



Rossall

INSPIRING EXCELLENCE

A National Centre of Excellence for Sport

Assistant Head (Director of Sport)



APPOINTMENT BRIEF

March 2024



ABOUT ROSSALL SCHOOL

Founded in 1844, Rossall is a co-educational boarding and day school with an illustrious history and a clear strategic vision for the future. Situated on the Fylde Coast, the majestic backdrop of the Cumbrian Peaks and the Irish Sea provide a spectacular environment within which a community of some 800 boys and girls are inspired to fulfil their potential. The School provides a unique educational experience underpinned by a strong commitment to academic excellence and co-curricular participation. Successive generations of Rossallians have made a profound impact in fields as diverse as medicine, literature, music, politics and technology.



Academic results are superbly strong. The School has an IBDP average of 35 and on average 50% of A level grades have resulted in an A* or A over the last 3 years. Almost two thirds of our Upper Sixth progress to Top 20/Russell Group universities. Additionally, this year, three students won full sports scholarships to the US whilst others are proceeding to top universities in Paris, Milan and Hong Kong - to name but a few. Rossall is an inclusive school with an intellectually dynamic culture that encourages young people to embrace the highest of aspirations.

Regionally, Rossall has now reclaimed its place as one of the top performing independent schools in the North West. Perhaps, most importantly, it is a school community with a huge heart and this manifests itself in happy and confident children and a staff body committed to providing the very best context within which young people may live, learn and play.

The School is ranked number one in the UK for golf and our growing football academy is one of the standout provisions in the country. Both our boys and girls First XI hockey teams progressed to the final eight of national competitions in 2020. Our recently launched Girls' Elite Football Programme in partnership with England and Chelsea footballer Millie Bright, and Fleetwood Town Football Club has led to huge success of our girls' football teams on a national level.

We strive to develop in our pupils a lifelong love of learning, a sense of moral purpose, and a belief in their own power to do good in the world. We prepare them to lead successful personal lives and productive professional lives. Our students are confident and compassionate. Increasingly they assume responsibility for their own learning and they are encouraged to be both critically reflective and resilient. We have the highest aspirations for our boys and girls and, as an IB World School, we endeavour to ensure that our pupils are intellectual risk-takers, open-minded and persuasive communicators. We desire for them to develop an

intrinsic interest in the subjects that they are studying and to view the formal curriculum as constituting a starting point as opposed to an end in itself. Opportunities for academic enrichment abound and pupils are able to benefit from involvement in activities such as the Model United Nations and subject specific societies.



The School is a liberal and progressive community and we are committed to ensuring that our provision is outstanding in every regard. Student voice and our mental health provision are key focuses within our development plan and it is our ambition to be sector leaders in this. We are an inclusive and diverse School community with a roughly even split between day pupils and those who board. The internationally-minded nature of the School is as defining an aspect as its architectural beauty and fascinating history. In 2021, we had a full ISI compliance inspection. **We were judged to be compliant in every regard. In 2019, an educational quality inspection deemed the quality of pupil's personal development to be excellent.**

The student roll has grown very significantly in recent years and this is reflective of the School's outstanding reputation both regionally and nationally. Student numbers are very healthy and the School has emerged from the recent pandemic in a strong position financially. Such extensive expansion has resulted in a number of

opportunities arising across a number of curricular areas and our ongoing development of signature programmes such as the Broadway Performing Arts academy has opened up opportunities for exceptional educators to join us.

In 2019, the School embarked upon an ambitious development plan which placed a strong emphasis upon the provision of outstanding teaching and learning. The School is committed to ensuring that Rossall is recognised regionally and nationally as a progressive and aspirational School community committed to the professional development of all staff. The establishment of a thriving Leadership Academy is reflective of the growing number of aspirant educational practitioners who have decided to develop their careers here at Rossall.

We never stand still. In 2020, we became an All-Steinway School and launched an International Piano Academy. The newly refurbished PrePrep School was opened at the end of the Summer Term and work commenced on our Science Building. In 2021 we recruited the first cohort for our Elite Girls' Football programme and September 2022 saw the launch of the Broadway Academy of Performing Arts which harnesses the creative energy of an outstanding faculty committed to ensuring exciting opportunities, an outstanding quality of productions and a credible pathway into the industry for aspirant young performers.

We recognise that parents expect the best for their children; therefore we continue to invest significantly in our expansive campus to provide a modern, comfortable environment where boys and girls from 3 months to 19 years of age can feel safe and thrive.

Popular with overseas and British pupils alike, our school has a unique identity and a strong sense of community spirit. Here, boarders from around 50 countries mix with British pupils to create an environment within which children are able to develop a truly international perspective and forge lifelong friendships with others from around the world.

Ours is a community based on trust, mutual respect and compassion, and we expect every member of our School to uphold these values, on and off the campus.

Rossall is an inspiring place to live, learn and work; we are fortunate to attract fantastic students and staff to join us on our beautiful campus by the sea!



MEET THE ROSSALL TEAM

ROSSALL'S LEADERSHIP EXECUTIVES

Leading the school is Headmaster, Mr Jeremy Quartermain, and seven fellow Leadership Executives. They are joined by the extended Senior Management Team.



Mr Jeremy Quartermain
Headmaster



Mrs Emma Sanderson
Bursar



Ms Dina Porovic
Senior Deputy Head



Mr Ben Powell
*Deputy Head
(Pastoral)*



Mrs Emma Williams
*Deputy Head
(Safeguarding & Boarding)*



Mr Matt Turner
*Headmaster of
Preparatory School
& Nursery*



Mr Adam Cawkwell
*Director of
Admissions
& Development*



Mrs Victoria Low
*Director of
Operations*

JOB DESCRIPTION

Reporting directly to the Head

Salary £60,000 - £80,000 per annum

An outstanding opportunity has arisen for Assistant Head (Director of Sport) at a very exciting time for the development of sport at Rossall School. The School currently enjoys an incredible level of success in a growing number of sports. We are currently ranked number one in the country for golf and our football teams regularly progress to the final stages of national competitions. Our U18 Headmaster's XI is currently challenging for its third consecutive national ISFA title.

The successful candidate will possess ambition, drive and resilience. He or she will be committed to investing in a once-in-a-lifetime opportunity to lead one of the most exciting sporting projects currently taking place within the independent sector. The School is partnering with one of the world's greatest football clubs to take our signature football programme to the next level and the successful candidate will need to have the confidence and experience necessary to work with external partners within the sports and education sectors.

The Assistant Head (Director of Sport) will be responsible for the overall strategy, leadership and management of the Sports Programme and the line management of the Head of Academic PE, Heads of Sports and Heads of Academies/Elite programmes. The role will work closely with other school colleagues on a professional level to establish and maintain productive relationships, and ensure an appropriate balance of pupils' timetable loading. The positioning of this role reflects the School's ambition to become the number one school for sports in the North of England. Inclusivity is as important as elite performance. Alongside our phenomenally successful signature programmes sits the responsibility of ensuring a balanced and varied programme for children from the ages of 3 months to 19 years of age.

Key Duties and Responsibilities

Operational and Strategic

- Provide inspirational leadership and be able to articulate a clear vision for the development of Sports at Rossall.
- Responsibility for the strategic development of all aspects of sports including coaching, operations and facilities management.
- Preparation of a Sports and Facility Development Plan in line with agreed strategy and in consultation with the Headmaster.
- Develop and embed a programme of sporting excellence that will enhance and improve Rossall's national and international reputation for sport; making it an increasingly attractive choice for boys and girls with strong sporting ability and potential.
- Ensure provision of programmes to cater for all levels of ability, and to support the development of individual talent.
- Ensure the provision of appropriate sports and activity programmes geared at maximum engagement for all pupils in games sessions and other recreational sporting activities.
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- Ensure that all teams in all sports play an appropriate number of quality fixtures.
- Produce the Sports Tour Schedule (5 year plan). In partnership with Heads of Sport ensure that pupils are provided with regular opportunities to tour.
- Ensure that the standards of kit and equipment are in line with expectation and promotes the Rossall brand.

- Oversee the selection of sports scholars and develop an effective sports scholarship programme.
- Work with the Heads of each individual sport to ensure that the School is competitive at regional and national level.
- Actively contribute to marketing and pupil recruitment, encouraging links with partner agencies and feeder schools.
- Assume responsibility for relations with all external partners
- Lead on commercial matters related to sport such as lettings, partner agreements, business plans, agency relationships etc.
- Ensure that all development plans are fully costed and that a cogent commercial case is made in advance of meetings with the Senior Leadership Executive and School Council.
- Ensure appropriate articles are written for publications, e-communications and social media.
- The Assistant Head (Director of Sport) is responsible for ensuring that the many successes of the department are celebrated and communicated to all stakeholders including current and prospective families, external partners and School Council.
- Promote and publicise the school's sporting aims/ethos and policies both internally and externally.
- Work closely with the School Medical department to ensure that the provision of medical support, including physiotherapy and nutritional advice is appropriate.
- Maintain and develop further links with external sporting bodies.

Management

- Provide inspirational leadership to both pupils and staff by promoting excellence and maximising participation.
- Have direct line-management of the Heads of Sport and Sports Facilities Manager.
- Ensure that sports risk assessments are completed, and that Health and Safety standards are monitored and maintained.
- Manage the department and sports hospitality budget. Produce and oversee an ongoing plan to include major/minor funding for equipment and facilities alongside the bursar.
- Chair Heads of Sports' Department Meetings and attend and contribute to Head of Department, Staff and Senior Management meetings.
- Represent the school at external meetings and conferences e.g. HMC etc.
- Monitor and develop the standard of teaching and learning/quality of coaching within the department.
- Manage departmental appraisal system in accordance with School policy.
- Responsibility for the professional welfare and development of the PE and Games department.
- Liaise with the Bursar, Director of Operations, HR, Catering and Grounds management as required.
- Meet regularly with the school grounds staff and sports facilities manager to ensure that facilities are suitably prepared, maintained and timetabled.
- Take responsibility for the appointment of all new department staff.
- Ensure that the Senior Leadership Executive have regular information on all the school's sports activities. Compose and collate reports from Heads of Sport and produce Governors' reports as required.
- Oversee colours and reward system ensuring that pupils are recognised for their achievements in sport.
- Responsibility for maintaining excellent relations with the wider Rossallian community by working closely with the Alumni Department to arrange sporting events which bring together current and old Rossallians.
- Resolve internal and external complaints/grievances from pupils, parents and staff.

- Quality control all aspects of our signature programmes (golf, cricket, netball, hockey and football).

Other

- Teach physical education and games lessons and coach sports teams
- Perform duties within the School's policies and procedures, ensuring compliance with the Health and Safety Policy and the School's Safeguarding procedures.
- Undertake such other tasks as commensurate with the role level and pay grade. Attend School to support pupils on Results' Days
- Attend School events (including concerts, fixtures, plays, recitals, assemblies)
- Support the work of the Admissions and Development & Alumni Relations offices, as required, including through attendance at relevant events

Applicants should be committed to the safeguarding and promotion of the welfare of young people. They should demonstrate this commitment in every aspect of this post. All staff are required to adhere to and ensure compliance with the School's Safeguarding Policy at all times. You are required to report any safeguarding or child protection concerns to your line manager or the School's Designated Safeguarding Lead (DSL).



PERSON SPECIFICATION

Essential

Qualifications

- A recognised teaching qualification
- An appropriate degree in Sport, enabling the teaching of Physical Education

Experience

- Demonstrable experience of working at management/leadership level
- Proven track record of developing and managing successful sports programmes
- Experience of working with Sport and Physical Education in schools
- Experience of enhancing development of skills and talent.

Skills

- leadership, coaching and management skills
- a team player and the ability to work flexibly with a range of stakeholders
- ability to lead and inspire pupils of all ages and levels
- excellent communication skills
- excellent interpersonal skills
- excellent organisational skills
- ability to prioritise workload and comply with tight deadlines

Attitudes and approach

- Professional manner
- Results driven
- Desire for continual development and improvement, ensuring excellence in sports
- Collaborative approach
- Ambition
- Shared responsibility approach
- Accountable
- Positive 'can do' attitude
- Resilient
- Personal and approachable
- A willingness to enter into the spirit of Rossall and contribute to the wider life and work of the school
- An uncompromising commitment to safeguarding

Desirable

- Experience of operating at a Director Sport level



BENEFITS OF SERVICE

In addition to providing a great place to work, we offer a generous remuneration package to colleagues which includes:

Location: A truly unique setting within the grounds of the prestigious Rossall campus

Pension: The successful candidate will be eligible to join the Teachers' Pension Scheme or a Defined Contributions Scheme.

Accommodation: Depending on personal circumstances, staff accommodation may be available on site

Salary: Rossall School offers a competitive package of benefits and a salary commensurate with the teaching experience of the successful candidate

School Fees: Rossall School offers fee remission of 50% to the children of employees (except the Nursery)

APPLICATION PROCESS

To apply, please complete the application form available on the School website, ensuring that your referees include your current or most recent employer.

Your letter of application should be no more than two sides and clearly outline your suitability for the role with reference to the Job Description and Person Specification. You should also explain clearly why you want to work at Rossall.

Send your completed application to:

POST:

Mrs Stephanie Capstick
Head of HR and Compliance
Rossall School
Broadway
Fleetwood
Lancashire FY7 8JW

EMAIL:

hr@rossall.org.uk

KEY DATES:

Deadline for submission of applications 12.00 noon on Monday 18th March 2024

Interviews will be held on Thursday 21st March 2024

Rossall School is committed to safeguarding and promoting the welfare of children. An enhanced DBS clearance will be undertaken by the School. The position is regulated activity and therefore exempt from the Rehabilitation of Offenders Act 1974. An online check will also be conducted.

The School's Child Protection and Safeguarding Policy can be viewed here: <https://rossall.org.uk/policies/>

