



Graduate Assistant: Sport and PE

JOIN OUR TEAM





A STATE BOARDING SCHOOL?

What is a state boarding school?

In a state boarding school, the education provided between 8.30 am and 3.35 pm is financed by government through the Local Authority - in our case Surrey County Council. Everything else: the boarding provision, meals and the activities that we run, is financed by the charges paid by parents.

We have two categories of students:

Full Boarders - whose parents currently pay around £22,000 per year (compared to around £38,000 for a major independent boarding school). There is no reduction in charges for weekly boarders. Around 200 boarders remain at School on Saturday nights.

Flexi Boarders - who are attached to boarding houses, are entitled to all meals, take part in all activities and sleep between 7 and 10 nights per year in School. Flexi Boarders can stay at the School from before breakfast until the bedtime of their year group. The yearly charge for Flexi Boarders is less than £9,000.

We have Saturday morning enrichment lessons, compulsory for all students up to Year 11. There are no compulsory exeat weekends.

Places for local Flexi Boarder students are very heavily oversubscribed.



ABOUT OUR SCHOOL



The Royal Alexandra and Albert School has a long history. Originally the School was two orphanages: the Royal Alexandra School, founded in 1758, and the Royal Albert School, founded in 1864 as a national memorial to Prince Albert. An Act of Parliament amalgamated both institutions in 1949 to create the current School. For much of their history both orphanages enjoyed Royal Patronage which has continued to this day; the School's President is Her Royal Highness the Duchess of Gloucester.

The School is located in 260 acres of beautiful parkland in Gatton Park near Reigate, Surrey, within short distance of Gatwick and Heathrow airports, as well as London. It is in an ideal location for students and staff to live. Our large site allows us to have extensive sporting facilities, including floodlit all-weather sports pitches, fitness centre, indoor swimming pool and equestrian centre.



The Royal Alexandra and Albert School is a co-educational, non-selective state boarding school, for boys and girls aged 7 - 18, with compulsory Saturday morning enrichment lessons and longer holidays.

This is a boarding school with Flexi Boarding students attending from the local area and a lively community of around 300 Full Boarders, heavily involved in a wide range of after-school and weekend activities and trips. With around 1,000 pupils, the School has grown gradually, maintaining its focus on strong academic results and quality pastoral care.

Our Ofsted inspection of March 2024 states "pupils are happy and well cared for at Royal Alexandra and Albert School. They benefit from positive relationships with staff across the school. Pupils feel safe, confident that if they report any concerns or worries they will be dealt with".

The Royal Alexandra and Albert School continues its long history of providing pupils with rich and valuable life experiences and opportunities, in and out of the classroom, with remarkable wrap around care in a close-knit community.



"Pupils benefit from an exceptionally wide variety of opportunities to develop their skills and interests outside of their taught lessons"

Ofsted 2024



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A MESSAGE FROM OUR HEADTEACHER

At The Royal Alexandra and Albert School, we pride ourselves on our commitment to providing a nurturing environment where every individual is valued, supported and encouraged to reach their full potential.

Our recent Ofsted report highlights the significant strides we've made in addressing areas for improvement, including reading, curriculum progression and personal development. Through the dedication and industriousness of our colleagues, we've seen marked improvement in our school's performance, a testament to our shared vision of enhancing the life chances of our young people.

A key strength of our school is the positive relationships between staff and students, fostering a culture where pupils feel safe, cared for and confident in reporting any concerns. We believe in not only academic achievement but also holistic development, as evidenced by our 'Outstanding' grading for personal development. From our diverse co-curricular offerings to our commitment to adaptive teaching and consistent behaviour policies, we are continuously striving to provide the best possible learning environment for all.

As we celebrate our achievements, we also recognise that there is still work to be done. Moving from 'Good' to 'Outstanding' is our next goal, and we are committed to the ongoing journey of improvement.

I invite you to join us on this journey of excellence, where together, we can empower the next generation to thrive and succeed. Thank you for considering The Royal Alexandra and Albert School as a place to inspire and be inspired. We look forward to welcoming you to our vibrant community.

M.P.Thomas BSc(Hons), PGCE (Cantab)
Executive Head

WHAT WE STRIVE FOR



PURPOSE

We exist to give our children a distinctly different start in life, preparing them for the world with hope, optimism, compassion and empathy.

VISION

Our community enhances lives, ignites curiosity and inspires compassionate leaders.

OBJECTIVES

- An ambitious and effective curriculum
- Exceptional behaviour and attitudes
- Exemplary personal development
- Inspirational and transformative leadership
- Excellent boarding and co-curricular provision
- Life enhancing opportunities through our charitable aims

GOALS

- Outstanding Section 5 inspection
- Outstanding Boarding and Social Care inspection
- Effective and sustainable use of resources



VALUES



Ambition



Courage



Integrity



Respect





MEET OUR STUDENTS

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Ofsted Report 2024

We are incredibly proud of our students. The School's renewed behaviour policy is effective in supporting good behaviour, as was stated in our recent Ofsted report.

You will be teaching and supporting children who know the value of their education and have a strong willingness to learn.

Happy children are the easiest to teach which is why pastoral care at our school is one of our highest priorities.

The School has a large number of informed and engaged parents who actively support the work you will be doing with their child. We communicate with parents in a variety of ways, including weekly newsletters, one-to-one meetings, parental consultation evenings, social media and emails.

Our School Foundation supports around 10% of our total students with life-changing bursaries. The core purpose of the Foundation is to accommodate and educate 'Foundationers'. These are students who would benefit from a boarding education and whose parents or guardians are unable to afford such boarding charges.



OUR COLLEAGUES

We believe we have excellent teaching and support teams. There is a high level of professionalism and mutual respect across all our staff. The school leadership will always be ready to support you wherever necessary. As a member of staff at The Royal Alexandra and Albert School you will be part of a strong community that includes over 100 members of staff who live on site, some with their families and pets. There is also a collective sense of pride in the School and the children.

You will work within a departmental structure ensuring that you have key colleagues to liaise with and who offer ongoing support and guidance. Departments meet regularly and there are many informal opportunities to meet and discuss issues. Performance management is run via departmental line management.

As a School we have a large number of support staff, including Learning Coaches. Team work and continuous dialogue ensure that we can provide the best teaching and learning experience for students.

A large number of teaching and non-teaching staff also work within one of our eight boarding houses. This provides extensive opportunities to get to know students, both Boarders and Flexi Boarders, outside of the classroom. Teachers and support staff are able to provide ongoing academic support as well as ensuring that all children feel safe, secure and happy in their boarding house.



JOB DESCRIPTION

Post Title: Graduate Assistant: Sport and PE
Reporting to: Director of Student Experience
Salary: £20,193.12 per annum plus free on-site accommodation
Contract type: Fixed term contract to 31 August 2027
Hours: 45 hours per week (including Saturdays), 37 weeks per year (term time plus 2 weeks)
Start Date: September 2026

The Role

The Graduate Assistant (Sport and PE) plays a pivotal role in the vibrant sporting life of RAAS. This role is designed for high-calibre graduates seeking to develop their coaching and pedagogical skills within a prestigious boarding environment.

The successful candidates will provide high-level support in PE lessons and competitive fixtures while acting as the operational engine of the Sports Administration Hub. This role is unique in its blend of coaching support and the essential administrative coordination required to deliver a complex multi-sport programme and fixture list.

Key Responsibilities

Lesson and coaching support

- Assist PE staff in the delivery of curriculum lessons, leading warm-ups, technical demonstrations, and targeted drills.
- Lead small-group "clinics" for beginners or less confident students to boost participation, while simultaneously supporting high-performance squads with elite match preparation.
- Act as a technical role model, demonstrating high-level sporting techniques and fitness standards to provide visual guidance for pupils.
- Assist in the delivery of Inter-House and Inter-School competitions, managing teams, officiating games, and providing constructive technical feedback.

Fixture Support

- Manage substitutions and provide tactical encouragement during home and away fixtures.
- Officiate matches across a variety of sports, ensuring fair play and adherence to National Governing Body (NGB) rules under teacher supervision.
- Ensure all teams are correctly equipped, registered, and prepared for travel, taking responsibility for the "field-side" kit and medical bags.



The Sports Administration Hub (Core operational responsibility)

- Lead the administrative workflow for school fixtures, including the creation and publication of team sheets via the School's MIS/SOCS.
- Oversee the booking of transport (minibuses and external coaches) for all away fixtures and sporting events.
- Act as a central point of contact for parents and students regarding sports schedules, kit requirements, and match-day logistics.
- Maintain rigorous records of student attendance and performance metrics to support the Director of Student Experience and Head of Sport and PE in reporting.

Fitness, Conditioning and Performance

- Assist in the delivery of Strength and Conditioning (S&C) programmes for Sports Scholars, overseeing supervised circuits and weight programmes.
- Ensure all pupils follow conditioning programmes safely, providing immediate correction on form and technique to mitigate injury risks.
- Lead structured warm-up and cool-down protocols for all sports teams prior to and following competitive fixtures.

Mentoring and pastoral support

- Act as a mentor to student-athletes, helping them balance demanding sports commitments with their academic responsibilities.
- Proactively encourage less-experienced students to engage in the co-curricular programme, fostering a "sport for all" ethos.
- Model the School's values of sportsmanship, resilience, and discipline at all times.
- Contribute to boarding duties, supporting one night per week in an allocated boarding house.

Professional Development (CPD)

At RAAS, we are committed to the professional growth of our Graduate Assistants. You will be expected to:

- Regularly observe expert PE teachers to learn pedagogical techniques and classroom management.
- Maintain a reflective log of coaching experiences to support future applications for PGCE or elite coaching roles.
- Attend workshops as part of the Graduate Assistants Programme, designed to support your professional development within the education sector.
- Attend CPD courses as identified with the Director of Student Experience.

Other

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, reporting all concerns to an appropriate person.
- To contribute to the overall ethos and aims of the School.



- The postholder will demonstrate a commitment to maintaining confidentiality, promoting the ethos of the school and upholding the key values of Ambition, Courage, Integrity and Respect in all aspects of the role. These are the foundation upon which (a) we conduct our work and (b) conduct ourselves both internally and externally with stakeholders. All employees are expected to demonstrate these values in their interactions with others and through their day-to-day responsibilities.

The school reserves the right to appoint prior to the closing date.

The Royal Alexandra and Albert School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post if successful, including an Enhanced DBS check. Staff must be aware of and comply with policies and procedures relating to child protection, health and safety regulations, security and confidentiality, reporting all concerns as appropriate. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	• A recent Honours Degree (preferably in Sport Science, PE, or Coaching)	• First Aid at Work certificate • Level 3 Safeguarding training • Coaching/ Activity Leading Qualifications
Experience, knowledge and skills	• High-level playing or coaching experience in at least one core school sport (e.g., Rugby, Netball, Cricket, Football). • Strong ICT skills (Excel, Outlook, Social Media for sport) • Ability to demonstrate technical sports skills to a high standard • Excellent command of written and spoken English	• Knowledge of Strength & Conditioning principles • Willingness to drive school transport • Experience in an administrative or office-based environment • Experience working with children or young people in a residential or camp setting • Experience using SOCS or similar sports management software
Personal	• High energy and a "can-do" attitude • Exceptional organisational skills and attention to detail • Ability to relate well to adolescents in a boarding context	• A desire to pursue a career in teaching or professional sports coaching

EXTRA BENEFITS

As a member of staff at the Royal Alexandra and Albert School, you will be part of a dedicated, diverse and vibrant community. We value our teachers and support staff, and aim to make the School an environment that is supportive and welcoming.

Benefits include:

WELLBEING:

- All staff are entitled to free lunch in the School's Dining Room when on duty. There is a varied menu, including vegan and vegetarian meals, which is constantly changing to meet the wants and needs of students and staff.
- The School's 25-metre indoor swimming pool and fitness centre are open to members of staff free of cost. For both facilities, time slots are scheduled for the use of members of staff only.
- Access to an Employee Assistance Programme to support physical and mental health and wellbeing.
- Consideration for flexible working.
- Free eye tests.
- There are a number of social events for staff which take place throughout the year, including theatre trips, book clubs, quizzes and staff sports such as yoga, football and rugby. Reduced price theatre tickets are also available as part of the staff extra-curricular activities programme.

ADMISSIONS:

- The School's Admissions Policy gives a higher priority to the children of members of staff.
- All full time staff, teaching and non-teaching, are entitled to a discount on remission of charges (pro rata for part-time staff).

PENSION SCHEME: The School offers membership to appropriate pension schemes for non-teaching staff members and membership to the teachers' pension scheme.

PROFESSIONAL DEVELOPMENT:

- The school supports continuous professional development.
- Supportive appraisal policy.

EVENTS:

- Possibility to be involved with school excursions, including trips abroad.
- Members of staff and their families are entitled to free entry to some Gatton Park events.

OTHER:

- Free car parking onsite.
- Beautiful estate set in 260 acres of parkland.

ROYAL
ALEXANDRA
& ALBERT
SCHOOL



Royal Alexandra & Albert School
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www.raa-school.co.uk

Patron: Her Royal Highness The Duchess of Gloucester
Founded: 1758
Registered charity No. 311945