

**Rugby Coach
(Partnerships)
JOB
INFORMATION**



RGS
NEWCASTLE

Rugby Coach (Partnerships)

Newcastle upon Tyne Royal Grammar School

Fixed Term for 2 years initially. Required as soon as possible however the start date can be flexible for the right candidate.



THE POSITION

This exciting role is an innovative collaboration, part-funded by England Rugby [RFU] and partly by RGS. Working 50% in RGS coaching rugby at all ages, and 50% in local schools [funded by the RFU], we are looking for an inspirational coach who can inspire the next generation. The objective of this role is to deliver on England Rugby priorities through TREDs to connect, grow, and diversify the rugby community by increasing participation among young people in areas of low participation.

This role will join a thriving RGS Partnerships programme, which reaches over 10,000 children from around 100 schools every year. Our 'funded-teacher' model has already shown success in Maths, Physics, Robotics and Computer Science. The successful candidate will promote diversity and inclusion within the sport, both on and off the field.

Historically Rugby has and still is a big part of the RGS sports programme and this exciting initiative will help to continue that tradition whilst also increasing the numbers across the region enjoying and participating in the game.



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Closing Date: 9.00am Monday 10th November 2025

Contact: Angela Ponton (Director of Sport) a.ponton@rgs.newcastle.sch.uk or John Smith (Director of Partnerships) j.smith@rgs.newcastle.sch.uk

THE SCHOOL

In 1525, the Mayor of Newcastle, Thomas Horsley, wrote his will, in which he generously gifted his estate to fund a grammar school. Five centuries later, Horsley's vision lives on in the Royal Grammar School, Newcastle's corridors and classrooms, and his philanthropic spirit drives the RGS's commitment to education.

Few schools can claim a 500-year history. Over the years, the RGS, has continued to flourish as the premier independent school in the North East of England and as one of the country's leading schools - consistently topping the regional table for academic excellence.

Today, RGS is a fully co-educational school with over 1,300 students aged 7-18 (Years 3 to 13). Its academically selective places are highly sought after. The school has more than 250 students in the Junior School, which shares the same outstanding site as the Senior School. Its Sixth Form is one of the largest in the independent sector, with more than 340 students.

While RGS prides itself on academic excellence, the school is also known for its emphasis on a holistic education. The school's 'There's More to Life' approach informs its holistic education, which is central to students' success, health and happiness.

RGS is based in the heart of Newcastle, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a modern Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.



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Academic Success

RGS is a special place, known and respected throughout the whole country as well as the North East. It's a place where aspirations are high, results are outstanding, and opportunities are endless. Our students go on to study highly selective courses at the most sought-after universities but also leave the school realising that life outside the classroom has been equally beneficial.

In 2023, RGS was named the overall national 'Independent School of the Year' by The Telegraph Group's Independent School Parent Awards. The school was again named North East Independent Secondary School of the Year for Academic Excellence 2025 by The Sunday Times' Parent Power Schools Guide. Most recently, the school was named Independent Senior School of the Year at the TES Awards.

Academically, the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7, and a handful at Y9, plus Sixth Form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c.45 students). Beyond the academics, in Junior School (Y3-6), entry is assessed through activity days, whilst at Y7, students are assessed through online tests and an interaction day. Sixth Form entry is through interview only.

Students sit baseline tests in Y7, Y10, and Y12 – the average GLA CAT score for both the current Y7 and Y12 is 117. We have several students who have the assistance of our dedicated Learning Support Team, which works across Junior and Senior School.



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Co-curricular Activities

At RGS, students can choose from over 170 co-curricular activities, ranging from music, drama, and sports to unique options like e-sports and knitting. All students are encouraged to discover what excites and inspires them.

Sport is also a central part of life at RGS, with students actively participating in a variety of activities including hockey, cricket, and basketball, from early morning until late afternoon. RGS views sport as a fundamental vehicle for students to develop lifelong skills, character, resilience – and, above all, a love for daily movement.

While it may seem tricky to balance schoolwork with so many exciting co-curricular and sporting activities, RGS has found that students actively engaged outside the classroom often perform even better academically. Both programmes are designed to help students develop essential life skills, from self-awareness to decision-making and self-organisation.



Pastoral Care

We understand that all of our students are unique and different, and we strive to treat them as individuals, aiming to tailor our care to meet their needs.

That is why pastoral care is another critical cornerstone of RGS's holistic approach. Student well-being is embedded throughout school life, from a dedicated Form Teacher and an allocated Tutor to easy access to the school Medical Team and counsellors who work together to help students reach their full potential.

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THE SPORTS DEPARTMENT AND THE RUGBY PROGRAMME

The RGS Senior and Junior Schools offer a fantastic range of sports to students through curricular PE and swimming, timetabled games and co-curricular sports. All students are encouraged and have multiple opportunities to represent the school and sport offers opportunities at all levels. Staff are mainly multi-disciplined and work with teams across a full range of sports and all age groups.

The sports facilities include five full-size grass pitches (one on-site and four a short 5-minute walk), a six-lane 25-metre swimming-pool; two sports halls; an Astro-turf hockey pitch; a climbing wall; netball courts; tennis courts; strength and conditioning studios; dance facilities; a designated PE/sport classroom and changing-rooms to accommodate all the school's foreseeable sporting needs. For cross-country running both Senior and Junior Schools use the adjoining Exhibition Park and Town Moor. For cricket, the school owns the Jesmond cricket ground, a 5-minute walk from the main school, and we regularly use the Northumberland Lawn Tennis club for tennis, squash and badminton facilities.

All year groups have a games afternoon every week, giving the opportunity for all students to be involved in a comprehensive programme, as well as to play in fixtures. Students in Years 7 to 9 get one hour of timetabled PE a week, and an hour of swimming every fortnight. In Years 10 and 11 they get one hour of PE, or swimming on a rotation each week. Alongside curricular PE, swimming and games, the department delivers AQA A level and GCSE PE and Sports Leaders Qualifications.



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In sport we want all students to participate, whilst also striving to be the best they can, and there are inter-house competitions and school teams for rugby, hockey, football, netball, cross-country running, swimming, cricket, rounders, athletics, basketball, badminton, squash, tennis, athletics and gymnastics. The sports co-curricular schedule is busy and clubs in various sports run, before, during and after school mid-week and sometimes on a Saturday morning. Fixtures are played mid-week and on Saturdays where we can travel further afield to take on suitable competitive fixtures. Teams compete at all levels.

Rugby at RGS is a key part of our sporting identity, with the senior team having secured titles at two of the most prestigious competitions, the St Joseph's Invitational Festival and the Rosslyn Park National 7's. The team has also demonstrated its strength by reaching the latter stages of the RFU National Schools Cup recently.

Our junior team enjoy competitive fixtures against local and further afield schools to provide appropriate stretch and challenge for them. We regularly enter National Competitions in both 15 a 'side and 7's, giving students experience of tournament rugby, which is invaluable for their development.

We actively support aspiring rugby players and those within the Red Bulls Academy pathway and take pride in our alumni, The Old Novocastrians who are contracted playing in the Premiership and competing professionally overseas.

Most importantly we aim to put out many teams across all ages, giving as many students as possible the opportunity to represent the school. We aim to give opportunities to students of all abilities in rugby through contact and non-contact versions of the game. We are always looking for more opportunities and experiences for our students.

PEOPLE



The Senior and Junior School Sports Department has eleven full-time and two part-time members of staff, alongside a full-time swimming teacher who works across the Junior and Senior School. We employ annually two sports graduate assistants and specialist coaches visit the school to deliver certain activities and strengthen the provision in our major sports alongside staff outside the department, who contribute to the sports programs allowing us to put out as many teams in different sports as we do.

MAIN DUTIES AND RESPONSIBILITIES

Outreach Coaching (50% of time)

- Deliver structured sessions in local primary and secondary schools that focus on fundamental skills, teamwork, and the basics of the game, ensuring an engaging and fun experience for all participants. This will be largely through TI Rugby as a School Rugby Manager (SRM). You would become part of a national network of SRMs
- Attend local School Rugby Manager meetings to co-ordinate work with others working in the North-East
- Upskill local coaches and teachers by working with them to deliver sessions and by leaving balls, kits, and training materials.
- Organise and invite groups to participate in half-termly tournaments at local rugby clubs and at RGS.
- Focus on engaging both girls and boys equally (50:50 ratio).

RGS Coaching (50% of Time)

- Lead afternoon Games sessions and Saturday morning coaching and fixtures at RGS.
- Work from the RGS rugby curriculum to deliver engaging and creative sessions.
- Work closely with the Head of Rugby to ensure aspiring rugby players are identified and developed.
- Assume responsibility for one or more teams, overseeing their development throughout the season, focusing on individual and team growth by creating a supportive atmosphere.
- Integrate RGS students into the outreach program as mentors and assistants and role models for younger participants.

Program Development and Management

- Develop and implement a program spanning approximately 2.5 academic terms (September 2024 - May 2025).
- Stay up to date with law changes and new versions of the game including World Rugby's TI.
- Coordinate with local schools to schedule sessions and tournaments.
- Build links to local clubs to ensure there is a pathway into the sport for those wanting to continue playing rugby outside school.
- Track and report on the program's progress, including participation numbers and feedback.

Resource Management

- Manage and distribute RFU kit donations (balls, cones, etc.) to local schools and coaches.
- Ensure all resources are used effectively and sustainably.
- Create a support network for coaches.

Scalability and Future Planning

- Work with the Director of Partnerships and Head of Rugby to evaluate the pilot's success.
- Develop strategies for scaling up the program to other regions if successful.

QUALIFICATIONS/TRAINING/KNOWLEDGE/SKILLS

Previous experience in a similar role is desirable, but not essential. The Rugby Partnerships Coach should demonstrate the following qualities:

ESSENTIAL

- Minimum RFU Level 2 or working towards Level 3 qualification in coaching rugby.
- The ability to referee.
- Proven experience in rugby coaching, with a track record of engaging and inspiring young players.
- Excellent communication and organisational skills.
- Highly organised, with the ability to be flexible and effectively manage your own workload, multitask, and work in a fast-paced environment.
- Ability to work independently and as a team player and engage with relevant stakeholders.
- A creative thinker who can stimulate ideas.
- Passion for community outreach and development.
- Good ICT skills.
- Knowledge of Strength and Conditioning relating to rugby and adolescent sport.
- Previous experience of working with children of a wide range of ability and enhancing development of skills and talent.
- Experience working with elite or aspirational rugby players.
- A clear understanding of long-term development practices for adolescent rugby players.
- Hold a current UK driving licence and have access to a car.

DESIRABLE

- The ability to referee at school level.
- Previous experience working in an educational environment.
- First aid qualification
- Experience working with children and young people from diverse and disadvantaged backgrounds.
- Experience of supporting, training and performance managing rugby coaches and the ability to deliver Coach Education to a wide group of staff both specialist and non-specialist.

- A knowledge of the Veo and Coachlogic platforms
- Previous experience of involvement a School, Club or Academy Rugby programme.

SPECIFIC TASKS

SAFEGUARDING

- To demonstrate a personal commitment to safeguarding students and colleagues' wellbeing.
- To ensure any safeguarding concerns or incidents are reported appropriately and in line with the RGS safeguarding policies.
- To comply with all safeguarding policies and procedures and the RGS Staff Code.

OTHER

- Participate in training and other learning activities as required and participate in appraisal and professional development.



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LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love, and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Glass House, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.



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MAIN TERMS AND CONDITIONS

- Start date: as soon as possible pending completion of the successful candidate's pre-employment and safeguarding checks and candidate availability. This is likely to be January 2026 but is dependent on successful candidates' availability and may be earlier.
- The post will report to the Director of Partnerships and the Head of Rugby.
- This is a fixed-term position for two years, which we hope to secure beyond the initial term by showing proof of concept.
- The successful candidate will work term time only plus an additional 20 days to be worked throughout the school year. It is expected that the 20 days will be divided as follows: 4 staff training days, 7.5 days to account for the term dates of our Partnerships schools (more details can be provided at interview) and 8.5 days for pre-season training or other ad hoc sports days as needed.
- You will be required to work to Partnership School term dates, and payment for additional days beyond RGS term-time have been incorporated into your salary to accommodate these days.
- The successful candidate will also be expected to work the annual RGS safeguarding training day in September each year, which is compulsory for all staff (date varies each year).
- The successful candidate may also be required to work limited special events e.g., RGS Day and Open Day, with advance notice being given by the school.
- The successful candidate will work on average throughout the academic year 37.5 hours per week, during term-time. Normal hours will be 7.5 hours per day and include RGS weekend sporting fixtures as and when required. It is anticipated that there to be peaks and troughs throughout the academic year, with the Autumn term carrying heavier weight in terms of hours than the Summer term. We therefore would expect the hours to average out across the year, however this will continue to be monitored by the Director of Sport and Head of Rugby.
- Time for travel to non-local partnership schools will be factored into the successful candidate's weekly working hours balance within reason, and in agreement with Director of Partnerships.
- As a member of the RGS Sports Department, hours to be worked will include after school and weekend sporting activities and any national and international trips, as required by the school. Whilst exact daily timings may vary, 07:45am will be the earliest and 5:30pm generally the latest, unless you are involved in any fixtures or other activities that would run beyond this time.
- There may be occasions where the successful candidate will be required to be flexible to meet school and department requirements at key times during the school year including those of the Partnership schools. This will usually be agreed with the line manager or communicated to the postholder by the Sports Administrator with reasonable notice.
- As a guide, the salary for this role will be the region of 28-30k gross per annum (Full Time Equivalent). As this is a term time only role, the salary will be adjusted to approximately 24-26k gross per annum. Candidates should note that the range advertised is not fixed and we are happy to consider the skill and experience of applicants when deciding the final remuneration. There is also the potential for other opportunities to enhance your income while making a positive impact on the rugby and school community.
- RGS staff salaries are reviewed on 1st August each year.

- The school offers a generous annual leave entitlement of 31 days plus Bank Holidays for all year-round support staff. Staff who work term time only will receive a pro rata share of this entitlement and payment for holidays is included in the annual salary. It is not normally permitted for term time only staff to take holiday during term time given the requirement to be on site or working with partnership schools for this role.
- The employee will be required to comply with a range of RGS policies, in particular, those regarding Data protection, use of ICT facilities, Child Protection, Staff Code and Health and Safety, a copy of which will be made available.

WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- For non-teaching staff we offer a support staff pension scheme, The Aviva Pension Trust for Independent Schools (APTIS). On receipt of a 6% employee contribution the school makes an employer contribution of 10%. There is also the option of a 3% employee and 5% employer contribution if preferred. This scheme is administered via Salary Exchange (also known as Salary Sacrifice) for those who are eligible. You can opt out of the Salary Exchange arrangement whilst remaining in the pension scheme. Further details of the scheme and salary exchange will be provided on appointment.
- Membership to life assurance scheme through Aviva which pays out 5x annual salary in the event of death in service.
- The employee will become eligible for sick pay under the RGS Support Staff Sick Pay Scheme after a qualifying period. Details of the scheme will be provided on appointment.



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- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.
- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.



- Access to our onsite confidential counselling service.
- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Free use of a well-equipped gym, fitness suite and swimming pool at permitted times.
- Supportive and friendly community.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.

HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

Enquiries about this post should be made in the first instance to John Smith (Director of Partnerships) or Angela Ponton (Director of Sport). For an informal chat about the post, contact John or Angela on 0191 281 5711 or email j.smith@rgs.newcastle.sch.uk / a.ponton@rgs.newcastle.sch.uk.

To apply for this post, please submit:

1. A covering letter and
2. A fully completed RGS application form.

Applications should be sent directly to jobs@rgs.newcastle.sch.uk
no later than 9.00am Monday 10th November 2025.

Interviews will be held shortly after the closing date. We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis S.Ellis@rgs.newcastle.sch.uk in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

Safeguarding and Safer Recruitment

RGS Newcastle is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Safer Recruitment procedures to all candidates. More information regarding the checks can be found in the Information for Applicants and 'Keeping Children Safe in Education' (September 2025).

Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body.

We are committed to creating an inclusive and diverse school culture and our staff are at the heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment regardless of neurodivergence, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We strive to achieve a diverse workforce, fully representative of our pluralistic society and the ethnic make-up of the student population in the UK. People of colour are under-represented on our staff team. We are keen to attract applicants from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of Black, Asian and ethnic minority heritage as well as White heritage.

We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.

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CONTACT DETAILS

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