



READING BLUE COAT

VACANCY INFORMATION PACK

PART TIME RUGBY COACHES



Applications may be submitted by CV or School employment Application Form, which can be downloaded from our website "Vacancies" page www.rbc.org.uk/vacancies/

This should be submitted with your letter of application, by email to recruitment@rbc.org.uk. If you choose not to submit a completed Application form when you apply, you will be required to complete one if invited to attend an interview.

Contact for questions about the application process should be addressed to Mr Ian King, Head of HR, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU.
Email: ijk@rbc.org.uk .

For further information about the role, please contact Ian King.



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INTRODUCTION

Reading Blue Coat is a leading independent day school of 827 pupils; 725 boys aged 11 – 18 and a further 102 girls in the co-educational sixth form which has over 300 pupils.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company, and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all pupils to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each pupil can realise his or her full intellectual, physical, and creative potential. Pupils are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and non-academic activities that combine to meet these objectives.

The most recent full ISI Inspection was in November 2019 from which we achieved the highest rating possible in all categories of the inspection.

The School employs in excess of 170 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which will be located on Crossrail, with fast train service across London. Set in 46 acres of land for pupils to enjoy, the facilities are very well maintained, and the School continues to invest in the site to add to an impressive infrastructure of buildings.

Planning permission has been obtained for a new Performing Arts Centre.

ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all pupils should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual pupils to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics in Year 7, in Languages in Year 8, and Science in Year 9. Geology is also a thriving subject, with a new Geology and Psychology Centre supporting the increased levels of interest. In Year 11, all pupils take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All pupils take a GCSE in Religious Studies (full course) in Year 10.

In the Sixth Form pupils can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge pupils and the School's Learning Support Department ensures that pupils with specific learning needs are supported



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effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2021 academic results were impressive; the A Level results were amongst Blue Coat's best with 88.9% achieving A*- B and at GCSE 84.4 % gaining A*- A (i.e., Grades 9 to 7).

The majority of Year 13 leavers proceed to degree courses at universities of which approximately 70% go to the Russell Group of universities. Each year 80% of our students attain places at their first choice university, whilst others are successful in securing future learning opportunities in their chosen career.

PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system, within the framework of the house system. From September 2021, we will increase our houses from four to six: Aldworth, Hall, Malthus, Rich, Norwood and West.

All pupils are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. At the heart of the School are the values of aspiration, courage, compassion, integrity and service and all activities seek to re-enforce these. The house system enables pupils to take part in activities that foster the development of these ideals through a variety of opportunities that include music, sport, drama, and public speaking.

SPORT

Reading Blue Coat has an enviable reputation, both locally and nationally, for the high quality of its sporting teams. Sport plays a key role in developing every pupil's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (teamRBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

Major sports are athletics, cricket, football, netball, hockey, rowing, and rugby. The School competes well at local, regional, and even national level. Other sports include climbing, cross country, golf, tennis, swimming, and touch rugby.

Although the emphasis is very much on participation, the School also has much success and currently holds several county titles in hockey, rugby, football, netball, and cricket. We have recent national competition winners in rowing and cross country running, and cricketers, rugby players and netballers who have been selected to international age group teams and gone on to play professionally.

DRAMA AND THE ARTS

Reading Blue Coat has a reputation for drama performances of the highest quality, with an extensive programme of performances throughout the year. The main expressions of artistic undertakings at the School are music, drama, public speaking, and painting. Pupils' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School; all boys are auditioned for the choir and many learn a musical instrument. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of



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plays, concerts, “Swing into Summertime” (an outdoor festival of the arts), and other eclectic events that take place throughout the year.

CO-CURRICULAR

Co-curricular activities are designed to enable pupils to develop practical and social skills such as leadership, enterprise, and communication. As part of the extensive co-curricular programme, Reading Blue Coat offers a number of exciting options from which pupils can choose for their weekly activities session. Activities offered include Combined Cadet Force (all services), Duke of Edinburgh Award Scheme, Young Enterprise, Film Club, Archery, Scuba Diving, Creative Writing and Journalism.

COMMUNITY

Reading Blue Coat pupils are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership, an umbrella term for all that might traditionally be considered ‘public benefit’. One example is the Sports Leaders programme, through which pupils go into primary schools in Sonning, Caversham and Maidenhead to coach a number of sports.

Reading Blue Coat’s Primary Schools Placement programme also gives pupils the opportunity to assist with tuition in Maths, English, and languages in local primary schools. Through the Community Service programme, pupils also help out in residential care homes and assist in local charity shops, while an environmental group undertakes projects in and around Sonning.

Internationally, Reading Blue Coat has a partnership with Ankwanda School in Ghana, which our pupils visit biennially and have helped to build a number of buildings. We also have a strong relationship with the charity Brass for Africa, and our pupils support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long term aim is that all Blue Coat pupils have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.

Further information is available on the School’s website at www.rbc.org.uk

See also **The Good School Guide**

<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>

and **Muddy Stiletto Schools Review Guide**

<https://berkshire.muddystiletto.co.uk/kids-2/school-reviews-kids-fashion-2/reading-blue-coats-sonning/>



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THE SPORT & PE DEPARTMENT

The Sports and Physical Education department is located within a well-equipped Sports Facilities Centre. This includes 4 badminton courts, a large climbing wall and full length cricket nets. Overlooking the Sports Hall is a well-equipped fitness suite comprising of cardio-vascular equipment and a multi gymnasium.

The School benefits from well-maintained sports fields, with seven rugby pitches, eight football pitches (with junior 9v9 available too), four cricket squares plus an artificial wicket, a 300m grass athletics track, and a multi-use synthetic surface games arena. A 25 yard indoor swimming pool complements the on-site facilities. The department also has excellent links with local sports clubs and are regular users of the squash and tennis courts, as well the sports playing fields at the Berkshire County sports grounds, opposite the school entrance. The astro turf pitches at Reading Hockey Club are also used on a weekly basis and there are frequent collaborative activities with the adjoining Reading Rugby Club.

All pupils in years 7 to 11 receive a double period of practical Physical Education per week where the emphasis is on learning and developing the core skills of a plethora of activities. These include health related exercise, badminton, basketball, gymnastics, swimming, and athletics. All students throughout the school also participate in a games afternoon per week with the main sports being athletics, cricket, football, hockey, netball, rowing, and rugby. As the students' progress through the school there are opportunities for further development in a number of activities with rowing a popular choice.

Fixtures in all the major sports take place mainly on Saturday mornings, although there are also a number of midweek matches (including cup competitions) and the occasional Saturday afternoon too.

In major sports, we put out at least two teams per age group although we play down to D and even E teams in some sports. Rugby Union has 19 teams playing competitively during the autumn term, plus 3 Rugby Sevens teams and touch rugby teams. Football has 20 teams playing during the spring term, and Cricket has 12 teams playing during the summer term. Our opposition are a combination of independent, state and boarding schools from the local area and beyond. Although the emphasis is very much on participation, the school also has much success and currently holds several county titles in rugby, football, netball, and cricket. We have recent national competition winners in rowing and cross country running, and cricketers and rugby players who have been selected to international age group teams and gone on to play professionally.

The seven teaching members of the department are supported by several professional coaches in the major sports who provide specialist coaching on a part time, seasonal basis and manage some of the teams in competition. All are extremely well motivated and committed to giving students the confidence to succeed and to participate as fully as possible.

Recent and upcoming tours include Dubai for the Senior cricketers, Eastbourne College Festival and Guernsey for the Juniors.



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The department has a strong ethos of professional development. Sharing of good practice happens on a daily basis and recent INSETS include football, rugby, strength and conditioning and swimming. On the coaching staff at Blue Coat, we have a wealth of experience. We have a level 4 cricket coach, an ex-England cricketer, a recently retired premiership rugby player and two level 3 rugby coaches. There are also coaches who are involved with rugby academies, as well as county cricket and athletics squads.

For a rugby coach with the right skills, there may be an opportunity to coach football and cricket as well during the spring and summer terms.

For an informal telephone conversation about the role, contact Mr Gerwyn Wilson, Director of Sport, on 0118 933 5887 or email gaw@rbc.org.uk



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ROLE DESCRIPTION

Job Title: Rugby Coach (part time)
Responsible to: Director of Sport and Head of Rugby

Purpose of the job:

Rugby is one of the School's flagship sports.

The Coach will support the Head of Rugby in delivering recreational and competitive rugby in all its forms.

S/he will enthuse and engage pupils in the sport; ensure the highest standards of coaching; and provide a safe sporting environment.

Specific duties:

Coaching

1. Participate in the delivery of Games (afternoons), after school training sessions, and team coaching where appropriate.
2. Work with the Head of Rugby to ensure that a coaching framework is created and managed with a clear continuum through the School.
3. Spearhead the coaching of teams and skills as directed by the Head of Rugby.
5. Ensure that all sports equipment is organised, stored, and maintained appropriately and treated with due care by all users.

Pathways

6. Maintain links with clubs/academies/NGBs as appropriate.
7. Keep pupils updated on opportunities to play the given sport outside of school (trials for clubs, county, and region as well as club opportunities).
8. Identify appropriate opportunities for individuals to gain representative honours.
9. Communicate effectively with parents on rugby matters.
10. Nominate individuals within the school colours structure.

Fixtures

11. Ensure that appropriate transport is organised for away fixtures.
12. Ensure that appropriate planning is maintained with regards to: team strips; transport; catering.
13. Ensure that all teams behave appropriately whilst representing the school at fixtures and that the correct kit is smartly worn.
14. Maintain an accurate and up to date record of fixtures and results and details of pupils who achieve representative successes and provide reports to the Head of Rugby.



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Safeguarding and Health and Safety

15. Ensure that, in practices and in competitive matches, rugby is being coached and refereed in a way which is safe and consistent with current best practice; to implement and update staff on changes to rules and conditions linked to rugby
16. Ensure that rugby within the School is played within safe boundaries in lines with RFU and HMC guidelines.
17. Responsible for promoting and safeguarding the welfare of children and young persons involved in sport, ensuring staff compliance with the School's Safeguarding and Child Protection Policy at all times.
18. Liaise with the Medical Centre in all matters relating to injuries and other medical conditions and ensuring adequate first aid provision.

General Responsibilities

19. Ensuring that the Reading Blue Coat School Rugby activity is seen as promoting the best aspects of the School at all times.
20. Carry out any other duties as may be reasonably required by his/her line manager.
21. Comply with all policies and procedures issued by and on behalf of the School.
22. Attend statutory and mandatory training.

NB This job description and allocation of responsibilities is not exhaustive and may, with consultation, be amended from time to time.



READING BLUE COAT PERSON SPECIFICATION

RUGBY COACH

The person specification focuses on the knowledge, skills, experience, and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

Knowledge and Experience

- Experience of coaching rugby union within the 11 to 18 age group [E].
- Have played and/or coached rugby at a high level at club level or within an educational establishment [D].
- IT literate and competent in use of databases, Excel, Outlook etc. [E].

Skills and Attributes

- Self-motivated and highly dedicated [E].
- Demonstrates a real passion for coaching [E].
- Able to inspire students to play [E].
- Excellent communication skills with ability to establish rapport with students, parents, and colleagues [E].
- Effective in planning and prioritising workload [E].
- Excellent planning, organisation, written and verbal skills [E].
- Ability to work as part of a team, relationships with teaching staff critical.
- Able to work well (without line management supervision) with others internal and external to the organisation [E].
- Able to represent the school professionally to parents and external agencies and professional bodies [E].
- Commitment to the ethos of the School and its pastoral approach [E].

Qualifications

- Coaching qualifications in the appropriate sport required by the sport governing body [D].
- Full valid driving licence [D].

Requirement: E – Essential; D – Desirable



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SUMMARY TERMS & CONDITIONS OF EMPLOYMENT AND BENEFITS

- **Contract Status:** Seasonal contract. To commence as soon as possible thereafter.
- **Salary:** In a range c. £15.00 to £20.00 per hour dependent upon coaching experience and qualifications. Salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments.
- **Place of Work:** Reading Blue Coat School, Sonning on Thames, Berkshire.
- **Working hours:**
COACH 1: 5.5 hours per week. From 16:15 to 17:45 on Thursdays, and from 08:30 to 12:30 on Saturdays.
COACH 2: 2.5 hours per week. From 09:00 to 11:30 on Saturdays.
- **Meals:** Lunch and refreshments are provided free by the School.
- **Parking:** Free Car parking is available on site.
- **Discounts:** Through the Blue Coat Benefit Hub you can access discounts, rewards, and perks on thousands of the brands that you love to shop with including travel; motoring; electronics; clothing; education; entertainment; restaurants; health and wellness; beauty and spa; insurance; sports and outdoors.
- **Sports facilities:** Free membership of the School Sports Centre with access to fully equipped gym and swimming pool.
- **Employee Assistance Programme:** Confidential independent support service available to staff when you most need it.
- **Professional Development:** Strong commitment to support professional development with a dedicated people development budget.