

JOB TITLE: **NETBALL COACH - ZERO HOURS**

REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: **As soon as possible**





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 AT RGS

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 that sport should have a meaningful and memorable impact on every student, fostering personal growth and character development. 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 September 2027.

While we are proud of our rich sporting heritage, our focus is firmly on the future, embracing a dynamic and forward-thinking approach. 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 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.

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, 500 students proudly 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 Hartwood 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 Hartwood, 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.

The new RGS Sports Centre will ensure RGS has facilities as impressive as any co-educational day 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 the 2024–2025 academic year alone, over 350 students represented the school in netball fixtures, and many more attended regular clubs — a reflection of both the sport's popularity and the quality of provision.

The programme is underpinned by exciting partnerships with professional clubs, including London Pulse and the Elite Netball Academy, bringing expert coaching and development opportunities to our pupils. From advanced training sessions to talent ID pathways, these partnerships help deliver both performance outcomes and inclusive engagement. Our netball tours have recently visited Dubai, and we also have UK-based junior tours. 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 Netball Coach to support the continued growth of our programme, with a particular focus on our top performers within our co-curricular and competitive Games programme. The successful candidate will work under the leadership of the Head of Netball and in close collaboration with the PE and Sport Department.

The successful candidate 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.

The successful candidate will be someone who can work as part of a supportive team, championing netball while understanding the wider picture and maintaining flexibility, always keeping students at the centre of decision-making.



JOB DESCRIPTION CONTINUED

KEY RESPONSIBILITIES

- Deliver age-appropriate netball coaching sessions across the Games, after-school and club sport programmes
- Work closely with the Head of Netball to support skill development, tactical understanding and psychological aspects of performance
- Promote positive values and sportsmanship in all coaching environments
- Contribute to identifying and supporting talented players within the netball programme
- Support and help guide netball staff from local and regional club partnerships
- Build positive relationships with pupils, creating an inclusive and motivating coaching environment
- Support the netball pathway from Year 3 through to post-18, whether performance- or participation-focused
- Deliver netball camps which provide greater opportunities for students at RGS and in the wider community to develop their skills
- Willingly take part in events that raise the profile of netball at RGS and support the growth of sport at the school, including sports tours run both domestically and internationally
- Support out-of-term pre-season training and tours where appropriate

PERSON SPECIFICATION

ESSENTIAL:

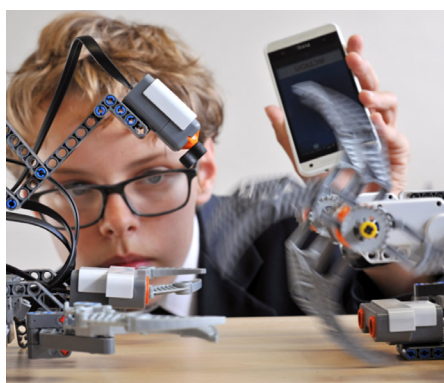
- High-level playing or coaching experience, with relevant coaching qualifications
- Experience coaching children or young people in a school or club setting
- Excellent interpersonal skills and the ability to work collaboratively with both staff and pupils
- Availability for weekday afternoon and after-school sessions
- Ability to drive a school minibus (DI licence or equivalent, or willingness to complete training)

DESIRABLE:

- Availability for Saturday morning fixtures, which are a central part of school sport at RGS
- Experience working within a school environment
- Understanding of long-term player development and youth sport coaching principles
- First Aid qualification (or willingness to obtain)

Zero-hours contract: flexible hours to be agreed termly. Paid hourly, in line with the RGS sports coaching pay scale (depending on experience and qualifications)

Opportunities for CPD, observation of lead coaches, and involvement in tours or holiday programmes by arrangement



FURTHER INFORMATION

TERMS AND CONDITIONS

- Zero-hours contract: flexible hours to be agreed termly. Paid hourly, in line with the RGS sports coaching pay scale (depending on experience and qualifications).
- Non-teaching staff at Reigate Grammar School are remunerated according to our own salary scales. Salary will be commensurate with qualifications and experience.
- Employees are entitled to join the School's Defined Contribution Pension Scheme.
- 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 to 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.

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.

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 **Support Staff Application Form and Supplementary Form** (which are also available on our website) and send them with a supporting statement together with a CV addressed to Dawn Holmes as soon as possible and **by 9am on Friday 5 December 2025 at the latest**. 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.

Reigate Grammar School is committed to ensuring that the privacy of applicants and employees is protected. The School Privacy Notice is available on the school website and is included in the application pack and sets out how the school uses and protects any personally identifiable information that is collected as part of the recruitment process.

Within your application letter we would be grateful if you could indicate where you saw this position, whether it was from the TES Publications, the TES Online, Indeed or Fish4Jobs or another source.

Shortlisted candidates will be invited for interview. Interviews with senior staff will explore each candidate's ability to perform the duties of the post, subject knowledge, ability to relate appropriately to pupils and colleagues, organisational and pastoral skills, and willingness to contribute to the school community.

Applications should be addressed to the Head of Human Resource and sent (by letter or by email) to:

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

01737 222231

hr@reigategrammar.org | [reigategrammar.org](https://www.reigategrammar.org)



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

