



GORDON'S SCHOOL

MODERN IDEAS - TRADITIONAL VALUES



Head of Rugby
CANDIDATE BOOKLET

INTRODUCTION

The history of this school has endowed it with a tremendous sense of tradition which has shaped the current ethos and values, contributing to a school of which the staff, governors and students are very proud. Gordon's was founded in 1885 by public subscription, at the express wish of Queen Victoria, as the National Memorial to General Charles Gordon, who was killed at Khartoum in January 1885. Since its foundation the School has been privileged to have the reigning Monarch as its Patron.

Located in 45-acres of wooded parkland near Woking, Surrey, it was originally a boys' home, then a boys' boarding school before becoming co-ed in 1994.

Gordon's is an 11-18 co-educational, non-selective state school catering for full, weekly and day boarders. A school of our size means every single boy and girl can truly be known and treated as an individual, with their talents recognised and nurtured. This is considered a real strength of the school.

Gordon's is officially listed as one of Britain's outstanding schools by His Majesty's Chief Inspector. The last six Ofsted inspections have rated the school outstanding in all categories. However, the school does not rest on its laurels and seeks to be increasingly progressive in maintaining its exceptional standards in a fast-changing educational landscape.



'The outstanding work of the school is built upon a culture of high expectations and care for the individual.'

OFSTED Report

LETTER FROM THE DIRECTOR OF SPORT

Thank you for your interest in working at Gordon's School. I hope this pack gives you a taste of "life at Gordon's" to help you decide if this role is the right opportunity for you.

Situated in 45-acres of beautiful grounds with generous facilities, Gordon's seeks to provide a world-class education: more than the best possible examination results, a thorough preparation for life. We do not wish to be the biggest, just amongst the best, measuring our success across a wide range of achievements and by the calibre of people Gordon's students become. This means that the manner in which we achieve matters and we pride ourselves on understated excellence and encourage our students to let their achievements speak for themselves.

Sport is a major part of the co-curricular programme at Gordon's School. Our vision for Sport is to recognise and develop the potential of each student and team through engagement in sport and physical activities. We look to compete at the highest possible level, whilst maximising participation and enjoyment for all students. We recognise the benefits of physical activity and sport on both mental health and preparation for life, and look to give all students opportunities to compete in a wide range of sport.

We believe in 'character not characters' and having the right values, we have termed this #bleedgreen; our strapline for character in sport, quite simply, working hard for oneself and others. Coaching is a huge part of sport at Gordon's and there is no one way to deliver outstanding coaching. We aim for a player-centred coaching environment focused on forensic feedback, challenge, engagement that allows the discovery and development of core and advanced skills alongside the development of foundation skills through conditioned games and problem-solving practices.

This is an exciting time for Sport at Gordon's, following the recent developments of our sports facilities (new 3G pitch, Sports Hall and Fitness Suite), the grounds provide an outstanding setting for sport at all levels. We are looking forward to the prospect of recruiting a committed professional to join the next phase of our Rugby programme and you will have a crucial role to play, ensuring rugby continues to excel as a whole school programme and at elite level.

I hope you are inspired to apply!



Jamie Harrison
Director of Sport



THE RUGBY PROGRAMME

Gordon's is seeking to appoint a highly motivated and inspirational Head of Rugby with a clear philosophy for the development of Rugby in an ambitious boarding school.

We have a competitive fixture list and an extensive games and after-school training programme. Rugby is played over two terms at senior level, with 15-a-side in the Autumn and continuing into the Spring Term with the addition of Rugby 7s. At Year 7 – 11 Rugby 15s is played in the Autumn Term and Rugby 7s in the Spring Term.

In September 2020 we partnered with Harlequins Rugby Club to join the ACE league. This is seen as the pinnacle of school boy rugby. The ACE team is supported by a 1st, 2nd and U17 senior XV sides, who all regularly compete in weekly fixtures. The 1st XV compete in the Daily Mail trophy competition.

Participation rates in the Autumn Term are high with A, B and C teams in the lower years. In the Spring Term the seniors continue their 15s in the NextGen Spring League, whilst the remainder of the squad prepares for Rugby 7s. We enter two teams at Rosslyn Park 7s at Cup and Vase level. There is a full range of tournaments in the build up, with a Portugal 7s Tour in February Half-Term for the U14s, U16s and Senior teams.

Currently the school has four on-site rugby pitches, a fitness suite and a full-size floodlit 3G pitch. There is extensive support for all our sports programmes, with students receiving nutrition, athletic development, psychology and pre-hab/re-hab. Rugby is well developed at Gordon's, and The successful candidate will be expected to establish an inclusive and forward thinking Rugby Development Plan to take rugby at Gordon's to the next level



“The school has high levels of involvement in, and commitment to, school teams. Many pupils value and enjoy these experiences: it is clear that, for many, Saturday sport is a highlight of the week”

Neil Rollings – Chairman of the Professional Association of Directors of Sport

'This is an exceptionally good school.'

OFSTED Report

WE OFFER:

SALARY RANGE – COMPETITIVE

Gordon's operates an enhanced salary structure, for which we expect staff to contribute to the wider life of the school at all times.

Plus

- Attractive and spacious campus, within easy reach of the M3 motorway and London
- Well-resourced facilities
- Complimentary meals
- A shorter academic year than most schools
- Access to on-site sport facilities, including fitness suite
- Generous support for professional development
- Opportunities to contribute ideas and develop initiatives that improve the school
- Outstanding staff: professional, supportive and committed
- Provision of a tablet PC
- The opportunity to play your part to help nurture world class global citizens
- Single and/or family accommodation available

APPLICATION PROCESS

Having read the materials provided I do hope you will wish to make an application, and you should do so by completing the application form in full. In the personal statement section of the form please make clear how you consider your qualities and experience would fit you for the post as described, and express your vision of how the role will contribute to the future development of the school. **Please also indicate in your personal statement if you are interested in subsidised accommodation on the school site.**

We warmly invite interested candidates to visit the school. Tours will take place on the following dates:

Monday 17th April - 4pm to 5pm or 5pm to 6pm

Tuesday 18th April - 6pm to 7pm

Thursday 20th April - 5pm to 6pm

Friday 21st April - 4pm to 5pm

Please contact Mrs Jacqui George, Head's PA, to arrange a visit via email:

jgeorge@gordons.school

REFERENCES

You are asked to give the names of two referees, one of whom should be your current Head.

Deadline for applications: 10:00am on Friday 21st April

Interviews: Friday 28th April

Address: West End, Woking, Surrey, GU24 9PT

Telephone: 01276 858084

Web site: www.gordons.school

Gordon's is an 11-18 co-educational, non-selective boarding and day school with Academy status. It was established as the National Memorial to General Gordon of Khartoum and is supported by the Gordon Foundation, an independent charitable trust.

Head Teacher: Mr Andrew Moss

Chairman of Governors: Mrs Jane Valner

Gordon Foundation Chairman: Lieutenant General Richard Cripwell CB CBE





LIFE AT GORDON'S

Set in a beautiful 45 acre Surrey site, the School enjoys excellent facilities and an aspirational learning environment. Gordon's is recognised by HM Chief Inspector of Schools as one of Britain's finest non-selective schools, with circa 950 students including 270 residential boarders and a thriving sixth form of over 300.

Over-subscribed, Gordon's size ensures that every student is well known and nurtured as an individual. The school has a very strong emphasis on high expectations in all aspects of school life and the school aims to offer more than just outstanding examination results, providing abundant opportunities outside the classroom and exceptional pastoral care.

As an active boarding school all teaching staff are expected to be sympathetic to the healthy tensions posed by an eviable co-curricular programme and strong House system where every student is considered a boarder and is member of a physical House.

The school's activity programme is known as Period Seven and includes competitive sporting fixtures, CCF, Duke of Edinburgh's Award Scheme and a raft of other options from Model United Nations to Mandarin lessons and from concert band to drama productions.

Marching is a unique feature of the school and practice takes place most Fridays after school in preparation for school parades, of which there are eight a year, including our annual Whitehall Parade in memory of General Gordon when we are the only school in England to stop the London traffic! The Gordon's Pipes and Drums are an important part of our marching tradition and have received acclaim far beyond Surrey, competing annually in the International Scottish Schools' Piping Championships.

There is an exciting calendar of school trips which support the curriculum and develop young people including: Ten Tors, UK and overseas Gold Duke of Edinburgh expeditions, overseas music tours, and sports tours across golf, rugby, football, hockey and netball.

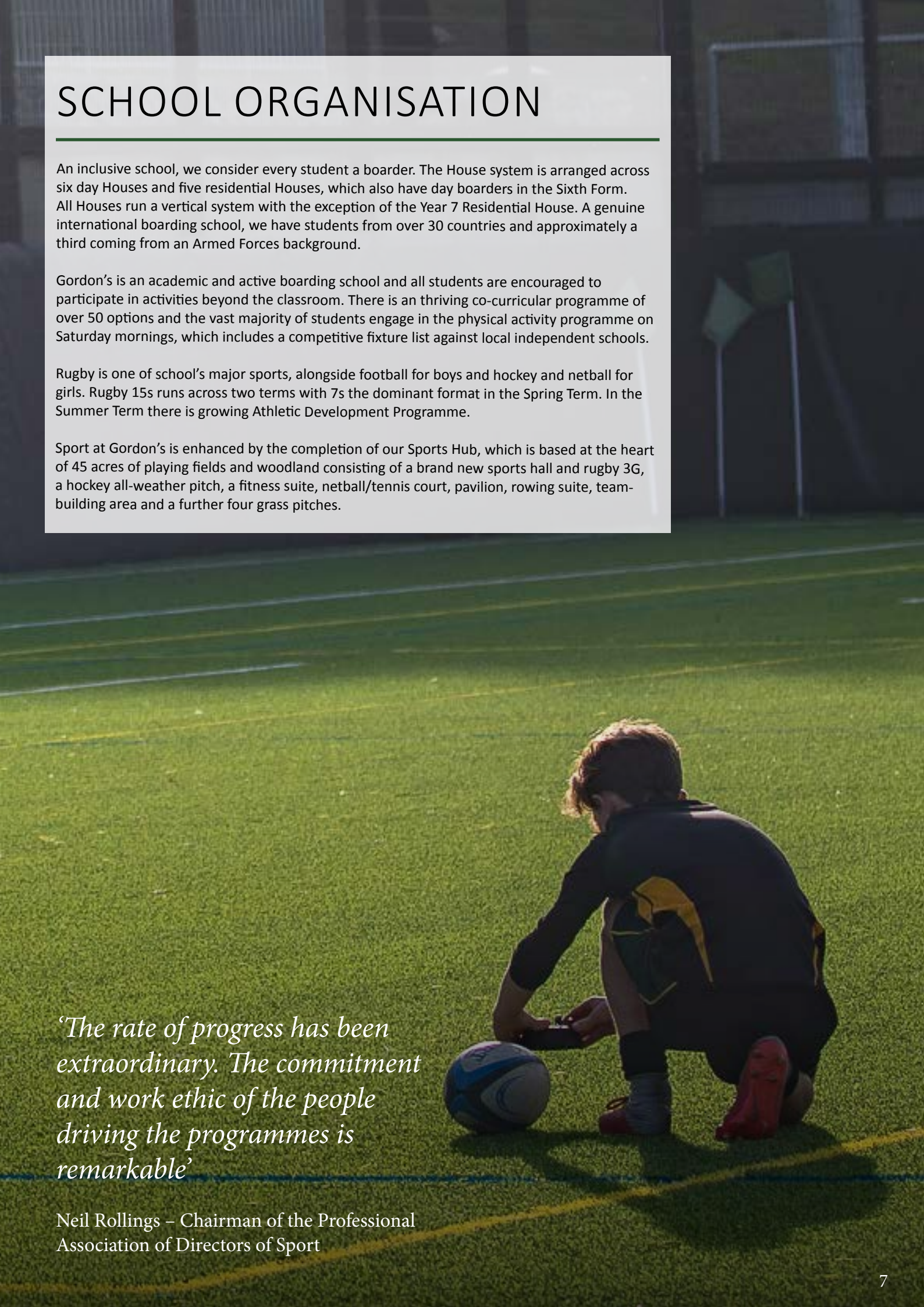
SCHOOL ORGANISATION

An inclusive school, we consider every student a boarder. The House system is arranged across six day Houses and five residential Houses, which also have day boarders in the Sixth Form. All Houses run a vertical system with the exception of the Year 7 Residential House. A genuine international boarding school, we have students from over 30 countries and approximately a third coming from an Armed Forces background.

Gordon's is an academic and active boarding school and all students are encouraged to participate in activities beyond the classroom. There is an thriving co-curricular programme of over 50 options and the vast majority of students engage in the physical activity programme on Saturday mornings, which includes a competitive fixture list against local independent schools.

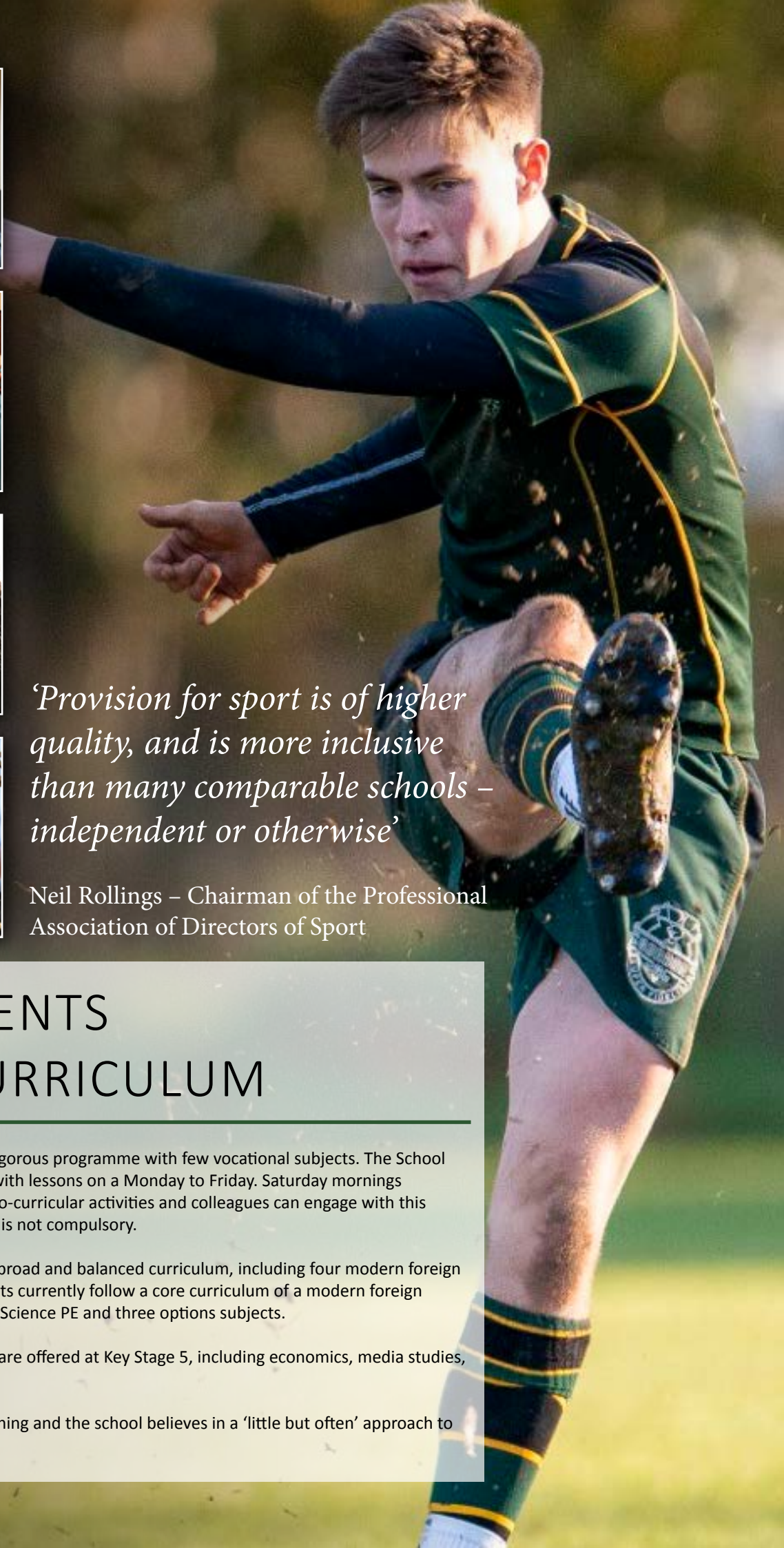
Rugby is one of school's major sports, alongside football for boys and hockey and netball for girls. Rugby 15s runs across two terms with 7s the dominant format in the Spring Term. In the Summer Term there is growing Athletic Development Programme.

Sport at Gordon's is enhanced by the completion of our Sports Hub, which is based at the heart of 45 acres of playing fields and woodland consisting of a brand new sports hall and rugby 3G, a hockey all-weather pitch, a fitness suite, netball/tennis court, pavilion, rowing suite, team-building area and a further four grass pitches.



'The rate of progress has been extraordinary. The commitment and work ethic of the people driving the programmes is remarkable'

Neil Rollings – Chairman of the Professional Association of Directors of Sport



‘Provision for sport is of higher quality, and is more inclusive than many comparable schools – independent or otherwise’

Neil Rollings – Chairman of the Professional Association of Directors of Sport

KEY ELEMENTS OF THE CURRICULUM

Gordon’s runs an academically rigorous programme with few vocational subjects. The School operates a two week timetable with lessons on a Monday to Friday. Saturday mornings are devoted to sport and other co-curricular activities and colleagues can engage with this programme if they wish to but it is not compulsory.

Students in Key Stage 3 follow a broad and balanced curriculum, including four modern foreign languages. At Key Stage 4 students currently follow a core curriculum of a modern foreign language, English, Mathematics, Science PE and three options subjects.

A number of additional subjects are offered at Key Stage 5, including economics, media studies, psychology and sociology.

Regular assessments inform learning and the school believes in a ‘little but often’ approach to reporting home.

‘The quality of provision and care for boarders has an exceptional impact on the quality of their lives...’

OFSTED Report



EXPANSIVE CURRICULUM

The School is committed to providing an academic education that allows each student to achieve his or her full potential.

A measure of our success is our consistently impressive public examination results. Of course, and despite what may sometimes be suggested by the modern culture of league tables, public examinations are far from being the only ingredient of a good education. Nor do academic qualifications on their own guarantee success or happiness. However, it is undeniably true that young people are given a far better chance in life if they do perform to the best of their abilities in their examinations.

We are consistently in the top 1% of schools nationally for student progress and each year we are listed amongst the top comprehensive schools in England for GCSE and A Level results. Regularly over 50% of our Year 13 secure places at

Russell Group universities and an increasing number are offered degree apprenticeships with blue chip companies.

We want to remain one of the country’s top performing schools for both attainment and progress but at the same time we aim to ensure that a Gordon’s education is inspiring, and a genuine educational experience rather than simply a tool for examination preparation.

We also recognise the importance of character and all- round achievement and we are proud of the calibre of young person the school helps develop. Qualifications get people to interview but it is confident humility, the varied experiences enjoyed and the rich stories to tell of friendship, adventure, success and failure that land the job.



'A man simple and heroic; loving righteousness and hating iniquity; born to be a soldier and a ruler, he gave his heart to the young, the poor and the outcast; accepting the hardest duties and refusing wealth and honours and counting life as nothing if by any means he might lessen the miseries of mankind.'

ANNUAL MEMORIAL COMMEMORATION OF GENERAL GORDON CB



GORDON'S SCHOOL
WEST END, WOKING,
SURREY, GU24 9PT
www.gordons.school