



REPTON

PREP

DIRECTOR OF SPORT

CANDIDATE INFORMATION



OCTOBER 2026

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INTRODUCTION

We are seeking to appoint an ambitious and dynamic Director of Sport to lead the sporting provision at Repton Prep, one of the UK's leading prep schools.

This is an outstanding opportunity for a practitioner with clear vision and a passion for sport to shape the experience of every pupil in the school.

Repton Prep offers a high-quality boarding and day education to around 400 girls and boys aged 2 to 13. The school sits on a self-contained, fifty-acre rural campus less than three miles from Repton, where a traditional manor house is complemented by modern teaching and co-curricular facilities.

The Peak District National Park and the major cities of the East Midlands are within easy reach, and excellent transport links connect the school to the heart of England and beyond.

The school enjoys all the benefits of a stand-alone prep while also forming the first stage of a through-school journey from 2 to 18. Repton and Repton Prep share the same hallmarks: academic rigour, first-class pastoral care, sporting excellence, individual opportunity, personal development and a commitment to a full boarding ethos.

Both schools belong to the Repton Family of Schools, a growing global group that educates 11,000 pupils across three continents.

The development of this international community is central to Repton's future vision, and it brings opportunities for collaboration, shared expertise and professional growth that few prep schools can offer.

A WELCOME NOTE FROM THE HEAD OF PREP

Repton Prep provides an exceptional all-round education, with inspirational facilities and the space for pupils to grow intellectually and emotionally throughout their time with us.

Sport sits at the very heart of what we offer. We know the lasting positive impact that regular, structured and competitive sport has on children, and this role will be pivotal in taking our mantra of 'sport for all' into the next chapter of Repton Prep.

Many of our pupils go on to win representative honours at Repton, university, club, national and international level. Many more play simply for the love of their sport, for the camaraderie of a team or for the thrill of competing. We value both equally, and whether a pupil is chasing representative honours or simply loves to play, Repton Prep has the environment, coaching, competition and pathways to help them get the most from their sport.

I firmly believe that education must keep looking forward, reflecting and evolving to meet the needs and interests of pupils in a changing world. The Director of Sport will help shape the vision and future of the school at an exciting time for the Prep School and the Repton Family of Schools. We are looking for a passionate and ambitious leader who sees sport as central to a modern education and can bring that vision to life on the pitch, on the court and in the pool.

The role offers the chance to join a dynamic team at the Prep School and to work across our through-school model, sharing the goal of an ambitious future for the whole Repton community.

Vicky Harding
Head of Repton Prep



Repton Prep School



Appointment date: September 2027

Our investment in sport continues to grow, with access to some of the sector's leading facilities, including an exciting new two-pitch 4G facility with pavilion and four covered padel courts currently under construction at Repton Senior.

These exceptional resources provide a wonderful opportunity to broaden participation, enhance performance and create even more ambitious sporting experiences for our pupils.

Sport is one of our five pillars of school life, with every child from Nursery to Year 8 involved in sporting lessons, activities and opportunities.

Our inclusive 'Sport for All' philosophy ensures that pupils of all abilities and aspirations can participate, progress and thrive, while our established Scholarship programme supports talented athletes as they prepare for transition to Repton School.

We are committed to nurturing a genuine love of sport alongside the pursuit of excellence, ensuring that participation, personal development and performance go hand in hand.



THE ROLE

As Director of Sport, you will shape and drive the strategic direction of this ambitious department, leading a team of talented and committed colleagues to deliver outstanding teaching, coaching and sporting opportunities. You will bring fresh ideas, inspire colleagues and pupils alike, and build on our recent successes to establish an even stronger culture of participation, performance and achievement.

A close and collaborative relationship with the Senior School will provide valuable opportunities to strengthen sporting pathways and support pupils as they progress to the next stage of their education.

We are looking for a visible, inspirational leader who combines strategic vision with an excellent practical understanding of teaching and coaching.

You will be passionate about developing young people, confident in leading change and committed to creating an environment in which pupils and staff can flourish. Above all, you will be an enthusiastic role model who understands how sport builds confidence, resilience, teamwork and character.

As a busy day and boarding prep school, our community extends well beyond the classroom and the playing field. A willingness to contribute fully to school life is essential, as is a commitment to the close pastoral care that defines our approach.



REPTON FAMILY OF SCHOOLS



The Repton Family of Schools represents a bold and ambitious extension of Repton's educational vision, combining tradition and innovation to create a global network of 12 schools that educate 11,000 pupils, across three continents and four time zones.

The first international school, Repton Dubai, opened in 2007, making Repton one of the earliest British schools to establish an overseas campus. Since then, the family has grown to have two schools in Dubai, two in Abu Dhabi, and one each in China and Egypt. There are plans for a further four international openings in the years ahead.

Currently Repton has six schools in the UK: Repton, Repton Prep, Marlborough House Vinehall, St Hugh's, Bowdon Prep, and St Wystan's: each one offering a distinctive local experience while sharing the core values and educational ethos of the wider group.

The Headmaster of Repton School also serves as Chairman of the Repton Family of Schools, ensuring strategic alignment, educational quality and a consistent commitment to values across the group.

RFS provides a wide range of expertise - from governance and school design to teacher development and quality assurance - supporting both the integrity and ambition of Repton's global brand.



ETHOS AND VALUES

Repton and Repton Prep share an ethos grounded in Christian values, and we warmly welcome pupils and staff of all faiths and none.

Whatever their background or beliefs, every member of our community is valued, respected and supported to flourish.

Our mission is "to provide academic challenge and stimulate a love of learning, offer a broad and balanced range of activities with equality of opportunity for all, develop character, values and morals in order to foster a safe and happy community".

The schools strive to ensure that every pupil leaves Grounded, Rounded and Unbounded, an ambition supported by the following Aims:

- **Respect:** founded on a deep regard for common humanity in each other.
- **Wholeness of the person:** in moral, intellectual, social and physical endeavours.
- **Truth:** the goal of a life long process of learning.
- **Excellence:** as an aspiration for all, in every pursuit, both individual and collaborative.



REPTON PREP

Repton Preparatory School was originally founded in 1940, first in The Cross and then in Latham, two of Repton School's boarding houses, to cater for local demand arising from the schooling and boarding needs caused by the Second World War.

It opened initially with only eight boys but grew quickly and, following the War, there was a need to rehouse the Prep School. Fortunately, Foremarke Hall, a Georgian-Palladian country manor house located on a site of around 50 acres, less than three miles from Repton, became available, and the school moved to Foremarke in 1947 with over a hundred boarders.

In 1967, the school was able to purchase the freehold of Foremarke Hall which meant new buildings could be erected, day pupils could be accepted, and the school could become co-educational. In 2000, Repton Preparatory School was renamed Foremarke Hall, The Repton Preparatory School, and that name remained until 2020.

The school has excellent facilities that have undergone renewal or refurbishment in recent years with new additions worth more than £8 million. As well as the main Hall, there are new and dedicated teaching buildings for both Pre-Prep and Prep; a new music school; a spacious sports hall; a newly refurbished swimming pool; a school library; and a fully equipped theatre for the performing arts that seats over 180 people. There is also an award-winning dining hall and an impressive design technology centre complete with four electric racing cars for pupils to race at Goodwood and Rockingham. In the last five years, 60% of the classrooms have been rebuilt or upgraded.

The Prep School is proud to have been recognised for its success in Academic Excellence, Music, Drama and Sport; it is blessed with its own woods, where the forest school programme is run, we have our own Outdoor Classroom and the impressive lake is used for team building days and summer activities including sailing.

Pupils throughout the school take full advantage of all the facilities at Repton Prep and Repton Senior, including sports facilities, the Science Priory and the Chapel.

The Pre-Prep has an adventure trail with tunnels and mounds to explore, and a sensory garden and facilities in its own dedicated building that include a courtyard, a secure play area, a spacious multipurpose hall, a dedicated library, and a modern computer suite.



REPTON

Repton is the ancient capital of Mercia, and the School, founded in 1557 through a bequest from Sir John Port of Etwall, was established on the site of a 7th-century Anglo-Saxon Benedictine abbey and latterly a 12th-century Augustinian priory.

The school incorporates many of the original buildings from the estate, but today Repton is a world-class, modern, flourishing community with a clear sense of purpose and momentum.

As a pre-eminent co-educational boarding and day school, Repton provides an exceptional broad-based education, blending heritage with the pursuit of excellence in a 21st century context, offering world-class facilities as well as high-quality teaching and pastoral care.

The school has around 640 pupils, making it large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish.

At Repton , each pupil, whether day or boarding, is a member of a House, of which there are 10 (six for boys and four for girls). Pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.

Whilst Repton is undoubtedly modern in terms of practice and outlook, the traditional values of encouraging pupils to aim high whilst showing respect for all are still of utmost importance. The school continues its strong educational vision, recognising the importance of being able to offer a Repton education to potential pupils from all backgrounds by providing scholarships and bursaries in a wide range of subjects.



Mr Gareth James

Deputy Head (Co-curricular) and Director of Sport at Repton School

This is an exceptional moment to lead sport at our Prep School and to build on the strong foundations we have established in order to create an even more ambitious, joined-up sporting programme across both schools.

Last year was exceptional. Our U13A boys' and girls' football teams won their IAPS National competitions, and at Senior level we claimed National titles in indoor and outdoor hockey, girls' football, boys' cricket and boys' tennis. These results reflect not only our pupils' talent but the quality of coaching, commitment and culture across both schools.

The next step is a truly collaborative pathway from Prep to Senior School, so that pupils develop their skills, confidence and ambition throughout their time with us. We also plan to bring in former professionals, Olympians and elite performers, giving pupils direct access to people who have competed at the very highest level.

This is about more than winning fixtures. It is about a culture of sporting excellence: encouraging participation, nurturing talent, building resilience and teamwork, and inspiring every pupil to discover what they can achieve. By sharing expertise and resources across both schools, and working closely with staff, parents, coaches and our wider sporting network, we can create something exceptional.

There is real momentum around sport here, and I am excited about what we can achieve together. The foundations are in place; now is the time to take sport to the next level.

THE WIDER TEAM



Ash Hill

Director of Football Coaching and Academy Pathways.

Ash played a central part in building Repton's football programme into one of the most respected in independent school sport.

He brings experience from across the professional game, including eight years coaching at Manchester United's Academy, playing a key role in Stoke City achieving Category 1 Academy status and as a FIFA-licensed agent has strong links across the UK and US systems.



Martin Speight

Technical Director of Cricket

The preeminent school cricket coach in the UK. A talented wicketkeeper-batsman, he has played for Sussex and Durham.

He has developed a number of first-class and International cricketers including current England batsman Harry Brook.



Erica Sanders

Director of Hockey

An OR, since leaving Repton she has represented England at senior level in indoor hockey and earned 29 senior caps for England and Great Britain outdoors, including at the 2022 European Championships.

Erica also spent three years with HDM in the Dutch Hoofdklasse, widely regarded as the strongest domestic league in the world.



Craig Prime Director of Swimming

Craig has built a generation of swimmers who are podium regulars, with British medallists, national age group record holders and international medallists among the current and former cohort.

He was selected to the Aquatics GB coaching team for this year's European Junior Swimming Championships and the Team GB coaching team for the 2025 European Youth Olympic Festival.



Rebecca Stewart Head of Netball, Repton Prep

Rebecca leads on netball at the Prep working closely with Laura on through-school talent development. A former player with Team Bath in the SuperLeague, Rebecca now works on the pathway partnerships with Nottingham Forest Netball to bring young players through.



Laura Turner
Assistant Director of Sport and Head of Netball

Laura Turner brings a wealth of experience to her role as Head of Netball at Repton School.

Laura has played netball at both Super League and National League level, showcasing her commitment to high performance and excellence in the sport.



Ian Clarkson

Head of Football, Repton Prep

A former professional footballer who made more than 450 Football League appearances over a 16-year playing career for Birmingham City, Stoke City, Northampton Town and Kidderminster Harriers.

Ian has coached at Birmingham City and Derby County, and holds the UEFA B coaching licence.



Russell Anderson

Head of Hockey, Repton Prep

Russell won more than 70 caps, competing in three European II Championships, six World League qualifiers across all three tiers and the 2018 Commonwealth Games on the Gold Coast.

He leads the Prep Hockey delivery working closely with Erica Sanders to spot and develop hockey talent.



Adam Hoult

Head of Cricket, Repton Prep

Adam has first hand experience as a player working through the County Cricket Academy Pathway.

He now works closely with Martin Speight to ensure that talent is identified, nurtured, and supported throughout the Repton cricket pathway.

THE CURRICULUM

PRE-PREP

Pre-Prep is housed in a purpose-built building for Nursery, Reception, Year 1 and Year 2. Nursery and Reception follow the EYFS curriculum. A typical day comprises of activities as varied as assembly, swimming, Woodland Learning, PE, Music and French, and circle/story times.

PREP

For children in Years 3 and 4, lessons each day include Maths, English, Science, Humanities, French, Music, PE and Games, as well as a range of co-curricular activities and other subjects, delivered by subject specialists as well as the Form Tutor.

Pupils in Years 5-8 move across the site independently accessing well-resourced classrooms equipped for modern teaching. Facilities include science labs, computer suites, a language lab, the school theatre, the music school, the art room, and a design and technology workshop. There is also a well-stocked library and extensive sports facilities. All pupils have a Form Tutor who monitors academic work and general development, provides support and guidance, and communicates closely with parents.

Reflecting the boarding school ethos of Repton Prep, teaching takes place Monday to Friday and on Saturday mornings (the latter for Years 5-8, with optional activities for Years 3 and 4 in the form of 'Repton Plus'). The curriculum is informed by National and ISEB syllabuses and has been developed in consultation with Repton Senior School. Year 8 pupils will sit the Repton Prep Leaver's Certificate (including Scholarships) set by Repton. Preparation for Common Entrance in Year 8 is available for pupils wishing to move on

There is also some specialist teaching (DT, Drama, Music, Games and Swimming) in the Pre-Prep, which gives our young learners access to a wide range of subjects and helps with transition into the Prep.

While the working day formally ends at 4pm, children can stay on for a range of activities and clubs or supervised prep until 6pm.

Specialist subject teaching starts for children from Year 5. Forms are streamed by general ability, allowing each child to work within a group of children of a similar level. In addition, children are grouped in sets by ability for key subjects such as Maths, English, Science and French. These sets are reviewed on a regular basis via form placement review meetings.

When pupils leave Repton Prep at the end of Year 8, around 90% will go on to Repton Senior School.



REPTON PREP SPORTING FACILITIES

The school has excellent indoor and outdoor sports facilities. These include a full-size floodlit sand-based astroturf pitch; a six-lane, 25m indoor heated swimming pool; a Sports Hall with three indoor cricket nets and a climbing wall; hard netball courts; six cricket pitches; outdoor cricket bays; nine football pitches, a grass running track and a lake for sailing and canoeing.

Boys play football, hockey and cricket, and girls play hockey, football, netball and cricket. Pupils in Years 7 and 8 are also offered the option of Tennis in the Summer Term. The school excels in team sports and fields teams in many year groups. Repton Prep is especially strong in hockey, both for boys and girls. In addition to the main team sports, there are many other options including cross-country, fencing, athletics and triathlon.

As well as benefitting from their own sports facilities, pupils at Repton Prep have access to the superb facilities at Repton Senior School.



PASTORAL PROVISION

The school has robust systems of pastoral care and support in place that are child-centred and focused on providing a proactive approach to pre-empt problems and support individual pupils. Personalised pastoral care is given by the Form Tutor, with small form groups allowing individual attention that is augmented by the interweaving of scientific and data-driven measures.

There is a Pastoral Support Group, which meets regularly to consider pupil wellbeing. In addition, the Deputy Head Pastoral & Boarding, DSL Team and the Head are also fully involved with all aspects of the children’s daily lives.

There is a zero-tolerance approach to bullying and a rigorous and carefully constructed anti-bullying policy.

PSHE (Personal, Social, Health Education) lessons are designed to teach children about their societal responsibilities and to treat one another as individuals, each with their own distinct talents and personalities.

The school places considerable emphasis on transition to new year groups, key stages or campus through carefully devised programmes that ensure pupils move to their next stage of development fully prepared and with confidence. Year 8 pupils have a Leavers’ Programme after their exams which serves to develop a number of important skills through a series of opportunities and experiences across the curriculum.

The school aims for positive relationships between staff and pupils and a strong partnership with parents, with high standards of conduct promoted more by encouragement and celebration of success than by use of sanctions. This is further enhanced by the school’s House system. There are four houses: Tedder, Alexander, Mountbatten and Wavell, all named after great British military figures.

Children take part in a range of house competitions including: house hockey, football, cricket, netball, and rounders as well as language, chess general knowledge quizzes, and tugs of war.



INFORMATION FOR CANDIDATES

TERMS AND CONDITIONS

A highly competitive remuneration package is available for the right candidate and a range of benefits including:

- As a member of teaching staff, you will have access to a generous group pension scheme.
- Terms of the appointment include:**
 - The appointment is subject to a term’s notice.
 - There may be the opportunity of accommodation on site for at a reduced rent for those wishing to contribute to the boarding duty team.

ROLES AND RESPONSIBILITIES

This list is not exhaustive, but the following encompass the broad areas of responsibility of the role.

Director of Sport:

- Work with the Heads of each sport to establish, monitor and maintain coaching best practice for each sport.
- Ensure that sports staff are efficiently deployed across the School.
- Manage a competitive and balanced fixture programme.
- Ensure fair team selection and promote good sportsmanship and conduct across all aspects of school sport.
- Encourage and nurture non-games staff to support and contribute to the extra-curricular sports programme of the School.
- Alongside the Deputy Head Academic, agree the staffing and deployment of staff to school teams and sporting activities.
- Use SOCS for all fixtures, activities and communications regarding Sport, monitoring registers, absences and use these records to monitor participation across the School’s sporting provision.
- Oversee inter-house sports competitions, Sports Days and those events which celebrate pupil sporting achievement.

- Maintain and update the Sports Handbook annually.
- Manage and oversee all necessary administration to ensure written policies, codes of practice and risk assessments, as well as trips paperwork, are kept up to date and that staff are properly trained and informed in the operation of these.
- Ensure a uniform approach to sports kit, match day clothing and the overall presentation of pupils and staff involved in sporting activities.
- Ensure appropriate transport is booked as required.
- Ensure that fixture lists for each sport are produced by the required deadline and that a full fixture list is delivered including, Saturdays and mid-week – playing other independent schools and local maintained schools, as well as local clubs, to ensure the most appropriate fixtures throughout the age range.
- To communicate effectively with parents, staff and pupils as appropriate
- To manage the Sports and Travel budgets in accordance with the School’s financial policies

Teaching:

- To teach a timetable of curriculum sporting lessons to pupils from Years 1-8 as directed by the Deputy Head Academic

INFORMATION FOR CANDIDATES

- To develop strategies to improve individual pupils and promote sporting initiatives to support the development of the Sports scholars. You will be required to use your experience and judgement to select suitable candidates for scholarship and will work with them to support their application
- To maintain appropriate levels of CPD to deliver Sport to the highest standard
- Help deliver a through-school curriculum in Sport and ensure that lessons delivered at the Prep prepare pupils for the Senior School
- Provide support to pupils in accordance with their educational needs and the School policy
- Competency in the use of ICT in planning and delivering lessons and supporting school processes, including sports analysis technology such as Hudl
- Promoting professional standards of punctuality and discipline with all pupils
- Be an advocate for Sport (both in and out of school) to pupils, parents, staff and Governors
- Creation of the department's vision for future development
- Take responsibility for procuring, maintaining and preparing supplies of general and specific materials and components so that they are available in good time for the effective delivery
- Ensure that all sports equipment is in good and safe working order by undertaking/arranging regular maintenance and repairs
- Keep Health & Safety policies, risk assessments and records up to date
- Plan well-structured lessons and have the ability to share expertise with colleagues and inspire
- Oversight and maintenance of all Schemes of Work for all year groups, the Development Plan for Sport and written policy guidelines on all aspects of departmental activity, including Risk Assessments
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement
- To report on pupil progress and outcomes via our reporting cycle, which includes written progress reports and parent-teacher meetings
- To report on pupil progress and outcomes in staff meetings, drawing on any data and evidence as needed
- To ensure that you are abreast of all Personalised Learning needs of pupils in your classes, through liaison with our Head of Personalised Learning and using information shared with all staff
- Attend Heads of Department meetings, keeping in touch with standards and developments elsewhere, and promoting professional development for any other staff who support the delivery of the Sports curriculum

Whole School:

- To contribute to either the day or boarding duty rota (depending on resident status).
- To attend meetings as required by the Head and Deputy Heads.
- To contribute to the activities programme by offering after school activities.
- Offer other activities and lead trips as necessary as part of contributing to the day-to-day provision in a busy boarding prep school.

KEY QUALITIES



Successful candidates are likely to be able to demonstrate the following key qualities:

- An excellent teacher: energetic, pragmatic, robust and resourceful, putting the pupils at the forefront of decision making;
- A strong communicator and good listener;
- Experienced in using IT in the classroom and for administration and manipulating data;
- Evidence of excellent organisational skills;
- Good honours degree and relevant teaching qualification – teaching qualification (QTS essential);
- Demonstrable experience in high-quality teaching;
- A collegiate and collaborative team-player, willing to get involved in many aspects of school life;

- A strategic thinker with strong implementation skills
- Experience of life in a busy boarding prep school would be an advantage;
- A sound understanding of Safeguarding and Child Protection issues;
- Best practice as a confident and impressive coach and communicator, in the classroom and beyond, who will command the interest and imagination of staff, pupils and parents;
- Kindness and absolute integrity, always putting the needs of the pupils first;
- The skills to be a part of an inclusive and diverse school community, valuing and promoting inclusion.

APPLICATION PROCESS

Applications should be made electronically to Repton School.

To submit your application, please upload your documents according to the instructions on the Repton School website www.repton.org.uk. You should complete the online application form and also submit a covering letter, addressed to Mrs Vicky Harding, Head, which should include what attracts you to the position and how you feel your experience, skills and personal qualities qualify you to take on the role.

To learn more about the role ahead of your application, please contact Gareth James, Director of Sport, at gjames@repton.org.uk.

In accordance with the Children Act

Any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all

candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidates' suitability to working in a post involving children.

SAFEGUARDING

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, therefore the following shall be deemed to be included, in addition to the duties that you may be required to perform:- Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact. Information for Candidates: Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship

is consensual. This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child.

The deadline for receipt of applications is 10.00am on Monday 16th November 2026

The process is as follows:

All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact the HR department, hr@repton.org.uk

Interviews will take place in the week commencing 23rd November 2026

References will be taken up prior to interview unless you have advised us otherwise.

HEALTH

The successful applicant will be required to complete a Health Declaration once a formal offer of employment has been made and accepted.

CHILDREN ACT AND REFEREES

Successful appointment will be dependent upon statutory criminal conviction checks including an enhanced DBS Check in accordance with the Children Act, as well as favourable reports from two referees. It will be assumed that the School may contact your nominated referees without further reference to you, unless you specify any alternative arrangements.

CHILD PROTECTION POLICY

All applicants must be familiar with our Child Protection Policy which can be found here: [Repton Prep Safeguarding Policy](#).





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