

A photograph of a rugby scrum in progress on a green field. A player in a blue jersey is being lifted by others. A player in a black and yellow striped jersey is jumping high to catch a ball. The background shows trees and a building.

VACANCY  
INFORMATION  
PACK

GRADUATE  
SPORTS ASSISTANT  
1 YEAR CONTRACT



READING BLUE COAT





## INTRODUCTION

Reading Blue Coat is a leading independent day school of 785 pupils; 705 boys aged 11 – 18 and a further 80 girls in the co-educational sixth form.

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.

Nearing construction is the new Learning Innovation Centre. An impressive Grounds, Maintenance and Activities Centre opened in early 2020. 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 effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2020 academic results were impressive; the A Level results were amongst Blue Coat's best with 78.2% achieving A\*-B and at GCSE 78.8% gaining A\*-A.

Virtually all Year 13 leavers proceed to degree courses at universities of which approximately 70% go to the Russell Group of universities. Each year a number of our students attain places at Oxbridge.

## 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 four houses: Aldworth, Hall, Malthus and Rich.

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. The School prides itself on mutual respect, tolerance and courtesy and all activities seek to re-enforce these values. 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, rowing and rugby. The School competes well at local, regional and even national level. Other sports include climbing, cross country, golf, hockey, tennis, swimming and touch rugby.

In the major sports, we put out at least two teams per age group although we do field C, D and E teams where possible. 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, rugby players and netballers who have been selected to international age group teams and gone on to play professionally.

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.





## 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 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](http://www.rbc.org.uk)

**SEE ALSO THE GOOD SCHOOL GUIDE:**  
<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>

**AND MUDDY STILETTOS SCHOOLS REVIEW GUIDE:**  
<https://berkshire.muddystilettos.co.uk/kids-2/school-reviews-kids-fashion-2/reading-blue-coats-sonning/>



## THE PHYSICAL EDUCATION DEPARTMENT

The Physical Education department offer GCSE, A-level and a bespoke RBC sports enrichment programme. Results in recent years have been outstanding with the popularity of all courses continuing to grow.

The successful applicant would be expected to support the teaching of the practical elements of the academic courses as well as assisting the delivery on the core Physical Education programme. 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 in a variety of activities. These include health related exercise, badminton, basketball, gymnastics, swimming and athletics. All students throughout the school also participate in one games afternoon per week where the main focus is the major sports for that term.

The 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. Also overlooking the Sports Hall is a well-equipped fitness suite.

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 and a boat house complement the on-site facilities.

The department also has excellent links with local sports clubs and are regular users of the 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.

The eight 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.

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; two level 3 rugby coaches and a UEFA B licenced football coach. There are also 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 an informal telephone conversation about the role, contact Mr Gerwyn Wilson, Director of Sport, on **0118 933 5887** or email [gaw@rbc.org.uk](mailto:gaw@rbc.org.uk)

**LINE MANAGER**

Director of Sport

**DEPARTMENT**

Physical Education

**CONTRACT STATUS**

Contract for 1 academic year. Commencing 1 September 2021 until 5 July 2022.

**SALARY**

£21,000 per annum. Salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments.

**DESCRIPTION OF THE POST:**

The Graduate Sports Assistant is an integral part of a busy and successful PE Department. We are looking for an enthusiastic and highly motivated individual who will be willing to play a full part in school life. The candidate will ideally have experience in coaching or playing at a high level in at least one of the school's major sports. Their contribution is both sporting and administrative, offering recent graduates the opportunity to participate in coaching their specialist sport.

**MAIN DUTIES AND RESPONSIBILITIES:****Coaching and Fixtures**

- Coaching sport and helping in the delivery of PE and Games on a daily basis weekdays and Saturdays, across all 3 terms – the focus being in Rugby, Football, Netball, Athletics and Cricket
- To assist in coaching a team and to have responsibility for a team at a home or away match.
- To help with lunchtime and after school co-curricular activities.
- To assist the PE staff as directed in timetabled P.E. lessons, including some teaching.

**Administration**

- To assist in the organisation of all major sporting events.
- Provide the Sports Department with basic administrative support including SOCS /Website updates alongside match day set up and take down for School fixtures.
- Update and maintain electronic notice boards.
- Organise equipment for home and away fixtures.
- Assist with the compilation of sports awards.
- Assist Heads of individual sports with tasks as directed.
- To assist with other general requirements of the department as directed by the Director of Sport.

**Miscellaneous**

- Abide by the School's Health and Safety Policies and Procedures at all times.
- To attend on Inset Days and compulsory training as may be required.
- To be a role model to pupils through personal presentation and professional conduct.

**Safeguarding**

- To adhere to School policy on Safeguarding and attend updating training as required.
- To ensure the safeguarding and well-being of children and young people at the School in accordance with School policies.

*Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required.*





## GRADUATE SPORTS ASSISTANT

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	Essential	Desirable
Experience of teaching and coaching a main school sport or performance activity to a high level.	✓	
Competed in one of the School's major sports to a good club level or representative level at school or university.	✓	
Skills and Attributes	Essential	Desirable
An ability to coach school teams in a variety of sports competently and in your specialist sport to a high level.	✓	
Excellent communication and interpersonal skills with ability to establish rapport with students, parents and colleagues.	✓	
A willingness to participate in the programme of extra-curricular activities, fixtures and trips, including those at weekends and after school.	✓	
Self-motivated and highly dedicated.	✓	
Excellent written and spoken English.	✓	
Effective in planning and prioritising work load.	✓	
Commitment to the ethos of the School and its pastoral approach.	✓	
Committed to the safeguarding and well-being of children and young people.	✓	
Qualifications	Essential	Desirable
A strong academic background and a good degree in Sports Studies or other related subject.	✓	
Coaching qualifications in at least one of the School's major sports.		✓
Full clean driving licence		✓

**Closing date for applications: 09:00 on 26th April 2021. Interviews will be held during the week of 5th May 2021.**

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/](http://www.rbc.org.uk/vacancies/)

This should be submitted with your letter of application, by email to [recruitment@rbc.org.uk](mailto: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, HR Manager, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU.

For further information about the role, please contact Mr Gerwyn Wilson (Director of Sport) at [gaw@rbc.org.uk](mailto:gaw@rbc.org.uk)



### PLACE OF WORK

Reading Blue Coat School, Holme Park, Sonning Lane, Sonning on Thames, Berkshire, RG4 6SU.



### MEALS

Lunch and refreshments are provided free of charge by the School.



### 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.



### WORKING HOURS

Full time, from 08:30 to 16:20, Monday to Friday, with 60 minute meal break. Additional hours will be required for the delivery of co-curricular activities; school events; open evenings; parents' evenings; etc.



### PARKING

Free Car parking is available on site.



### LEAVE ENTITLEMENT

School holidays in accordance with the published School calendar.



### CYCLE SCHEME

Tax free Cycle to Work Scheme is offered by salary sacrifice.



### PROFESSIONAL DEVELOPMENT

Strong commitment to support professional development, overseen by Deputy Head (Staff), with dedicated people development budget.



### PENSION

Membership of the contributory Teachers Pension Scheme (employee contribution between 7.4% and 11.7%, dependent on salary; employer contribution currently 23.68%).

### 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.



## MEET THE STAFF

All staff, both teaching and support, form part of a qualified and experienced team, which functions at its best in being mutually supportive in a common goal: to provide the best possible education for all Blue Coat pupils.

Relationships between staff and pupils at Blue Coat are often remarked upon by visitors and parents for being warm, relaxed and mutually respectful.

Click on the link to find out more about some of our staff. Can you see yourself as part of the Blue Coat team?

[www.rbc.org.uk/the-school/meet-the-staff/](http://www.rbc.org.uk/the-school/meet-the-staff/)



## GETTING HERE

### BY CAR

We are located in the village of Sonning-on-Thames, just off the A4, between Reading and Twyford.

We are about 15 minutes' drive from Junction 10 of the M4 motorway. From there, take the Reading / Bracknell turnoff at Junction 10 on to the A329M to Reading. At the roundabout by the flyover take the third exit (A4) towards Maidenhead. Follow the dual carriageway over the next roundabout and up the hill. Over the railway bridge, turn left into Sonning Lane. The School is about ½ mile on the left.

### BY BUS

The School and village of Sonning is served by local bus services 128 and 129 (operated by Courtney) from Reading to Wokingham.

Also by service 850 (operated by Arriva Bus) from High Wycombe, Marlow,

Henley, Twyford to Reading. Alight at the junction of Sonning Lane and Bath Road, from where it is a short walk.

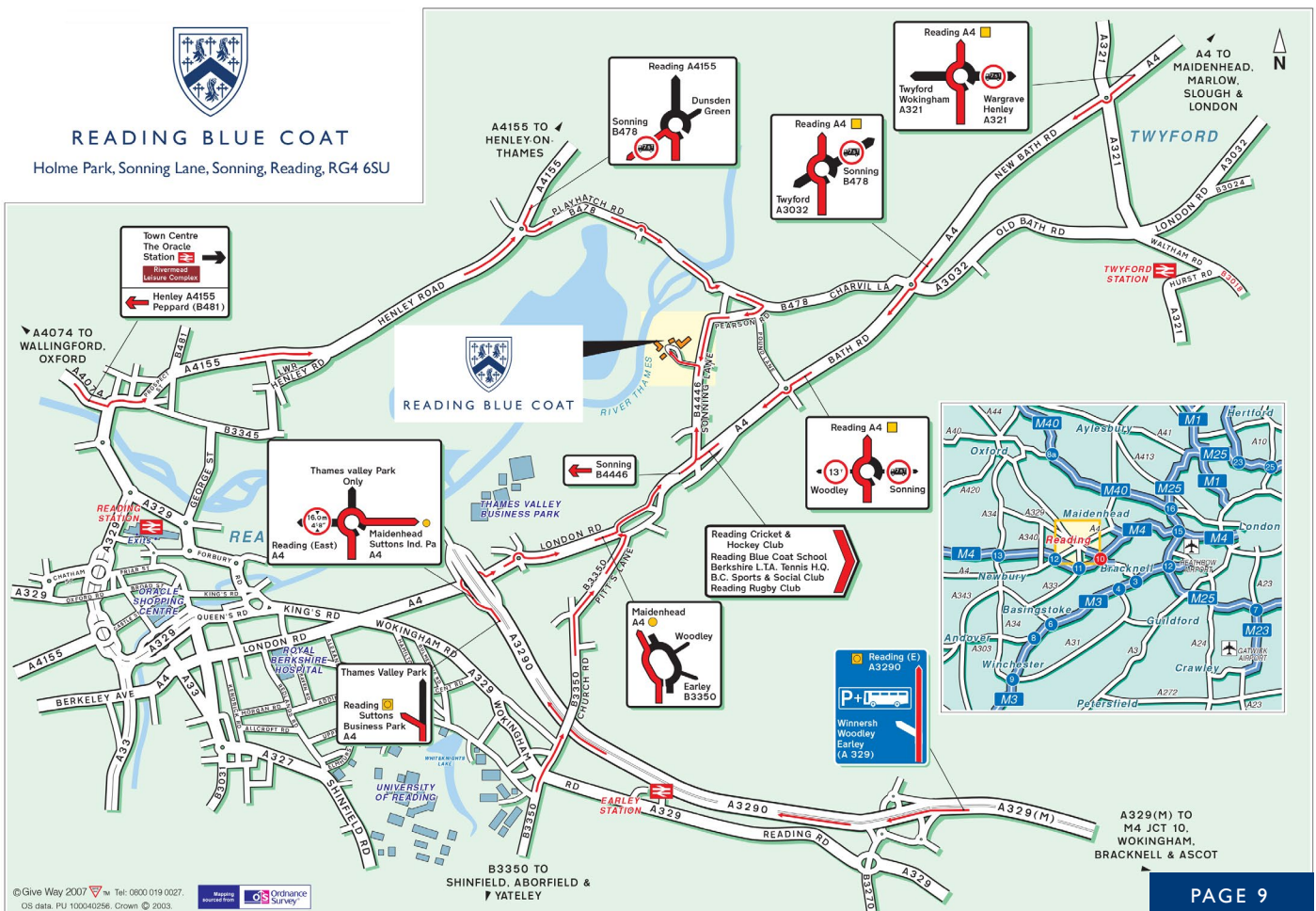
### BY TRAIN

Our nearest rail links are at Reading central station (mainline to London, Wales and the West), which is about 5 miles from the School (about 15 minutes by taxi).

We are also served by local stations at Twyford, which is about 3 miles away (about 10 minutes by taxi), and at Earley, which is about 4 miles away (about 15 minutes by taxi).



For information, call Reception: 0118 944 1005



# ONE READING BLUE COAT

our community



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 [rbc.org.uk](http://rbc.org.uk)