



REED'S
S c h o o l

Candidate Information Head of Rugby

Reed's School

Sandy Lane | Cobham | Surrey | KT11 2ES

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.

Teaching 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.

REED'S SCHOOL SALARY-SCALE

- Reed's School operates its own generous salary scale which sits above the national scale. There is also the opportunity for additional responsibility allowances for roles such as leading one of our Sports, or Heading a Department or House.

PROFESSIONAL DEVELOPMENT

- The School commits to a generous INSET budget every year and encourages all members of staff to subscribe to external CPD courses.
- In addition to this, the School offers INSET days delivering a range of further training from highly-practical First Aid qualifications to seminars on aspects of teaching and learning. High-quality training is provided throughout the year through twilight INSET from external trainers.
- The School offers comprehensive Professional Development. All teachers are supported fully in their professional development: those in the early stages of their careers are supported through PGCE and ECT qualifications; those with experience have the opportunity to develop their pedagogical and leadership skills through courses such as ISQAM (HMC), BSA, NPQML and NPQSL. The School also supports members of staff who wish to study for other qualifications such as Master's degrees and sports coaching qualifications.
- There is an annual cycle of appraisal as well as myriad opportunities to reflect on professional practice and development opportunities.
- The School offers excellent administrative support to teaching staff.

PENSION SCHEME

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

PRIVATE HEALTH INSURANCE (OPT-IN)

- Teaching staff are eligible to 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.

IT FACILITIES

- The School operates an iPad scheme; all teachers are provided with iPads to facilitate innovative use of technology.

FEE REMISSION SCHEME

- Teaching 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.

ONSITE ACCOMMODATION

- All staff are welcome to apply for accommodation in line with the school's Onsite Accommodation Policy.

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

The role-holder will be responsible for optimising the development of pupils of all standards in order to enhance Reed's current position in school rugby.

The applicant will also be expected to teach an academic subject.

There will also be a requirement to coach other sports, where required, throughout the academic year.

This role will be a full time, term time only, role and the role-holder will be expected to attend fixtures at weekends across all 3 terms.

This role will report into the Director of Sport.



Main Duties and Responsibilities

- Lead and inspire the team of rugby coaches across the boy's programme.
- Coach rugby throughout the school, to all ages and ability levels.
- Promote Reed's rugby through leading a programme of tours and social events.
- Develop links and manage partnerships with outside agencies.
- Manage a programme of pre-season and after-school training.
- Manage and coordinate the rugby fixtures programme, in liaison with the Director of Sport.
- To organise Sevens tournament in the Spring Term.
- Ensure, as far as reasonably practicable, that the balance of fixtures played allow participation for as many pupils as possible.
- In liaison with the Head of Strength and Conditioning manage the players' workload.
- Oversee the coordination of all match arrangements including hospitality, catering, transport, and referees.
- Enhance the professional skills of all involved in rugby and appraising their performance.
- Maintain positive and effective communication with all members of the Reed's community including pupils, parents and staff.
- The upkeep of spreadsheets, SOC's and Firefly on fixture information, squad selection & results
- Produce risk assessments for rugby and ensure that the school adheres to directives and guidelines issued by England rugby.
- Oversee the administration of rugby, including management of the rugby budget and development of equipment and facilities.
- To track all rugby injuries and ensure the reportable ones are reported to the medical centre.
- To ensure that all rugby players complete appropriate concussion education.
- Oversee the effective use of facilities.
- Coordinate a briefing for all rugby staff at the beginning of the relevant term.
- Overall responsible for developing a programme for elite athletes within rugby (DPP).
- Engage with outside bodies and professional coaches to enhance provision for elite athletes.
- Devise, review and implement a plan for the recruitment and retention of sports scholars.
- Use post game statistical analysis, including GPS and video, to enhance the performance of athletes.
- To assist with sports scholarship days.
- To attend Heads of Sport meetings and contribute to the overall management and strategic development of sport.
- Undertake such other comparable duties as the Headmaster requires from time to time.
- Promote and safeguard the welfare of children and young people for whom you are responsible and with whom you come into contact.

Person Specification

QUALIFICATIONS

Essential

- Qualified to a minimum of a level 3, or equivalent coaching qualification, as well as strong background in performance coaching.
- Qualified teacher of an academic subject

Desirable

- Qualifications in coaching other sports

EXPERIENCE

Essential

- Previous sports coaching experience at all levels and 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.

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.

KNOWLEDGE

Essential

- Excellent rugby knowledge and passion for the sport.

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 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 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."