



ROYAL
HOSPITAL
SCHOOL



RECRUITMENT PACK FOR THE ROLE OF **DIRECTOR OF SPORT**

1st September 2026

EMPLOYMENT STATUS	Permanent/Full Time
SALARY	RHS Own pay scale
CLOSING DATE FOR APPLICATIONS	Thursday 23 April 2026 at 09:00
INTERVIEW DATE(S)	Tuesday 28 April 2026



KEY FACTS

Type of School: Co-educational, boarding and day

Age range: 11 – 18

Number of pupils: Approx. 560

Percentage of boarders: Approx. 51%

Percentage of international pupils: Approx. 24%

Fees per term: Boarding £12,906– £16,617 and day £7,326– £8,521

Memberships: HMC (The Heads' Conference)

BSA (The Boarding Schools' Association)

ISC (Independent Schools Council)

ISI result summary: RHS met all the standards and regulations in the January 2025 inspection.

Read the excellent full report here:

royalhospitalschool.org/about/isi2025



THE ROYAL HOSPITAL SCHOOL



WELCOME

Thank you for your interest in applying to work at the Royal Hospital School (RHS).

RHS is an independent co-educational boarding and day school for 11 to 18-year-olds, providing an outstanding, full and broad education enriched by a unique naval heritage. Founded in 1712 in Greenwich, London, it moved to its spectacular site, set in 200 acres of Suffolk countryside overlooking the River Stour, in 1933.

Today we place a strong emphasis on providing pupils with the knowledge and skills so they are future-proofed. We are proudly a school that seeks to understand each young person's strengths, to help them to make the right choices at the right time and ensuring their education becomes the foundation for their happiness and success.

Our educational aims are to develop our young people as individuals who:

- develop intellectual curiosity and academic confidence and fulfil their potential in all of their endeavours;
- are adaptable, resilient and equipped to live healthy and fulfilling lives after school;
- inspire others through a combination of leadership and teamwork;
- develop the ability to think and act creatively and imaginatively;
- are ambitious and adventurous and have a strong sense of self-awareness;
- value the benefits of service, loyalty and commitment;

- uphold the school's unique and rich heritage and contribute to the life of the school and their community;
- embrace a global outlook with a respect for individuality and difference.

However, RHS is more than just a school and we are fortunate that our campus engenders a strong sense of community with many staff and their families living onsite. This community feel is important in creating a warm and supportive environment for both the pupils that learn here, but also for the staff that work here.

From your first day at RHS you will have access to some of the best facilities in the country and will be encouraged to take part in the many activities here and to contribute to the life of a busy boarding school. You will have access to an extensive and ongoing CPD programme with opportunities to develop additional qualifications; there is also an extensive range of additional staff benefits.

Situated on a beautiful site in the Suffolk countryside, yet only 55 minutes from Central London by train, RHS is a very special place to work. We welcome applications from the creative, the passionate and the kind, and those from under represented groups, who are keen to contribute to our warm and friendly community.

I very much look forward to receiving your application.

Steve Dixon
Acting Headmaster

NAVIGATING SUCCESS

The Royal Hospital School (RHS) was founded in London in 1712 by the Royal Naval Crown charity, Greenwich Hospital, to educate the children of the Hospital's pensioners and prepare them for a life at sea. Many went on to become famous admirals, explorers and pioneers. We are immensely proud of our historic, royal and naval links, and discovery, exploration and challenge continue to shape our ethos. The traditional values of loyalty, commitment, courage, respect, service and integrity have underpinned the school's core aims and philosophy from the very beginning. Three hundred years later, they are as relevant to the education provided now as they were then.

Divisions remains one of the school's historic traditions, and pupils parade in a whole school event on a small number of occasions each year, complete with guard of honour and marching band. The sense of teamwork, camaraderie, and being part of something bigger than oneself instils feelings of pride and belonging to the whole school community.

RHS inspires pupils to have the courage to be ambitious for their futures and the commitment to pursue whichever path they choose. We challenge pupils of all academic abilities, steering them to look beyond the moment and beyond the confines of the classroom, and to approach life with an open and receptive mind. It is through thinking creatively and taking the initiative that they discover their influence, strengths and ambitions and establish the skills they need to pursue purposeful and fulfilling lives.

Everyone can achieve the most exceptional things but we are all different. That is why we focus on the individual,

getting to know every one of our pupils and finding out what motivates them, enabling us to navigate them through their critical and formative years.

It is this focus on personal challenge and individual guidance that enables pupils to develop into self-reliant, socially responsible adults with enviable open-mindedness and resilience, qualities which are so sought-after by employers and important in life.

In 2025, the school joined the Inspired Learning Group (ILG), opening a new chapter focused on long-term growth and a positive, sustainable future.



TEACHING AND LEARNING

Pupils are not educated simply to pass exams but to enjoy the adventure of learning and to develop a lifelong appetite for knowledge. The curriculum is broad and balanced, combining the best of academic traditions with the latest subjects and technologies. Our Sixth Form curriculum includes 23 different A Levels and 3 Level 3 BTECs, allowing pupils to select a learning path that suits their interests and skill set. Our Lower School curriculum includes 'Compass' lessons: a bespoke course unique to RHS that encompasses elements of education that equip pupils for 21st century living: Personal, Social and Health education, digital literacy, critical thinking, study skills and careers.

Digital devices have been embedded in our teaching and learning since 2013 and we are committed to this approach, with every pupil and teacher now using a Microsoft Surface in classrooms and for planning. The school has consistently been recognised as a beacon for education technology having previously been an Apple Regional Training Centre, and being recognised as a member of the EdTech 50, as well as a Microsoft Showcase School in 2025.



In August 2025, the school achieved an exceptional set of A Level and BTEC results, with 46% of grades at A*-A or Distinction*-Distinction, 69% at A*-B, 32% attaining the points equivalent of three A grades or better, and 86% of BTEC grades awarded at Distinction* or Distinction.

At GCSE, the school achieved outstanding outcomes, with 34% of grades at 9-8, 56.3% at grades 9-7 (an increase of over 5%), and 97.8% at grades 9-4, alongside 7 pupils achieving all 8s and 9s, 20 pupils gaining nine subjects at grade 7 or better, and 43 pupils securing six subjects at grade 7 or better.

Pupil success comes in many forms and post-school options for the leavers of 2025 range from top UK universities to higher degree apprenticeships, to direct entry into various careers.



CO-CURRICULAR

Great importance is placed on pupils balancing their academic work with interests and achievements outside the classroom and every child is encouraged to become fully involved in school life, to challenge themselves and to try something new. This involvement helps to produce confident, interesting, well-rounded individuals who will contribute to society in life beyond school.

Sport is a key feature of the RHS co-curricular programme, with pupils gaining success in an increasingly diverse range of sports. As well as high degrees of pupil performance in the main team sports, RHS is renowned for its sailing. All Year 7 pupils learn how to sail and our Sailing Academy attracts sailors from around the world, and consequently the school community contains many pupils who are world and national leaders in their class and age group.

The school is well-known for its musical excellence and music is embedded in the school's wider culture and ethos. Over 400 pupils learn to play at least one instrument and there is an orchestra, 80-strong chapel choir, chamber choir, ceremonial marching band, concert band, big band and numerous ensembles, including many rock and pop groups.

All teaching staff contribute to our co-curricular programme, and as a result pupils can choose from over 80 activities and clubs each week. From our strong CCF and Duke of Edinburgh's Award programmes, to cooking, climbing, music, sport, art and design, STEM and so much more, there really is something for every child (and teacher!).



FACILITIES

Staff often remark on the enviable location and wonderful facilities available at RHS. The school was purpose-built in 1933 and its progressive design enables us to benefit from fantastic spaces, with some of the most inspiring views.

Over the last 90 years, the school has continued to invest in its infrastructure, providing modern, well-equipped classrooms alongside other impressive teaching spaces. Classrooms are all equipped with modern technology and the school recently invested in upgraded Wi-Fi, to ensure seamless digital access.

The investment in larger projects in recent years has focused on aspects that will benefit the most pupils, including our climbing wall, refurbished fitness suite and weights room, and the library, a beautiful modern study and learning space at the heart of the school.

In 2025, the school was delighted to open a brand new Sixth Form Centre, Sailing Hub and RHS Clubhouse, as well as a transformed Greenwich Hall.



WELLBEING



As a school we prioritise the importance of wellbeing in our whole community, including that of pupils, staff and parents, and are committed to promoting and protecting positive emotional wellbeing and mental health. Our aim is to help our pupils build strong foundations that foster good wellbeing for life.

The school is fortunate to have a large and well-resourced Health staffed by registered nurses, it also accommodates a daily doctor's surgery, a dental surgery and a wide range of specialist medical services including counselling and physiotherapy.

ENVIRONMENTAL SUSTAINABILITY



Staff and pupils actively identify and put into practice more environmentally sustainable ways of living and working, supporting and encouraging this both within and outside the school community. We have a proven track record of environmental responsibility and aim to further reduce our carbon footprint and renew our Gold Carbon Charter Award.



PASTORAL EXCELLENCE

All staff are encouraged to take a deep personal interest in pupil welfare and understand that young people need to feel supported if they are to succeed academically and that excellent pastoral care must underpin a good academic education.

Regardless of whether pupils are day or boarding, an incredibly effective pastoral network is designed to ensure that at every stage of the RHS journey our pupils are cared for, nurtured, supported, listened to and provided with all the appropriate guidance to help them develop in confidence.

Each pupil has a personal tutor – someone who is responsible for overseeing their academic achievements and pastoral and welfare, and providing a link between teachers and parents. Where possible, tutors retain their tutor groups as their tutees proceed through the school, enabling them to forge strong relationships with their tutees and their parents.

Our house system is tailored to meet the specific needs of each age group. Pupils joining in Year 7 all enter Blake House, before progressing into our senior houses that cater for pupils in Years 8 – 12. Senior boarding houses accommodate between 55-65 girls or boys and our co-educational day houses each accommodate c. 100 pupils.

As pupils progress through the school the structures and routines in the houses change to meet the needs of the maturing young people until they reach the Sixth Form and take on positions of responsibility. In Year 13, Nelson House is regarded as the pinnacle of their time at RHS, providing a pre-university experience – not only the place to focus on A Level and BTEC study but also the perfect springboard to life beyond school.



TEACHING AT RHS

Lessons from September 2025, run on a two-week timetable from Monday to Friday, with 80 lessons per fortnight, each lasting 45 minutes. A full-time teacher has 55 lessons per fortnight and teachers with additional responsibilities have a timetable remission for their role.

As a boarding school with over 50% of the school's population as boarders, teachers have an understanding that there is a commitment to boarding, and also to the wider curriculum. All teaching staff are expected to contribute to our supra-curricular Saturday morning programme on around 12 Saturdays, and a small number of Sundays per year. Teaching staff all contribute to the pastoral welfare of pupils, acting as personal tutors, and undertaking a weekly duty in one of our houses. Teachers also contribute to the co-curricular programme by running an activity.



JOB DESCRIPTION

DIRECTOR OF SPORT September 2026 - Full Time	
Reporting to	Assistant Head (Co-curricular)
Line Management	Heads of Sport Head of Academic PE Strength and Conditioning Coach Sports coaches and graduate assistants
Important Information	The Royal Hospital School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.
Purpose of Role	<p>Sport plays a central role in the life of the Royal Hospital School, with a long tradition of competitive success and high levels of participation.</p> <p>The Director of Sport provides leadership and operational oversight for the full sporting programme at the Royal Hospital School.</p> <p>The postholder will lead the development and delivery of a broad, ambitious and inclusive sports programme that promotes both high participation and sporting excellence across the 11-18 age range.</p> <p>The Director of Sport plays a key role in shaping the School's sporting culture and reputation locally and nationally, ensuring that pupils of all abilities are able to develop a lifelong enjoyment of sport and physical activity.</p> <p>The role combines strategic leadership with significant operational responsibility, including the day-to-day coordination of the School's sporting calendar, fixtures programme and staffing of sport.</p> <p>The Director of Sport will also act as Head of one major school sport, taking responsibility for leading the coaching programme, development pathway and performance of that sport across the School. The specific sport will be agreed with the successful candidate depending on expertise and departmental needs.</p> <p>As part of the ongoing development of sport at RHS, football is being introduced as a focus sport, and the Director of Sport will play a key role in supporting the development and integration of the football programme within the wider sports structure of the School.</p> <p>The successful candidate will teach Physical Education and Games, contribute fully to the wider life of this busy boarding school and undertake pastoral responsibilities in line with School expectations.</p>
Principal Duties	<p>1. Strategic Leadership of Sport</p> <ul style="list-style-type: none"> • Develop and implement a clear vision and strategy for sport at RHS that balances participation, enjoyment and competitive success. • Promote a culture where pupils of all abilities are encouraged to participate regularly in physical activity and represent the School with pride. • Support the continued development of football as a focus sport within the School's programme. • Ensure strong alignment between curriculum PE, Games and the wider co-curricular sports programme. • Work closely with the Assistant Head (Co-curricular) to ensure sport plays a central role in the School's wider co-curricular vision. • Develop and maintain strong relationships with external sporting organisations, governing bodies and local clubs. • Act as an ambassador for RHS sport locally, regionally and nationally.

2. Department Leadership and Staff Development

- Provide clear leadership and direction to the sports department, setting high expectations for coaching, professionalism and pupil experience.
- Line manage staff responsible for individual sports and oversee the development of sports coaches and graduate assistants.
- Lead departmental meetings and ensure clear communication across the sports staff team.
- Support staff development through mentoring, coaching and CPD opportunities.
- Encourage non-specialist teaching staff to contribute to the sports programme where appropriate.
- Lead the recruitment of sports staff in collaboration with senior leadership.
- Conduct appraisal processes and support professional development across the department.

3. Head of Sport Responsibility

- Act as Head of one major school sport, leading the development of that sport across the School.
- Design and implement a clear coaching philosophy and development pathway for that sport.
- Lead coaching during Games sessions, training sessions and fixtures.
- Coordinate age-group programmes, ensuring progression and consistency.
- Monitor pupil development and support high-performing pupils seeking representative opportunities.
- Promote high standards of sportsmanship, commitment and pride in representing the School.

4. Sports Programme Delivery

Lead the planning and coordination of the School's sporting calendar including:

- Games programme
- Training sessions
- Competitive fixtures
- Inter-house competitions
- Sports tours

Ensure that the sports programme provides opportunities for both competitive and recreational participation.

Work closely with Heads of Sport to ensure high-quality coaching provision across all sports.

Support the organisation and delivery of sports tours, festivals and showcase events.

Ensure that pupils representing the School demonstrate high standards of behaviour, presentation and sportsmanship.

5. Fixtures and Logistics

- Oversee the organisation of the School's sports fixture programme across all sports.
- Ensure that fixtures are appropriately scheduled and staffed.
- Coordinate logistical arrangements including transport, officials, medical provision and hospitality.
- Ensure clear communication with parents and visiting schools regarding fixtures and events.
- Support the recording and promotion of sporting results and achievements.

6. Facilities and Resources

- Work closely with the Estates and Facilities team to ensure that sports facilities are maintained to a high standard.
- Ensure that appropriate equipment is available and maintained across the sports

	<p>programme.</p> <ul style="list-style-type: none"> • Oversee the safe use of sports facilities and equipment. • Contribute to planning for the future development of sports facilities. <p>7. Compliance and Safeguarding</p> <ul style="list-style-type: none"> • Ensure that all sports activities operate within appropriate safeguarding and health and safety guidelines. • Oversee the completion of risk assessments for sporting activities and events. • Ensure staff maintain appropriate first aid and coaching qualifications. • Ensure compliance with National Governing Body regulations where applicable. • Maintain clear policies and procedures relating to sport and physical activity. <p>8. Academic Teaching</p> <ul style="list-style-type: none"> • Teach PE and Games within the department as appropriate to qualifications and timetable. • Contribute to the Key Stage 3 Core PE programme. • Teach GCSE and/or BTEC Sport where appropriate. • Plan, assess and report in accordance with departmental and School standards. • Support the development of the academic PE curriculum in collaboration with the Head of Academic PE. • All teachers are expected to meet the Teachers’ Standards and uphold the highest standards of professional conduct. <p>9. Contribution to the Wider Life of the School</p> <ul style="list-style-type: none"> • Act as an Academic Tutor within the School’s pastoral system. • Undertake boarding duties in line with School expectations. • Support the School’s Saturday sporting programme and co-curricular activities. • Participate in major school events including Sports Day, Open Days and admissions events. • Contribute to marketing and admissions initiatives where appropriate. • Demonstrate flexibility in working hours, including evenings, Saturdays and sports tours.
Academic Expectations	<p>All teachers at the Royal Hospital School adhere to the Government’s Teachers Standards, which can be found here: Teachers’ standards - GOV.UK (www.gov.uk)</p> <p>In summary, teachers:</p> <ul style="list-style-type: none"> • Set high expectations which inspire, motivate and challenge pupils • Promote excellent progress and outcomes by pupils • Demonstrate excellent subject and curriculum knowledge • Plan and teach well-structured lessons • Adapt teaching to respond to the strengths and needs of all pupils • Make accurate and productive use of assessment • Manage behaviour effectively to ensure a positive and safe learning environment • Provide effective feedback and report on pupil attainment and progress • Participate in personal, departmental and academic development • Contribute to the wider life of the school and fulfil wider professional responsibilities. • Support the School’s values and academic and pastoral structures <p>In addition to being responsible for the delivery of outstanding education within the classroom, teachers are also tutors, working with Heads of Year, Senior House Staff and parents to provide support and guidance for pupils’ academic and pastoral needs.</p>
Wider Expectations	<p>The Royal Hospital School is a boarding school that is renowned for providing a broad range of activities and opportunities to its pupils. Teachers understand that there will be a commitment to boarding and a contribution to the wider curriculum.</p>

	<p>The School has a 6-day week, with an activities programme on a Saturday morning and a full and varied programme of sports and activities on a Saturday afternoon.</p> <p>All teachers contribute to the wider academic and or co-curriculum, for example through running a weekly activity or a sports team. Teachers contribute on a Saturday afternoon either through running a team or by supporting the Saturday programme of activities, and teachers contribute to the Sunday programme by running trips or attending events on a small number of Sundays across the year.</p> <p>All teachers are involved in the pastoral house system, and undertake duties in a day or boarding house. In addition, teachers contribute to the smooth operation of the school through undertaking supervisory duties. Further details and specific tasks such as duties in House, Library, Dining Hall duty etc. are covered in the Royal Hospital School's Staff Handbook.</p> <p>The expectations of part time staff are adjusted in proportion to their teaching load.</p>
<p>Personal and Professional Conduct within the role</p>	<p>Teachers place pupils' education and wellbeing at the centre of their work and are accountable for maintaining the highest standards of professional practice and conduct.</p> <p>Staff are expected to act with honesty and integrity, maintain strong subject knowledge, engage in continuous professional development and build positive relationships with pupils, colleagues and parents. All teachers must uphold public trust and demonstrate consistently high standards of personal and professional behaviour, both within and outside school.</p> <p>In particular, teachers will:</p> <ul style="list-style-type: none"> • Treat pupils with dignity and respect, maintaining appropriate professional boundaries. • Safeguard pupils' wellbeing in accordance with statutory guidance. • Promote tolerance, mutual respect and fundamental British values. • Act in accordance with the ethos, policies and expectations of the Royal Hospital School. • Maintain high standards of attendance, punctuality and professionalism. <p>Role-Specific Expectations</p> <p>The Director of Sport will:</p> <ul style="list-style-type: none"> • Set high expectations which inspire and challenge pupils. • Deliver high-quality teaching and coaching across all abilities. • Use assessment effectively to promote pupil progress. • Maintain a positive, safe and well-managed learning environment. • Contribute to departmental development and the wider life of the School. • Fulfil all wider professional and pastoral responsibilities.
<p>Qualifications & Experience</p>	<p>Degree in a relevant subject.</p> <p>Qualified Teacher Status (or equivalent).</p> <p>Ability to teach PE to GCSE and/or BTEC.</p> <p>Strong coaching experience in at least one major school sport.</p> <p>Experience leading sports programmes in a school environment.</p> <p>Experience of organising fixtures, tours and sports events.</p> <p>Ability to coach a second sport desirable.</p>
<p>Person Specification</p>	<p>The successful candidate will demonstrate:</p> <ul style="list-style-type: none"> • Strategic thinking and the ability to build and grow a sports programme. • Strong leadership and the capacity to inspire pupils and colleagues.

	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills. • Professionalism, resilience and adaptability. • A genuine commitment to pupil development, safeguarding and inclusive practice. • Enthusiasm for contributing fully to the life of a busy boarding school. <p>The School seeks a leader who is excited by the opportunity to build a coherent, ambitious and inclusive sports programme across the 11-18 age range – raising standards, increasing participation and positioning RHS Sport as a recognised regional strength.</p>
Skills & Competencies	<ul style="list-style-type: none"> • An inspiring and dynamic practitioner, engaging pupils across the full age and ability range. • A strategic and well-organised leader, able to plan effectively and contribute within a high-performing department. • A visible role model who sets high standards and fosters a culture of ambition and excellence. • An excellent communicator, building strong relationships with pupils, colleagues and parents. • Professional, resilient and adaptable, with the initiative to lead projects and deliver results. • Committed to continuous professional development, collaboration and whole-school contribution. • Passionate about sport and education, with a clear commitment to safeguarding, inclusion and pupil wellbeing.

JOB DESCRIPTION

TEACHER	
Reporting to	Head of Department for teaching Head of Year for tutoring Houseparents for house duties
Important Information	The Royal Hospital School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).
Purpose and objectives of role	<p>Teachers at the Royal Hospital School provide outstanding academic education and pastoral care to pupils at the school.</p> <p>Teachers teach their subject(s) with a passion and enthusiasm that inspires pupils of all ages and abilities to develop a love of learning and reach their academic potential. Teachers plan and deliver varied and interesting lessons and provide pupils with high quality feedback, enabling pupils to develop the knowledge, attributes and skills that prepare them to be successful beyond school.</p> <p>Teachers act as tutors and mentors and all teachers contribute to the pastoral house system, supporting pupils in their personal development and ensuring their welfare.</p> <p>Teachers contribute to the wider life of the school including the academic super-curriculum and/or the co-curriculum, ensuring pupils can find their passions and develop knowledge and skills beyond the traditional curriculum.</p>
Academic Expectations	<p>All teachers at the Royal Hospital School adhere to the Government's Teachers' Standards, which can be found here: Teachers' standards - GOV.UK (www.gov.uk)</p> <p>In summary, teachers:</p> <ul style="list-style-type: none"> ● Set high expectations which inspire, motivate and challenge pupils ● Promote excellent progress and outcomes by pupils ● Demonstrate excellent subject and curriculum knowledge ● Plan and teach well-structured lessons ● Adapt teaching to respond to the strengths and needs of all pupils ● Make accurate and productive use of assessment ● Manage behaviour effectively to ensure a positive and safe learning environment ● Provide effective feedback and report on pupil attainment and progress ● Participate in personal, departmental and academic development ● Contribute to the wider life of the school and fulfil wider professional responsibilities ● Support the school's values and academic and pastoral structures <p>In addition to being responsible for the delivery of outstanding education within the classroom, teachers are also tutors, working with Heads of Year, Houseparents and parents to provide support and guidance for pupils' academic and pastoral needs.</p>

Wider Expectations	<p>The Royal Hospital School is a boarding school that is renowned for providing a broad range of activities and opportunities to its pupils. Teachers understand that there will be a commitment to boarding and a contribution to the wider curriculum.</p> <p>As a boarding school, all teachers contribute to the wider academic curriculum and/or co-curriculum, for example through running a weekly activity or a sports team. As of September 2025, we are removing academic lessons from Saturday and introducing a ‘Super Saturday’ morning programme of supra-curricular activities which staff will be expected to contribute to on selected Saturdays and by running trips or attending events on a small number of Sundays across the year.</p> <p>All teachers are involved in the pastoral house system, and undertake duties in a day or boarding house. In addition, teachers contribute to the smooth operation of the school through undertaking supervisory duties. Further details and specific tasks such as house duties, Library or Dining Hall duty etc. are covered in the Royal Hospital School’s Staff Handbook.</p> <p>The expectations of part time staff are adjusted in proportion to their teaching load.</p>
Personal and Professional Conduct within the role	<p>Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct.</p> <p>Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.</p> <p>Teachers are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher’s career at the Royal Hospital School.</p> <p>Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:</p> <ol style="list-style-type: none"> 1. Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position 2. Having regard for the need to safeguard pupils’ well-being, in accordance with statutory provisions 3. Showing tolerance of and respect for the rights of others 4. Upholding and promoting fundamental democratic values, including the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs 5. Ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law. <p>Teachers must have proper and professional regard for the ethos, policies and practices of the Royal Hospital School, and maintain high standards in their own attendance and punctuality. Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.</p>

PERSON SPECIFICATION

Person Specification		
	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Proven experience of successfully managing a large team • Evidence of strategic planning in a sporting environment resulting in successful change management • Proven ability of managing significant budgets • Experience of teaching and learning with a strategic approach to develop pupils' knowledge and skills within a complex pupil body • Evidence of continued personal development • High class honours degree • An ability to coach at least one core sport to a high level as well as at least one non-core sport • A PGCE or equivalent is desirable • Experience of designing and developing coherent strategies with transferable skills relevant to a coeducational learning environment for pupils aged 11-18 years 	
Skills and competencies	<ul style="list-style-type: none"> • Dynamic, inspiring, and innovative leadership style with a hands-on approach • Strong strategic leadership, planning and organisational skills and ability to work in collaboration within a senior leadership team and a flagship sports department for the whole school • Leading by example, setting standards of excellence amongst staff and being a role model for the school and the whole school sport department, to achieve distinction and the setting of high expectations amongst pupils of ages 11-18 years • Proven collaborative skills in facilitating effective teamwork and able to manage and motivate a large team: excellent interpersonal, communication and relationship management skills with ability to listen to others and know when to advise • Able to demonstrate high standards of conduct, professionalism, and appearance, capable of inspiring confidence in pupils, parents, and staff • Strong initiative with the ability to take ownership to lead and deliver on projects • Emotional resilience and ability to cope with unpredictable and challenging situations, being adaptable and taking responsibility for solving issues in a highly dynamic environment 	

	<ul style="list-style-type: none">• Commitment to personal career development and the professional development of others, with a positive and proactive approach to continuous improvement• A confident public speaker with the ability to share a vision, influence and inspire all school community stakeholders• Ability to collaborate with other departments to promote the RHS brand, market the school and generate income streams• Genuine passion for working with children, with both the ability and drive to be an excellent teacher & sportsperson with a strong commitment to the highest standards of teaching and learning• A genuine commitment to the safeguarding and pastoral care of children• An understanding of skills required when teaching pupils with a range of abilities, encouraging all to develop to their maximum potential	
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HOW TO APPLY

APPLICATION PROCEDURE

Please follow the link on our website to complete a job application form and submit a covering letter (no more than two sides of A4), including details of two referees.

Applicants should provide within their personal statement an explanation of how and where they have experience in the areas and skills listed in the person specification.

If you have any queries regarding this role, or require any assistance with the application process, please contact the HR Manager on recruitment@royalhospitalschool.org or 01473 326200.

The Royal Hospital School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a DBS check and references.

NOTE: Although this document is designed to give a fair picture of the nature of the role and conditions of employment, it does not represent a legally binding contract. A separate contract of employment will be submitted for that purpose upon receipt of references and acceptance of a verbal offer made to the successful candidate.



THE BENEFITS



PENSION

Pension Scheme



FEE REMISSION

School/Nursery fee remission subject to the normal admissions criteria (pro rata for part time staff)



USE OF FITNESS FACILITIES

Fitness suite, 9 hole golf course, tennis courts and other sports facilities. Opportunity to engage in staff sports activities including weekly 5-a-side football, staff cricket team and staff climbing sessions.



HEALTH PROVISION

Health plan that provides significant coverage such as optical, dental, dental accident, chiropody, therapy treatments and health club concession. Access to Doctor line from anywhere in the world, scanning such as MRI, CT and PET scan. Employees Assistance confidential helpline.



PROFESSIONAL DEVELOPMENT

There are plenty of opportunities for staff development, including INSET.



DEATH IN SERVICE

The school has a Death in Service benefit of 1 x basic salary.



MEALS

Lunch provided during term time.



CYCLE TO WORK

Access to the Cycle to Work scheme.



COMMUNITY

You are joining a ready-made community where people are more than just colleagues. From the staff bar, The Clubhouse, to wreath making, wine tasting, quiz nights, safari suppers, and more (additional costs may apply) - this is a wonderful community to be a part of.



WESTFIELD REWARDS

Discounts from various high street and online outlets.



ONSITE PARKING

Free onsite parking.



REFER A FRIEND SCHEME

Refer a friend scheme up to £750.

Full details and terms & conditions are available on request.