

JOB TITLE: HEAD OF NETBALL

## REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: September 2026

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## REIGATE GRAMMAR SCHOOL

Alderman Henry Smith founded Reigate Grammar School in 1675. For over 345 years, young people have been educated on the same site, in the heart of Reigate, an historic market town in the east of Surrey at the foothills of the North Downs in an area of outstanding natural beauty.

RGS is a leading HMC independent co-educational day school. It is a highly successful, happy and exciting school, which aims to provide a broad and balanced education to boys and girls that will prepare them for the modern world. The school song, *To Be a Pilgrim*, reminds our students that they are on a journey of noble purpose, to have an impact and to make the world a better place. We aim to educate the whole child and offer a broad range of experiences for all. We are an inclusive school and, built upon the vision of our founder, are committed to social mobility and the provision of bursaries through wider access and a supportive Reigatian community.

*“Happy Kids Great Results”* Good Schools Guide 2019

Reigate Grammar School caters for over 1050 students aged 11 to 18. Another 600 students are educated at Reigate St Mary’s Preparatory and Choir School and Chinthurst School, RGS’s junior and nursery schools – both recently shortlisted for UK Independent Prep School of the Year. RGS offers the very best academic education with equal prominence placed on the arts, sport and a rich extra-curricular programme. RGS has a distinctive educational philosophy and a strong ethos of pastoral care underpinning a well-rounded education. The House system has some clearly defined aims: for everyone to feel part of a team; to allow leadership to be nurtured; talent to shine; confidence to surge; teamwork to flourish; and competitive spirit to develop. In the school’s academic culture of intellectual freedom, the structure of the curriculum means that students receive a strong grounding in core subjects but can elect to pursue any area of interest. In the elective curriculum, one student may learn to trade stocks while another deepens their understanding of French literature. It is a challenging and balanced education, equipping students for the opportunities and demands of their future lives and allowing them to explore their personal passions.

The first line of the school’s most recent ISI report asserts that ‘the quality of the students’ achievements and learning is exceptional’: the first co-ed day school to achieve this rare accolade. RGS’ approach to teaching and learning melds expert teaching knowledge with a modern, innovative approach to pedagogy with a judicious use of technology. Inspirational and personalised teaching and learning is at the centre of the vision and requires expert teachers. The school is one of a small number of world-class schools to have been a global pioneer in High Performance Learning, focusing on the development of global citizens, advanced performers and enterprising learners.

Outcomes at RGS are world-class, with 90% of GCSE entries graded 9–7 in 2025. A Level results remain outstanding, with 95% of entries awarded A\*–B. This year, 98% of applicants received offers from top universities, including Oxbridge, Russell Group institutions, and leading medical schools.

Reigate Grammar School has been named The Sunday Times’ Independent Secondary School of the Year 2025, following on from being awarded Independent School of the Year 2024 by Education Today. We are also featured in the Tatler School Guide 2025 as one of the top schools in the UK, and were again recognised in the Sunday Times Parent Power league tables as the best co-educational day school in the Southeast.

In addition to academic success, our broader educational impact has been widely acknowledged. In 2025 alone, we were finalists in national awards for Mind & Mental Health, Charitable Work, Diversity, Equality, Inclusion & Justice, and Headteacher of the Year. We were also shortlisted for Independent School of the Year by the TES School Awards 2025.

In 2024, we were proud winners of the Private Education Award for Most Nurturing School, and finalists for Contribution to Social Mobility, Best Learning Support, and Innovation in Education.

Shaun Fenton, Headmaster, recognised as one of the UK’s outstanding educational leaders, was elected Chairman of HMC in 2018–2019 and was awarded an OBE by Her Majesty the Queen for Services to Education.





## JOB DESCRIPTION

Sport is an integral part of life at Reigate Grammar School (RGS), steeped in a long-standing tradition of excellence and enjoyed by many students. We believe strongly that sport should have a meaningful and memorable impact on every student. For those with exceptional talent and aspirations to pursue a career in professional sport, we are committed to providing the support required to achieve these dreams, with clear pathways to the highest levels of achievement. To support this vision, we are making significant investments in sport, including building a state-of-the-art sports complex scheduled for completion by Summer 2027.

Our core sports include cricket, rugby, hockey, netball, football, and swimming, alongside an extensive sports curriculum that offers students the opportunity to engage in over 30 different sporting activities, ranging from ultimate frisbee and dance to skiing and equestrian pursuits. Our rapidly expanding enrichment programme encourages all students to discover and pursue their sporting passions. Complementing this, our High-Performance Hub and Scholars Programme form the foundation of our performance sport initiatives. RGS is the Chelsea FC flagship school for the South East, ensuring high level performance coaching and other associated benefits.

All students participate in a weekly Games afternoon, supplemented by team practices held before and after school as well as during lunchtimes. An exceptionally busy fixture calendar sees the majority of matches played on Saturdays, with additional midweek games contributing to the buzz of our exciting sporting schedule. On an average Saturday, more than 400 students represent RGS in competitive sport.

The Sports department comprises a large team of specialist sports teachers, external coaches, and academic staff who actively support the sporting programme. Our facilities are divided between the main school site and the RGS Hartswood Sports Ground, just two miles away. On-site facilities include a sports hall with indoor cricket nets, two strength and conditioning suites, six floodlit netball courts, and a 25m indoor swimming pool. At RGS Hartswood, our 32-acre sports grounds feature playing fields, two floodlit all-weather AstroTurf pitches, a newly refurbished six-lane outdoor cricket facility, and a pavilion with changing facilities. Our partnership with RGS Surrey Hills also allows us to use their extensive sporting facilities. The new RGS Sports and Activity Centre

will ensure RGS has facilities as impressive as any school in the region.

### NETBALL AT RGS

We field more than 30 competitive netball teams from Years 7 to 13 with students regularly competing in National, County and District competitions, as well as other tournaments and friendlies. In an average year, over 350 students will represent the school in Netball fixtures and many more come to regular clubs, a reflection of the sport's popularity. Our Netball tours have visited Dubai recently and we have UK-Based junior tours as well. More tours are scheduled for 2025–2026, including a senior tour to South Africa this summer.

### OVERVIEW

We are seeking an enthusiastic, talented and committed teacher or coach to lead our Netball programme. The successful candidate will work closely with the Senior Sport Leadership Team to grow the programme further and, in particular, to extend our performance netball programme.

The successful applicant will contribute to the delivery of high-quality netball experiences for pupils of all ages and abilities, helping to embed a culture of enjoyment, improvement, and values-driven participation. They will also work with and help lead staff from our netball club partnerships as part of our extended coaching network.

### NETBALL LEADERSHIP & PROGRAMME DEVELOPMENT

- Provide clear strategic leadership for netball at RGS, ensuring a coherent pathway from initial engagement through to senior performance squads.
- Develop and articulate a shared vision and philosophy for netball at RGS that aligns with, and contributes to, the wider RGS Group approach to sport.
- Maintain high standards of participation, coaching quality, and competitive performance at all levels, including the 1st VII programme.

### RGS GROUP & PREP SCHOOL PATHWAYS

- Act as the lead for netball within the RGS Group, supporting the development of clear, aspirational routes from Prep Schools into RGS and RGS Surrey Hills.
- Design and deliver age-appropriate transition initiatives including festivals, training days, targeted coaching sessions and shared fixtures.

## JOB DESCRIPTION CONTINUED

- Build strong relationships with Prep School PE and Games staff to support skill development, talent identification and alignment of coaching approaches.
- Support admissions and transition processes through netball-specific events, taster sessions, and scholarship assessment activity where appropriate.

### COACHING & STAFF DEVELOPMENT

- Lead, manage, and inspire a team of netball coaches across RGS, including teaching staff and visiting coaches.
- Help recruit and line manage visiting coaches, ensuring consistency of coaching philosophy and pupil experience.
- Establish a coherent coaching framework across age groups to support progression, continuity, and player confidence.
- Deliver and coordinate staff CPD, including INSET sessions focused on technical development, player welfare, concussion awareness and other best practice.

### PERFORMANCE & PLAYER DEVELOPMENT

- Coach netball across the school, catering for participants of all abilities while providing high-quality performance coaching for senior teams.
- Work closely with Strength and Conditioning staff to support appropriate physical preparation, injury prevention, and workload management, particularly for 16+ players with external commitments.
- Introduce appropriate performance tools, including basic match and training analysis for senior squads.
- Develop and implement Individual Development Plans for high-performing players.
- Promote the values, behaviours, and culture associated with high-quality netball environments throughout the school.

### FIXTURES, COMPETITIONS & ADMINISTRATION

- Develop and manage a comprehensive, balanced netball fixtures programme across all age groups.
- Oversee the full organisation of fixtures including officiating, transport, facilities, medical provision, and communication.
- Ensure effective use of digital systems for team selection, fixtures, results, and communication with pupils and parents.
- Plan and deliver netball tours, festivals, and tournaments within the annual sporting calendar.

### PARTNERSHIPS AND CAMPS

- Act as the lead liaison with partner netball clubs and relevant performance pathways.
- Develop mutually beneficial partnerships that support coaching collaboration, player development, and shared use of expertise and facilities. In particular, focus on partnership creation utilising the new Sports and Activity Centre.

- Ensure clear alignment between school and club expectations to support pupil wellbeing, workload management and long-term development.
- Design and support delivery of holiday netball camps and clinics for RGS pupils and the wider local community.

### PASTORAL & WHOLE-SCHOOL CONTRIBUTION

- Be an active member of the PE department, and, for qualified teachers, contribute to teaching GCSE and A Level PE, and/or BTEC Sport. Experience teaching a second academic subject offered at RGS to at least GCSE would be advantageous.
- Be a form tutor.
- Work closely with academic and pastoral colleagues to support the wellbeing, balance, and personal development of pupils.

### PLANNING, RESOURCE & PROMOTION

- Work with the Director of Sport and Sport Leadership Team to review budgets, facilities, equipment and playing kit for netball.
- Produce and maintain a Netball Development Plan with regular reporting on progress and priorities.
- Work collaboratively with the marketing team to promote netball across RGS and the RGS Group in a way that is authentic, inclusive, and aligned with the school's ethos.

### PERSON SPECIFICATION

#### ESSENTIAL

- Experience of coaching netball to a high level.
- Strong organisational and administrative skills.
- A clear understanding of long-term athlete development and adolescent wellbeing.
- Excellent interpersonal and communication skills.
- A willingness to contribute fully to the wider life of the school and the RGS Group.
- Strong alignment with RGS values and a commitment to inclusive, high-quality sport.

#### DESIRABLE

- Experience of independent school sport or similarly complex sporting environments.
- England Netball coaching and/or officiating qualifications.
- Experience working with club, county or performance pathways.

All staff are actively involved in the co-curricular life of the school, and we encourage staff to share their passions with our pupils. Applications are especially welcome from staff who can support with one of our key areas: Outdoor Education (including DofE, CCF and Adventure Sports), Sports, or MUN, Public Speaking and Debating. We also welcome applications showing a commitment to lead and contribute to other specific areas of our extensive co-curricular programme, or to introduce new activities.



## FURTHER INFORMATION

### TERMS AND CONDITIONS

- Reigate Grammar School has its own salary scale which is substantially above the national scales.
- All teaching staff are automatically members of the pension scheme run by the Teachers' Pensions Agency which is transferable between all UK schools.
- Children of teaching staff may be educated at Reigate Grammar School, Reigate St Mary's Preparatory and Choir School, Chinthurst School or Micklefield School at substantially reduced rates. Candidates are invited to enquire about this at interview.
- Lunch is provided free of charge during term time.
- All staff have access to the school swimming pool and fitness room at designated times, free of charge.
- Successful applicants will be required to make an enhanced disclosure by the Disclosure and Barring Services and to complete an online Pre-Placement Medical Questionnaire.
- All shortlisted candidates will be required to complete a 'Suitability to work with children: self-declaration form'. This form must be completed, signed and returned to HR prior to the interview taking place.

### SAFEGUARDING

This role will involve contact with children. Reigate Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the school's safeguarding policy (available on our website) and are required to declare any criminal convictions, cautions or disciplinary proceedings related to young people. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Services. Full details are given on the application form.

### EQUAL OPPORTUNITIES

Reigate Grammar School is an equal opportunities employer and welcomes applications from appropriately qualified persons from all backgrounds. We are dedicated to creating and sustaining an environment that values individuality and

difference and celebrates the diversity of both staff and pupils by fostering perseverance, tolerance and integrity. We believe in equal opportunity for everyone, irrespective of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation or socio-economic background. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience) in selection and recruitment. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive.

### APPLICATIONS

Applicants are asked to complete the Teaching Application Form and Supplementary Form (which are also available on our website) and send them with a supporting statement addressed to the Headmaster as soon as possible and by **Monday 19 January 2026, 9.00am at the latest**. Please do not send a separate curriculum vitae. Applications will be considered in the order in which they are received, and the school reserves the right to make an appointment prior to the closing date. Shortlisted candidates will be invited for interview.

Within your application letter we would be grateful if you could indicate where you saw this position, whether it was from the TES or another source.

Applications should be addressed to The Headmaster and sent (by letter or by email) to the address below.

Mrs Dawn Holmes  
Head of Human Resources  
Reigate Grammar School  
Reigate Road, Reigate, RH2 0QS

01737 222231

[hr@reigategrammar.org](mailto:hr@reigategrammar.org) | [reigategrammar.org](http://reigategrammar.org)

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.



## SCHOOL LOCATION AND DIRECTIONS

The RGS campus is on its original 1675 site in the historic market town of Reigate within an area of outstanding natural beauty. Adjacent to junction 8 of the M25, the school is also easily accessible from central London by train.

The school benefits from excellent facilities, including:

- A new £8m Sixth Form and Learning Resource Centre at the heart of the campus
- Drama studios and Music school
- Swimming pool
- 32 acres of sports ground with two floodlit all-weather hockey pitches, rugby, cricket and football pitches

The school is currently within the planning phase for the construction and development of a state-of-the-art sports centre on the town centre campus.

### DIRECTIONS:

#### By Road

Reigate Grammar School and Reigate St Mary's Preparatory and Choir School are situated on the south side of the A25 about a quarter of a mile east of Reigate town centre, between Reigate and Redhill.

RGS postcode                    RH2 0QS  
 RSM postcode                    RH2 7RN

#### By rail

The school is approximately ten minutes' walk from Reigate station which is well served by direct trains from London Victoria, East Croydon, Guildford and Dorking. Frequent connections to Redhill station (about one mile away) allow access to Crawley, Horsham and towns to the south along with Nutfield, Godstone and Tonbridge to the east.

### WHAT3WORDS

Main Reception: cabin.fire.brave

