



RGS
WORCESTER

HEAD OF RUGBY

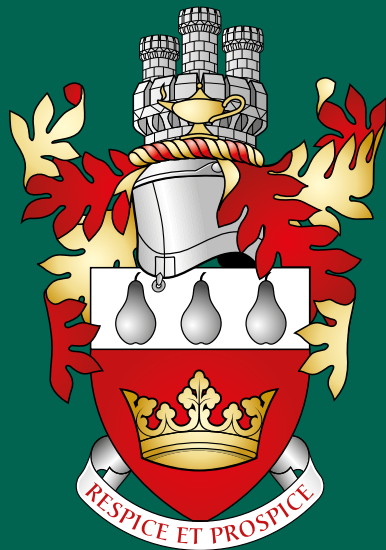


HEAD OF RUGBY

RGS Worcester is seeking to appoint a highly motivated and inspirational Head of Rugby with a clear philosophy for the development of Rugby in a co-educational day school. The successful candidate will be required to establish an inclusive and forward thinking Rugby Development Plan for the infrastructure of RGS Rugby.

Rugby is well developed at RGS. We have a very competitive fixture list to challenge our pupils and an extensive Games and after-school training programme. Our Sports facilities are superb, with a Fitness Centre, two Sports Halls, Dance Studio and a full-size floodlit all-weather pitch. Most of our playing fields are within walking distance of the School and there are also 50 acres of grounds at RGS The Grange. Our recently renovated fitness facility has allowed us to develop a modern and forward-thinking Strength and Conditioning Programme and experience or qualifications in this area would be desirable.

Although not essential, there may also be the potential for further involvement in other sports for the right candidate, as well as the opportunity to teach both curriculum and academic Physical Education. RGS teaches both A Level Physical Education and the Level 2 BTEC for Sport.



“ Our dominant feeling, though, was that RGSW does what it does with a vision and a panache that not many can match. There is a Swedish word – ‘Lagom’- which translates as ‘just right – a state of perfect balance’. This school is nearly there.”

- The Good Schools Guide, 2017

Here at RGS, our Charter for Sport is of vital importance. We ask our pupils to be Resolute, Gracious, Selfless and Willing in their sporting endeavours, values that are supported by staff and parents alike.

'The Good Schools Guide' says:

'And what a fine group of individuals we met. We were toured by the Head Girl and the Head Boy (both of whom are sitting on Oxbridge offers) who demonstrated the sort of easy affability, wit and willingness to talk that eludes many adults. Equally at lunch, representatives of different years waited to be given permission to start their meal and were the best of company, speaking with a sustained enthusiasm about their school and the multiplicity of opportunity that it offers.'

'For both girls and boys sport is of a high calibre, underpinned by RGSW's 'Charter for Sport' where the expectation is that players are 'resolute, gracious, selfless and willing.'

'To read the pages of the magazines and prospectuses, pamphlets and newsletters, full of gleaming teenagers and glory, is to enter a kind of yellow-brick road signposting the way to journey's end and stashes of gold over the rainbow. But is it all true?

Certainly, the ISI is convinced; branding the school 'excellent in all areas' whilst these standards also characterised our conversations with both students and staff; reflective of an assurance, but not an arrogance, that only genuinely outstanding schools achieve.'

'parents on tour will feel that they are on some kind of National Trust trail. The highlights consist of a number of Georgian and Victorian buildings (RGSW dates back to the 7th century and will celebrate its 150th anniversary on its present site in 2018), such as Britannia House where an initial meeting with the head will be held.'

'In response to our question for some nouns to summarise what the school has given them they answered "guidance", "confidence" and "independence." Their most impressive statement, coming from a Lower Sixth girl, was "school is about who you become.'





Head of Rugby Job Description

Specific Duties and Responsibilities:

- To be responsible for the overall administration of Rugby at RGS Worcester in accordance with agreed School policies.
- To be responsible for the overall organisation of Rugby at RGS, including Rugby pre-season arrangements and training, the Games and after-school training programmes.
- To organise and develop the School's Rugby fixture list in the Michaelmas term in order to provide competition and enjoyment for all age groups and ability levels.
- To develop a Rugby Sevens Programme in the Lent term that is both of benefit to the pupils and compatible with the major sport for that term, Association Football.
- To establish a progressive and challenging Rugby Development Plan for the overall infrastructure of RGS Rugby.
- To work with our two Prep Schools, RGS The Grange and RGS Springfield, to ensure a structured and progressive rugby development plan is in place for a 2-18 education.
- To manage and co-ordinate the Rugby budget, in liaison with the Director of Sport.
- To work with the Marketing and Admissions department in publicising and promoting Rugby at RGS.
- To ensure risk assessments for Rugby are up to date in relation to School Policies and RFU guidelines.
- To oversee and attend a programme of regular Rugby Tours across the year groups.
- Communicate effectively with pupils and parents on important issues such as team selection and playing/training commitments.
- To maximise our outreach potential and talent identification, looking specifically at links with local prep schools, clubs and Rugby Academies.
- To contribute to the RGS Worcester Athlete Development Programme (ADP) – specifically monitoring individual pupils' training/competing and work-life balances and to offer support and advice where necessary.
- To take responsibility for, and contribute to, the staffing of Rugby teams within the School. This will include Saturday matches alongside weekly Games/training sessions. There will also be an expectation to staff Sundays in the Lent term for Rugby Sevens.
- To develop in-house professional development opportunities for all Rugby staff.
- To attend and contribute to Sports Committee Meetings.

- To assist in the organisation of RGS Sport Open Mornings and to attend other whole-school events such as whole staff Inset Days, Open Mornings and Entrance Examination Day.
- To liaise with the Director of Sport and the Head groundsman regarding the preparation and suitability of pitches for practices and matches.
- To follow any other reasonable requests required by the Headmaster, the Deputy Heads, the Assistant Head (Co-curricular), or the Director of Sport.

This job description should be seen as enabling rather than restrictive and will be subject to review. You may also be required to undertake such other comparable duties as the Headmaster/Head of Co-Curricular and Director of Sport require from time to time.

Person specification – Head of Rugby

Attributes	Essential (E)/ Desirable (D)
Qualifications	
RFU coaching qualification	E
Able to drive a School minibus	E
A good honours degree from a UK University	D
National Governing Body coaching qualifications in other sports	D
Strength & Conditioning qualification (Level 2 or equivalent)	D
Qualified Teacher Status	D
PGCE or equivalent	D
First Aid qualification	D
Experience/Knowledge	
Experience of the standard of sport expected in an ambitious independent school and the role it plays in school life	E
Understanding of the relationship with parents in a fee-paying school	E





Experience/Knowledge (continued)	
Experience of leading and managing staff to support change and lead development	E
Excellent ICT skills to further the development of the RGS Digital Learning Programme (DLP)	D
Key Skills	
Strong leadership and delegation skills	E
Excellent communication skills and an ability to communicate to a variety of audiences	E
A high degree of administration, time management and organisation efficiency	E
Excellent interpersonal skills with good pastoral understanding	E
An ability to manage resources in line with agreed budgets	D
Personal Qualities	
Outstanding personal relations and team working skills	E
Energy, charisma and dynamism with the vision to drive and develop rugby at RGSW in line with the School's ambitions	E
Availability for Saturday fixtures	E
Availability for regular tours during holiday periods	E
Attitude, style and presence of a role model for pupils	E
Ability to work independently	D
Ability to lead by example	D

Process of Application - Closing Date: Monday 19 March 2018

If applicants would like further information, please contact our Director of Sport, Mr Gareth Roots (gdr@rgsw.org.uk).

A completed TES application form with the names, addresses, telephone numbers and e-mail addresses of two referees should be provided. All candidates invited for interview will be required to prove their identity and their entitlement to work in the UK, and the person appointed will be subject to an enhanced DBS check, Prohibition Check, Right to Work in the UK and other checks specified by the Department for Education and Independent School's Inspectorate.

Details of the salary will be available after interview and will reflect the importance of this post. RGS is a member of the Teachers' Pension Scheme and benefits include free private health insurance and re-location expenses for persons moving into the area.

The Governors of RGS Worcester are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

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Registered Charity No. 1020644

Thank you for your interest in this post and we look forward to seeing you at RGS Worcester.



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WORCESTER



How to find us

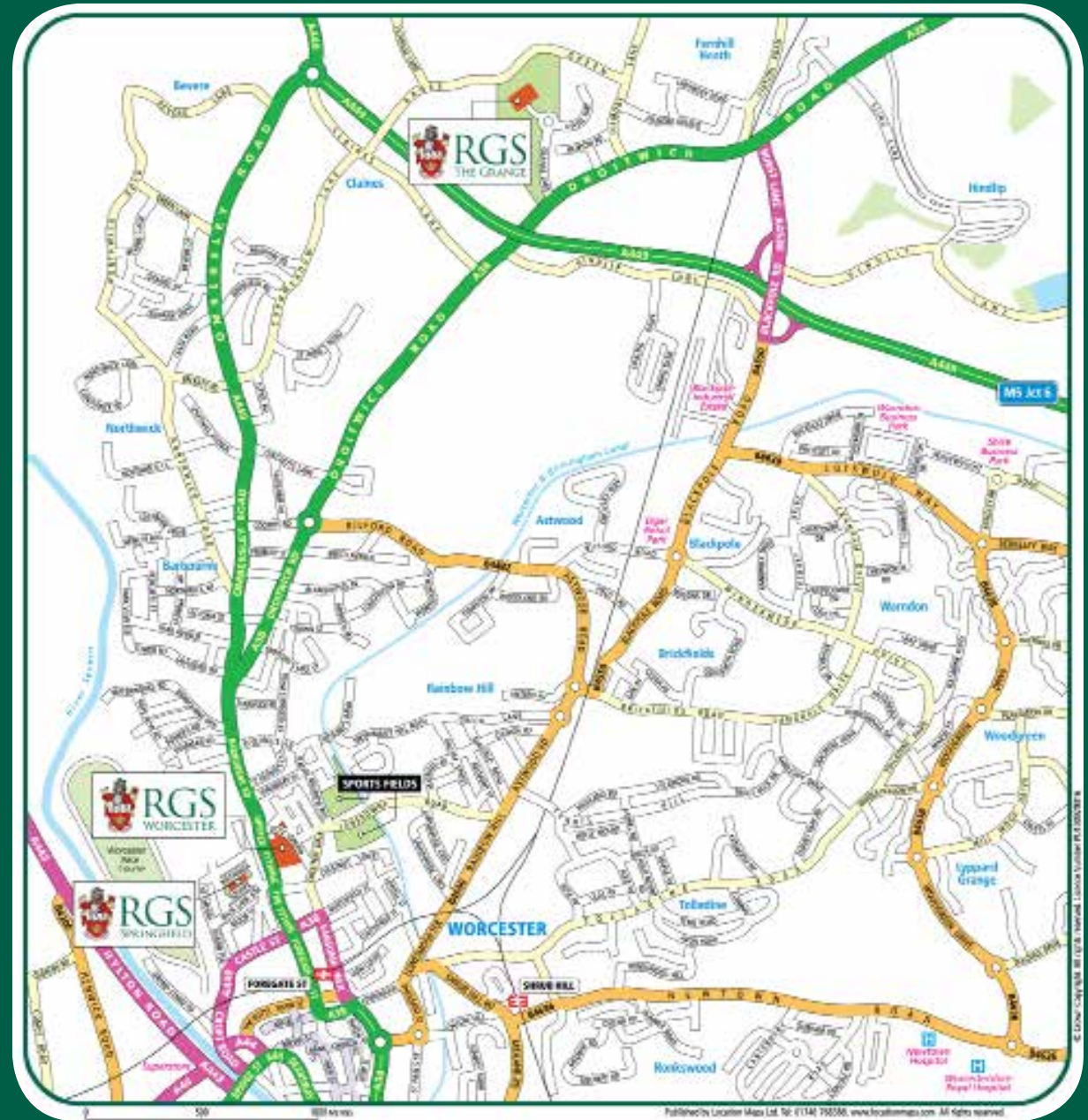
By Road:

The most direct route is via the M5. Leave at Junction 6 and join the A449. Travel through the first intersection until you reach a roundabout. Take the second exit into Ombersley Road, A449. Travel for 2 miles on this road which leads into Barbourne Road and then Upper Tything, A38. The entrance to RGS Worcester is on the left after the Little London turning.

By Rail:

The nearest mainline station is Worcester Foregate Street, which has a direct link to London Paddington and regular services to The West and West Midlands.

Exit the station and turn right. Keep to the right hand side pavement and follow the road out of Worcester for 5 minutes. RGS Worcester will be on your right hand side.



RGS Worcester | RGS The Grange | RGS Springfield

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