass after a qualifying period. Further information will be available upon starting in post.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.

Job Information: Head of Hockey

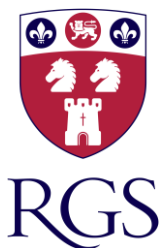
Closing Date: 9.00am Monday 5th February 2024

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



- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Supportive and friendly community.
- Opportunity to join in with RGS tradition and become a member of the Stowell, Collingwood, Horsley, or Eldon House.





HOW TO APPLY

Enquiries about this post should be made in the first instance to Angela Ponton (Director of Sport) a.ponton@rgs.newcastle.sch.uk or call 0191 281 5711.

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

If, having looked through the website (www.rgs.newcastle.sch.uk) and read this job 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. Please email all documents to jobs@rgs.newcastle.sch.uk by the closing date.

The closing date for this role is
9.00am Monday 5th February 2024

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance.

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 2023).

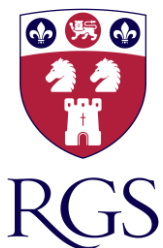
Equal Opportunities

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

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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.

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

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

General enquiries: communications@rgs.newcastle.sch.uk



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