

**RUGBY COACH
(Partnerships)
JOB
INFORMATION**



RGS

RUGBY COACH (Partnerships)

Newcastle upon Tyne Royal Grammar School

Fixed Term for 1 year initially. Required from September 2024 (start date can be flexible for the right candidate)



THE POSITION

This exciting new role is an innovative collaboration, part-funded by England Rugby [RFU] and partly by RGS. Working 50% in RGS coaching rugby at all ages, and 50% in local schools [funded by the RFU], we are looking for an inspirational coach who can inspire the next generation.

The objective of this role is to deliver on England Rugby priorities through TREDs to connect, grow, and diversify the rugby community by increasing participation among young people in areas of low participation. This role will join a thriving RGS Partnerships programme, which reaches over 10,000 children from around 100 schools every year. Our 'funded-teacher' model has already shown success in Maths, Physics, Robotics and Computer Science will be joining the programme next year. The successful candidate will promote diversity and inclusion within the sport, both on and off the field.

Historically, rugby has been a big part of the RGS sports programme and this exciting initiative hopes to continue that tradition whilst also increasing the numbers across the region enjoying and participating in the game.



Job Description: Rugby Coach (Partnerships)

Closing Date: 9.00am Monday 17th June 2024

Contact: Angela Ponton (Director of Sport) a.ponton@rgs.newcastle.sch.uk or John Smith (Director of Partnerships) j.smith@rgs.newcastle.sch.uk

THE SCHOOL

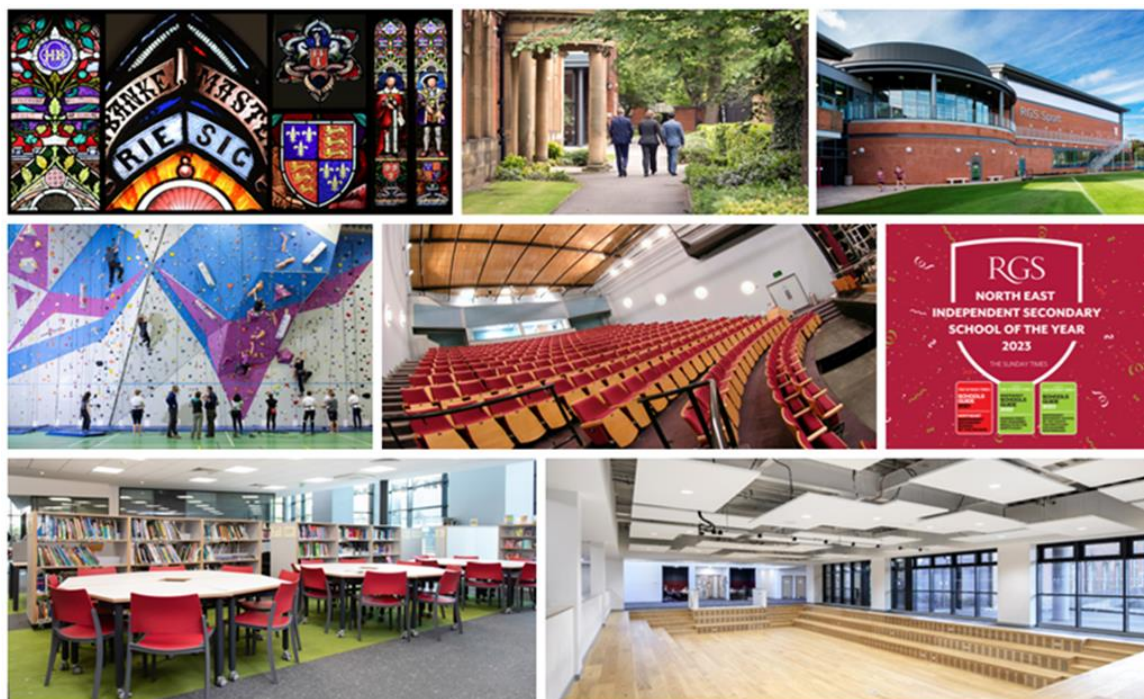
Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools.

In 2023, RGS was named overall 'Independent School of the Year' in The Telegraph Group's national awards. RGS also consistently tops the region's academic league tables and was awarded the Sunday Times' 2024 North East's Top Independent Secondary School, both the overall winner and for Academic Performance. While we pride ourselves on academic excellence, we are just as well known for our 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 is fully co-educational with over 1,300 students aged 7-18 years (Years 3 to 13) and our academically selective places are highly coveted. We have more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Our Sixth Form is one of the largest in the independent sector with more than 340 students.

The school is based in the heart of the City, immediately opposite Jesmond Metro station and our excellent transport links attract students from far and wide. The school occupies over 30 acres of land and has state-of-the-art facilities, including a 25m swimming pool, two Sports Halls, five new art studios, a new library, a new Sixth Form Centre, a Performing Arts Centre with professional-standard theatre, several outdoor football/rugby pitches, an artificial turf pitch and the former County Cricket Ground.

RGS is a special place, known and respected throughout the whole country as well as the North East. It's a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities, but also leave the school realising that life outside the classroom has been equally beneficial.



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THE SPORTS DEPARTMENT AND THE RUGBY PROGRAMME

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 five full-size grass pitches (one on-site and four a short 5-minute walk), a six-lane 25-metre swimming-pool; two sports halls; an Astor-turf hockey pitch; a climbing wall; netball courts; tennis courts; strength and conditioning studios; dance facilities; a designated PE/sport classroom and changing-rooms to accommodate all the school's foreseeable sporting needs. 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, a 5-minute walk 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 GCSE PE and Sports Leaders Qualifications.



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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. The sports co-curricular schedule is busy and clubs in various sports run, before, during and after school mid-week and sometimes on a Saturday morning. Fixtures are played mid-week and on Saturdays where we can 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. Two years ago they reached the quarter finals of the National RFU UI8 Schools Cup and our UI5 team were plate winners at the Invitational Langley Festival and our UI6 team were winners of the RGS 7's competition for the second 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 Old Novos (former students) contracted with Newcastle Falcons and other ON's playing in the Premiership and abroad.

Most importantly we aim to put out many teams across all ages, giving as many students as possible the opportunity to represent the school. We aim to give opportunities to students of all abilities in rugby through contact and non-contact versions of the game. We are always looking for more opportunities and experiences for our students.

PEOPLE

The Senior and Junior School Sports Department has eleven full-time and two part-time members of staff, alongside a full-time swimming teacher who works across the Junior and Senior School. We employ annually two sports graduate assistants and specialist coaches visit the school to deliver certain activities and strengthen the provision in our major sports alongside staff outside the department, who contribute to the sports programs allowing us to put out as many teams in different sports as we do.



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MAIN DUTIES AND RESPONSIBILITIES

Outreach Coaching (50% of time)

- Deliver structured sessions in local primary and middle schools that focus on fundamental skills, teamwork, and the basics of the game, ensuring an engaging and fun experience for all participants.
- Upskill local coaches and teachers by working with them to deliver sessions and by leaving balls, kits, and training materials.
- Organise and invite groups to participate in half-termly tournaments at local rugby clubs and at RGS.
- Focus on engaging both girls and boys equally (50:50 ratio).

RGS Coaching (50% of Time)

- Lead afternoon Games sessions and Saturday morning coaching and fixtures at RGS.
- Work from the RGS rugby curriculum to deliver engaging and creative sessions.
- Assume responsibility for one or more teams, overseeing their development throughout the season, focusing on individual and team growth by creating a supportive atmosphere.
- Integrate RGS students into the outreach program as mentors and assistants and role models for younger participants.

Program Development and Management

- Develop and implement a program spanning approximately 2.5 academic terms (September 2024 - May 2025).
- Stay up to date with law changes and new versions of the game including World Rugby's T1.
- Coordinate with local schools to schedule sessions and tournaments.
- Build links to local clubs to ensure there is a pathway into the sport for those wanting to continue playing rugby outside school.
- Track and report on the program's progress, including participation numbers and feedback.

Resource Management

- Manage and distribute RFU kit donations (balls, cones, etc.) to local schools and coaches.
- Ensure all resources are used effectively and sustainably.
- Create a support network for coaches.

Scalability and Future Planning

- Work with the Director of Partnerships and Head of Rugby to evaluate the pilot's success.
- Develop strategies for scaling up the program to other regions if successful.

QUALIFICATIONS/TRAINING/KNOWLEDGE/SKILLS

Previous experience in a similar role is desirable, but not essential. The Rugby Partnerships Coach should demonstrate the following qualities:

ESSENTIAL

- Minimum RFU Level 2 or working towards Level 3 qualification in coaching rugby.
- The ability referee in training sessions.
- Proven experience in rugby coaching, with a track record of engaging and inspiring young players.
- Excellent communication and organisational skills.
- Highly organised, with the ability to be flexible and effectively manage your own workload, multitask, and work in a fast-paced environment.
- Ability to work independently and as a team player and engage with relevant stakeholders.
- A creative thinker who can stimulate ideas.
- Passion for community outreach and development.
- Good ICT skills.
- Knowledge of Strength and Conditioning relating to rugby and adolescent sport.
- 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 rugby players.
- A clear understanding of long-term development practices for adolescent rugby players.
- Hold a current UK driving licence and have access to a car.



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DESIRABLE

- The ability to referee at school level.
- Previous experience working in an educational environment.
- First aid qualification
- Experience working with children and young people from diverse and disadvantaged backgrounds.
- Experience of supporting, training and performance managing rugby coaches and the ability to deliver Coach Education to a wide group of staff both specialist and non-specialist.
- A knowledge of the Veo and Coachlogic platforms
- Previous experience of involvement a School, Club or Academy Rugby programme.

SPECIFIC TASKS

SAFEGUARDING

- To demonstrate a personal commitment to safeguarding students and colleagues' wellbeing.
- To ensure any safeguarding concerns or incidents are reported appropriately and in line with the RGS safeguarding policies.
- To comply with all safeguarding policies and procedures and the RGS Staff Code.

OTHER

- Participate in training and other learning activities as required and participate in appraisal and professional development.

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 Glass House, 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.



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MAIN TERMS AND CONDITIONS

- Start date: as soon as possible pending completion of the successful candidate's pre-employment and safeguarding checks and candidate availability. This is likely to be September 2024.
- The post will report to the Director of Partnerships and the Head of Rugby.
- This is a full-time, fixed-term, temporary position for one year, which we hope to secure beyond the initial term by showing proof of concept to the RFU in Easter 2025.
- The successful candidate will be required to work all staff training days throughout the academic year.
- The successful candidate will also be expected to work the annual safeguarding training day in September each year, which is compulsory for all staff (date varies each year).
- 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.
- The normal working hours for this role are 37.5 hours per week, on agreed shift patterns that will include Saturdays when there are school fixtures and tournaments. Hours of work could therefore vary but would generally not be before 7.45am or after 5.30pm
- A starting salary will reflect the experience and skills offered by the successful applicant. There is also the potential for other opportunities to enhance your income while making a positive impact on the rugby and school community.
- RGS staff salaries are reviewed on 1st August each year.
- The school offers a generous annual leave entitlement of 31 days plus Bank Holidays for all year-round support staff.
- 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.
- 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 Support Staff Sick Pay Scheme after a qualifying period. Details of the 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.
- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.

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- 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.
- Free use of a well-equipped gym, fitness suite and swimming pool at permitted times.
- Supportive and friendly community.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.

HOW TO APPLY

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

Enquiries about this post should be made in the first instance to John Smith (Director of Partnerships) or Angela Ponton (Director of Sport). For an informal chat about the post, contact John or Angela on 0191 281 5711 or email j.smith@rgs.newcastle.sch.uk / a.ponton@rgs.newcastle.sch.uk.

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 17th June 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 applicants will receive consideration for employment regardless of neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract

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applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian and ethnic minority heritage as well as White heritage.

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: communications@rgs.newcastle.sch.uk

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