



REPTON

RESIDENT GRADUATE ASSISTANTS

Full-Time
September 2026



A balanced, full-boarding environment where academic, sporting and creative excellence sit side by side





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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. Set in the heart of the English countryside, yet within easy reach of major cities, the School is strengthened by a history that stretches back over a thousand years, while remaining firmly focused on the challenges and opportunities of the twenty-first century.

Our Resident Graduate Assistant Programme offers an outstanding opportunity for graduates who are eager to contribute to the life of a thriving boarding school. Graduate Assistants play an important role within our community, supporting pupils across academic, pastoral and co-curricular life, and gaining invaluable experience in a purposeful and collegiate environment. This role will appeal to individuals with energy, commitment and a genuine desire to work with young people, whether they are considering a career in teaching or simply seeking a rewarding year immersed in school life.

Repton has undergone a significant programme of investment and expansion across both the Senior and Preparatory Schools in recent years. The Repton Family of Schools now includes 11 schools across the UK and internationally with further developments on the horizon. These connections enhance our global outlook and create rich opportunities for professional growth and collaboration.

We are a school with ambition and purpose, and we seek to appoint graduates who share our values. Staff at Repton benefit from excellent working conditions, high-quality facilities, accommodation connected to the role, and a strong culture of professional development.

From pioneering pastoral care to nurturing excellence across academic, sporting and creative domains, Repton is a community that thrives on shared endeavour and the belief that education should be both rigorous and joyful.

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



Mark Semmence
Headmaster



Your Year At Repton





The Resident Graduate Assistant Programme

Repton's Resident Graduate Assistant Programme offers a vibrant, structured and rewarding year for graduates who are passionate about education, sport and co-curricular life. Designed for those considering a future in teaching or youth development, the programme combines practical experience with rich pastoral involvement, professional training and opportunities to develop leadership skills.

As a Graduate Assistant, you will work at the heart of our busy boarding school, gaining hands-on experience across academic, sporting and co-curricular areas. You will receive a full induction, ongoing mentoring, and access to Repton's staff development pathways - ensuring you grow in confidence, skill and professional purpose throughout the year.

Graduate Assistants are valued members of the Common Room, contributing meaningfully to lessons, activities and boarding life. Many progress to teacher training or coaching roles.

This is a one-year residential programme with the potential for a second year. Exceptional participants may be offered increased responsibility, greater exposure to teaching, or support for a relevant qualification in their second year.

“

You are able to gain valuable skills in pastoral, academic and co-curricular aspects every day, and you are part of a welcoming and social staff community. I would recommend this role to anyone, and there is plenty of opportunity for career development if required.

”



The Role

As a Resident Graduate Assistant, you will play a full and active part in the life of our boarding school. This varied and exciting role provides graduates with the chance to develop classroom confidence, support individual pupils, and contribute to Repton's outstanding co-curricular programme.

You will assist experienced teachers in lessons, cover some lessons and may provide one-to-one academic support. You will also contribute to departmental initiatives both inside and outside the classroom.

A major element of the role involves co-curricular activity - coaching sport, supporting performing arts, contributing to CCF or DofE, or assisting with other specialist areas depending on your skills and interests. As your confidence grows, you may also be offered opportunities for small-group or whole-class teaching.

You will also play an important pastoral role as part of a boarding house team. Duties include evening supervision, forming positive relationships with pupils, supporting the Housemaster or Housemistress, and contributing to the sense of community that is central to Repton life.

The role is busy, purposeful and highly rewarding. It is ideal for graduates with energy, initiative and a desire to work closely with young people.





The Candidate

We are seeking graduates who are enthusiastic, committed and ready to embrace the variety and energy of life within a busy boarding school. The most successful candidates bring curiosity, initiative and a genuine desire to work with young people, alongside the flexibility and resilience needed to contribute across academic, pastoral and co-curricular life.

Qualifications & Experience

The ideal candidate will:

- hold a degree-level qualification
- bring experience of playing or coaching at least one major sport (Hockey, Football, Cricket or Netball)
- have an interest in working with young people and developing skills in teaching, coaching or pastoral care
- demonstrate familiarity with ICT, with experience in sports video analysis or similar tools an advantage
- experience in a boarding environment, or personal experience of residential life, is helpful but not essential.

Skills & Abilities

We are looking for individuals who can demonstrate:

- strong communication and interpersonal skills
- the ability to build and maintain positive relationships with pupils and colleagues
- excellent organisational skills and a proactive approach to problem-solving
- confidence in leading activities, coaching teams or supporting classroom learning
- creativity, enthusiasm and the willingness to contribute fully to the co-curricular programme
- the ability to work independently and as part of a collaborative, supportive team

Personal Qualities

Graduate Assistants at Repton thrive when they are:

- aspirational and empathetic, with a genuine belief in the potential of every pupil
- resilient, resourceful and adaptable in a fast-paced boarding environment
- reliable, professional and committed to safeguarding the pupils in their care
- flexible, willing to learn, and keen to take opportunities to grow
- positive role models who inspire confidence, curiosity and enthusiasm in young people.



Duties And Responsibilities

As a Resident Graduate Assistant at Repton, you will contribute to school life across academic, pastoral and co-curricular areas. The role is varied, purposeful and central to the boarding ethos of the School.

Academic Support

- Assist experienced teachers in the classroom
- Provide one-to-one and small-group academic support
- Contribute to departmental preparation and learning activities
- Cover lessons for absent colleagues when required
- Invigilate internal examinations
- As confidence develops, deliver supervised small-group or whole-class sessions

Co-Curricular Involvement

- Coach sport to a high standard and lead teams in fixtures
- Demonstrate expertise in at least one major sport (Hockey, Football, Cricket or Netball).
- Support additional activities such as music, drama, art, CCF or DofE
- Assist with lifeguarding duties if qualified
- Contribute to the delivery, organisation and supervision of the School's extensive co-curricular programme
- Commit to weekend fixtures and co-curricular commitments as part of the role

Pastoral and Boarding Responsibilities

- Support the Housemaster/Housemistress within a boarding house
- Build strong, positive relationships with pupils
- Help to prepare and deliver the weekend programme, part of our full boarding weekend offer.
- Undertake weekly evening duties and weekend supervision as part of the rota
- Attend meals with pupils regularly
- Help support the delivery of year group meals
- Take responsibility for a group of tutees, monitoring their academic progress and co-curricular engagement
- Participate in House events, activities and year-group functions

Supervisory Duties

- Supervise pupils around school as needed
- Attend assemblies and Chapel, and register pupils when required
- Maintain discipline, safety and wellbeing across all settings
- Uphold and implement School policies, including safeguarding, behaviour and Health & Safety

Safeguarding and Professional Conduct

- Promote and safeguard the welfare of children
- Maintain high standards of professionalism and personal conduct
- Engage positively in training, induction and professional development programmes
- Model the values and expectations of the School at all times



Life At Repton





An Introduction To Repton

Repton is a school rooted in heritage and shaped by ambition. Founded in 1557 and set on the site of a 7th-century abbey and 12th-century Augustinian priory, the School blends its historic setting with a forward-looking educational vision. Today, Repton is a thriving, modern community that educates over one thousand pupils across Repton and Repton Prep. Large enough to offer breadth and excellence, yet small enough for every pupil to be known and nurtured, the School provides an environment where young people flourish academically, socially and personally.

Over 70% of pupils are full boarders, and every pupil belongs to one of ten Houses, each offering a strong sense of belonging, identity and pastoral care. Academic standards are high, creative and performing arts flourish, and Repton enjoys a national reputation for sport, particularly in hockey, football, cricket, tennis and swimming. Pupils benefit from a balanced and vibrant programme that allows them to pursue their intellectual, sporting and creative passions without compromise.

Repton's strengths were affirmed in the 2024 ISI Inspection, which praised the high level of challenge provided to pupils, the breadth of opportunities beyond the classroom, and the School's ability to develop well-rounded, confident and resilient young people. The Inspectors also identified Repton's sporting provision as a significant strength of the School - a rarely awarded designation of excellence.

Repton is also part of a growing global network. The Repton Family of Schools includes successful international campuses in Dubai, Abu Dhabi, China and Egypt, alongside five schools in the UK. These schools share a common ethos and educational philosophy, extending Repton's reach and offering staff unique opportunities for collaboration and professional development across continents. The group continues to expand, supporting innovation, investment and widening access to a Repton education.

To live and work at Repton is to join a community that thrives on shared endeavour, collegiate spirit and a purposeful, modern vision for education. It is a place where tradition and progress sit comfortably together, and where pupils and staff alike are encouraged to aim high, think broadly and contribute meaningfully to school life.



Sport At Repton

Sport pumps through the veins of Repton like nothing else and is a defining part of the School's identity. Our illustrious sporting heritage is matched by the extraordinary achievements of our pupils today; as individuals and as teams, they represent what is best about Repton — to play hard but fairly, to embrace challenge, and to take pride in the rewards that come from commitment, collaboration and talent.

Repton enjoys a national profile in sport, particularly in hockey, football, cricket, tennis and swimming. Pupils benefit from outstanding coaching, first-class indoor and outdoor facilities, and a competitive fixture programme across both the independent and maintained sectors. This ensures that every pupil - from aspiring internationals to those discovering sport for the first time - can participate, improve and experience the joy of purposeful physical activity.

At Repton, we are committed to ensuring that sport is accessible, enjoyable and meaningful for all. Our most able sportsmen and women are stretched and supported to reach county, regional and national levels, while every pupil leaves Repton with a positive and enduring attitude towards health, fitness and wellbeing.

Resident Graduate Assistants play a central role in maintaining this culture of excellence and inclusion. Whether coaching teams, supporting lessons, officiating fixtures or helping to deliver our extensive co-curricular programme, graduates gain real responsibility and experience within one of the most successful and forward-looking school sport environments in the UK.





Our Facilities

Repton's sporting facilities are exceptional, combining historic surroundings with ambitious modern development to create an inspiring environment for both performance and participation.

World-Class Spaces

Graduate Assistants will work within and make active use of Repton's impressive range of facilities, including:

Repton Sports Centre (opened 2019) featuring:

- two full sports halls
- a strength and conditioning suite
- a fully equipped gym
- a 25-metre indoor swimming pool
- hospitality and reception spaces
- café and social areas

Outstanding Outdoor Provision, Including:

high-quality hockey pitches

football and cricket pitches

tennis and netball courts

all-weather training spaces

Fives courts

Performance environments with areas designed for technical coaching, video analysis and sports science support.

Recent And Planned Developments

Repton continues to invest significantly in its sporting estate to ensure pupils and staff benefit from high-quality, future-focused environments.

A key part of this ongoing investment is the addition of two new 3G pitches, designed to expand capacity for training, support year-round use, and enhance the flexibility of our programme. These pitches will strengthen our ability to deliver performance-level coaching while ensuring that all age groups have regular access to high-quality surfaces, irrespective of weather or season.

Additional planned developments include continued enhancements to playing surfaces, training areas and supporting infrastructure such as changing rooms. This strategic vision ensures Repton maintains its position as one of the country's leading school sport environments.

For Graduate Assistants, this means working in settings that encourage the highest standards of coaching, offer meaningful professional experience, and support genuine development in sport education.





Coaching Pathways For Graduates

For graduates with an interest in coaching or sports education, Repton provides an exceptional environment in which to develop. Graduate Assistants work alongside experienced coaches and teachers, gaining insight into planning, delivering and evaluating high-quality sessions across a range of abilities.

Depending on experience and aptitude, Graduate Assistants may:

- support delivery of major sports such as hockey, football, cricket, netball, tennis or swimming
- assist with video analysis, performance tracking or match preparation
- help manage fixtures and training environments
- work with elite performers while also supporting wider participation
- take increasing responsibility for coaching groups or leading sessions

Professional development is built into the year. Graduate Assistants may be encouraged to undertake coaching qualifications, officiating awards or safeguarding and first-aid training. Outstanding individuals may be supported in progressing to teacher training (PGCE, apprenticeship or ECT routes), further coaching roles within Repton, or opportunities across the Repton Family of Schools both in the UK and internationally.

For graduates with passion, initiative and commitment, Repton offers a pathway that builds confidence, broadens experience and helps set the foundation for a career in education or sport.

“

The graduate role at Repton has provided me with the opportunity to work alongside and learn from top coaches in sport, developing both my understanding and confidence as a coach.

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Co-curricular Life At Repton

Repton offers an extraordinarily rich co-curricular programme, designed to broaden pupils' horizons and develop the qualities that prepare them for life beyond school. Alongside academic study, pupils immerse themselves in activities spanning sport, music, drama, art, technology, debating, outdoor education, CCF and the Duke of Edinburgh Award.

The culture is one of enthusiasm, participation and ambition. Pupils are encouraged to discover new talents, challenge themselves, collaborate with others and contribute positively to school life. Many activities run daily, with full engagement across year groups and boarding houses, creating a sense of purpose and community after formal lessons end.

Graduate Assistants play a central role in this provision. Depending on their strengths and interests, they may contribute to

- coaching sport and taking teams
- supporting drama, music or productions
- leading clubs and societies
- assisting with CCF or DofE
- supporting whole-school events, trips and activities
- Help with the delivery of the weekend socials programme

This involvement provides graduates with genuine leadership experience and gives them insight into the wide-ranging responsibilities of staff in a thriving boarding school.

“

Beyond sport, the role has given me valuable insight into the wider life of the school with pastoral responsibilities - and the school has consistently supported my development by providing opportunities to take on new responsibilities and pursue my interests.

”



Practical Information





Life As A Graduate At Repton

A Beautiful And Inspiring Place To Live

Repton is a village with genuine charm; quiet historic streets, a friendly local community and beautiful countryside moments away. For graduates transitioning from university life, it offers the ideal mix of comfort, safety and opportunity. It is a place to grow professionally while enjoying a simpler, more connected way of living.



A Vibrant And Social Staff Culture

Repton has a collegiate Common Room where staff know each other well, support each other, and enjoy the shared experience of living within a boarding school community. Graduate Assistants form their own friendship groups too - with accommodation close to campus and access to staff events, meals in House, and a wide range of social and sporting activities.



Supportive Boarding Community

As a Graduate Assistant, you become a valued member of a boarding house team. You'll build strong, positive relationships with pupils, support their wellbeing, and contribute to the routines that make boarding life so rewarding. This close-knit environment helps graduates feel at home from the moment they arrive, offering a balance of independence, camaraderie and pastoral responsibility.



A Great Base For Exploring

Repton sits on the edge of the National Forest, with the Peak District and White Peak region in easy reach. There are excellent connections to Birmingham, Derby, Nottingham and Leicester, all of which offer direct trains to London



Why Repton

Repton is an inspiring place to begin your career. Our Graduate Assistants join a community that blends tradition with forward-thinking ambition, where staff are supported, valued and encouraged to grow professionally.

As a Graduate Assistant, you will enjoy:

- Free accommodation on or near campus
- Free meals when dining in House or at Repton Prep
- Free membership of Repton's exceptional Sports Centre
- Wi-Fi and device access
- Staff pension scheme
- Extensive CPD, including access to internal training and coaching opportunities
- Full involvement in boarding and co-curricular life, accelerating your leadership development
- Opportunities for further progression, including teacher training, apprenticeships, PGCE support and coaching pathways.

Repton's campus blends beautiful historic buildings with cutting-edge facilities: the Science Priory, Digital Priory, Sports Centre, Theatre, and new PE and Mathematics buildings offer an exceptional environment in which to work and learn. Staff enjoy a strong sense of community, spacious teaching areas, and a collegiate atmosphere that celebrates collaboration and shared purpose.

For graduates eager to immerse themselves in the life of a thriving boarding school, Repton offers a memorable year packed with opportunity, professional growth and lasting impact.





Information For Candidates

Candidates should apply through the Repton Recruitment Hub. To submit your application please upload your documents by visiting <https://jobsearch.repton.org.uk/>

Your application should be accompanied by a covering letter and include the names and addresses of two professional referees. The closing date for applications is Monday 2 March.

Interviews will take place, in person, at Repton week commencing Monday 9 March.

If you would like to have an informal conversation about the role please contact Gareth James, Director of Sport and Assistant Head Co-curricular, via email: GJames@repton.org.uk





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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