



REPTON

Resident Graduate Assistants  
Repton Senior

2025/26





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# Welcome From the Headmaster

Repton is a wonderful and inspiring place to work; one of the UK's foremost co-educational boarding and day schools, located in the heart of the English countryside, yet within easy reach of major cities; strengthened by a history that goes back over a thousand years, yet with a keen eye on the challenges of the twenty first century.

The Graduate Training Programme is an ideal way to gain valuable experience in the workplace and potentially to begin a career in education, contributing to the many activities on offer in a school with a full boarding ethos such as ours.

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 a School with ambition and purpose, eager to employ and to reward staff who share our values and aims.

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

Mr 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 Sport

It is Repton's aim to discover and develop the sporting and athletic potential within every pupil, as part of a balanced and challenging curriculum. Repton continues to provide a sporting programme that has a positive influence on all ages and abilities of pupils. We aim to develop every pupil's interest in sport, from aspiring internationals to those for whom sport is just part of a healthy lifestyle.

Our long tradition of sporting excellence gives us the experience required to maximise every pupil's potential, regardless of the level of sport that they play. To help us achieve this, we offer outstanding facilities and an exceptional team of coaches. This level of support guarantees the best possible environment for every pupil to develop their skills, including the very elite.

Repton has enjoyed significant national sporting success in recent years. The School has a significant number of elite performers, both at junior and senior international level. These athletes are provided with close personal tutoring and training, and in some cases, a tailored academic programme can be developed for their individual needs, to support their sporting ambitions while safeguarding their vital academic development.





# The Resident Graduate Assistant Programme

The Resident Graduate Assistant roles at Repton were established in September 2019. The programme is now entering its fifth year and we are delighted to be offering an exciting opportunity for a new graduate to join Repton Senior from August 2025.

Our aim is to offer our Resident Graduate Assistants a memorable, diverse and lively year working with our pupil and staff body within our flourishing and well-established co-educational environment. There will be opportunities to gain experience of classroom teaching, full involvement in the provision of our extra-curricular activities and pastoral responsibilities in one of our ten boarding houses.

The candidate will have a full induction programme at the School. There will also be the opportunity to take part in Repton School's internal training programme, a well-established programme which ensures ongoing CPD training for those members of staff new to the teaching profession, as well as for those completing their ECT Induction years.

This is a one-year residential post with accommodation. This accommodation is within easy walking distance of the School and its amenities, to which our Resident Graduate Assistants have full access. The post would be an ideal opportunity for graduates considering a career in education in the UK or internationally to experience a year in the life of this forward thinking, dynamic and collegiate environment.

We are confident that the Graduate Assistant programme at Repton offers an excellent progression to a number of career paths; and we would expect many of our Resident Graduate Assistants to go on to secure places on Teacher Training courses at some of the very best universities in the country. The School will be sympathetic to any candidate who wishes to combine participation in the programme with his/her own personal research or completion of an academic qualification such as a Masters or Doctorate.

Although the programme is for a fixed period, at the end of the academic year, an outstanding participant in the Resident Graduate Assistant Programme may be offered the opportunity to agree a new contract for a second academic year on terms to be agreed between the parties. In that second year, such a candidate might benefit from greater exposure to full-class teaching and greater responsibility within the School, and the terms might include the opportunity to take a PGCE or other teaching qualification. There might also be the opportunity to work at one of Repton's partner schools abroad.



# The Resident Graduate Assistant: The Role

The School wishes to appoint for August 2025 a Resident Graduate Assistant. The successful candidate will be expected to show passionate enthusiasm for boarding School life and an ability to inspire young people. They will also place a particular importance on achieving the best possible outcomes in all areas of School life and maximising the potential of every student.

As well as general duties and responsibilities and matters set out in the Teaching Staff Job Description, a member of Common Room at Repton School is expected to operate effectively in the following areas:

## **As a Resident Graduate Assistant**

Each successful candidate will have a formal structured programme. The exact programme term by term will be discussed with each successful candidate, but it is likely that it will include:

- Work in the classroom, assisting the work of an experienced teacher.
- Academic support to pupils and departments outside the classroom.
- Extra-curricular work. This might involve coaching sport and taking a team, supporting the School's musical, artistic and creative programmes or supporting the CCF or The Duke of Edinburgh Award Scheme, lifeguarding (if qualified)

As the academic year progresses, outstanding participants in the Resident Graduate Assistant Programme may also be offered the opportunity for small group or whole-class teaching.

Coaching sport to a high level to a range of different abilities is a fundamental part of the role. The successful candidate will be expected to have expertise in at least one of the following sports; Hockey, Football, Cricket or Netball. A commitment to weekend sports fixtures is expected.

## **Relating to Extra-Curricular Activities**

- Full involvement in the School's extra-curricular programme.

## **Routine Duties and Responsibilities**

- To cover lessons/activities for absent colleagues
- To invigilate examinations





### **As a Tutor in a House**

- Support a Housemaster or Housemistress in the boarding house.
- Attending meals on a regular basis;
- Regularly taking an evening's duty each week in a House; undertaking the supervision and care of pupils in boarding accommodation at unsocial hours (i.e. evenings and weekends); and
- Attending/supervising functions which may be organised from time to time for particular year groups and/or their parents.
- Assuming responsibility for a number of tutees in the School and monitoring and managing their academic progress.
- Encouraging and supporting each tutee's extra-curricular schedule

### **Relating to Child Protection, Discipline, Health and Safety**

- To promote and safeguard the welfare of children and young persons for whom the member of Common Room is responsible and with whom he/she comes into contact.
- To maintain order and discipline among the pupils and safeguard their health and safety both when they are on the School premises and when they are engaged in authorised school activities elsewhere.
- To observe Repton's Health & Safety Policies in all dealings involving school property, equipment or pupils.
- To attend assemblies, register the attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after school session.

The duties and responsibilities of a member of Common Room are not limited to those set out in this document. A member of Common Room may also be assigned specific additional duties and responsibilities by the Headmaster.

Participants in the Resident Graduate Assistant Programme will have regular meetings with members of the SMT to help to manage their workload.



# Resident Graduate Assistant: The Candidate

## Qualifications/Experience

- A degree-level qualification
- Could also include qualifications playing and coaching Hockey, Football, Cricket, Swimming, Netball and/or other major sports
- Familiarity with a range of ICT applications would be advantageous. This may include experience in sports video analysis

## Knowledge

- Understanding of effective pastoral care and co-curricular provision in a busy boarding school

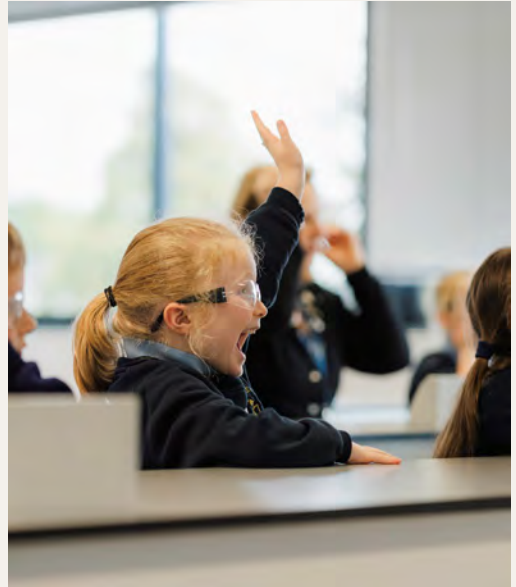




# Resident Graduate Assistant: The Candidate

## Skills and Abilities

Strong communication and interpersonal skills	Essential
Ambition	Essential
Ability to be innovative, creative and tenacious	Essential
Clarity of thought	Essential
Excellent organisational skills	Essential
Willingness to take action to confront issues and overcome problems	Essential
Ability to create and maintain strong, supportive relationships with pupils, staff and the community	Essential
Ability to inspire, motivate and support others	Essential



## Personal and Professional Qualities

Willingness to be fully involved in the life of a busy boarding school	Essential
Aspirational and empathetic, with a genuine belief in the potential of every pupil	Essential
Ability to create and maintain strong, supportive relationships with pupils, staff and the community	Essential
Resilient, determined, pragmatic	Essential
Persuasive and influential	Essential
An effective and collaborative team player	Essential
Flexible and resourceful	Essential





# Why Repton?

The School is committed to employing and rewarding teachers who share its ambition, its aims and its values. This is seen in our competitive salary package for our Resident Graduate Assistants, as well as in the investments we continue to make in both staff and facilities.

The School will provide accommodation in connection with this position.

Resident Graduate Assistants also benefit from:

- Free membership of Repton's Sport Centre
- Free meals (if taken in Boarding Houses or Prep School dining room)
- Free Wi-fi and use of a networked device
- Contributory pension scheme

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

Following major periods of investment, teachers work in well-equipped, spacious classrooms. All teachers are tutors in boarding houses and contribute to the extra-curricular life of the school and this helps to develop the collegiate and purposeful atmosphere which is valued so much by teachers at Repton.

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.

Repton itself is a thriving village with a fascinating past. Situated on the Trent valley between Derby and Burton-on Trent, on one side of the village is the Old Trent, the remnants of the former course of the river, and on the other three is attractive rolling farmland. The village has a vibrant community with many clubs, societies, shops, pubs and other attractive amenities. It is close to the cities of Derby and Nottingham and major transport routes, and much of the wonderful Peak District National Park lies within Derbyshire itself.



# Information for Candidates

Candidates should apply via the Repton Recruitment Hub. Please visit the link below for further information on this:

<https://jobsearch.repton.org.uk/>

Applicants will be contacted for interview if they have been successful in the short-list process.

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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