



BROMSGROVE

APPLICANT INFORMATION FOR THE POST OF
GRADUATE SPORTS COACH
RUGBY

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BROMSGROVE SCHOOL MISSION STATEMENT

FLAIR : DISCIPLINE : ACADEMIC RIGOUR

Bromsgrove School aims to produce happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others.

It seeks to achieve this through an enlightened, disciplined and broad education that responds to global change while retaining core values.

The Core Values Bromsgrove seeks to foster in its pupils are: Humility and Confidence; Compassion and Ambition; Respect and Curiosity; Tolerance and Vision.

AN OVERVIEW

Bromsgrove is one of the UK's largest, busiest and most successful independent schools. The Senior section has 1060 students, with another 750 students in younger year groups. We are co-educational with a roughly equal mix of boarding and day pupils.

Bromsgrove pupils are academically ambitious and resilient: their behaviour is exemplary. Whilst we are not an exceptionally selective school, we expect our pupils to work hard and fulfil their potential – around two-thirds achieve a 9-7 in each of their GCSEs and over a half achieve at least an A grade in their A Levels. In 2024 our IB Diploma students averaged 38.9 points. Government and University of Durham Alis Value Added data suggests our pupils' results in the Sixth Form are the best in the region bar none over the last few years. Given students' underlying ability, in 2024, our IB students' value added saw them outperform 98% of other independent schools. A Level value added was on the 78th percentile of independent schools and all GCSE subjects bar none saw positive value added. Over a quarter of our Year 13 leavers move on to undergraduate courses at World Top 50 universities, with UCL, KCL, Manchester, Exeter and Bath tending to be the most popular destinations.

We field nationally competitive teams in all main sports; we have been one of the top six ranked schools for sport nationally in each year over the last dozen years that rankings have been published. Staff are encouraged to support areas of extra-curricular life where they have a real passion and interest. Pastorally, the school is based on the House system. Each house has a Houseparent and a tutor team which caters for around 85 pupils. Almost all teaching staff are House tutors, each caring for around 12 pupils. Involvement with the boarding life of the School is most strongly encouraged.

The School is a hardworking environment - both the working day and week are long although terms themselves are relatively short. We offer a diverse range of opportunities for pupils and staff within a strongly academic and ordered framework.

Bromsgrove is a happy, unstuffy school where all are equally valued. Pupils are offered an education that is rounded and broad: for example, in the Sixth Form, A levels, the International Baccalaureate and BTECs are all on offer. Massive investment in facilities means co-curricular opportunities are outstanding. Whilst Bromsgrove is a large school, great care is taken to ensure pastoral care is personalised, and a thriving House system means a strong sense of belonging to a warm, inclusive and lively family is a keynote of the Bromsgrove experience.

With a contemporary and global outlook, Bromsgrove seeks to turn out young adults who have achieved at the highest level in a wide range of fields, who have a well-developed sense of community and the flexibility and resilience to deal with whatever life throws at them: in short, they are 'future-ready'.





THE ROLE

- Post:** Graduate Sports Coach - Rugby
- Line Manager:** Reports directly to Mr Liam Mullan (Head of Boys' Sports) & Mrs Emma Buckingham (Head of Girls' Sport)
- Hours of Work:** During School terms you will be required to work circa 42.75 hours per week including weekends and before and after the School's normal starting and finishing times. Timetables are as directed by the Head of Sport.
- Holidays:** You are entitled to take all School holidays in accordance with the published dates in the School Calendar. Public and Bank Holidays occurring during School terms may be working days. Your paid entitlement is 6.4 weeks pro-rata (4.77 weeks).
- Salary:** £20,132 per annum plus £4,062 per annum for undertaking boarding duties.
- Accommodation:** Accommodation may be available and is charged and deducted each calendar month.



- Sickness Benefit:**
- | Length of Service | Full Pay (including entitlement to statutory sick pay) |
|-----------------------------|--|
| During Probationary period: | Nil |
| During first year: | 2 weeks |
| During second year: | 6 weeks |
| During years 3 - 5: | 8 weeks |
| During years 6 - 10: | 10 week |
| During year 11 and beyond: | 12 weeks |
- Pension Scheme:** A contributory pension scheme of up to 7% is available.
- Additional Benefits:** Free lunch during term time, car parking,

GENERAL OVERVIEW

This is an excellent opportunity to join a successful department with a national reputation for Physical Education and Games. The PE department is a well-resourced department that offers professional development opportunities and training. At present Bromsgrove School Physical Education Department consists of eleven full time staff (4 in the Prep and 7 in the Senior School) we also employ a number of specialist coaches. Physical Education and Games are seen as an extremely important part of school life at Bromsgrove. Bromsgrove School is one of the leading sports schools in the country. We wish to maintain and develop our high standards. Playing and coaching experience at a high level in any of the major sports would be an advantage. The School has a very high reputation with a strong fixture list across the Country.

We are looking to appoint recent graduates to coach sport with effect from September 2025. Our preference is for candidates who can offer expertise in the major school games including rugby, cricket, hockey, football, netball, tennis, and athletics. But in this role to specialise in rugby.

The successful candidates will play a significant role in the coaching of sport in the School, and will assist with the management of School teams and the House sport programme. They will be expected to be available at all times that School sport takes place, including Saturdays during term-time. They will also be expected to undertake boarding duties.

The successful candidates will also play a role in the wider life of the P.E. department, and may be able to contribute to other academic faculties.

MAIN DUTIES

- To enhance the image and reputation of the Department, both within the School and amongst parents and visitors.
- To help supervise the day to day running of the PE curriculum.
- Help with the organisation of both PE and Games programmes for all students.
- To help with the organisation of fixtures, transport and catering for one of the major sports.
- To take responsibility for the coaching of a squad in each term.
- To assist, where required, with other School squads, including the 1st team in their major sport.

- To assist with the delivery of an enhanced sports science framework, to include video analysis, strength and conditioning and physiological monitoring and assessment.
- To become a mentor to a small group of gifted and talented pupils who may or may not be Sports Scholars, involving regular tutorials.
- To assist with the organisation and implementation of the annual Sports Scholarship assessments.
- To assist with Prep School Taster Days and our annual tournaments.
- To attend the weekly PE department meetings in both the Prep and Senior Schools.
- To assist in developing and clearly laying down the department's policy and procedures consistent with the Aims and Methodology of the School.
- Participating in the School's appraisal programme, assist the Head of Department by drawing comments about staff that support the games programme.
- Supporting members of the academic staff assisting games who may be having problems with individual pupils or classes, ensuring that pupil discipline is maintained.
- Ensuring proper record keeping within the department and ensuring that reporting, both internally and to parents, is consistent with the policy of the School. Registration of both Games and PE lessons to include both effort and attainment grades.

WHOLE SCHOOL

Bromsgrove School has a full boarding ethos and expects all staff to become fully involved in Prep or Senior boarding.

PERSON SPECIFICATION

	Essential	Desirable
Experience/Qualifications		
I.T. Literate		*
Experience of working within a School environment		*
Skills, Knowledge and Abilities		
Excellent verbal and written communication skills	*	
Good timekeeping	*	
Team Player	*	
Personal		
Self-motivated	*	
Personal/Approachable	*	
Interested in continuous personal development	*	

HOW TO APPLY

Please complete the online Application Form.

The closing date for all applications is 7th May 2025.

The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS.





BROMSGROVE SCHOOL - SENIOR SCHOOL



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|-------------------------------------|----------------------|--|--|
| 1 Headmaster, Bursar, Reception | 9 Elmhurst | 19 Humanities | 29 School Shop |
| 2 Lyttelton | 10 Mary Windsor | 20 Biology | 30 Dining Hall |
| 3 Lupton | 11 Walters House | 21 Chemistry | 31 Café 1553 / Sports Reception |
| 4 Thomas Cookes House / Cookes Room | 12 Houseman Hall | 22 Physics | 32 Sports Centre (Gym, Arena, Swimming Pool) |
| 5 Hazeldene | 13 Gatehouse | 23 Routh Concert Hall and Music School | 33 Hospitality Suite |
| 6 Wendron-Gordon | 14 Library, Careers | 24 Cobham Theatre | 34 Webber |
| 7 School House | 15 Kyteless | 25 The Observatory | 35 Prep School |
| 8 Oldley | 16 ADT | 26 Memorial Chapel | 36 Health Centre |
| | 17 Big School | 27 Old Chapel | |
| | 18 Millington | 28 Old Police Station / Echoing Rooms / International Department | |

One of the UK's leading co-educational boarding and day schools.
2060 pupils aged 2 - 18

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