



STRATHALLAN  
SCHOOL

Opportunities for all to excel



# Appointment of Director of Rugby

for September 2023 or January 2024 start date

# Introduction

In the last ten years Strathallan has contributed and steered many pupils to both professional rugby careers and regional/national representation at UI6, UI7, UI8, U20 and the senior Scotland squad. The timing is now right to invest further in the development of our rugby players both now and in the future.

We are therefore seeking to appoint an enthusiastic, experienced and inspirational coach to take up the post of Director of Rugby to work alongside the Director of the School Rugby Academy and focus on the school's core rugby provision and to help produce and develop academicians of the future, to manage the school's I5 and 7 a-side programmes, to develop coaches and to oversee both the Conference games and fixture lists as well as the Scottish UI6 and UI8 Cup runs. The ability to relate well to all children in the age range 5 to 18 and to be passionate about coaching rugby within a bustling boarding school setting is essential. This is a full-time, permanent appointment to commence from September 2023 or as soon after this as possible.

Applications are invited from experienced coaches with a significant track record of success at school or junior club level. Qualified teachers and/or qualified coaches (ideally with S&C qualifications) are equally welcome to apply.

## The School

Strathallan School is a leading HMC co-educational boarding and day school with an outstanding reputation academically, in sports and the performing arts. Since 2017 the school has increased its role by over 10% and there are 595 pupils in the school aged 7-18, divided between Strathallan Prep School (around 120 pupils) and Strathallan Senior School (475). There are three senior Girls' Houses and the four senior Boys' Houses and a junior co-ed boarding house for the Prep School. Approximately 65% of the pupils are full boarders.

The School is situated in the Earn Valley and is a self-contained estate of 153 acres on the edge of the village of Forgandenny. Perth is the nearest town some 4 miles/ten minutes away by car and access to the motorways puts Edinburgh (45 mins), Glasgow (1 hr) and the Scottish Highlands within easy reach.

The school is well-resourced with a mixture of traditional and modern buildings. The Main Building, a Grade B listing, was once a large private mansion, bought by the School's founder, Harry Riley, in 1920 when he moved the School from its original 1913 location in Bridge of Allan. Recent developments have included three indoor tennis and netball courts with a dance and drama studio, new Sixth Form Common Rooms, a new onsite café, a permanent golf course alongside on ongoing refurbishment programme. Plans are in progress for the next phase of campus development to 2033, including a new Sports Pavilion between the senior Hockey Astro and 'Big Acre', the 1st XV pitch.

Strathallan employs 215 members of staff: 98 teaching staff and 99 support staff and 18 instructors. The School exists to provide an inclusive all-round education for all its pupils in a nurturing and caring environment. Our aim is to engage pupils to be their best and prepare them for the demands of further study and future work in an increasingly diverse and global university and employment market. We do this through opportunities that inspire and challenge and by expecting effort and hard work from each individual pupil in achieving their best, based on our core school values of: respect, kindness, honesty, hard work, humility and excellence all underpinned by the fundamental value of love.



# The Academic Programme at Strathallan

The school is effectively non-selective but despite this consistently produces A Level and Higher results that place the school in the top ranks in Scotland and the UK. The school is HMC, the prep school (only founded in 2020) is IAPS. Both are members of BSA and SCIS. University remains the overwhelming destination for leavers with only a handful choosing gap year or employment aged 18. While Scottish Universities dominate (given there are no fees for those domiciled here), the best English and international universities are also successfully applied to by around 30-40% of our leavers each year, including Oxbridge and Ivy League and increasingly US universities on sporting scholarships (recent years have seen golf, field hockey and most recently rugby at Harvard).



## The Sport and Co-Curricular Programmes at Strathallan

Our Sport and co-curricular programmes are integral to the holistic education pupils receive at Strathallan and alongside lessons they lie at the heart of our pupils' experience. On a daily basis they are provided with opportunities that will stretch and challenge them, develop their resilience or ignite a passion for a new interest or skill. We fully recognise that learning takes place not only inside but also outside the classroom, be that on our own campus or further afield.

From their first days in the school our pupils are encouraged to see their sport and co-curricular programme as a gateway to developing personal awareness and growth, mental wellbeing and health as well as teamwork and leadership skills. Our Co-curricular programme includes a wide range of sports, music and drama, as well as CCF, Duke of Edinburgh Award and the John Muir Award as well as community service and charity work.

All pupils take part in sports at least three times a week in addition to their other co-curricular activities. Many do much more than this and we know that our most successful pupils are often our busiest. Above all, we expect our pupils to engage fully with the sport co-curricular programme and to do so with courage, confidence and curiosity.

Strathallan has always had a first-class sporting reputation, and our approach on the games field is in line with the School's values. In sport we believe this holds true, and games are a key feature of school life. Each term offers a number of traditional 'games', namely rugby, hockey, netball, tennis, clays, and swimming, alongside a further range of sports to add variety to the programme. We also enjoy partnerships with professional bodies like Scottish Rugby and Scottish Hockey.

Our sports programme is offered to boys and girls which underpins our commitment to a truly co-educational experience. Our calendar is filled with a strong and demanding fixture list. The School's 153-acre site offers extensive green space that benefits both sporting provisions and pupil wellbeing.

Whilst participation is a large part of our ethos – 100% of pupils up to the age of 16 and over 92% of

sixth formers represent the school in team sport for example - we are equally proud of our track record in supporting pupils onto elite performance pathways and we have numerous pupils involved in academy, county and national teams in a number of our sports, rugby and hockey to name a few. In recent years, over 10% of our pupils each year have enjoyed Scotland and/or GB representation across 17 disciplines, a feature that remains consistent while our overall exam results have improved in general by over 10% at A Levels and by even more at SQA Highers. The philosophy here is balance and that provided coaches and teachers work harmoniously to support pupils, excellence across a range of disciplines is more than achievable.

The majority of our teaching staff are involved in coaching the sporting and co-curricular programme, ably supported by a team of sports professionals with significant experience in both national and international competition. There is a healthy CPD budget each year to ensure training and qualifications ensure our staff are fully supported and encouraged to excel in both their teaching and their coaching, a mutually beneficial approach which ensures the best outcomes for individual pupils too.

Whatever the sport, we aim to encourage and foster team spirit, camaraderie, sportsmanship, leadership and discipline, and increase self-esteem at every level of participation. Both those that excel and play at the highest level, and those that take part in sport purely for the enjoyment and benefits of physical activity will find plenty of opportunities open to them at Strathallan.

## Rugby at Strathallan

Rugby has been a core sport at Strathallan School since moving to its present location at Forgandenny in 1920. Competitive fixtures are played from the prep school through to the senior school. The school fields players in every age group from UI3 to UI8, enjoys the use of 9 campus pitches with pitch-side storage for equipment and a well-equipped strength and conditioning suite attached to the sports halls is well used. The school continues to invest in pitches as outdoor learning spaces as well as for competition and we regularly host visiting teams for competitions at both prep and senior level, and there are annual rugby camps in the summer holidays that are always oversubscribed.

The School currently plays in the top Scottish school's conference alongside Dollar Academy, Merchiston Castle School, George Watson's College, The Edinburgh Academy, Stewart's Melville School and George Heriot's School. The conference fixtures are played over the Autumn term with a number of Rugby 7s fixtures in the spring term. Fixtures with other schools and some clubs also take place to complete the fixture card each year, including Fettes College, the High School of Dundee and Stirling County. Over the last ten years, Strathallan has become one of the most competitive schools in the conference and have achieved a number of cup semi-final and final places over the years winning the National UI8 schools cup in 2017. Overseas Rugby pre-season tours have restarted in recent years, the last one being two weeks in Italy with 50 players, the next one being a reprise of this but for 60 players. Over £45,000 was raised by the parents and pupils to assist with the costs of the previous tour, ensuring that all players benefitted from attendance.

A significant number of players have gained National age grade representation over the last 15 years, with 13 players becoming full time professionals, including a current British and Irish Lion, 5 current Scotland internationalists, 3 current 7s Internationalists and a female internationalist at both 7s and 15 a-side demonstrating that Strathallan has been successful for developing talent and is now a significant contributor as a school to the age grade and professional game.



Andrew Henderson, our previous Director of Rugby has brought a wealth of experience to the rugby programme, having previously been employed as a Performance Development Manager with Scottish Rugby (1996 – 2007), and has maintained strong links with Scottish rugby in both playing and coach education. His wealth of experience as a coach through every area of the game including Scotland U18 and U16 squads as well as numerous Six Nations championships and 2 World Cups with the Scotland Women's International team. Moving to Director the new Academy programme is the next logical step for the further investment in and development of the game at Strathallan and the current post of Director of Rugby is seen as being integral to that investment, ensuring that the busy and demanding school Rugby Programme is developed further while attention and increased support is given to the further development of the high-performance players emerging through the school.

We have qualified and experienced coaches looking after all age groups – usually two per team - and promoting a 'heads up' rugby style, encouraging players to be confident using the ball so everyone has the opportunity to contribute and shine. It is important to us that the values of sport are promoted/lived and that we develop great people as well as great players. We want to encourage a lifelong love of the game and a sense of belonging to the international rugby community and network long after leaving Strathallan.

The new Strathallan Rugby Academy will provide a development driven, player focused programme that will enhance the opportunities for our players to achieve the highest level possible, whilst also developing the robust behaviours that will be needed as foundations for the professional game.



The Director of rugby will collaborate with the Director of the Rugby Academy programme to identify players. The Director of Rugby will provide year-round support to the academy ensuring provision of opportunities for players to continually develop and improve. The Director of rugby will report to the Director of Sport and the Director of the Rugby Academy demonstrating the provision of pathways and opportunities for all players to progress to becoming academy athletes.



# Director of Rugby - Job Description

<b>Job Title:</b>	Director of Rugby
<b>Reporting to:</b>	Director of Sport (DoSp)
<b>Responsible for:</b>	School Rugby Coaches at Prep and Senior Level, administration of the school rugby programme and fixtures
<b>In liaison with:</b>	Director of the Rugby Academy, Current pupils and parents, prospective pupils and parents, PE Department, competitor teams, Health Centre staff, members of staff, catering team.

## Core Purpose:

The post-holder is expected to uphold the values and ethos of Strathallan School and act as an ambassador for the School.

The Director of Rugby is responsible for the coaching and development of pupils at all levels, delivering outstanding rugby training and activities to enable pupils to achieve their full potential. The successful candidate will be enthusiastic, inspirational and motivational, acting as a role model for both pupils and colleagues in line with the strategic vision and values of Strathallan School. They should have a clear and shared vision for the development of rugby at Strathallan with the Director of the Academy Programme (DoRA) and provide a modern programme which encourages both performance and participation amongst boys and girls at all levels.

## Director of Rugby responsibilities:

### Activities & Fixtures:

- To oversee and develop rugby for pupils in all formats throughout the School;
- To produce a rugby development plan to be reviewed with Director of the Rugby Academy and the Director of Sport that includes an inclusive and innovative strategy for the development of rugby at Strathallan and in line with the school Sport development plan;
- To ensure that all risk management documents are in place and implemented by all coaching staff (in conjunction with Health Centre staff and the DoSp);
- To ensure that rugby's ethos, practices and all appointments actively support the School's Equality, Diversity and Inclusion policy;
- To manage the internal rugby coaching team and identify any coaching development opportunities;
- To fulfil a leading coaching role within the School's rugby programme;
- To assist in the recruitment and line management of any external rugby coaches (in conjunction with the DoRA & Director of Sport);
- To co-ordinate fixtures for all school sides and liaise with the Assistant Head Co-Curricular so that all matches related admin (catering, SOCS, transport) can be completed;
- To arrange and book referees as required for matches where appropriate;
- To manage school-wide pre-season training programmes to ensure that players of all abilities are nurtured effectively and are fully prepared for playing season;
- To arrange entries into national tournaments for both Autumn and Spring terms;
- To organise squad rugby tours/pre-season camps where appropriate, in conjunction with

the overall sports tour rota;

- Ordering of playing kit for cup squads and identifying any potential sponsorship.
- To manage the School's links with any relevant rugby partnerships and to be the first port of call for all communications relating to pupils involved;
- Advise the Headmaster and Senior Management Team of any opportunities or intimidations with the game, including rules and regulations as they emerge.

#### **Pastoral:**

- Maintain good order and discipline among the pupils;
- Safeguard pupils' health and safety both when they are authorised to be on the School premises and when they are engaged in authorised School activities elsewhere;
- Be familiar with the School's Staff Handbook, with particular focus to child safeguarding and internal reporting;
- Ensure that all activities undertaken are governed by safeguarding and Child Protection regulations and best practice
- Prepare reports on pupils and teams as required/requested by the Headmaster;
- Investigate issues/complaints connected to rugby as required and report to the DoSp and Senior Deputy Head as required.

#### **Tutoring and Duties:**

- Assume the role of tutor and undertake tutor and school duties within normal school hours as required by the School;
- Undertake cover duties to supervise and, so far as practicable, teach any pupils whose teacher is not available to teach them;
- Meet the expectation to actively participate in and contribute to the Co-curricular life of the school;

#### **Department Administration:**

- Attend and positively contribute towards department meetings;
- Meet prospective parents and pupils, if required;
- Notify the Head of Department if pupils need to be assessed by the school assessor or other specialist when their learning needs suggest that this is necessary;
- Make full use of the suitably wide range and variety of different resources and oversee the use of text books and other resources, ensuring appropriate care of text books and resources;

#### **Marketing:**

- Promote an enthusiasm for sport and increasing the awareness of, and interest in, Rugby throughout the School;
- Be a powerful advocate for Rugby throughout the School and in particular at parents' evenings, course choice events and Open Days;
- Promote links and co-operation with other departments within the School and departments in other schools;
- Work with the External Relations department to meet prospective families, when required.

# Person Specification

## **Qualifications/Attainment:**

- Minimum qualification Aspiring Coaching Programme or the UKCC Level 3
- S&C Experience and Qualification(s)
- Educated to degree level in a relevant discipline (Coach educator)

## **Skills and Experience – essential:**

- Experience of coaching rugby to children aged 7 to 18 years;
- Well-organised with exceptional time management skills and the ability to prioritise a varied and demanding workload;
- Excellent interpersonal and communication skills; ability to establish good links with pupils, parents and colleagues;
- Sound planning and organisational skills to support pupils at all levels;
- Understanding of Health and Safety and Child Protection legislation within Education;
- Ability to differentiate and personalize the coaching experience for pupils;
- Competent user of IT (Microsoft Outlook, Excel)
- Good observation skills to record, document and share key information.

## **Skills and Experience – desirable:**

- Experience of coaching top-class rugby at a senior level
- Experience of working in an Independent School.

## **Personal attributes/Qualities sought:**

- Outgoing, confident, affable, positive and approachable.
- Flexible and adaptive approach to work.
- Ability to work on own initiative and as part of a team.
- Inspirational and encouraging, acting as a role model for pupils and colleagues.
- Excellent written and oral communication skills
- Passionate and enthusiastic about rugby.
- Reliable, ethical and trustworthy.
- Fair, inclusive and respectful.
- Affinity with the values and ethos of Strathallan School.
- Be a person who is able to mix easily with persons of any culture or background.
- Ability to maintain close and harmonious relations with work colleagues at all levels.



# Terms of Appointment

## Remuneration

Competitive salary & allowances, commensurate with qualifications and experience.

## Other Benefits

- During the School Term, you will, when on duty, be entitled to such meals as are available at the School for pupils, free of charge.
- School Accommodation may be available.
- If GTCS registered and a teacher, membership of the Teachers' Pension Scheme (TPS) with the SPPA and a generous school fee remission of 80% on day fees for own children attending the school, subject to space and entry requirements.

## Other Info

- As the work is with Children, you will be required to attain PVG membership.
- You should, if possible hold a valid full UK driving license.
- Candidates must be eligible to live and work in the UK.
- Candidates must be eligible for membership of either GTCS or SSSC.

## Application Process

Further details of the School are available on the School's Website [www.strathallan.co.uk](http://www.strathallan.co.uk)

A completed 'Teaching Application Form' along with a CV and covering letter and the names and contact details of at least two referees should be addressed to the Headmaster and emailed to the School's HR Manager ([hr@strathallan.co.uk](mailto:hr@strathallan.co.uk)) or posted to the HR Manager, Strathallan School, Forgandenny, Perth, PH2 9EG

The deadline for Applications is Noon on Friday 23<sup>rd</sup> June.

Interviews are currently scheduled to take place soon after the closing date. Early applications are advised, the school reserves the right to appoint before the closing date.

Interviews will consist of the following:

- Practical coaching session with pupils
- Teaching/S&C lesson as appropriate
- A tour of the school
- Meeting with member of SMT
- Lunch with Rugby Staff
- Interview Panel 1 – DoSp, Director of Rugby Academy & Director of External Relations
- Interview Panel 2 – Headmaster, Deputy Head Pastoral & Bursar