Royal Russell

Sports Graduate

Fixed Term

January to December 2027



Welcome

I am delighted that you have expressed an interest in joining Royal Russell.

A leading co-educational independent school in South London, Royal Russell is different by design. We are a family school and we value those things which make each of us distinctively brilliant. Our school motto is *'Non Sibi Sed Omnibus'* which translates as 'not for oneself, but for all', and from this, we make a commitment to help every member of our learning community strive for their vision of success.

Our beautiful, green campus offers exciting learning opportunities and first-class facilities for both pupils and staff to develop and flourish. Staff are dedicated to providing a total education and this is reflected in the outstanding academic outcomes of our pupils.

Openness and inclusiveness are integral to the Royal Russell experience and we encourage applications from all communities, so that our staff body reflects our ambitious, open, distinctive and courageous Royal Russell pupil body.

If you are interested in joining a forward looking and successful school, I look forward to receiving your application.



Chris Hutchinson
Headmaster





Welcome from the Head of Senior School

As Head of Senior School, I am delighted that you are considering Royal Russell School as the next step in your professional journey.

Royal Russell is a school with ambition, but also with heart. Every day, I have the privilege of working alongside talented colleagues and remarkable young people who bring energy, curiosity and purpose to our community. Together, we strive to create an environment where every pupil is known, valued and encouraged to become the very best version of themselves.

Our aim is simple: to provide an exceptional education that prepares young people not only for examination success, but for meaningful and fulfilling lives. Academic excellence matters deeply to us, and we are proud of the achievements of our pupils. Equally important, however, is the development of character, confidence and compassion. Whether in the classroom, on the sports field, on the stage, through service initiatives or in the outdoors, our students are challenged to discover their strengths, embrace new opportunities and contribute positively to the world around them.

What makes Royal Russell special is the quality of the relationships that underpin school life. Ours is a warm, inclusive and supportive community where pupils and staff alike are encouraged to flourish. We have high expectations, but we also understand the importance of kindness, collaboration and a genuine sense of belonging. Visitors often comment on the atmosphere of the school; it is something we are proud of and work hard to preserve.

The success of our pupils depends upon the dedication, expertise and commitment of our staff. We are therefore committed to creating an environment in which colleagues feel valued, supported and able to develop professionally. We invest in professional learning, encourage innovation and provide opportunities for staff to make a meaningful contribution to the wider life and strategic direction of the school.

We are looking for individuals who share our belief in the transformative power of education and who are excited by the opportunity to make a difference to the lives of young people. Whether you are an experienced professional or at an earlier stage in your career, I hope you will see Royal Russell as a place where you can grow, contribute and thrive.

Thank you for your interest in Royal Russell School. I hope this recruitment pack gives you a flavour of our community, our values and our aspirations. I look forward to receiving your application and, perhaps, welcoming you to Royal Russell in the future.

Sam Powell
Head of Senior School





Our School

Royal Russell is a HMC/IAPS co-educational school with over 1,200 pupils between the ages of 3 and 18, situated on a beautiful green campus of 110-acres in South London, with a Junior School, Senior School and 200 pupil boarding community.

We are proud of our day and boarding facilities that rank amongst the best in the UK. Our pupils, parents and staff experience a warm and friendly environment with strong pastoral care for every pupil alongside a comprehensive co-curricular and enrichment programme. Royal Russell is proud to have achieved the highest grade of 'excellent' in every aspect during our most recent ISI Inspection.

Community Values

Royal Russell is a warm and thriving community of pupils, parents, staff, governors, Old Russellians, friends and supporters. We are bound together by our family ethos, a strong sense of pride in our school and a willingness to get involved.

By working together, supporting each other and having fun together, we have created a welcoming and inclusive environment for all. Living by our motto '*Non Sibi Sed Omnibus*', we encourage the qualities and values of responsibility and giving - which make Royal Russell special.

We are committed to our responsibilities to our wider community - local, national and international. We encourage our pupils to contribute, participate and lead so that they can learn the skills and attributes needed to make a positive contribution to society, now and in the future.



Welcome to Sport

Sport and physical activity are an integral part of Royal Russell School.

They are valued and essential aspects of life for all pupils.

The school has a clear mission: to be an internationally recognised leader in Sport, Physical Education, and Physical Activity.

Our vision is to deliver a distinctive and ambitious sport and physical activity provision that nurtures every pupil's intellectual and personal growth, underpinned by an open and courageous commitment to fostering lifelong healthy, active lifestyles.

Royal Russell is a school where all pupils participate enthusiastically, with many striving to excel.

Many of our pupils achieve representative honours at regional and national levels across multiple sports and regularly progress to high-performance and professional sport beyond school. Both teams and individuals compete successfully at the highest levels.

Sport at Royal Russell has always been outward-facing and innovative. We have partnerships with leading sports organisations, including several Premiership football clubs, ISFA, London Pulse Netball, Surrey Cricket, and Addiscombe Hockey. Work is also underway to expand these relationships with universities and sports organisations across the UK and internationally.

This is an exciting time for sports development at Royal Russell, and we are seeking a Sports Graduate to play a key role in our sports department.

James Ingle
Director of Sport, Health and Fitness



Sports Graduate

We are seeking a Sports Graduate to work predominantly in our Senior School with some opportunities for teaching and coaching in the Junior School.

We are seeking to appoint a candidate with the ability to teach at least one or more of our sports to a high level: football, netball, hockey, or cricket. Or has appropriate qualifications and experience in other sports and activities that we offer: basketball, swimming and trampolining, strength and conditioning.

The successful candidate will be committed to supporting teams and individuals to succeed at all levels. The ideal candidate would have participated in their sport through school, clubs, or university, either through playing to 1st team level or gaining some coaching experience in these environments.

We expect candidates to be able to demonstrate clear potential to operate effectively in teaching and coaching sport to our children from 3-18, delivering pastoral care and making a positive contribution to other areas of school life. Those on a 'sandwich' year during a university course will be considered.

You will be primarily working in the Senior School and there will be opportunities to support the Junior School as a through-school model.

You will be a motivated and values-driven practitioner who promotes a competitive spirit within the teams they work with — one that balances high standards with mutual respect and support, regardless of individual abilities or outcomes.

Sport and physical education are integral to Royal Russell School. You will be part of a large department of 35 staff, led by our dynamic Director of Sport, Health, and Fitness.

You will be joining a team of sector-leading teachers and coaches, including ex-professional athletes and highly experienced teaching practitioners. You will share our passion for providing opportunities to develop a lifelong love of physical activity.

For the right candidate, there will also be the opportunity to gain experience of some classroom teaching of academic P.E, under the guidance of the main experienced teacher.

Candidates who are successful in their first year with us may have the opportunity to be supported through an on-the-job PGCE in their second year.

We believe the strength of a team starts with the people in the room. If you're driven, collaborative, and ready to grow something meaningful, we want to hear from you.



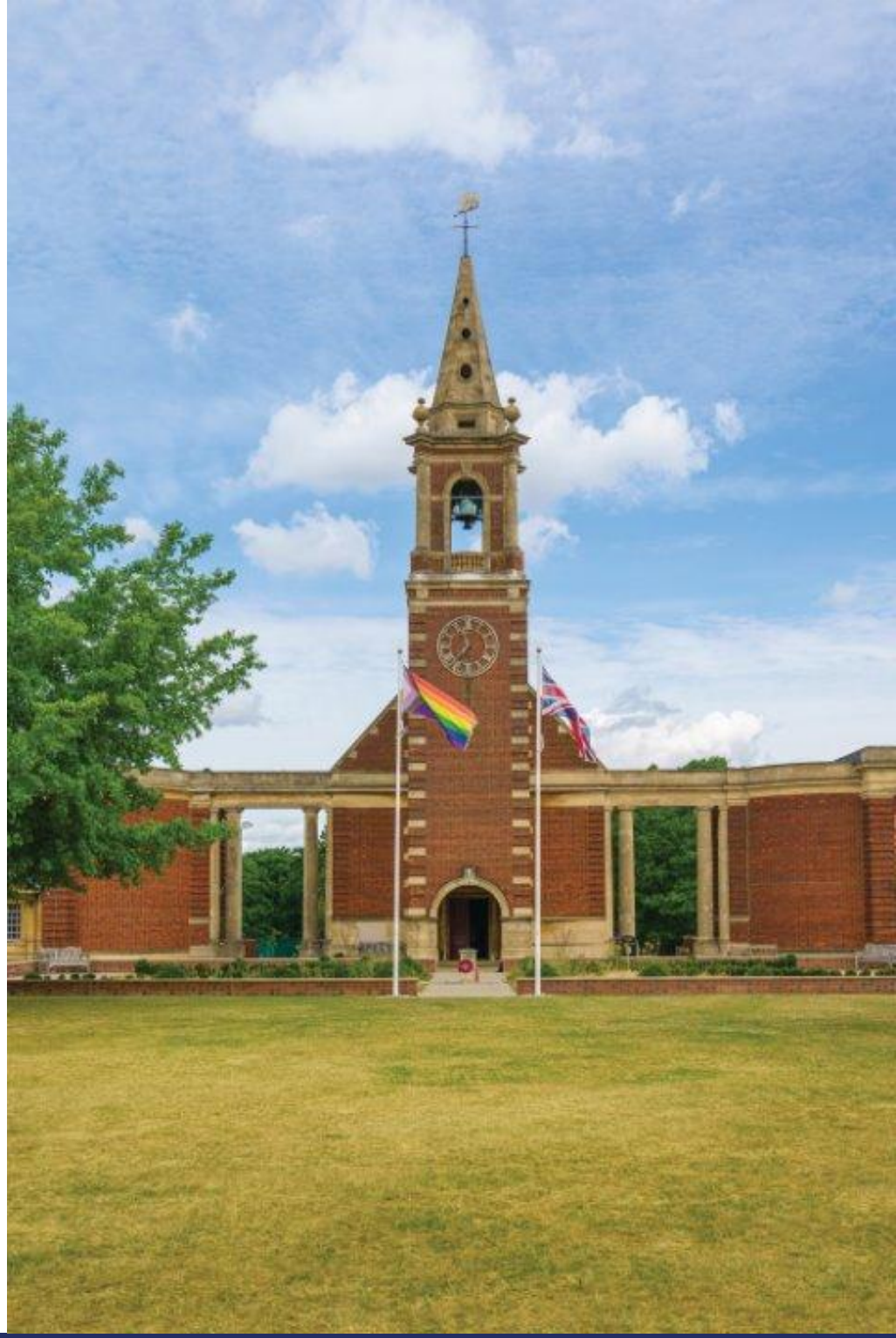
Key Responsibilities

Reports to: Director of Sport, Health and Fitness, and ultimately Headmaster

Job purpose: To positively contribute to the whole-school sports programme. Be actively involved in the extra-curricular life of the school offering a range of activities to enhance the pupil's learning outside of lessons.

Main duties and responsibilities:

- Deliver high quality and innovative sessions across all school age groups including extra-curricular activities
- Take a proactive and leading role in the whole school sports programme
- To take responsibility for sports teams including selection, leadership and officiating in our wide range of sports on offer
- The ability or potential ability to complete sports analysis would be an advantage but by no means essential
- To take responsibility for weekly communication with parents regarding team sheets
- Undertake weekend fixtures, including accompanying trips and activities, and sports tours
- Comply with all school policies
- Create a positive culture of pupil welfare and behaviour including taking an active role in pastoral matters
- Model high standards of dress, attendance and punctuality when on the school premises and in authorised school activities off site



Key Responsibilities cont'd

General Responsibilities:

- Ensure the safety and well-being of children and young people at the School by adhering to and complying with the School's Safeguarding and Child Protection Policy and Procedure at all times
- Display correct staff identification at all times whilst on site
- Attend training and staff INSET sessions organised by the School to provide a consistent approach across the entire School staff population
- Adhere, at all times, to Health & Safety legislation, and all departmental policies and procedures, to ensure the safety of you and colleagues as well as pupils, staff and visitors.
- Attend Sport Scholarship Day, Royal Russell Day and Open Day in addition to the Saturday Sports programme
- Carry out any other reasonable duties as requested by the Headmaster or members of the Senior Management Team

This job description contains an outline of the typical functions of the job and is not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties. The job-holder's actual responsibilities, tasks, and duties might differ from those outlined in the job description, and other duties commensurate with this level of responsibility may be either permanently or temporarily assigned as part of the job.



Facilities

Our exceptional on-site facilities include:

- 6 full-size grass football pitches (1 floodlit)
- An Olympic-standard floodlit hockey pitch
- 2 floodlit all-weather courts for netball and tennis
- 3 outdoor netball courts
- A large, well-equipped sports hall, and one extra sports hall
- Strength and conditioning suite
- An outdoor half basketball court
- A 25m 4 lane indoor swimming pool





Our Offer

Royal Russell offers excellent benefits including a competitive salary on our own salary scale.

As part of the vibrant community at Royal Russell, you will join a friendly and dedicated team with easy access to transport links (Coombe Lane tram stop is opposite the School entrance).

In addition, we offer:

- Three cooked meals per day during term time
- Pension scheme and life insurance
- Meals in the dining hall during term-time
- Social events throughout the year, including a Christmas party for all staff
- Cycle to work scheme (salary sacrifice)
- Octopus electric car scheme (salary sacrifice)
- Free on-site parking
- Use of our on-site sports facilities, including tennis courts, swimming pool and gym

A discount of up to 50% on school fees (85% discount for wrap around care before and after school during term-time) and a 25% discount with Royal Russell Holiday Club, which operates during school holiday periods.

Location: Our School is 10 minutes from East Croydon Train Station, with direct links to Central London (15 minutes) and Gatwick Airport (25 minutes).

Further Information

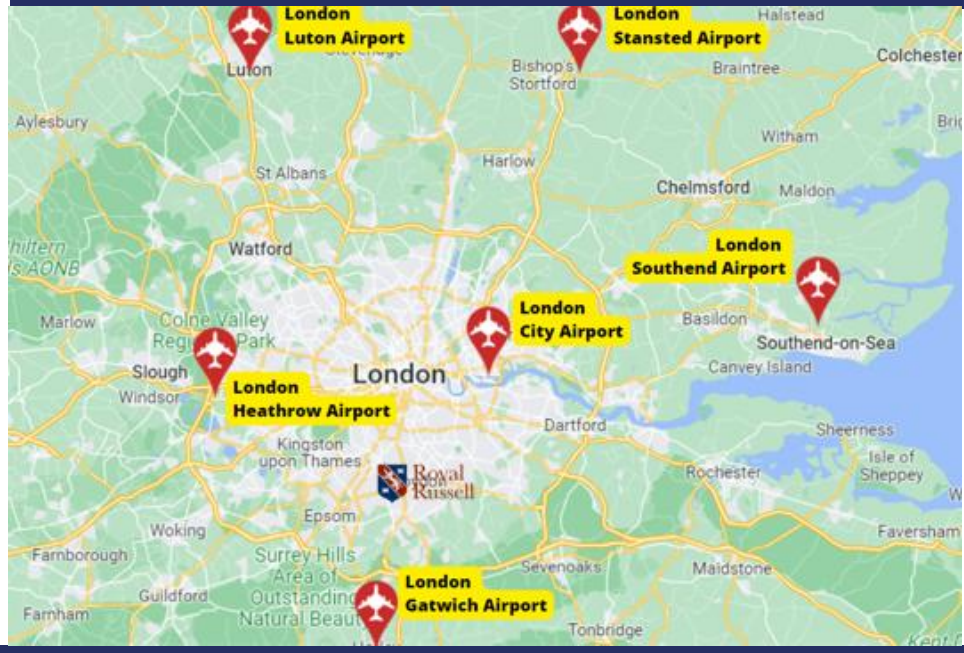
Full details of our staff benefits and recruitment procedures can be found on our school recruitment page at: www.royalrussell.co.uk/discover/vacancies

You can also contact us by email at hr@royalrussell.co.uk or telephone HR on 020 8657 4433.

Applications (forms can be found on our website) will be considered on receipt and should arrive, to hr@royalrussell.co.uk, no later than Thursday 19th November at 9am. Long list interviews will take place w/c 23rd November, short list interviews will take place w/c 30th November 2026.

We reserve the right to interview and appoint before the closing date.

The School is committed to safeguarding and promoting the welfare of children. All appointments are subject to a satisfactory enhanced Disclosure and Barring Service check (including a check against the Children's Barred List) and other pre-employment screening including references and medical fitness.





Campus Map

Our 110-acre campus contains incredible facilities for learning.

Main Facilities

1. Car Park
2. Reception / Headmaster's Study
3. Junior School
4. Early Years Centre
5. Performing Arts Centre / Auditorium
6. Dining Hall / Café
7. Chapel
8. Great Hall
9. Chapel Quad
10. Lime Tree Quad
11. Aston Webb Building
12. Library / Sixth Form Study Centre
13. Health & Wellbeing Centre
14. Science Block

Sports Facilities

15. Swimming Pool
16. Sports Hall
17. Top Pitch
18. The Paddock
19. Netball Courts
20. North Pitch
21. Astroturf Pitch
22. MUGA (Multi-Use Games Area)
23. West Pitch
24. Pavilion

Boarding / Houses

25. Buchanan / Reade
26. Cambridge
27. Hollenden
28. Keable
29. Latessa
30. Madden
31. Oxford
32. Queen's
33. St Andrew's



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www.royalrussell.co.uk

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