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Royal  
Russell

Appointment of  
**Director of Sport,  
Health, and Fitness**

September 2024  
(or as soon as possible after)





# Royal Russell School



Royal Russell is a co-educational school with over 1200 pupils between the ages of 3 and 18. Separate Junior and Senior departments share the same site and collaborate closely, with St David's Prep School in Purley as part of the Russell School Trust group of Schools. Royal Russell is situated on a beautiful campus of 110 acres in South London, near Croydon in Surrey. There are over 180 boarding pupils in the Senior School, and the School is proud of its state-of-the-art day and boarding facilities, as well as the warm pastoral provision. Our Vision is: 'Inspiring a life of learning as the family school of choice'.

Academic outcomes are strong, with pupils achieving excellent results at GCSE, BTEC and A Level examination, resulting in entry to Russell Group Universities, degree apprentice programmes, the Armed Forces and the wider world of employment. The most recent ISI inspection judged Royal Russell and St David's to be 'Excellent' in all areas.

Royal Russell is an attractive, and dynamic, place to work. It is a vibrant, friendly, and dedicated community working on a beautiful, parkland estate with easy access to transport links to the tram, rail network and major roads and motorways.

This post will be generously remunerated, and accommodation is likely to be available for a relocating candidate. Teaching staff are in membership of an Aviva pension scheme. Children of staff can be educated at any of the schools with a remission of 50% from the published fee.





# Sport, Health, and Fitness at Royal Russell



Physical wellbeing is an integral part of life at Royal Russell. All children take part in a range of activities appropriate to their interests and development, including Swimming and games afternoons. The School's principal competitive sports are Football, Netball, Hockey, Cricket, and Trampolining and other activities, such as Basketball and Dance, are also popular and prominent. Sport and exercise are managed and delivered by a team of specialist staff, who are led by the Director of Sport, Health, and Fitness.

Standards are high. The School is the current U18 ISFA National Champion, and holder of the Boodles Cup, creating history by winning a treble of major competitions. Further national titles

have been won by the U13 and U15 age groups. Several players have represented the School in the England ISFA U18 National Cup team, with three players progressing to professional contracts in the last two years and to National level (England and Wales) line-ups. There are additional pathways into the professional game through British Universities and US College Scholarships. Strong links are maintained with elite clubs, including Superleague Netball franchises, Surrey Storm, and London Pulse. The School seeks to be forward-thinking, innovative, and fully involved at the national level of youth sport, with the Football Academy attracting players from all over the world, who value the

combination of specialist coaching, performance support and high-level competition on offer.

There is an extensive Sport Scholarship programme, which makes awards to pupils showing outstanding ability in Hockey, Football, Netball and Cricket. Scholarships entitle holders to a unique training programme to support their specific sport, enabling them to reach the limit of their potential.

Examination PE and Sport (GCSE and BTEC) are popular subjects at the School, and results are consistently outstanding





## Resources for Sport, Health, and Fitness



Resources for sport, health and fitness are extensive. There is a specialist staff of 30 teachers and coaches, who deliver the Sport, PE, and Exercise programmes. This includes PE teachers, heads of all the School's principal sports, specialist coaches and conditioning personnel. Many are qualified to the highest level, including multiple UEFA A Licence coaches, many with Premier League Academy experience.

Facilities are equally impressive. There are extensive, immaculate grass pitches for Football and other games and a Multi-Use Games Area (MUGA). A high-quality Hockey pitch is situated adjacent to 6 all-weather Netball courts: all these areas are floodlit to match standard. Additionally,

there is a multi-use sports hall, gymnasium, twenty-five metre indoor pool and additional teaching pool. The school estate provides an inspiring venue for varying forms of outdoor exercise, including a 2km cross-country circuit through the school's woods. Sports facilities are used by both Junior and Senior schools at various times of the week, and many staff are involved with both programmes.

Considerable time is allocated to PE and sport in both the Junior and Senior schools. This includes lessons, games afternoons, team practices and matches, as well as a range of other co-curricular sports opportunities. The Football Academy has two additional late morning training

sessions incorporated within the school day. Inter-school fixtures take place during the week, and on Saturdays.

The high-performance programmes are well supported. Matches are recorded, with a range of cameras, including a state of the art hi-cam. Personal fitness programmes are delivered by the School's conditioning staff in a brand-new suite. There is a Sports Medicine Department, with chartered physiotherapist, which measures player load and delivers injury prevention and rehabilitation guidance, alongside a team of Registered General Nurses, and a retained School Doctor.





# The Role of Director of Sport, Health, and Fitness



The Director of Sport, Health and Fitness is a significant post in the Royal Russell community. The holder has full strategic and operational oversight of all aspects of sport and exercise in both Junior and Senior schools. The appointed person will work closely with the School's leaders to establish a clear vision for the future, and collaboratively with the large team of sports staff to ensure that this is consistently implemented. They will set the standards, build the culture and be the custodian of the School's reputation in sport.

It is important that the appointed person provides clear and demonstrable leadership, both for the programme, pupils, and staff, as well as being

an impeccable role model. This role requires a clear understanding of what contemporary school sport should provide, together with the capacity to lead change, develop new areas of provision and communicate effectively. It will require the management of a large team of staff, substantial budgets and ensure regulatory compliance.

The School is committed to providing high quality sport and exercise for all pupils. This will include sector-leading high-performance programmes in its flagship sports, but also the opportunity for all pupils to take part in games and health-promoting exercise. It will require a wide-ranging programme, which will inspire all children to embrace positive

attitudes to lifelong exercise. Continuity of approach from age 3–18 is vital.

The appointed person will be expected to teach, and examination PE is available for a suitably qualified candidate. They are likely to be involved in sports coaching at some level, and an ability to contribute to one of more of the School's principal sports is desirable: however, the focus of the position will be on providing dynamic leadership to a team of dedicated professionals and being a powerful ambassador both for the School and its sport.





# Person Specification

The School seeks to appoint an outstanding individual to lead the next stage of development of Sport, Health, and Fitness at Royal Russell. The successful candidate will have experience of leadership in sport, achieved within independent schools, alongside the drive, charisma, and gravitas to command respect amongst pupils, parents, and staff. They will have the capacity to think strategically, communicate widely and inspire colleagues.

The Director of Sport, Health and Fitness will have the capacity to critically analyse current provision, anticipate future developments, and win the engagement of a large and dedicated staff team. Through a combination of personal credibility,

example, and compelling leadership, they will create, communicate, and implement a forward-thinking programme which will provide for all pupils, whether their aspiration is high performance or a healthy, active lifestyle. A visible role model, the successful candidate will be a compelling ambassador for Royal Russell sport and its values, building relationships with the wider world of sport and inspiring confidence throughout, and beyond, the School. Empathy, understanding, determination and firmness will all be essential qualities.

A background in sport as player or coach is essential, and familiarity with performance programmes and pathways will be an advantage. It is also important that the Director of Sport, Health,

and Fitness is able to motivate reluctant exercisers and to provide inspiring experiences to encourage them to be active.

Whilst applicants from all backgrounds will be considered, experience of independent school sport, preferably in a leadership position, is highly desirable. The successful candidate will establish an active community and an aspirational culture, in which all pupils can be purposefully engaged in physical activity, and many can strive to excel.

A degree in a sports-related subject is highly desirable, as are teaching and/or coaching qualifications. A commitment to continuing professional development is expected.







# Appointment Process

Royal Russell School is working with ICE Education on this important appointment. Potential applicants who wish to have an informal conversation about the role are welcome to contact Dan Scargill, to arrange this [dan@ice-education.co.uk](mailto:dan@ice-education.co.uk)

Applications should be made on the School's forms, which can be found by [clicking here](#) and returned to Dan Scargill [dan@ice-education.co.uk](mailto:dan@ice-education.co.uk).

The closing date for applications is Monday 11 March at 9.00am. Preliminary interviews will take place at the School on Friday 15 March, with a final round the following week.

The School reserves the right to make an appointment at any stage of the process and encourages early applications. Right to Work in the UK is essential.

*The School is committed to safeguarding and promoting the welfare of children and all appointments are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check (including a check against the Children's Barred List), and other pre-employment screening including a check on the Secretary of State list of prohibited staff.*

*The School is committed to the principles of equal opportunity, diversity, and inclusion. It seeks to attract and retain the very best staff, ensuring that our staff body reflects the diversity of the pupils and the local community*







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