

COLSTON'S

INDEPENDENT CO-EDUCATION
FROM NURSERY TO SIXTH FORM

Director of Sport and Head of Rugby

JOB DESCRIPTION

Purpose of role:

The Director of Sport shares with the Headmaster and the Senior Management Team the school's responsibility for providing our pupils with an exciting and diverse programme of sports. They will ensure that each pupil receives positive encouragement to develop their sporting potential to the full according to the stated aims of the school.

Reports to: Assistant Head (Co-curricular)

Direct Reports: Heads of individual sports, PE and coaching staff

Location: Colston's School, Bell Hill, Bristol, BS16 1BJ

Strategy and leadership

- Work with the Governors, Headmaster and Senior Management Team to define an inclusive and ambitious strategy for the development of sport at Colston's
- Work with the Assistant Head (Co-curricular) to deliver the defined strategy across the school
- Lead, with support from the individual Heads of Sport, a large team of specialist and non-specialist staff to promote and deliver a wide range of sporting opportunities
- Lead the continued development of Colston's Rugby, including elite players, to meet ambitious targets at a local, regional and national level
- Promote all Colston's sport at a local, regional, national and international level
- Engage, and develop links with, external organisations to enhance Colston's sporting provision
- Maintain, evaluate and develop the effectiveness of sports provision across the school

Elite Athlete Development

- Responsible for developing a programme for elite athletes across all sports
- Engage with outside bodies and professional coaches to enhance provision for elite athletes
- Devise, review and implement a plan for the recruitment and retention of elite athletes

Leadership and Management

- Inspire and lead Heads of Sport to maximise opportunities and engagement, including at an elite level
- Define and develop an exciting programme of sport and manage its delivery
- Inspire and lead a large and diverse team of coaches, across a range of sports
- Inspire academic staff and develop their ability to contribute to, and enhance, sports provision at Colston's
- Evaluate, support, recruit, retain and develop specialist and non-specialist sports staff
- Oversee the evaluation of the performance of all pupils, including the Elite Athlete Development Programme

Head of Rugby

- Lead and inspire a large team of rugby coaches
- Coach rugby throughout the school, to all ages and ability levels

COLSTON'S

INDEPENDENT CO-EDUCATION

FROM NURSERY TO SIXTH FORM

- Promote Colston's rugby through a programme of tours and social events
- Develop links and partnerships with outside agencies
- Manage a programme of pre-season and after-school training
- Manage the rugby fixtures programme

Teaching and coaching

- Teach PE and Sport and/or another academic subject
- Coach pupils of all ability and age levels across a range of sports
- Manage sports teams throughout the academic year across a range of sports, including Saturday and evening fixtures, potentially out of term time
- Take responsibility for a tutor group and perform regular teaching staff duties, as required by the Headmaster

Communication and liaison

- Maintain positive and effective communication with all members of the Colston's community including pupils, parents, staff and outside agencies
- Work with the Head of Marketing and Admission to promote the school

Budgets, resources and facilities

- Work with the Director of Finance to develop and effectively manage sports budget
- Evaluate, review and develop the resourcing of Colston's sport, supported by the heads of individual sports
- Evaluate, review and develop the sports facilities and work with the Headmaster, Deputy Headmaster, Director of Finance and Assistant Head (Co-curricular) to plan for the development of sports facilities

Review

This role profile is not exhaustive: it will be subject to periodic review and may be amended to meet the changing needs of the business. The post holder will be expected to participate in this process and Colston's would aim to reach agreement to the changes.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Colston's is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to an enhanced disclosure through the Disclosure and Barring Service (DBS).

COLSTON'S

INDEPENDENT CO-EDUCATION

FROM NURSERY TO SIXTH FORM

PERSON SPECIFICATION – Director of Sport and Head of Rugby

Attributes	Essential (E) / Desirable (D)
Qualifications	
<ul style="list-style-type: none"> RFU coaching qualification (at least Level II with the willingness to work towards Level III and Level IV) National Governing Body coaching qualifications in other sports Evidence of Continued Professional Development in coaching Qualified Teacher Status 	E D D D
Experience/Knowledge	
<ul style="list-style-type: none"> Excellent knowledge of school sport and the ability to coach rugby to First XV level Experience of coaching youth rugby Experience of leading and managing staff to support change and lead development A clear understanding of secondary education Experience of developing effective and creative coaching, teaching and learning practices and monitoring performance A track record of managing a team of coaches effectively A track record of inspiring others to excel in their roles 	E E D D D D D
Key Skills	
<ul style="list-style-type: none"> Strong leadership and delegation skills Excellent communication skills and ability to communicate to a variety of audiences Expert coaching and classroom management skills and rapport with pupils and parents An ability to employ a range of effective coaching, teaching, learning styles and assessment methods A high degree of administration, time management and organisation efficiency Excellent interpersonal skills with good pastoral understanding An ability to analyse data to inform planning and enable continual improvement An ability to manage resources in line with agreed budgets Excellent ICT skills 	E E E E E E D D
Personal Qualities required	
<ul style="list-style-type: none"> Love of working with young people Enthusiasm to participate in the school community, supporting a wide range of activities Stamina, emotional intelligence and resilience Attitude, style and presence of a role model for pupils Personable 	E E E E E

COLSTON'S

INDEPENDENT CO-EDUCATION

FROM NURSERY TO SIXTH FORM

In addition to the above, the successful applicant will be expected:

- To promote the safeguarding and welfare of children and young persons for whom they are responsible or come into contact with;
- To be supportive of and committed to the school's policies on Child Protection;
- To be supportive of the school's policies on Equal Opportunities;
- To be mindful of their personal responsibilities relating to Safety, Health and the Environment;
- To be mindful of the need to treat all sensitive information relating to pupils, fellow employees and the business of the school as confidential;
- To be accepting of the need to follow all other school policies and procedures as appropriate and relevant to their post.