



EWELL CASTLE SCHOOL

Where Children Thrive



Independent Co-Educational Day School
for Boys and Girls aged 3 to 18 years

Teacher of PE & Head of Rugby

Job Location: Ewell Castle Senior School

Reporting to: Director of Sport

Start Date: January 2024

Salary: Ewell Castle Teacher pay scale plus Teacher Pension Scheme
+ benefits



INSPIRE – ENGAGE - EXCEL

Teacher of PE & Head of Rugby

Ewell Castle is a thriving, independent school located in leafy Ewell Village. The school is co-educational from Nursery to Sixth Form and enjoys small classes, averaging approximately fifteen pupils over the whole School. Ewell Castle has an excellent reputation for its family-friendly ethos, with a strong focus on pupil wellbeing and personalised learning. The School has a vibrant community spirit including regular events for staff, parents and friends of the School. Ewell Castle is a genuine mixed ability school with a focus on achieving each individual child's potential.

Ewell Castle is a busy and dynamic place to work with teaching and support staff working as a team to fulfill the School's mission: To inspire our children and young people to thrive, engaging them to excel in a creative and academic environment. We will instill a growth mind-set to develop: confidence, contentment and emotional intelligence.

The Head of Rugby will lead on the provision of Rugby teaching, coaching and planning for boys at the senior school, as well as leading and development of the growing girls' programme. The successful candidate will be adept at cascading best practise coaching and skill development to all PE teachers and will take a lead role in the development of Rugby for all at the school.

The Head of Rugby will be able to teach a full range of sports during PE and Games sessions throughout the year and will also be expected to take a full and active role in the pastoral side of the school as a Form Tutor. The ideal candidate will be passionate about sport for all and able to stretch and challenge all pupils and the ability to teach Academic PE at GCSE and or A Level would be an advantage.

Pupils at Ewell Castle play Rugby in the Autumn term, Football in the Spring Term and Cricket and Athletics in the summer term. Girls additionally play Netball in the Autumn and Spring terms.

The PE department run an extensive co curricular programme and the successful candidate will take an active role in the provision and continued development of this programme.

The school has dedicated pitches on site and indoor sports hall. The school runs a very successful [Tennis academy](#) and [Cricket academy](#) and a thriving sports scholarship programme.

The starting salary for this position will be in accordance with the Ewell Castle Pay Scales which currently track in excess of the maintained sector's pay grades, and will reflect the experience and qualifications of the successful candidate.



Job Description:

Teacher of PE & Head of Rugby



In addition to the requirements of the role of Teacher of PE the post holder will be responsible and accountable for all matters in relation to Rugby within the Senior school, working in conjunction with and under the guidance of the Director of Sport.


- Be responsible for planning, coaching and organising all matters related to the teaching of Rugby.
- Lead the coaching of Rugby within timetabled lessons and during co-curricular activities and Saturday fixtures, in line with the departmental plan.
- Prepare coaching and refereeing Insets and clinics as deemed necessary by the Director of Sport, to maintain and develop good practice.
- Develop, organise and maintain a competitive school fixture list for Rugby.
- Ensure the smooth running of Rugby on a daily, weekly and termly basis.
- Maintain a supply of equipment that enables professional coaching of Rugby at the school.
- Take the lead role in organising Rugby tours in conjunction with the Director of Sport.
- Coach, referee, umpire or act as analyst during all weekend fixtures and training sessions for all sports as instructed by the Director of Sport.
- Attend all departmental and school meetings as required by the Director of Sport.
- Make a decision about playing conditions during adverse weather.
- Assist in the planning and running of an effective Sport Scholarship assessment and support the Director of Sport with the Scholarship process.
- Organise video analysis sessions as required to develop pupil knowledge or performance.

General/Other

- To adhere at all times to Safeguarding and Child Protection regulations, and training.
- To undertake appropriate professional development, incl. membership of appropriate professional associations and network groups.
- To engage in the school's procedures regarding appraisal.
- To be aware and adhere at all times to the school code of conduct and confidentiality.
- To undertake such other responsibilities as may be reasonable and required from time to time within the overall scope of the post.

This job description will be reviewed as and when necessary in accordance with the needs of the School.



Person Specification: Teacher of PE – Head of Rugby		 EWELL CASTLE SCHOOL Where Children Thrive
	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • University Degree or higher academic qualification. • High standard of literacy and numeracy. • Minimum 5 GCSE passes grade A-C (or equivalent) including English and Maths. • Refereeing and/or coaching qualification in Rugby 	<ul style="list-style-type: none"> • Qualification in Sports Science • Teaching Qualification • Umpiring and/or coaching in other sports • To have worked in performance level rugby either at a professional rugby club or at county representative level.
Experience	<ul style="list-style-type: none"> • Experience of teaching/coaching rugby to a high level either in schools or at clubs • Experience of teaching PE/Games to pupils in Key Stage 3-5 with a range of abilities • Experience of working with sports teams • Experience of organising and co-ordinating fixtures • Ability to problem solve and analyse potential logistical issues 	<ul style="list-style-type: none"> • Experience of working with a (school) management information system. • Experience of using the SOCS sports package • Experience of teaching rugby to girls. • An enthusiasm to teach, promote and develop a girls rugby programme within the school
Knowledge & Skills	<ul style="list-style-type: none"> • A passion for Sport and a commitment to high achievement. • Be able to teach PE/Games to pupils across KS3 to KS5. • To be an outstanding rugby coach • Be an effective and confident communicator, having a good command of English, both spoken and written. • Ability to work as a team and on one's own. • Ability to actively contribute to the co-curricular life of the school including fixtures, lunchtime clubs, training sessions and trips. • Ability to use social media, particularly Twitter, as an effective means of communicating with parents and teams. • Ability to use current Windows based packages including Microsoft Word, Excel, 	<ul style="list-style-type: none"> • Understand the workings of a PE Department.




“ Ewell Castle is where every child becomes the best version of themselves, in a nurturing and supportive environment”

Parent, January 2022

“ Ewell Castle is like being part of a working family”

Staff member Jan 2022

INSPIRE – ENGAGE - EXCEL

Person Specification: Teacher of PE – Head of Rugby		 EWELL CASTLE SCHOOL Where Children Thrive
	Outlook and PowerPoint, software relevant to Sport.	
Personal Qualities	<ul style="list-style-type: none"> • Be able to teach and motivate very able students as well as those of more modest potential. • Be committed to the co-curricular life of the school including working on Saturdays and during school holidays when required for sports tours • A commitment to safeguarding and promoting the welfare of children. • To display the highest levels of integrity and complete trustworthiness and discretion. Be a problem solver, and to be able to reflect upon one's own practice. • Be highly organised with the ability to prioritise and work to tight deadlines whilst retaining a professional composure. • Have an excellent punctuality and attendance record. • Show commitment to continuing professional development. • Display excellent teamwork skills. • Be flexible, versatile, and self-motivated. • Be confident and authoritative. • Demonstrate the ability to role model the ethos and values of the school. • To see problems before they arise and to work out solutions. • To understand how rugby fits into the broader department development plan 	<ul style="list-style-type: none"> • An awareness of the importance of confidentiality and data protection. • Conversant with relevant educational issues and developments within the specific field but also in more general areas.



Why join us?

- Children of members of staff benefit by a 50% maximum (i.e. unaffected by scholarship or bursary) remission of school fees. (The remission is reduced pro rata for a part-time member of staff.)
- Lunches are provided during term time, free of charge.
- The School currently subscribes to the Teacher's Pension Scheme.
- Interest free loans are available for the purchase of computers through the school.
- Ride to work
- CPD opportunities are available to all staff. The School also part funds MQSL, NPQSL, NPQH and MA courses.

Applicants invited for interview will be required to bring proof of identity e.g. passport, and qualifications to interview. Please note that we reserve the right to appoint before the closing date.

Further information about the School and an application form are available on our website: www.ewellcastle.co.uk. A completed **application form** with a **covering letter** (maximum single side of A4) should be sent to the **Director of HR & Compliance** as soon as possible by email (preferred: recruitment@ewellcastle.co.uk). Please note that we are unable to accept CVs. Correspondence should be marked '**Head of Rugby: Confidential**'



Ewell Castle 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 (DBS). Staff recruitment is also subject to the School's 'Equal Opportunities' policy and monitoring procedure.





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