



RUGBY SCHOOL



BILTON
GRANGE

PREPARATORY
SCHOOL



September 2021

Director of Racket Sports

The Rugby School Group is committed to safeguarding and promoting the welfare of all young people and expects its staff and volunteers to share this commitment. All prospective staff and volunteers are rigorously vetted in line with KCSIE 2020 requirements and other statutory guidance.



Rugby School Group



Debbie Skene

Director of Sport

Sport at Rugby School

Sport at Rugby School is thriving. There is sport taking place seven days a week and over 25 sports and clubs are available for pupils to choose throughout the year. Whilst our facilities are excellent, our key focus is on the quality of our coaching as we feel that this makes the biggest difference to our pupils. Sport is delivered by a combination of staff in the Sports Department, teaching staff and professional coaches. Our core sports are rugby football, hockey, netball, tennis, cricket and athletics. These are given strategic direction and operational leadership by a full-time member of the Sports Department and include an overview of sport at Bilton Grange. The team also oversee and support a wide range of additional sports including fives, rackets, squash and badminton.

Sport is a key and valued part of the school week and timetabled for all pupils on Tuesdays, Thursdays and Saturdays. Our main objective is for all pupils to find a level that is appropriate to their interest, enjoyment and ability. There are three available pathways: participation, competition and excellence.

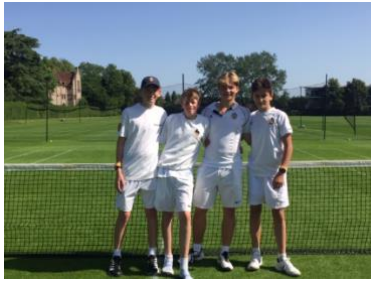
Our first pathway, **Participation**, involves introducing pupils to a range of activities to enable them to try new activities, find enjoyment in exercise, and a lifelong love of physical activity. Examples of these activities include Zumba, HIIT, road running, badminton, squash, fives, yoga, pilates and swimming.

Most of our activities permit pupils to move to the second pathway, **Competition**. Here, we promote all the factors from **Participation** but allow pupils to receive specialised coaching by qualified professionals and to give them the confidence to apply their skills in match play. Pupils can choose to enter internal or external leagues and fixtures. It is in this pathway that we promote cooperation, leadership, tolerance and shared values. This pathway is the most popular at Rugby School, particularly in the core sports. In sports such as rugby, tennis and hockey, national statistics show a drop in pupils aged 16-18 years playing the game. In contrast, we see high numbers choosing these sports. In 2019/2020, 78% of our Year 13 pupils chose an activity that allowed them to compete in an external fixture. In 2018/2019, we saw 158 teams in 20 different sports play in 1072 fixtures (our last full sports year due to COVID).

Rugby School has the motto 'Nobody on the bench'. Our outstanding provision and commitment to sport ensures that every pupil, no matter what level, will receive quality coaching from professional coaches, supportive mentoring from team managers and fun and engaging competitions that make each and every one feel valued. Our timetabled sport provision means that we do not have to ring-fence our experienced, professional coaches to work only with 'A' teams and Sports Scholars but instead they work with all teams and all players.



The Director of each sport creates a supportive environment within their sport that allows them to deliver regular and appropriately pitched coach training to academic staff, open lines of communication and support during training sessions and fixtures so all staff feel a valued member of our sports community regardless of their experience or knowledge. This ambience naturally disseminates to the pupils and this is how our inclusive, supportive and engaging sports programme has evolved.



Our third pathway is **Excellence**. Pupils who choose this pathway aspire to be the best in their chosen sport and join our Aspiring Athletics Performer Programme (AAP). This programme gives our pupils access to our Sports Science team who measure the pupil's current physical abilities and produce individual fitness training plans based on each individual's goals. Pupils have access to an online training platform that they can access all year round and from anywhere in the world. Pupils experience one-to-one strength and conditioning sessions, alongside one-to-one sports coaching sessions, on top of their usual sport sessions. We track pupil training using GPS trackers and video analysis to provide accurate data on training loads and physical exertion.

We link closely with several professional sports organisations such as Leicester Tigers RFC, Warwickshire County Cricket Club and Wasps Super League netball. We aim to make our provision mirror those of professional clubs so our elite athletes have a seamless transition from pupil to professional.

Director of Racket Sports

The Director of Rackets Sports is a new and exciting role. The successful candidate will implement a strategic vision for all racket sports at Rugby School and Bilton Grange. The role will involve management of the operational delivery of tennis and racket sports at Rugby School under the guidance of the Director of Sport.

The Director of Rackets Sports will work in the Sports Department and alongside the Director of Rugby, Director of Cricket and the Director of Hockey. They play an integral part in the vision, quality, delivery and success of the Rugby School's sports programme.

The formal role description sets out the key responsibilities of the position. However, the role seeks to ensure the sports department can meet their three key shared objectives. Firstly, to provide an 'Excellence' programme that caters for our aspiring tennis athletes on our scholarship programme. Secondly, to ensure those who enjoy competitive racket sports are well-coached, enthused and offered an extensive programme of fixtures against other schools and clubs. Finally, our rackets provision needs to provide opportunities to play socially and promote life-long enjoyment of all racket sports.

The appointee will be dynamic, inspiring and have an expert and working knowledge of racket sports. A track record of leadership and demonstrable rapport with school-age pupils and professional colleagues is vital.

An appreciation of a full boarding school is essential, along with a readiness to become immersed in the wider aspects of Rugby School life.





Racket Sports at Rugby School

Tennis

Tennis is played throughout the year with all level of pupils encouraged to play the game. The top players get the opportunity to play three to four times a week. There is the opportunity for any level of player to participate in regular weekly lessons throughout the year with one of our highly experienced and qualified coaches. We currently have more than 150 pupils taking advantage of extra tuition each week and demand continues to grow as tennis becomes increasingly popular within the School.

This number typically doubles in the Trinity Term when tennis becomes the core sport offered to boys and girls, alongside cricket and athletics. Competitive fixtures are played weekly throughout the term. Teams are fielded at all age ranges, with up to three teams of six fielded in each age group. Our elite players continue training during the Advent and Lent terms and compete in national competitions.

We operate eight tennis courts throughout the winter months and 33 courts during the Trinity term.

In 2018, Rugby School were the only school to qualify for all three categories at the National Senior Student Competition (Yr. 11-13). Boys, Girls & Mixed teams all qualified. We won the National Mixed Team category. In the Senior National Championships (Yr. 7-13) we were one of the only schools to qualify for both boys' and girls' team events and finished in the top 15 schools in the country. The Junior Boys team finished 12th in the country.

Rackets

Rackets has a long and proud history at Rugby School. We have 2 stand-alone rackets courts that are used throughout the year. Rackets fixtures take place from September until March and we also enter the annual National Schools competition at The Queen's Club in London. In 2019 our number one player won the prestigious Renny Cup. We work closely with the Tennis & Rackets Association. We would like to develop our rackets programme to allow wider participation of younger pupils and girls as well as further development of our elite players to enable them to be competitive with other racket-playing schools and clubs.

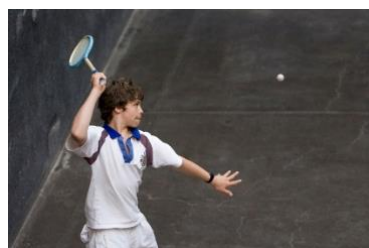
A long line of Rugbeians have gained fellowships in the States which gives them three months of work and play experience. We also value our close links with Rugbeian racket players who join us annually for fixtures and tour the U.S.A.

Squash

Squash is rapidly growing in popularity at Rugby School. We have 3 squash courts and provide weekly senior sessions throughout the year with our professional squash coach. Senior pupils play regular fixtures during the Advent and Trinity terms. We are keen to expand the squash programme to junior players and enter National Competitions. Pupils have the option to sign up to individual lessons with our professional squash coach.

Badminton

Badminton has always been a popular option with our senior pupils. We have ten badminton courts, over 2 sites. Our pupils are coached by a professional coach and have



the opportunity to play in school fixtures and National Competitions. We have recently enjoyed success at county competitions and would like to extend this further. Pupils have the option to sign up to individual lessons with our professional coach.

Fives

Whilst technically not considered a racket sport, we operate Fives within our rackets programme. Alongside Rugby Football, Rugby Fives is another sport we have credit for inventing. We have two purpose-built Rugby Fives courts attached to our sports centre and work very closely with the Rugby Fives Association for all of our competition requirements. Fives is offered as a senior sports option and we host junior fives session as part of our enrichment programme.



Working at Rugby School

The school has its own salary scale. The Director of Racket Sports salary will be commensurate with the appointee's experience and the seniority of the role. The school offers an extensive range of benefits including:

- Accommodation and meals whilst on duty.
- Staff are able to opt into a private health care scheme.
- Staff children who meet the entrance requirements for Bilton Grange and/or Rugby School are eligible for generous fee remissions, potentially covering education from 2 ½ to 18. This is at the discretion of the Governors.
- All full-time staff at Rugby are issued with a computer for administration and coaching.
- Technical support is available and INSED training is conducted on a frequent basis in School time.
- Full-time Staff join in fully with boarding school life and can use the excellent facilities including membership of the Sports Centre with its fitness centre and 25m swimming pool.

Many staff take lunch with the pupils in a different house on some days each week. Morning coffee is held in the Senior Common Room every day except Sunday.

The Senior Common room committee are very active in providing a variety of social events for staff throughout the year. We actively encourage staff to be acquainted with all of the senior common room and enjoy the benefits of our school community.

What next?

Closing date for applicants is Friday 5th March.

Rugby School Group reserve the right to close this vacancy early. We will be screening applications as they are submitted.

Applications must be made on the school's application form, which can be obtained via the school website www.rugbyschool.net



Job Description

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|-------------------------------|---------------------------|
| Job Title | Director of Racket Sports |
| Department | Sports Department |
| Function | Co-Curricular |
| Reports to (Job Title) | Director of Sport |
| Location | Sports Centre |

JOB PURPOSE

To create and implement a strategic vision for racket sports at Rugby School and Bilton Grange. To manage the operational delivery of tennis and racket sports at Rugby School under the guidance of the Director of Sport.

KEY RESPONSIBILITIES/ACCOUNTABILITIES:

Tennis

Core tennis programme

- Create and support the implementation of a development plan for tennis, in line with the wider vision, aims and objectives of the Sports Department.
- Coordinate tennis staff, coaches and year group teams.
- Arrange fixtures for all boys' and girls' teams.
- Devise and distribute weekly programmes of tennis for all year groups and relevant staff.
- Manage budgets for tennis.
- Organise and implement CPD for all staff assigned to racket sports.
- Manage equipment, transport and venues.
- Support the development of tennis at Bilton Grange.

Private tennis lessons

- Oversee the provision of private tennis lessons at Rugby School and Bilton Grange and co-ordinate the marketing, administration and delivery of these, including monitoring quality.
- Line manage professional tennis coaches and support in the coordination of timesheets and recharging.
- Manage & distribute timetables to pupils and coaches.
- Assist in professional development opportunities.

Tennis team

- Organise and manage year-round team training sessions, team selection and competition organisation.

AAP tennis players (Sports Scholars)

- Liaise with the Sports Science team on training plans and their implementation.
- Mentor AAP tennis players including overseeing their Individual Improvement Plans (IIP's)
- Work with Head of Recruitment to actively recruit AAP tennis players.

Rackets (T&RA)

- Create and support the implementation of a development plan for rackets, in line with the wider vision, aims and objectives of the Sports Department with an introductory focus on

increasing the number of pupils playing rackets competitively within Rugby School and Bilton Grange.

- Oversee the delivery of high-quality racket lessons to individuals and groups.
- Organise and communicate racket lesson timetables with pupils and racket coaches.
- Have an active interest in and involvement with the Tennis and Rackets Association (T & RA).
- Manage the rackets equipment, ensure supplies are maintained or replaced.
- Manage the rackets budget ensuring transport, catering, equipment and other items are provided.
- Organise and implement rackets sports fixtures throughout the year for boys' and girls' teams.

Other racket sports (badminton /fives / squash)

- Create and support the implementation of a development plan for other racket sports, in line with the wider vision, aims and objectives of the Sports Department.
- Line manage external coaches for all racket sports (badminton, fives and squash).
- Support the Masters in Charge of badminton, fives and squash.
- Oversee the management of private squash and badminton lessons ensuring all lessons are recharged and match timesheets and equipment costs are monitored.
- Liaise with the Masters in Charge to organise and implement racket sports fixtures throughout the year for boys' and girls' teams, including National Competitions.

Sports Department

- Attend sports department weekly meetings.
- Collaborate with the department on the implementation of departmental aims, vision and objectives.
- Support the department with the provision of all sports and central events.
- Promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.
- Undertake a planned and agreed programme of CPD, including attendance at internal and external meetings and courses to keep abreast of best practice.
- Support the Director of Sport with other duties when required.

Additional whole School responsibilities

- Fulfil wider professional responsibilities by making a positive contribution to the wider life and ethos of the School.
- Rugby is a seven days a week boarding school. All staff are expected to tutor and to contribute to the provision of activities to support the wider co-curricular programme of the School (in addition to sport).
- Participate in arrangements made for teacher appraisal and professional development.
- Undertake such training as may be reasonably required by the School to adapt to the changing requirements of the School or as may be necessary to fulfil the School's statutory or regulatory obligations.
- To undertake mandated job-related training as required and instructed by the School.
- Act as a personal tutor to pupils assigned in a Day/Boarding House.
- Accompany pupils on trips away from the School.
- Attend assemblies, registration of pupils and supervise pupils outside the classroom, whether these duties are to be performed before, during or after School sessions.

Child protection, discipline, health and safety

- Promote and safeguard the welfare of children and young persons.
- Maintain good order and discipline among the pupils and safeguard their health and safety both when they are on the School premises and when they are engaged in authorised School activities elsewhere.
- Ensure all staff act in accordance with Rugby School's policies and procedures.

Equality

- Acting in accordance with Rugby School's equality policy, maintaining a fair and consistent manner in all actions.

Flexibility

- Undertake such other reasonable duties from time to time as the School may reasonably require.

RELATIONSHIPS

| Internal | External |
|---|---|
| Deputy Head (Co-curricular) Director of Sport Members of the Sports Department MiC Squash MiC Badminton MiC Fives Sports Department Administrators Professional tennis coaches Housemaster/mistress of assigned House | Director of Racket Sports (or equivalent) at other schools LTA T&RA Local & regional tennis clubs Tournament organisers |

PERSON SPECIFICATION

| | Essential | Desirable | Method of assessment |
|-----------------------|---|--|--|
| Qualifications | Tennis & Racket sports coaching qualification | Level 3 coaching certificate Degree | Production of the Applicant's certificates. |
| Experience | <p>Playing experience in at least one of our racket sports to a respectable level</p> <p>A minimum of three years' experience in the provision of racket sports coaching at various levels</p> <p>Experience of developing racket sports at junior and club level</p> <p>Experience of tournament and league formations</p> | <p>Coaching racket sports in an educational environment</p> <p>Line management experience</p> <p>Budget management experience</p> <p>Strategic planning experience</p> | <p>Contents of the application form.</p> <p>Interview.</p> <p>Professional references.</p> |
| Skills | <p>Using I.T. & other methods to undertake analysis of sessions</p> <p>Strong planning ability with excellent organisational skills</p> <p>Communication with personnel</p> | Confident IT skills – email, Microsoft Excel, Word & Teams | <p>Contents of the application form.</p> <p>Interview.</p> |
| Knowledge | <p>Sound knowledge of racket sports</p> <p>Knowledge of updated rules changes</p> <p>Knowledge of national performance pathways and tournaments</p> | Knowledge of strength and conditioning programs for racket sports | <p>Contents of the application form.</p> <p>Interview.</p> |

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|--|---|--|--|
| Personal competencies and qualities | <p>Excellent interpersonal skills</p> <p>Ability to prioritise own workload</p> <p>Self-motivated, reliable, organised and punctual.</p> <p>Able to work in a team as well as individually</p> <p>Motivation to work with children and young people</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</p> <p>Emotional resilience in working with challenging behaviours</p> <p>Positive attitude to use of authority and maintaining discipline</p> | | <p>Contents of the application form</p> <p>Interview</p> |
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