

Full-time Director of Football Radnor House Sevenoaks

September 2021



Radnor House Sevenoaks Information

Radnor House Sevenoaks is a fast growing independent co-educational day school educating up to 750 pupils aged 2-18. Located on a beautiful and historic site close to the town of Sevenoaks, Kent, the school was originally founded in 1924 as Combe Bank School before joining the Radnor House Group in 2015, becoming fully co-educational from Nursery to Sixth Form. The school is a member of IAPS and ISA.

Structure

Radnor House Sevenoaks is divided into two sections: Prep School (2-11) and Senior School (11-18) although the emphasis is on providing a 2-18 continuum as pupils progress through each stage of their education.

Co-Curricular

Learning at Radnor House Sevenoaks is not restricted to the classroom and pupils benefit from an extensive range of co-curricular activities designed to engage, broaden and test students both mentally and physically.

Curriculum enrichment activities at Radnor House Sevenoaks include coding, ceramics, debating, film studies, photography, sailing and dance and pupils additionally often participate in external events such as Young Enterprise, The Duke of Edinburgh Award, Kent Chef, Maths Challenge and Young Engineers.

Vision and Values

The vision is for Radnor House Sevenoaks to become a school which truly celebrates the individual providing an active learning environment for limitless minds.

Fostering intellectual curiosity in every individual is at the heart of teaching and learning at Radnor House Sevenoaks. The school offers academic excellence and tailor-made, individual support in the classroom, in the sports arena and throughout an extensive co-curricular programme.

This personal approach to the needs of each student is central to Radnor and at the heart of all strategic planning and decision making. Radnor House

Sevenoaks challenges the idea of limits in all areas of student development and its pastoral care is second to none. The result of this provision is confident, articulate and caring pupils who will be perfectly placed for high levels of achievement whatever their chosen path.

This vision is underpinned by four values:

- **Excellence:** To expect the very best of ourselves in everything we put our hand to. Excellence is a habit.
- **Respect:** To treat others as we would expect to be treated ourselves.
- **Courage:** To always do the right thing, not the easy thing. To be proud of one's decisions.
- **Perseverance:** To pursue the difficult meaningful goal with rigour and passion.

The values of Radnor House Sevenoaks permeate every aspect of school life. They are celebrated in assemblies and delivered in lessons and the wider curriculum. These values will serve as the guiding principles for young people after they leave Radnor House Sevenoaks.

In addition, the values underpin the strategic human resource function and colleagues are encouraged to live the values throughout their working career in the form of an extensive performance management system.



Sports Department Information

Participation in sports at Radnor House Sevenoaks is an integral part of our student's educational experience.

Our sporting programme offers a wide range of opportunities for pupils to develop confident and varied skill sets in an extensive range of sports. Our aim is to develop a strong sporting culture which will lead pupils into a lifelong love of sport whilst staying physically and mentally fit and healthy throughout their lives. The school implements a gender equal approach to sport which provides all boys and girls with the same opportunities in our focus sports of hockey, football, cricket and swimming.

Sport at Radnor House is currently benefiting from huge investment in its sports facilities and staffing. Our sports facilities currently include:

- A full-size sand dressed AstroTurf hockey pitch
- Newly updated and upgraded fitness suite
- Multi use sports hall with indoor cricket nets.
- 25 metre swimming pool with viewing gallery
- Grass playing fields for cricket, athletics, rugby and football at the Sundridge recreational ground
- Tennis courts
- Netball courts
- Cross country course
- Use of cricket grounds at Sevenoaks Vine CC and Holmesdale CC.

Plans are also in place to develop our own playing fields to include a pavilion, cricket pitch, grass athletics track, rugby and football pitches over the next few years.

The Sports Department is led by our Director of Sport, Tom Butt who manages a dedicated and talented team of staff.



The Role - Director of Football

Radnor House Sevenoaks is an ambitious co-educational independent school that wants to achieve success on the sports field, in addition to success in the classroom.

An exciting new position is offered to develop and lead football for boys and girls at our rapidly growing and forward-thinking school. Radnor House Sevenoaks is a co-educational prep and senior school with high aspirations. The sport at Radnor House Sevenoaks is at an exciting time as a result of growth in pupil numbers and significant investment in sports facilities. Additional staff are being recruited to introduce a gender-equal approach to sport, which will focus on both participation and performance in hockey, football, cricket and swimming for both boys and girls from ages 8-18. The Director of Football will work closely with the Director of Sport, Head of Prep PE and the Directors of Hockey, Cricket and Swimming in developing the school's sports programme with a special focus on leading the football programme.

In September 2020 the school opened its new AstroTurf provides a full-size hockey pitch. The all-weather surface adds to the school's current facilities which include a newly refurbished fitness suite, Sports Hall, a 25-metre swimming pool with viewing gallery, two sets of hard courts and use of extensive grass playing fields. The school plans to develop additional playing fields which will include a pavilion, cricket wicket, grass athletics track, a rugby pitch and football pitches.

Significant potential exists to develop football at Radnor House Sevenoaks with its investment in facilities, staffing and its desire to promote excellence in football for girls and boys equally as one of its focus sports. The Director of Football will enjoy the support of a strong and experienced team of PE teachers and coaches.



Job Description - Director of Football

Job Purpose:

Responsible for the development of girls and boys football across the whole school. Key responsibilities of the role will include, but not be limited to the following:

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- Create a development plan to progress boys and girls football with the aim of increasing participation and improving performance.
- Plan and lead coaching programmes for football from ages 8-18.
- Arrange and organise fixtures including logistics bookings for all football in the Senior School.
- Develop and lead staff CPD for football.
- Create and develop strong links with local football clubs, primary and prep schools.
- Create a strong pre-season football programme, including tours.
- Assist in the delivery of at least one of the summer sports (cricket, athletics or tennis).
- Mentor football players who are in the sport scholarship programme.



Qualifications and skills or personal specification:

Essential:

- Strong teaching and coaching background.
- Excellent football knowledge.
- A passion for football and for developing young players into the sport.
- Ability to develop and inspire the more able pupils to elite level football.
- Team player.
- Resilient.
- Ability to plan and think strategically.
- Good communication skills.
- Excellent organisation skills.

Desirable/advantageous:

- Played and or coached to a high level.
- Experience of teaching academic PE at GCSE or A-level.
- Ability to coach cricket to a good standard.
- Strength and conditioning background



Working with us

Celebrating every individual

Radnor House Sevenoaks' ultimate purpose is to provide an 'active learning environment' for all, not only our pupils but also for staff through their worthwhile and satisfying employment in a vibrant and growing community. We are all dedicated to supporting our pupils in achieving their full potential.

Our staff community

As a staff member at Radnor House Sevenoaks, you are part of a community that works together to achieve the best for each of its pupils. There are 150 members of highly dedicated staff team in teaching and support roles. The culture of Radnor House Sevenoaks is founded on the following principles:

Our vision

'An active learning environment for limitless minds'

Our values

Excellence — Respect — Courage — Perseverance

We aim to create a secure, happy and active learning environment of the highest quality which celebrates every individual. Teachers provide outstanding pastoral care alongside teaching of the highest standard and deliver a wide range of co-curricular opportunities.

Radnor House Sevenoaks also has a highly professional support staff creating and maintaining the structures and environment for teachers to help pupils achieve their best.

We actively support colleagues in seeking to improve their professional practice and working in partnership with parents to enhance opportunities for students. This includes helping them to develop an awareness of and contribution to both the local and broader community and wider field of education.

Providing an active learning environment is at the heart of Radnor House Sevenoaks. We want every colleague to fulfil their potential at work through ongoing development opportunities and by taking on new challenges to develop their career. Colleagues receive regular feedback on performance and are appraised each term against key performance indicators.

We also offer a wide range of benefits to staff including free breakfast, lunches and complimentary refreshments from our Café throughout the day, on-site parking, private pension scheme, Life Assurance, 24/7 Employee Assistance Programme and use of the swimming pool, fitness suite and exercise classes.



How to Apply - Director of Football



Candidates are encouraged to contact the school with additional questions prior to submitting an application.

Application forms can be found on our website at:
<https://www.radnor-sevenoaks.org/job-vacancies>

If you wish to apply for the role please send a completed application form including details of two referees to Kate Ratsma, HR Administrator, at cratsma@radnor-sevenoaks.org.

The closing date for all applications is:
Midday on Thursday 4th March 2021

Interviews will take place during the week of:
15th March 2021

Radnor House Sevenoaks is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. Applicants must be willing to undergo child protection screening appropriate to the post, including checks on past employers and the Disclosure and Barring Service (DBS)