



READING BLUE COAT

VACANCY INFORMATION PACK

SPORTS COACHES Part-time, Term-time only



Applications are reviewed and shortlisted on a rolling basis and we reserve the right to interview, appoint and close adverts early due to the volume of applications we receive.

We therefore encourage you to apply at the earliest opportunity to avoid disappointment as once we have closed a vacancy you will be unable to submit your application form.

Applications should be submitted by 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.

Contact for questions about the application process should be addressed to Mrs Inga Gregory, Head of HR, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU. Email rig@rbc.org.uk

INTRODUCTION

Reading Blue Coat School is a leading independent day school for students from ages 11 to 18. As at September 2023, the School has circa 800 students and has welcomed our first co-educational intake into Year 7 with the intention of being a fully co-educational independent day school from September 2027 onwards. The School will continue to be co-educational between the ages of 16 and 18.

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 students to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each student can realise his or her full intellectual, physical, and creative potential. Students 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 co-curricular activities that combine to meet these objectives.

The School employs more than 200 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 students 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 students 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 students 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. In Year 11, all students 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 students take a GCSE in Religious Studies (full course) in Year 10.

In the Sixth Form students 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 students and the School's Learning Support Department ensures that students with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2023 academic results were impressive; the results were amongst Blue Coat's best with 74.4% achieving A*- B at A level, and at GCSE 78.1% gaining Grades 9 to 7.

The majority of Year 13 leavers proceed to degree courses at universities of which approximately 78% go to the Russell Group Plus universities. Each year over 75% 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. In September 2021, we increased our houses from four to six: Aldworth, Hall, Malthus, Rich, Norwood and West.

All students 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 students to take part in activities that foster the development of these ideals through a variety of opportunities that include dance, drama, music, public speaking and sport.

DRAMA, MUSIC & THE ARTS

Reading Blue Coat has a reputation for drama and musical performances of the highest quality, with an extensive programme of performances throughout the year. Students' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School, all students are auditioned for the choir and many learn a musical instrument. The School Musical or Play is one of the highlights of the cultural calendar and there are further opportunities to perform on stage throughout the academic year. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, and exhibitions that take place throughout the year.

SPORT

The School has a strong reputation for the high quality of its sporting teams. Sport plays a key role in developing every student's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (team RBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

The core sports are athletics, cricket, football, netball, hockey, rowing, and rugby. The School competes with great success at local, regional, and even national level. We have recent national competition winners in rowing and cross country running, and cricketers, netballers and rugby players who have been selected to international age group teams and gone on to play professionally. Other sports on offer include cross country, golf, tennis, swimming, and touch rugby.

ACTIVITIES

The activities programme is designed to enable students to develop practical and social skills such as communication, leadership, and teamwork. Reading Blue Coat offers a number of exciting options from which students can choose for their weekly activities session, including Adventure Education, Combined Cadet Force (Army, Navy, RAF), Duke of Edinburgh Award Scheme, Model United Nations and Enterprise Champions.

COMMUNITY

Reading Blue Coat students 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. One example is the Primary Schools Placement programme which gives students the opportunity to assist with tuition in English, Maths and Modern Foreign Languages in local primary schools. We also have our own community garden which produces fresh produce for a local foodbank charity and our students have recently begun a project to convert a horse trailer into a community café.

Internationally the School has a strong relationship with the charity Brass for Africa and our students 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 students 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's Schools Review Guide**

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

THE SPORT DEPARTMENT

The Sport 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 recently refurbished fitness suite comprising of cardio-vascular equipment and a free weight lifting area. Located centrally within the complex is a recently refurbished and enlarged departmental office.

The School benefits from well-maintained sports fields, with eight rugby pitches, ten football pitches, five cricket squares plus an artificial wicket, and a 300m grass athletics track. 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 at the Berkshire County sports grounds, opposite the school entrance. The AstroTurf pitches at Reading Hockey Club are also used on a weekly basis and there are frequent collaborative activities with the adjoining Reading Rugby Club.

For Physical Education qualifications the department follow the AQA GCSE and A-level specifications with a bespoke RBC sports enrichment programme being offered to year 12 pupils. Results in recent years have been outstanding with the popularity of all courses continuing to grow.

The successful applicant would support the school coaching in Games afternoon per week with the core sports being rugby and hockey (autumn term), football and netball (spring term) and cricket and athletics (summer term) for the junior years. As the students' progress through the school there are opportunities for further developments in several activities including rowing, swimming, basketball, equestrian, dance and strength and conditioning.

In the core sports, we put out at least two teams per age group although we play through to D and occasionally E teams in some sports. Fixtures in all the core sports take place mainly on a Saturday, although there are also a number of midweek matches (including cup competitions) too. Although the emphasis is very much on participation, the school has also had much success and currently holds several county titles in rugby, football, and cricket. We have recent national competition winners in rowing and cross country, as well as cricketers who have been selected to international age group level and gone on to professional county cricket careers.

The eleven teaching members of the department are extremely well motivated and committed to giving students the confidence to succeed and to participate as fully as possible. All members of the department are expected to contribute fully to the co-curricular programme across the year. Each core sport is supported by numerous other members of staff who play a large role in the success of the Sport department. This includes academic teachers with experience in sports coaching, as well as peripatetic sports coaches.

The department has a strong ethos of professional development. Sharing of good practice happens daily 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, we also have a recently retired premiersip rugby player, two level 3 rugby coaches and a UEFA B licenced football coach. We also have coaches involved with rugby academies, as well as county cricket and athletics squads. We fully support staff who would like to undertake higher NGB coaching certificates.

For further information about the role, please contact Gerwyn Wilson (Director of Sport) at GAW@rbc.org.uk or Emma Fisher (Assistant Director of Sport) at ELF@rbc.org.uk

ROLE DESCRIPTION

SPORTS COACH

Line Manager: Director of Sport and Head of relevant sport you will coach

Department: Sport & PE

Description of the Post:

To support the Sport & Physical Education department in coaching rugby, netball, football, hockey, cricket or athletics to pupils throughout the School and to manage one or more age group teams.

This is a part-time, term time only position requiring work during specified sessions, both during the school day and for after school activities, games and competitions.

Duties:

- Assist Teachers in the coaching of sport during Games sessions.
- Accompany and take responsibility for Blue Coat sports teams playing fixtures at home and away. These fixtures take place after school during the week and at weekends (usually on Saturdays).
- Act professionally and with good conduct at all times.
- Attend staff and other meetings, as appropriate.

Additional Duties

- The post holder is responsible for promoting and safeguarding the welfare of pupils at the school.
- The post holder is responsible for using technical and operational knowledge to ensure a safe environment.

PERSON SPECIFICATION

SPORTS 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 leading the delivery of sessions in a specific sport to children aged 11-16 years E

Skills and Attributes

- Effective Leadership and organisational skills E
- Vibrant, fun, confident personality E
- Team player with a willingness to adapt and support others E
- Self-motivated and highly dedicated E
- Demonstrates a real passion for coaching children E
- Excellent communication skills with ability to establish rapport with students, parents and colleagues E
- Excellent coaching ability. E
- A willingness to engage in the whole life of the School. D
- Commitment to the ethos of the School and its pastoral approach E

Qualifications

- Minimum entry level coaching qualification in your chosen sport E
- A NGB sports coaching qualification or equivalent in at least 2 different sports D
- Strong background in playing or officiating sport E
- A valid paediatric first aid qualification D
- Full Clean driving licence E
- Able and licenced to drive a minibus D
- Complete an Enhanced Criminal Records Disclosure Check E

Requirement

E - Essential

D – Desirable

SUMMARY TERMS & CONDITIONS OF EMPLOYMENT AND BENEFITS

- **Contract Status:** Seasonal employment contract, term-time only, commencing as soon as possible. Our visiting professional sports coaches usually return to us each season.
- **Salary:** £13 to £26 per hour, dependent on skills and experience. depending on experience and qualifications. Annual salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments throughout the year.
- **Place of Work:** Reading Blue Coat School, Sonning on Thames, Berkshire.
- **Working hours:** 8 to 10 hours per week during specified sessions, both during the school day and for after school activities, games and competitions.
- **Leave entitlement:** Pro rata to period worked of full time staff entitlement of 5 weeks paid annual leave plus public holidays.
- **Meals:** Lunch and refreshments are provided free by the School.
- **Parking:** Free Car parking is available on site.
- **Cycle Scheme:** Tax-free Cycle to Work Scheme is offered by salary sacrifice.
- **Car scheme:** Leased cars scheme offered by salary sacrifice affording large savings.
- **Discounts:** Reduction in RBCS school fees for employees' children school fees offered after 6 months service:
50% reduction for all full time staff, pro-rated for part time staff. Fees (from 1 September 2024) are £7,095 per term.
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.

For further information about the role, please contact Gerwyn Wilson (Director of Sport) at GAW@rbc.org.uk or Emma Fisher (Assistant Director of Sport) at ELF@rbc.org.uk