



Headmaster T N M Lawson

## RUGBY COACH 2023

### Introduction

The College seeks to appoint an inspirational and energetic rugby coach. The right person will have a marvellous opportunity to work in a stimulating environment where colleagues, pupils, resources and buildings all strengthen the process of teaching and learning.

The position would suit someone already working in a similar role in the sector, or an experienced professional player or coach wanting to put his or her experience to use in a different context.

### The College

Eastbourne College is a co-educational HMC independent school of just over 660 pupils, of whom half are full-time boarders. It is a strong community with excellent links with local schools and the remarkable town in which it is located.

Academic standards are very high with an average of 85% of A-level grades being awarded A\*, A or B in the last four years. At GCSE approximately two thirds of all grades awarded are A\* or A. The College recruits from a wide ability range and value added outcomes are exemplary. The majority of College leavers enter higher education in leading universities at home or abroad.

The College is run as a seven-day week, full boarding school. Day pupils share the same wide curriculum as boarders and enjoy equal access to the physical and human resources of the school. Day pupils can complete their prep in Houses; buses run at both 18:00 and 20:00 on weekday evenings.

We are proud of our rich cultural and sporting traditions. The recently built Birley Centre is a hub of music practice, performance, composition, and recording. There is an established partnership with Glyndebourne and links with Rambert Dance Company, local artists, and musical ensembles. College artists exhibit in London, actors have starred in film and TV; the Design & Technology department wins an extraordinary number of Arkwright scholarships. We have an enviable reputation for sport both regionally and nationally. Eastbournians frequently represent the county in hockey, rugby, cricket, and netball; several old Eastbournians have gone on to achieve international honours. There are also thriving CCF, D of E and service programmes.

Eastbourne College places great emphasis on the importance of developing a school in which education is built on core values and positive, supportive relationships. These central qualities will endure long after a student moves on from the College. The five key values of participation, the pursuit of excellence, integrity, courtesy, and kindness are, it believes, the bedrock upon which every child's education should stand, providing them with the wherewithal to flourish both at school and beyond.

More information about the College may be found by visiting the website: [www.eastbourne-college.co.uk](http://www.eastbourne-college.co.uk)

News of latest events can also be found by visiting our Facebook page:  
<https://www.facebook.com/EastbourneCollege>

## **Rugby at Eastbourne College**

Eastbourne College strives for all pupils to be instilled with a life-long love of sport and the positive values it encapsulates. The College rugby aims for sporting excellence in the area and nationally, measured through prominent appearances at county, regional and national level competitions and through creating opportunities for all pupils to enjoy learning and developing in the sport. The College has an advanced rugby programme and an all-year-round provision for players which includes timetabled training sessions, a focussed strength and conditioning programme, video analysis, individual support, a strong fixture card over two terms, and support with external clubs such as Sussex and Harlequins.

Eastbourne College aims to be ever-more rooted in the local community and a key part of our sports development programme is to cultivate and reinforce links with our traditional feeder schools, local clubs and local primary schools. Not only does this play a vital part in promoting the College and recruiting pupils into the school, but it also plays a significant role in ensuring that the College is further embedded as an integral part of the remarkable town in which it is located. The rugby coach will work closely with the Director of Rugby in building and fostering these links.

St Andrews Prep is an important tributary school of the College and supporting the development of rugby at the grass roots level at St Andrew's Prep will also be a pivotal aspect of the role. It is expected that through working closely with pupils at St. Andrew's Prep, they will arrive at the College imbued with the passion and skills required to support our on-going sporting success.

## Job Description

1. **Job Title:** Rugby Coach
2. **Responsible to:** The Director of Sport
3. **Job Summary:** To support the provision of rugby at Eastbourne College in line with the school's core values of participation and pursuit of excellence. To set an example with regard to top-class coaching and the values in which sport is played in the school. To promote the excellence of College rugby county wide, regionally and nationally.

### 4. Duties and Responsibilities

#### A. Coaching

- a) To be an exemplary coach of rugby, leading by example and supporting other rugby staff in their coaching skills development
- b) To be responsible, alongside the Director of Rugby, for the coaching of the College rugby squads and undertake delivery of session each week to all age groups and teams from 1<sup>st</sup> XV to U14C.
- c) To deliver a minimum of 7 hours a week throughout the academic year. Further commitment and actual times to be agreed with the Director of Sport and Director of Rugby. The seasonal change in the year may mean the loading of hours may fluctuate during the year and help with other sports in each term.
- d) To work closely with the Director of Rugby to ensure that a consistent, coherent strategy for player development exists in the school.
- e) To deliver and support staff and players at all levels in games sessions as directed by the Director of Rugby.
- f) To attend 7s tournaments in the Lent term as required and agreed with the Director of Rugby and Director of Sport.
- g) To actively help recruit players to the College for 13+ and 16+ whether it be for the Robin Harrison named award or the sports scholarship assessments. To advise and assist the Director of Rugby in encourage rugby players and families to consider Eastbourne College to be the senior school of choice for rugby and education.
- h) It is understood the right person may miss occasional dates for elite/men's club coaching. These will be communicated in advance to the Director of Rugby and not impact adversely on the delivery of the rugby programme. Days missed will be made up at other times as is possible and with agreement with the Director of Rugby and Director of Sport.

#### B. Safeguarding duties

- a) The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times.
- b) If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Headmaster and relevant agencies.
- c) The post holder will be engaging in regulated activity. There are particular safeguarding issues requiring attention for this post.
- d) The responsibility for pupil discipline, occasional one-to-one settings or trips/transport, and variety of situations require staff in this post to have a deep and wide understanding of safeguarding procedures. They have a broad view of pupil behaviours and should exercise vigilance regarding child protection issues.

### C. Other

- a) To attend INSET and other training courses as appropriate as requested by the Director of Rugby and Director of Sport, the Deputy Head (Co-curriculum) or other members of the Senior Management Team.

### D. Additional

Other dimensions may be added to the role according to the skills exhibited by the appointee. These may include, by way of example:

- To play a pastoral role by acting as a mentor to the rugby scholars in the College as directed by the Director of Sport.
- To attend whole school celebratory or congregational events as requested by the Deputy Headmaster.
- To carry out other duties associated with the role as requested by the Headmaster or other member of the Senior Management Team.

In making the appointment the Headmaster will have regard to the experience and potential specifically exhibited by candidates. The exact delineation of responsibilities will be determined by the strengths and interests of the appointee.

This job description may be altered to meet changing educational context at the discretion of the College.

## 5. Person Specification

Applicants should be able to demonstrate the following:

Attribute	Essential	Desirable
Education and Training	<ul style="list-style-type: none"><li>• Evidence of playing and/or coaching tennis at a credible, representative level</li><li>• Evidence of continuous personal and/or professional development</li><li>• RFU, or similar, accredited coaching qualification(s).</li></ul>	<ul style="list-style-type: none"><li>• Educated to degree level or beyond</li></ul>
Experience	<ul style="list-style-type: none"><li>• An ability to coach rugby to young people of all abilities</li><li>• An ability to coach and develop talented players to representative level</li><li>• Significant experience of rugby as a player and/or coach at a representative level</li></ul>	<ul style="list-style-type: none"><li>• Schools experience</li><li>• Experience of working in a boarding/residential environment</li></ul>
Skills	<ul style="list-style-type: none"><li>• Excellent communication and listening skills</li><li>• Strong organisational and administrative skills</li><li>• A high level of ICT competency</li><li>• An inclusive manner and the ability to work in a team</li><li>• The ability to interpret quantitative and qualitative feedback; to monitor and evaluate</li></ul>	

Personal Qualities	<ul style="list-style-type: none"> <li>• A belief in the College's core values and the determination to uphold them</li> <li>• An ability to set deadlines, meet them and manage expectation against them</li> <li>• An ability to build, foster and sustain positive relationships with all in the College community</li> <li>• Patience, compassion, courage, resolve and objectivity.</li> <li>• Dedication, loyalty, commitment and positivity</li> <li>• Capacity for hard work</li> <li>• Being a positive role model for all in the College community by virtue of approachability, personal conduct and standards of expectation.</li> </ul>	
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## 6. Salary and Conditions

The successful applicant will be remunerated at a level representing their qualifications, skills and experience. Specifics of this can be discussed with the Headmaster at interview.

The College is a non-smoking establishment.

## 7. How to Apply

To apply, please visit [www.eastbourne-college.co.uk/contact/employment-opportunities](http://www.eastbourne-college.co.uk/contact/employment-opportunities) and click the 'Apply Now' button to complete the required application form, or contact Human Resources on 01323 452288 or email [hr@eastbourne-college.co.uk](mailto:hr@eastbourne-college.co.uk).

A letter of application (addressed to the Headmaster), evidencing your suitability for the post against the job description and person specification described above, and an up-to-date CV should be uploaded with this online application form.

Please provide two or three referees, from whom we will request references should you be shortlisted for the post.

- One referee must be your current or most recent employer (for teachers this means your head, or a line manager's reference countersigned by the head).
- Where you are not currently working with children, but have done so in the past, one referee must be from the employer by whom you were most recently employed in work with children.
- Please note, references will not be accepted from relatives or from referees writing solely in the capacity of friends or current employees of Eastbourne College or St. Andrew's Prep.
- Referees will be asked about whether you have been the subject of any safeguarding concerns.
- Referees should be a senior person with the appropriate authority.

Applications should be received by no later than noon on **Monday 15 January 2024**. Interviews will take place **week commencing Monday 15 January 2024**.

For more details regarding the role please contact Mike Harrison, Director of Sport at [mtharrison@eastbourne-college.co.uk](mailto:mtharrison@eastbourne-college.co.uk).

## **Safeguarding Statement**

Eastbourne College Charity is an equal opportunities employer and is committed to the safeguarding of children. In addition to normal pre-employment checks, this appointment will be subject to an enhanced DBS check and a safeguarding interview.

## **Postscript**

There are many attractions to teaching at Eastbourne College, not least its location on the south coast in the sunniest part of the country.

The College provides a safe urban environment in an attractive part of a peaceful town where pupils have easy access to shops, cinemas and theatres at appropriate times, and this strengthens the boarding experience. The railway station is close, with easy travel to Gatwick (one hour) and London (under 90 minutes). The beach and sea are a five minute walk away and the South Downs (the newest National Park) are literally on our doorstep.

The school is a strikingly happy, cohesive and coherent community. We look forward to meeting you.