



Royal Grammar School

Amersham Road, High Wycombe, HP13 6QT

Website: www.rgshw.com

A selective day and boarding school for 1432 students

Head of Rowing

Required asap

Applications should be made to the Headmaster's PA, Denise Chick, asap, by email (dmc@rgshw.com) or post. Along with the completed application form, please include a letter of application and a current curriculum vitae, which should include the names, addresses, telephone numbers and email addresses of 2 referees.

Those being called for interview will hear within one week of submitting your application, when full details of the interview will be given. If you have not heard from us within two weeks of the deadline please assume that your application was unsuccessful. In which case we thank you for applying and wish you well in your future career.

Earlier applications would be welcome and shortlisted candidates may be interviewed before the closing date.

The RGS is committed to promoting the safety and welfare of all pupils.

Appointment is conditional upon at least two satisfactory references.

All staff are required, before taking up post, to undertake an enhanced criminal record check through DBS.

Vetting checks may include social media checks.

Information for Candidates





From the Headmaster

RGS is an exceptional place with a proud tradition, dating back 1562, of educating young minds.

We have high academic standards, excellent examination results and consistently feature amongst the top state schools in England. Almost all students progress to good universities including approximately 14 – 18 to Oxford and Cambridge, other stellar institutions and to the USA.

Our broad, balanced and very ambitious curriculum is not the full story and we look far beyond its confines with a vast array of co-curricular opportunities unparalleled, I believe, in the state sector.

Our innovative teachers deliver a high-quality classroom experience combined with exceptional pastoral care. We ensure that, in this large school, every student is known as an individual.

We encourage all Wycombiensians to be self-confident, positive, healthy and enquiring, living and breathing our values of Respect, Integrity and Aspiration embodied through a modesty of manner. The result is a happy, close-knit community where we enjoy each other's company, and friendships for life are formed.

Most of our students are day students. Boarding, however, has a unique capacity to shape the lives of young people and RGS offers this provision to 70 boys. Full and weekly boarding is on offer and plays a substantial role within the life of the school.

You will very much enjoy working with the students here who are courteous, committed, caring and entertaining. The commitment and dedication of staff who all work towards achieving our vision are the vital component in ensuring the success of RGS. We are looking for well-qualified, enthusiastic and caring colleagues to join us who are passionate about their subject and responsibility, and are willing to go the extra mile to be a part of our exciting journey.

I hope that you find the information of use and look forward to receiving your application if you feel that this opportunity would suit what you have to offer. Thank you for your interest in RGS.

I am delighted that you are considering joining us.

Philip Wayne [Media Video](#)





Head of Rowing

Background

The RGS is an outstanding grammar school in High Wycombe. The school caters for students aged 11-18 and has an outstanding reputation both academically and for sport. We are looking to appoint a part-time Head of Rowing. The Head of Rowing will be responsible for the operation of the whole club and will be assisted by a group of rowing coaches allocated to a squad. RGS High Wycombe Boat Club is based on the water at the Marlow & District Schools' Boathouse site, Marlow, which provides a 5km stretch of water for training between Marlow and Cookham; the students also have access to facilities at the school for land training with their own rowing space, the Blyth Room. Rowing is a popular co-curricular activity at the school but is not a curriculum sport. Training takes place during games for Seniors, after school and at weekends.

There has been a rowing club at the school for 70 years, but the club was revitalised by the involvement of an Old Wycombiensian and Commonwealth Gold Medallist who ran the club with the support of volunteer parent coaches for 12 years. Since 2016, the club has been led by a paid part-time coaching team. The school club, although small for many years, has medalled at the Scullery, National Schools Regatta and British Junior Rowing Championships. The school has twice represented GB in the annual GB vs France match: a J16 Quad in 2014 and a J16 double in 2016. Several boys have been selected for further training following the Junior GB trials. Two old boys of the school have rowed in Oxford Isis boats.

The school annually runs a successful Easter Learn to Row course for J13s. In the last ten years, the course has attracted a significant number of boys as a result of the club's successes. This year over 60 boys have signed up for the Learn to Row group. In 2024/25 the club will consist of 28 x J14s, 24 x J15s, 8 x J16s and 5 x J17/J18s. The majority of the senior boys have been sculling since they were J13s.

The club predominantly sculls and has both coxless and coxed quads, doubles and singles. In the autumn and early spring term, the rowing club has use of the Blyth Room and cricket pavilion as training spaces for land training. The boys also use the school gym supervised by the strength and conditioning team. The club is actively supported by a "Friends of Rowing" group who fundraise for the club and support the boys providing practical help with transport to events. The club is mainly funded through parental donations.

Personal attributes

- It is essential that the Head of Rowing has the self-confidence to direct rowers and to communicate their plans to parents and to other interested parties.
- They must be able to support the other rowing coaches in their decisions.
- They must have considerable experience rowing or coaching to a high standard in order to impart the necessary lessons upon the rowers.
- They must have a desire to succeed tempered by a sense of fairness and responsibility for the mental and physical welfare of the rowers.

Qualifications

The following qualifications are essential:

- A full UK driving licence with the qualification and ability to tow boat trailers.
- UKCC Level 2 (or higher) coaching qualification or equivalent.
- Knowledge of strength and conditioning principles relevant to rowing.
- RYA Level 2 powerboat handling certificate.

Accommodation

The school owns property which provides low rent accommodation; this may be available but cannot be guaranteed.



Job Description

Purpose of Role

- To have overall responsibility for the coaching at RGS rowing, ensuring the programme is aligned with the wider purpose of RGS HW Sport and all staff represent the core values of the school.

Outline of Role

The Head of Rowing is responsible for

- The whole rowing programme, including goal setting, race planning and crew selection in conjunction with the rowing coaches
- Working with and managing the coaching team to maintain high standards in all areas relating to training and performance
- Allocating squads to coaches including themselves
- High standards of training and welfare
- Ensure a Learn to Row Course is delivered successfully
- Working with the club manager to resource all sessions and provide good club-wide communication
- Ensure the maintenance, safety, and security of all boats and rowing facilities
- Provide a point of contact for rowers and parents with the coaching staff
- Understanding the available funds and making best use of this across the year

Coaching sessions

The club operates during school hours, after school and at weekends.

- The students travel from school on weekdays, leaving at 3.40pm with sessions finishing by 6.00pm.
- Weekend sessions are usually 8.00am to 12.00pm.
- Weekend afternoons are used by the juniors to avoid clashes with other sports and to better utilise equipment.
- Training continues over school holidays
- The Easter break is ring-fenced with J13 Easter courses alongside main squad training.
- The club tries to compete once a month on average

Hours: 25 hrs per week

Salary: £24,950 pa

This job description is written at a specific time and is subject to change as the demands of the governors and needs of the School change. The role requires flexibility and adaptability and employees of the School need to be aware that they may be asked to perform tasks and given responsibilities not detailed in this job description.



This is general information for all who apply for a post at RGS. Some of it will not be relevant to this post, but I trust that you will find it useful in forming a picture of the School.

Support staff at RGS

Support staff at RGS provide a vital role in ensuring that the School not only runs smoothly but continues to develop. Whether joining one of the administration teams, being a technician, a learning support assistant, gap student, and working on the finances or around the extensive school estate, RGS welcomes colleagues from all backgrounds to bring an added dimension to our staff body. A range of roles exists from part time, term time only to full time and support staff have excellent opportunities to contribute towards school life. Although we do not ask our support staff to undertake teaching roles, we warmly encourage participation in school trips and co-curricular activities as identified above, and will always welcome a discussion with those who may wish to train.

Facilities at RGS

- All-weather sports facilities.
- Rolling programme of classroom and laboratory refurbishment into 'state of the art' learning spaces
- Purpose-built language and music suites.
- The Rennie Mathematics Building with extensive, modern facilities
- Purpose-built Fraser Youens Boarding House for 70 boarders [Boarding Video](#)
- Swimming pool
- New Sixth Form Centre

Salary, benefits and wellbeing at RGS

Support staff are paid on the RGS scales, which are closely related to the locally negotiated Buckinghamshire Council pay range. For the benefit of support staff, the School participates in the Local Government Pension Scheme. We are a mutually supportive team and endeavour to ensure that all staff have a healthy work / life balance.

We offer	Wellbeing
<ul style="list-style-type: none"> ● Excellent pension scheme ● Cycle to work scheme ● Free membership of the School's Fitness Suite ● Free use of the swimming pool ● Tax efficient purchases of gadgets through the tech scheme ● Staff common room with free tea & coffee ● On site hot and cold food ● Social functions/concerts/plays etc ● Car parking onsite ● Accommodation (limited) ● Long service awards 	<ul style="list-style-type: none"> ● Staff football ● Staff Yoga ● Staff badminton ● Staff tennis ● Staff touch rugby ● Christmas party ● Secret Santa ● Wellbeing week ● End of term get-togethers ● Staff birthday cake breaks

Common Room at RGS

The Common Room exists as a formally constituted body of the teaching and support staff within the School. The committee consists of a Chairman, Treasurer and Secretary. The Common Room provides a cohesive, stimulating and enjoyable environment and a variety of social functions are organised throughout the year.

The Common Room is well equipped and includes tea and coffee making facilities, provided free of charge to all staff, a lounge, kitchen area and staff shower rooms. On a day-to-day basis, the Common Room acts as an important facility for staff to meet socially, collect mail and circulars, share information with others and relax!

Appointment

The Royal Grammar School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. All appointments are subject to:

- the obtaining of an enhanced DBS clearance;
- confirmation of your eligibility to work in the UK;
- receipt of two satisfactory references; and
- social media checks.

Equal Opportunities

The Royal Grammar School is committed to equal opportunities for all its students and staff, irrespective of race, colour or nationality, gender, marital status, family circumstances, religion, sexual orientation, age or disability. There will be no discrimination on these grounds, or for any other reasons which cannot be shown to be justified. Students applying for admission to the school and candidates for posts at the school will be treated according to school policies on admission and recruitment and with regard to British and European legislation. Attention will be paid to the importance of equal opportunities education in both the formal and informal curriculum and our curriculum will be reviewed at frequent intervals to ensure that this policy is reflected in practice. The Headmaster is responsible to the Governors for monitoring this policy. The school operates an Equality Cohesion Policy. The School is a non-smoking establishment.

Results

Our results speak for themselves. We do not, however, rest on our laurels and set ourselves ambitious targets

- 90% of our students accepted higher tariff universities
- 14 students were offered unconditional places at Oxbridge

Values

Respect - Integrity - Aspiration

Vision

- Our vision is to offer our students an exceptional all-rounded education

Mission

At RGS we nurture the individual potential and character of every student to help them become confident, socially responsible young people, prepared for happiness and success in their adult lives.

Our commitment to your development

Staff at RGS are dynamic, talented and innovative. We have an excellent reputation in preparing colleagues for the next stages of their career whether as teachers or support staff and will find a wealth of opportunities available here with regard to their professional development. We ask that all staff choose and sign up to something that genuinely interests and excites them and that they work on this throughout the course of the academic year. We currently have staff undertaking NQOs, staff involved in our Challenge Senior and Middle Leaders courses and approximately 45 staff involved in our Strategy Groups which are designed to feed into our school priorities. Additionally, we offer First Aid courses, Mountain Leaders courses and Health and Safety qualifications but to name a few. See [here](#) for more details.

High Wycombe

The Royal Grammar School is about one mile from the centre of High Wycombe, which has a large shopping precinct, several out-of-town shopping areas, a theatre, two multiplex cinemas, new sports centre with a 50m competition pool and a large Waitrose. High Wycombe is 25 minutes from London Marylebone on a fast train, the station being 10 minutes' walk from the school. The town is well-served by cultural and sporting activities. There is considerable apartment accommodation in the town itself though within a short distance the suburbs, with a range of housing stock, commence in all directions. High Wycombe is surrounded by attractive villages, which offer a range of housing from idyllic cottages to large detached properties in the countryside. The town of Marlow, an attractive riverside market town, is a few minutes' drive and Oxford is easily reached via the M40 or by train. Buckinghamshire is renowned for its schools with a range of excellent state primary schools, prep schools, grammar schools and non-selective secondary schools.

How to apply

Please complete the application form. Further information should be added to the 'supporting statement' section in the form. If you wish to send your cv, please email it directly to the Headmaster's PA at dmc@rgshw.com.
