

JOB TITLE: HEAD OF FOOTBALL

REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: September 2026





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.





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. The school celebrated its 350th year in 2025 and has recently been named Sunday Times School of the Year. 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, which will also create a sporting hub in the community.

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 20 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 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 busy sporting schedule. On an average Saturday, approximately 500 students represent RGS in competitive sport.

The Sports department comprises a large team of specialist sports teachers, external coaches, and academic staff who 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 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 Sports Centre, and other planned developments will ensure RGS has facilities as impressive as any co-educational school in the region.

FOOTBALL AT RGS

We seek an inspirational teacher or coach to work alongside our Director of Football and lead the sport into its next phase at RGS. Football has grown significantly in recent years and is now a well-established part of both the Games curriculum and co-curricular programme, with boys and girls able to choose football as a Games option from their first year in the school as well as engage in a thriving co-curricular offer. Over the past three years, the number of fixtures and training opportunities has more than tripled, reflecting both student demand and the school's commitment to the sport.

The programme is supported by partnerships with leading Southeast football clubs, enhancing coaching provision and player pathway opportunities and positioning RGS as a leading school for football development in the Southeast. This includes regular on-site coaching from club staff, alongside access to high-level training experiences at club grounds.

Training is centred around our Hartswood site, including a dedicated 1st XI performance environment, with plans to further develop facilities to enable increased fixture capacity. The Head of Football will have operational responsibility for all aspects of the programme and contribute to the strategic vision, working closely with the Director of Football, Director of Sport and Senior Leadership Team to establish football as a flourishing core sport at RGS. The successful candidate will play a key role in shaping a modern, inclusive and aspirational football pathway that aligns with the school's wider vision to develop great people through sport.



THE ROLE

We are seeking an enthusiastic, well-qualified, and dynamic coach or teacher to take on key responsibilities in the leadership of football at RGS. The role requires excellent operational skills to lead the delivery of a busy programme, as well as strong understanding of contemporary pedagogy and best practice in coaching, with the ability to manage a significant coaching load in the afternoons, evenings and on Saturdays. The successful candidate will be someone who can work as part of a supportive team, championing Football and keeping students at the centre of decision-making.

RESPONSIBILITIES WILL INCLUDE:

- Liaising with the Director of Football over the strategic development of Football at RGS;
- Coaching Football throughout the school;
- Organising fixtures and all necessary arrangements (umpires, transport, teas, etc.), liaising with the Director of Football, Deputy Director of Sport, Assistant Director of Sport, Catering Manager and Director of Sport as necessary;
- Organising and co-leading events that raise the profile of Football at RGS and support the growth of sport at the school, including sports tours run both domestically and internationally;
- Organising and coaching pre-season and out of season training sessions;
- Assisting with organising and delivering staff training;
- Leading or co-coaching core sport teams in addition to football as part of both our games and after-school programme as well as our Saturday sport programme across all three terms;
- Delivering Football camps, including at weekends and during school holidays, which give greater opportunity for students in the RGS family of schools and wider community to develop their skills;
- Ensuring high standards of sportsmanship, behaviour and being a consistently positive role model;
- Liaising and collaborating with the other schools in the RGS group to help create a joined-up strategy for football from 3-18.

In addition, qualified teachers will be expected to teach Academic PE or another curriculum subject. All teaching staff at Reigate Grammar School are expected to undertake a pastoral role, usually as a form tutor.

THE SUCCESSFUL CANDIDATE WILL BE:

- Collaborative, and able to lead and manage a group of colleagues to effectively develop our sports provision;
- Interested in ensuring that all students experience high quality coaching opportunities during their time at RGS;
- Able to build a good rapport with students, within appropriate boundaries;
- Willing to organise and attend sporting events involving the students, including at weekends and in school holidays.

Candidates may be coaches or teachers. If teachers, they will hold a relevant degree from a good university and be able to demonstrate a high level of subject expertise, the highest academic standards and the ability to enthuse students of all ages. A teaching qualification and experience of the UK education system are desirable.

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 22 June 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 | 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

