

JOB TITLE: **STRENGTH AND CONDITIONING COACH**

REIGATE GRAMMAR SCHOOL INFORMATION FOR CANDIDATES

Role commences: **September 2025**





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 at 9-7 in 2024. A Level results are equally impressive, with over 97% of entries graded A* to B. 95% of our A Level students went on to Oxbridge, Russell Group, and other top universities and medical schools. RGS has been included in the Tatler School Guide 2025 as one of the top schools in the UK and ranked in the Sunday Times Parent Power league tables as the best co-ed day school in the Southeast. In 2024, we won a Private Education Award for Most Nurturing School and are a finalist for Independent School of the Year for Contribution to Social Mobility, as well as a finalist in Muddy's Best School Awards for Best Learning Support and shortlisted for a Talk Education award for Innovation in Education.

Shaun Fenton, Headmaster, acknowledged as one of the outstanding educational leaders in this country, was elected Chairman of HMC in 2018-2019 and most recently 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. 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 busy 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.

JOB DESCRIPTION

OVERVIEW

We are seeking an enthusiastic, knowledgeable and committed Strength & Conditioning or Athletic Development Coach to support the growth of our performance sport provision at RGS. The successful candidate will play a key role in designing and delivering high-quality S&C sessions to pupils within our Scholarship and High-Performance Pathways and may also contribute to the development of physical literacy and movement competency, particularly across Key Stage 3.

This role may be offered as full-time, part-time or zero-hours, depending on the candidate's experience, skills and preference. A full-time role would involve significant coaching contribution, including Saturday fixtures. Experience coaching football, hockey or strength and conditioning would be desirable.

KEY RESPONSIBILITIES

- Deliver bespoke and group-based strength and conditioning sessions to scholars and high-performing athletes
- Contribute to the development of physical literacy and movement competency, particularly across Key Stage 3.
- Support the Athletic Development Pathway within the RGS High Performance Hub, ensuring age-appropriate progressions
- Liaise with the Director of Sport, Heads of Performance Sport, and Scholarship Lead to design training that complements sporting and academic schedules
- Be adept at programming for individual and group needs, including long-term training cycles and athlete monitoring
- Track athlete development using appropriate assessment tools and performance data
- Promote safe, inclusive and challenging training environments
- Contribute to the values-driven culture of the school by role-modelling professionalism and high standards
- Depending on the candidate, there may be additional opportunities to:
 - Lead or support a school team
 - Assist with fixtures, including potential Saturday morning availability



PERSON SPECIFICATION

ESSENTIAL:

- Strength and Conditioning specific qualification (e.g. UKSCA Level 3, or equivalent)
- Experience delivering S&C or athletic development to school-aged athletes or youth populations
- Confidence and skill in designing and implementing progressive S&C programming
- Excellent interpersonal and communication skills
- A values-led approach that supports athlete development and student wellbeing
- Ability to plan and deliver engaging, progressive sessions for a range of abilities

DESIRABLE:

- Experience working in a school or educational environment
- Experience contributing to talent development, LTAD, or return-to-play protocols
- First Aid qualification (or willingness to obtain)
- DI minibs licence or willingness to complete training
- Availability for Saturday morning fixtures

THE SUCCESSFUL CANDIDATE WILL:

- Be an adaptable and reflective practitioner, eager to contribute to a supportive and ambitious department
- Take initiative in developing systems and ideas that support high performance
- Understand the demands of balancing sport, education, and wellbeing for young people
- Be collaborative and flexible, willing to tailor their role to the evolving needs of the school and its pupils

There is an expectation that all RGS staff members provide a modest contribution to the extracurricular programme, cover system or student supervision system through a club or activity, regular duty, supervision on trips or other activities and/or contribution to the invigilation and other areas of school life. This will evolve over time.

There is a scope for this to be combined with one of the other sports roles advertised, with the potential of a full time role (to include Saturday fixtures).

Interviews for this role are expected to take place between August 25th and September 5th.





FURTHER INFORMATION

TERMS AND CONDITIONS

- Employees are entitled to join the School's Relevant Workplace Pension Scheme.
- Lunch is provided free of charge.
- 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 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 **Monday 18 August 2025, 9.00am** 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 could indicate where you saw this position, whether it was from the TES Publications, the TES Online, Indeed, LinkedIn 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 Resources 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.

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.

RGS postcode RH2 0QS

RSM postcode RH2 7RN

Micklefield School is situated on the north side of the A25.

Postcode RH2 9DU

Chinthurst School is situated in Tadworth, just north of junction 8 of the M25 close to the A217

Postcode KT20 5QZ

St Christopher's School is situated in Epsom between the downs and the town centre.

Postcode KT18 5HE

