



**REED'S**  
S c h o o l

## Candidate Information Head Rugby Coach

*Reed's School*  
Sandy Lane | Cobham | Surrey | KT11 2ES  
[www.reeds.surrey.sch.uk](http://www.reeds.surrey.sch.uk)  
Registered Charity Number: 312008

Reed's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



# An Introduction to Reed's School

Reed's School is a leading HMC independent day and boarding school, providing an education for around 800 pupils. We accept boys between the ages of 11 and 18 years, with girls joining in the Sixth Form. Reed's is predominantly a day school with approximately 10% of pupils boarding, spread throughout the year groups.

Although primarily day, the School benefits from all the facilities of a boarding school which provide the welcoming community feel that embodies our ethos and character.

Reed's is well-known for its innovative approach to learning, outstanding Arts and Music provision, and national and world-class Sports teams.

Our staff are recognised for their inspirational and dynamic approach to learning. The vast majority of pupils go on to attend their first-choice universities, with Russell Group universities being the most popular destinations. The ISI awarded the School "excellent" in all categories during its most recent inspection.

Situated in over forty acres of countryside in Cobham, Surrey, Reed's benefits from excellent transport links by rail, road and air. The School is a ten-minute walk to Oxshott Station, with a forty-minute journey into Central London while the A3 is a four-minute drive away with excellent links to Gatwick and Heathrow airport and the M25.



# The History of Reed's School

Reed's School was established in 1813 by the prominent philanthropist and social reformer Reverend Dr Andrew Reed as a school for orphaned children. His belief that philanthropy and education have the power to transform the lives of children remains central to the ethos of Reed's. Through our Foundation the School continues to offer bursaries to approximately 10% of the pupils who have lost the support of one or both parents, be in need of pastoral care and financial assistance.

Although much has changed since the School was founded, our values-driven approach to education has remained the same. Through our core values of Integrity, Compassion, Curiosity, Resilience, Responsibility and Independence we are able to create a dynamic, exciting, and friendly environment where our pupils and staff thrive.



# Support Staff Benefits

Reed's School enjoys notable demand for places and is backed by strong financial planning that enables all departments to be very well resourced.

## SALARY

- A competitive, bench-marked salary commensurate with experience will be offered for this role.

## PROFESSIONAL DEVELOPMENT

- The School commits to support on-going training and professional development for all of its employees.
- In addition to this, the School offers INSET days delivering a range of further training such as highly-practical First Aid qualifications.
- There is an annual cycle of appraisal as well as myriad opportunities to reflect on professional practice and development opportunities.

## PENSION SCHEME

- The School pays an employer's contribution to its selected Pension Scheme.

## PRIVATE HEALTH INSURANCE (OPT-IN)

- Eligible staff can sign up to the school's Private Health Insurance, provided by AXA PPP Healthcare.

## EMPLOYEE ASSISTANCE PROGRAMME

- Health Assured provides expert free and confidential support with personal and professional difficulties, 24/7.

## FEE REMISSION SCHEME

- Support staff are eligible for School Fee Remission in respect of their child(ren) attending Reed's School and at Ripley Court School for children under 11. This sum is proportionally reduced for part-time members of staff. The children of employees are subject to the same admissions assessments as other children and employment in no way guarantees that an offer of a place will be made.

## MEALS & REFRESHMENTS

- Lunches and other refreshments are provided free of charge during the school day (breakfast and dinner available should staff work earlier or later than normal).

## PARKING

- Free, onsite parking is available for all staff.

## REED'S SCHOOL SPORTS CENTRE

- Free membership of the School's Sports Centre, with access to squash courts, gym, swimming pool and other sports facilities at agreed times.

## COMMON ROOM

- All members of staff belong to the Common Room. There are opportunities to participate in a number of Common Room activities such as social events, sports teams etc.

## CYCLE TO WORK SCHEME

- Employees can apply to the Cycle to Work Scheme, linked with Evans Cycles

## HOLIDAY CAMPS DISCOUNTS

- Discounts are available to all permanent staff on holiday camps and activities hosted at Reed's School.

Reed's School is strongly committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We want our pupils to understand the importance of a diverse community by recruiting from the widest possible pool of talent, removing barriers that can prevent people from showing their full potential, and fostering a fully-inclusive environment.

To enable us to make any reasonable adjustments, please let us know when you submit your application whether you have any special requirements.





# The Sports Department

Sport represents a prominent force within Reed's School, engaging a large, enthusiastic, and active sporting community of both pupils and staff. The provision at Reed's is characterised by clear ambition and the pursuit of the highest possible standards in performance and participation.

Reed's has a national reputation for sport works with national sports bodies and professional clubs to develop our programme.

The Department comprises a well-equipped Sports Centre which includes a gym, squash courts, swimming pool and climbing wall. Additional facilities are provided in an indoor tennis centre, a state-of-the-art indoor cricket centre, two astroturf pitches and numerous sports fields. All of this is accessible on our 40-acre campus which provides a fantastic platform for the development of sport within the school at all levels and throughout the year.

The School's major sports are Hockey, Rugby, Cricket and Netball. Our four Academies: Tennis, Golf, Ski Racing and Swimming allow individuals to perform at international level. Our additional sports programme allows participation in a wide range of sports. Badminton, Squash, Athletics, Football, Basketball and several others all have regular fixtures and specialist coaching.

The School was awarded the TES Sports School of the Year Award in 2020 for performance and participation in all areas.







# The Role

The Head Rugby Coach will be responsible for leading the planning, development, and delivery of coaching within all areas of the Reed's rugby programme.

The role-holder will be responsible for the development of pupils of all standards to maintain Reed's position at the forefront of school rugby.

There may also be a requirement to assist with other activities where required throughout the academic year, such as sports scholarship assessment days and school trips.

The role will work across all 3 terms, with rugby coaching primarily during the autumn and spring terms. Additional hours in the summer term coaching games sessions and leading the pre-season preparation for the rugby season.

As a minimum, part-time hours are:

Tuesday: 8.30am – 5.15pm

Wednesday: 10.20am – 5.15pm

Thursday: 12.30pm – 5.15pm

Saturday: Fixtures or training (AM or PM) and occasional Sunday Sevens tournaments, in the spring term.

This role will report to the Head of Rugby and Director of Sport.



# Main Duties and Responsibilities

- To provide coaching to support the strategic needs of Reed's rugby. The scope of the role will be to focus upon the coaching of young people.
- To develop and implement a coaching strategy that builds the culture, capacity, quality, and performance of the coaching and playing activities of the school.
- To deliver coaching, sessions both in timetabled lessons and out. Where appropriate utilise coaches to assist.
- To prioritise coach education for playing and refereeing purposes. Where external bodies are used take responsibility for their management.
- To support players who are pursuing performance/talent pathways within rugby.
- Ensure all training sessions are well-planned and effective with team, unit and individual player needs being met.
- Market Reed's School and Reed's rugby to the wider community through coaching and refereeing in local feeder schools.
- To work with the Head of Rugby on the monitoring and evaluation of players through game analysis.
- To be present on Saturdays and at both pre-season and holiday training, as well as tours and trips.





# Person Specification

## QUALIFICATIONS

### Essential

- Minimum of a Level 3 qualification or relevant playing experience

### Desirable

- Up-to-date refereeing qualification.

## EXPERIENCE

### Essential

- Previous sports coaching or playing experience for differing ability needs.
- Previous experience of working with children.
- Experience of working co-operatively as part of a team.
- Running a programme and experience working with elite athletes.

### Desirable

- Ability to demonstrate creative and innovative approaches to enthusing and challenging pupils.
- Understanding of high-level sport

## SKILLS

### Essential

- Excellent planning and organisation skills.
- Excellent communication skills.
- Ability to set effective, realistic, and challenging lesson objectives.
- Ability to use video analysis software to enhance the players understanding and development.
- Ability to gather, evaluate and analyse assessment data to inform coaching.

### Desirable

- Insight into pupil learning needs.

## PERSONAL COMPETENCIES AND QUALITIES

### Essential

- Motivation and enthusiasm to work with children and young people.
- Ability to act as a role model for pupils and staff through demonstrating high standards of personal and professional conduct.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Positive attitude to use of authority and maintaining discipline.
- Ability to maintain consistency and fairness





# Application Process

If you would like to find out further information regarding the role, please contact the HR department by email at [hr@reeds.surrey.sch.uk](mailto:hr@reeds.surrey.sch.uk) or by telephone on 01932 869044.

Applicants should send a completed Reed's application form to the HR Department by email to [hr@reeds.surrey.sch.uk](mailto:hr@reeds.surrey.sch.uk) or by post to Reed's School, Sandy Lane, Cobham, Surrey KT11 2ES.

## Safeguarding & Child Protection

Reed's 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, including checks with past employers and the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions & cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

## ISI INSPECTION REPORT

### MARCH 2022

*In our latest ISI Inspection (March 2022) Reed's were judged 'excellent' (the highest grading) in both categories: the quality of the pupils' academic and other achievements and the quality of pupils' personal development.*

"Pupils respond well to challenging teaching and planning, to teachers' high expectations of them and the challenges they set themselves."

"Pupils are excellent communicators. They confidently take part in discussions in lessons, assemblies and debates and spoke eloquently to the inspectors."

"Pupils' outstanding attitudes to learning support their excellent progress and achievement."

"Pupils want to succeed; they are ambitious and love learning."

"The success of the pupils beyond the academic curriculum is outstanding. The extensive co-curricular programme enables pupils to flourish outside the classroom."