



REPTON

ASSISTANT DIRECTOR OF SPORT (INCORPORATING HEAD OF NETBALL)

Full Time

SEPTEMBER 2025





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Welcome from the Headmaster

Sport pumps through the veins of Repton like nothing else and carries our brand across the country and the world. Our illustrious heritage is matched by the extraordinary achievements of our pupils today. As individuals and as teams, they all represent what is best about Repton: to play hard but fairly, and to find the satisfaction that comes when commitment, collaboration and talent ultimately reap rewards.

We are looking for an Assistant Director of Sport who, through a focus on engagement and participation, will oversee the broader aspects of our sports programme and ensure every pupil has a purposeful and meaningful sporting experience.

You will have a passion for ensuring sport is accessible and enjoyed by all pupils, whatever their ability. It is important that our most able sportsmen and women are stretched, and also that every pupil leaves school with a positive attitude to sport.

We are a school with ambition and purpose, eager to employ and reward teachers who share our values and aims. Accommodation will be provided, and with a commitment to invest in the professional development of our staff and generous pension and fee remission schemes, Repton is a very attractive place to work.

I hope that you will read this document with interest, and I encourage you to apply.



Mark Semmence
Headmaster



An Introduction to Repton School

Repton is the ancient capital of Mercia, and the School, founded in 1557 from a bequest from Sir John Port of Etwall, was established on the site of a 7th century Anglo-Saxon Benedictine abbey and, later, a 12th century Augustinian priory. The school incorporates many of the original buildings, namely the Old Priory, which currently houses the school library and common room, Overton's Tower, Tithe Barn and the Arch.

Today Repton is a world class, modern, flourishing community with a clear sense of purpose and momentum, by blending heritage with the pursuit of excellence in a 21st century context.

The School has over a thousand pupils across Repton Prep and Repton, making it large enough to achieve excellence in and out of the classroom yet small enough for individuals to grow and flourish.

At Repton over 70% of pupils are full boarders, and each pupil, whether day or boarding, is a member of a House, of which there are ten (six for boys and four for girls).

Academic standards are high and creative activities, including music, art, drama and design, flourish. The School has a national profile in sport, in particular football, hockey, cricket, tennis and swimming.

Repton pupils benefit from a sense of balance; they achieve high academic standards because they never have to prioritise academic achievement over their love of theatre or their aptitude for sport over their passion for music. Our pupils thrive both in and out of the classroom and they develop the skills, qualities and values that will lead to a successful life.





The School's considerable strengths were recognised in the 2024 ISI Inspection which states "pupils are appropriately challenged and encouraged to take up new activities to complement their academic studies. This allows them to become well-rounded individuals, in line with the school's aims". The Inspectors also saw fit to identify our sport provision as '*a significant strength of the school*'. This judgement is a formal and rarely bestowed designation of excellence by ISI.

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.

Repton's sport programme has five **focus** sports: Football, Hockey, Cricket, Swimming and Tennis. All five sports are fully co-educational and involve a large percentage of the school's population.

In addition to this, Repton has a number of **competitive** sports, where fixtures occur through the year. These include: Netball, Badminton, Basketball, Fives, Golf and Athletics.

Beyond the competitive part of our sports provision, we place a great deal of importance on our non-competitive sports options, which include fitness classes and individual activities that support a culture of engagement and pupil wellbeing.





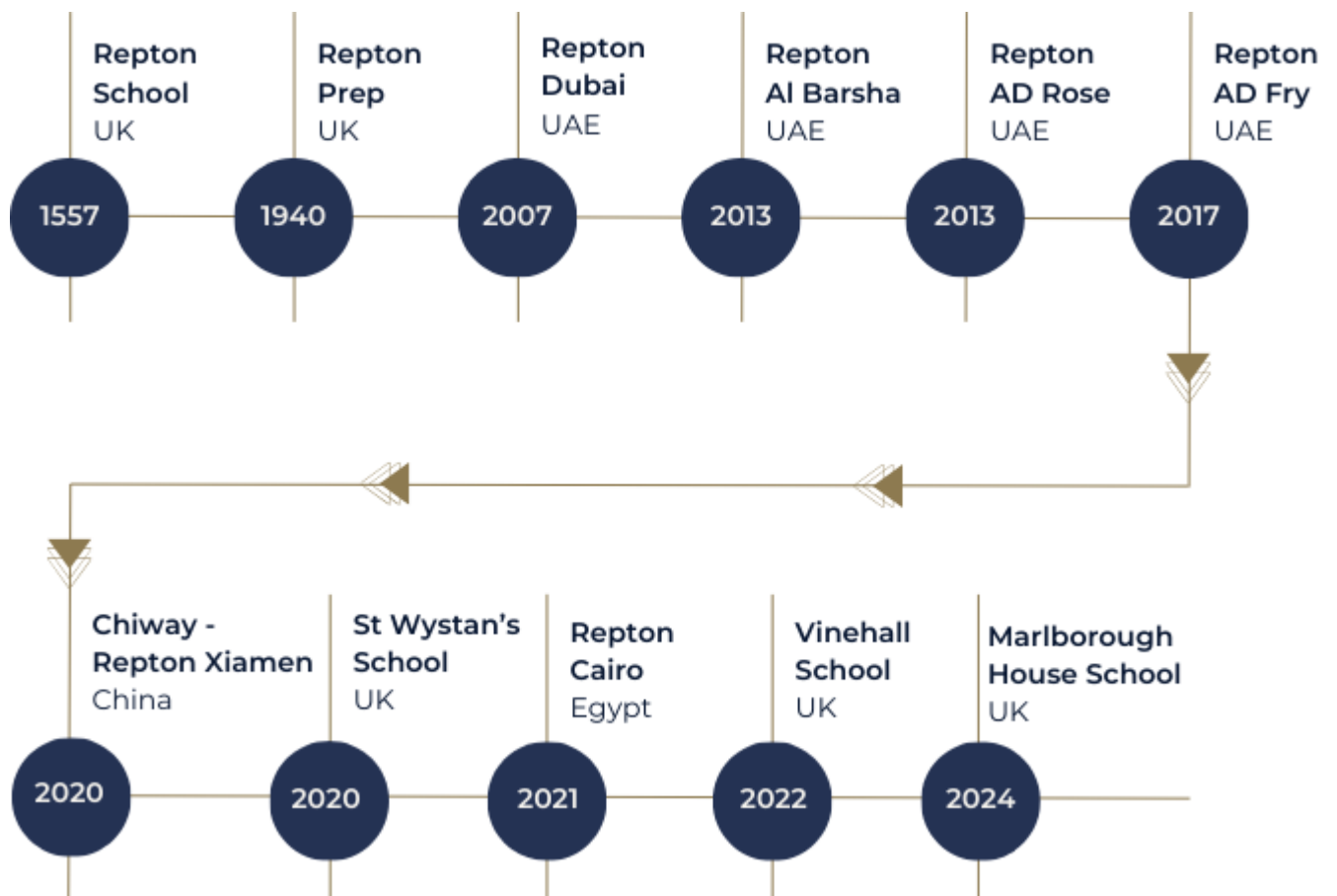
A Global Family of Schools

Repton was among the first British schools to open an overseas 'branch', with the establishment of Repton Dubai in 2007; the development of a family of international and UK schools is integral to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China and Egypt.

The additional income generated by our overseas schools provides financial support to enable Repton to provide opportunities for pupils who otherwise would not have been able to afford a Repton education, and to invest in world class facilities.

In addition to its international family of schools, the Repton group currently includes five schools in the UK (Repton, Repton Prep, Vinehall, Marlborough House and St Wystan's) with the ambition to grow both its UK family of schools and international schools further.

Sport plays an important role in all our schools, and the Director of Sport of Repton will have an opportunity to work with the Directors of Sport across the Repton Family of Schools.





Duties and Responsibilities

The Assistant Director of Sport reports to the Director of Sport and plays a vital role in ensuring the pupil experience of Sport is first class.

In this new role for the school, the position will incorporate the roles of Head of Netball and Athletics as well as being a teacher of Physical Education.

Delivery and implementation of sport at Repton

- Be responsible for Netball and Athletics at Repton, leading the delivery of these programmes for the School.
- Working with the Teachers i/c each competitive sport to establish, monitor and maintain coaching best practice for each sport.
- Ensure that teaching staff are efficiently deployed across the School to support the broader sports programme.
- Ensure effective communication and teamwork across the sports programme.
- Alongside the Director of Sport, manage the deployment of external specialist coaching staff outside of our focus sports, ensuring appropriate training and professional development is in place.
- Oversee a competitive and balanced fixture programme for Netball, Athletics, Badminton, Basketball, Squash, Fives and Golf.
- Oversee the participation of non-competitive activities within the sports programme, ensuring the experience of pupils is positive and engaging
- Play an important role in ensuring fair team selection and promote good sportsmanship and conduct across all aspects of school sport.
- Represent the School at relevant conferences and meetings on sports-related matters.
- Assist staff in their personal and professional development through the School CPD process and INSET programmes.
- Encourage and nurture non-games staff to support and contribute to the extra-curricular sports programme of the School.
- Support the administration of fixtures for competitive (non-focus) sports and ensure selection is completed in a constructive and organized manner.



Teaching

- The successful candidate is required to teach Physical Education, including Academic PE to at least GCSE level and, dependent on experience, deliver A Level Physical Education or BTEC Sport.

Administration

- Utilising SOCS as the school's co-curricular management platform, support pupil sign-ups to sporting activities at the start of each term within the specific areas that you are responsible for.
- Monitor registers, absences and distribution across your areas of line management, using these records to monitor participation across the School's sporting provision.
- Be responsible for all administration aspects of the School's netball and athletics programmes, including fixture programmes, travel and a weekly training schedule.
- Oversee relevant inter-house sports competitions, Sports Days and those events which celebrate student sporting achievement.
- For competitive sports, manage and oversee all necessary administration and ensure that relevant written policies and codes of practice are kept up-to-date and that staff are properly trained, informed and operating to these.
- Ensure pupil engagement in sporting activities is maximised over the week (in competitive and non-competitive sports) by managing a suitable programme for all pupils.
- Liaise with other areas of the School administration including the Bursary, HR, Catering, Estates Management and Enterprises as needed.
- Support the Director of Sport in managing events and the awarding of Colours across all sports.
- Ensure that a central record of results is maintained for competitive sports and made available for publication.



Fixtures and Games Sessions

Ensure:

- Support the Director of Sport in the delivery of suitable programme for students in each age group.
- Each competitive sports team in Netball, Athletics and other competitive sports has a suitable fixture list, including Saturdays and mid-week fixtures – playing other independent schools and local maintained schools, to ensure the most appropriate fixtures throughout the age range.
- The fixture lists for each competitive sport are produced by the required deadline and that the appropriate actions are taken when there are any changes.
- Appropriate transport is booked as required.
- All relevant compliance-related matters such as staff ratios and First Aid protocols are adhered to by staff delivering competitive and non-competitive elements of the sports programme.
- All students wear the correct kit for each sporting activity.
- In conjunction with coaches/teachers, absences from games/training are monitored and followed up as appropriate.





Promotion of Excellence

- Support those pupils who are part of a High Performance Programme either within Repton's competitive sports or externally to Repton.
- Work with the Director of Sport to deliver sports scholarship assessment days, as well as ensuring that mentoring is delivered effectively to sports scholars.
- Support the Director of Sport in constructing individual routes through sport at Repton for our most able pupils as required, in line with the agreed vision and strategy for Repton Sport, as set by The Headmaster, Principal Deputy Head and Assistant Head (Co-Curricular).
- Enhance knowledge of all staff involved in teaching sport, of current practice in individual sports.
- Support a uniform approach to sports kit, match day clothing and the overall presentation of students and staff involved in sporting activities.
- Ensure consistency of approach in all aspects of sport and match preparation in both coaching staff and students for the areas of the Sports Programme you are responsible for.
- Promote, and act as a role model for fair play, good sportsmanship, good conduct and good appearance throughout School sport.





Health and Safety

- Ensure all aspects of Health & Safety are fully understood and all procedures followed by staff and students.
- Liaise with the Medical Centre to ensure correct processes are in place, so that relevant sports staff are aware of student medical issues.
- Ensure that staff have undertaken relevant risk assessments and are aware of their obligations with regard to School policies.

Other Responsibilities

Undertake additional duties as requested by the Director of Sport, Assistant Head (Co-Curricular), Principal Deputy Head or the Headmaster.

This is not an exhaustive list and in a rapidly changing world, particularly in communications, the media, development and fundraising, there will be variations in these duties and responsibilities. Flexibility regarding working hours will be expected. The successful applicant will be required to be on site for the duration of after-school practices and matches, for Saturday and Sunday coaching sessions and fixtures, and to organise and/or accompany sports trips during School holidays.





Working and living at Repton

The School is committed to employing and rewarding staff who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Benefits include

- Competitive salary
- Option to remain in the TPS or join our defined contribution scheme (Aviva Active) with a 22% contribution
- Housing
- 75% staff remission on day fee
- Sports Centre Membership

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics Department.

A new Sports Centre including two full sports halls, a gym, a strength and conditioning suite, swimming pool, hospitality and reception suites and a café, was opened in November 2019. A double water based astroturf, indoor and outdoor tennis courts, 6 outdoor netball courts and extensive grass surfaces offer a broad range of outstanding facilities for our pupils. The school will shortly be installing a 3G floodlit football pitch and supporting facilities to allow further extensive opportunities for all pupils.

The School is committed to the professional development of its staff so that they can continue to grow as teachers and educators and invests significantly in this.





In and Around Repton

The Repton Village community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop.

There is an active village hall community which has its own community run café. In addition, Repton School has its own café at the School Sports Centre.

Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.

Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London.

There are also excellent links to local airports, including East Midlands and Birmingham.

Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.





Information for Candidates

Candidates should apply electronically through the Repton Recruitment Hub. To submit your application, please upload your documents by visiting - [Job Search \(repton.org.uk\)](https://repton.org.uk)

Your application should be accompanied by a covering letter and include the names of two professional referees. The closing date for applications is **Friday 20th June 2025 at noon.**

Applicants will be contacted for interview if they have been successful in the short-list process. Interviews will take place week commencing **23rd June 2025.**

Our Commitment to Safeguarding

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.

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.

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. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.



REPTON

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