



September 2025

# Head of Rugby

UPPINGHAM



## From the Headmaster, Dr Richard Maloney



Uppingham School has, arguably, the very best sports facilities in the country underpinned by a genuine commitment to sporting excellence. For our aspirations to be met, we want to recruit the most talented people to join our world-class sports coaching team.

Rugby is a hugely popular sport at Uppingham. Many pupils play for enjoyment but want to be as proficient in the game as they can be. Others aspire to play rugby at the highest level. All of them want to enjoy playing the sport.

Our new Head of Rugby will build on excellent foundations and grow a genuine enthusiasm for the game amongst Uppinghamian. Ultimately, from those beginnings, the incumbent will deliver a strong and nationally regarded rugby programme.

As a full boarding school, we have 850 girls and boys who play sport every day of the week. Many Uppinghamians aspire for excellence in their sporting discipline, others simply enjoy the camaraderie of team games. Sport is part of our identity as a school.

We hope you find this a challenge you want to take on. You will find the facilities wonderful, the people fantastic, and our ambition unparalleled. We aspire for Uppingham to be the very best school and want only the very best people to work with us.

I look forward to meeting you.

**Dr Richard Maloney**  
Headmaster



## Sport at Uppingham

Uppingham's vision for sport is to create an environment where all pupils can achieve success in sport, from engagement and participation through to competition and performance. We encourage every pupil to take part in and enjoy the many sports on offer, catering for all abilities and talents. We believe that encouraging pupils to understand that personal fitness is essential as part of a healthy lifestyle is an important aspect of the education they receive at Uppingham.

All pupils take part in three sessions of sport each week, including a whole-school programme of games fixtures and other sports on Saturday afternoons. The younger year groups have their weekday sports sessions separately from the three upper year groups, which enables us to make optimum use of the expertise of our graduate sports assistants and other professional coaches.

The School has a superb Sports Centre, opened in 2010 by Lord (Sebastian) Coe, and an enviable number of playing fields, covering some 65 acres. Depending on the season these grounds can accommodate many different sports. There are also three Astroturf hockey/tennis surfaces, hard court tennis courts, netball courts, fives courts, a shooting range, climbing wall, an historic 1st XI cricket pitch and a state-of-the-art Golf Studio.





## About the role: Head of Rugby

We seek to appoint a Head of Rugby who will lead, manage and deliver Uppingham's rugby programme. The appointee will play the central role in the development of rugby at the School; guiding and supporting our rugby teams and coaching staff.

The Head of Rugby will ensure that players of all abilities are able to reach their potential, whether that is facilitating opportunities for aspirational players whose talents can take them to County, Academy or National level, or enabling a player to advance within our own team structure.

Within our academic programme we aspire to a teaching culture in which pupils of all ages and aptitudes are enthused, inspired, nurtured, stretched, and supported, and the same culture is expected within the delivery of our sports programme.

The Head of Rugby will keep abreast of developments within the sport so that the rugby programme at Uppingham remains progressive, best practice is shared, and coaching staff are able to uphold the standards expected within the game.

Given the quality of Uppingham's facilities and sporting aspirations, the Head of Rugby will have a particular responsibility to attract and retain the best rugby players through our Sports Scholarship programme.

Quite simply, the Head of Rugby must enable every rugby player, at any level, to participate in, enjoy and excel in this vibrant sport.

## About the person

We are looking for an outstanding and inspirational coach who ideally has experience of playing or coaching rugby at the highest level, as well as a track record in the development of young rugby players.

The appointee will be a strong, dynamic and inspirational character with unimpeachable rugby knowledge, a strong degree and exemplary coaching qualifications. A track record of first-rate coaching and a demonstrable rapport with school-age rugby players is vital.

The ability to inspire others, communicate well, and to lead and work as part of a team are essential.

An appreciation of the wider life of a seven-day-week boarding school is a prerequisite, along with a willingness to take part in the boarding and extra-curricular programme

## Teaching at Uppingham

### Remuneration and Benefits

The School offers an extensive range of benefits including a school fee discount scheme for children of staff, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in retail outlets, restaurants, cinemas and with holiday providers.

All members of staff are expected to live within reasonable distance of the School so that they can contribute to boarding school life easily and effectively. Assistance with reasonable removal expenses is provided. School property is sometimes available initially, at a subsidised rate, for those who wish to rent, and some partly furnished flats are provided for those coming straight from university or overseas. Most staff prefer to buy their own houses in due course, and there is a wide range of property available in the town and surrounding villages.

One of Uppingham's great community strengths is dining in house. Each day teaching staff are invited to lunch in a boarding house; a genuine pleasure in the midst of a busy week.

### Life in Rutland

Rutland – England's smallest county – is located in a beautiful part of the country. Alongside the stunning countryside, with Rutland Water only six miles away, there are a mass of leisure pursuits on our doorstep.

The town offers a range of independent stores and its location allows access to a number of thriving cities and towns. Uppingham is equidistant between Peterborough and Leicester which have excellent shopping centres, and Leicester, Nottingham and Birmingham all enjoy first-class theatre and concert facilities. Cambridge can be reached in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough.

Uppingham town has nurseries, two maintained primary schools and an 11-16 community college, with sixth form colleges in nearby towns, such as Oakham and Stamford. There is a considerable community of young children within the area.

## The next steps

### Closing date:

Friday 24 January 2025, 09.00

### Interviews:

W/c Monday 3 February 2025

Informal enquiries about the post may be made to the Director of Sport, Nick Gandy, (01572 820836 or nrg@uppingham.co.uk).

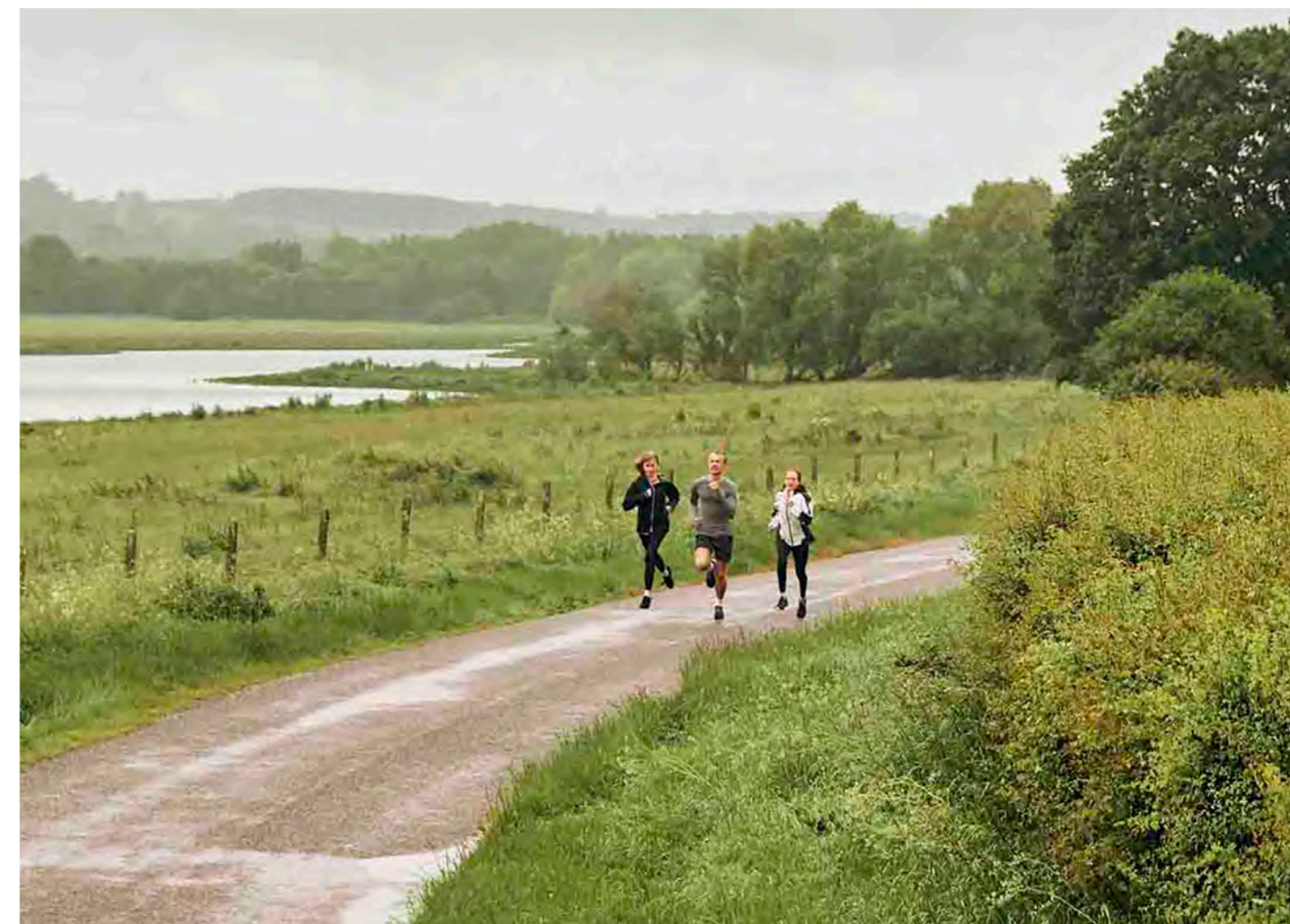
Applications must be made on the School's application form, which can be obtained via the School website or from hr@uppingham.co.uk.

Completed applications must reach us by the closing date and should be returned to hr@uppingham.co.uk or by post to:

HR Department, Uppingham School  
High Street West, Uppingham, Rutland LE15 9QE

*Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.*

*At Uppingham School, we value a truly inclusive, fair and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels. We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.*





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## Job Description

Job Title: Head of Rugby  
Reports to: Director of Sport

### Job context

Uppingham School is a co-educational, boarding and day school serving 850 pupils aged 13-18. The teaching staff number 120. Teachers are supported by professional services departments responsible for grounds and gardens, commercial enterprises, marketing, business development, human resources, IT, finance, health and safety, health care, operational services, and estates. Uppingham School has the highest ambitions. We aim to be the school of first choice in the UK and believe that our holistic educational philosophy encapsulates what twenty-first century education ought to be.

Uppingham School has a strong sporting tradition and prides itself on offering a variety of sports to its pupils as well as enabling all pupils to have a high-quality experience of playing and developing in their chosen sports. Uppingham School's vision for sport is to deliver a programme that is inclusive, flexible, and supportive of our pupils' needs, and where all pupils can share an approach based on participation, personal development, and individual and collective performance.

Rugby is one of Uppingham School's primary sports for boys and we have a vision for rugby to be played to a high-performance level as well as being a sport that can be enjoyed by all. At present, rugby is played by pupils in the Autumn Term, with 7s Tournaments in the Spring Term. Training takes place throughout the year. There are currently up to 13 teams playing rugby and the School has numerous grass pitches. Girls' rugby has recently been re-introduced at Uppingham and initiatives around this would be welcomed. Other facilities include a state-of-the-art Sports Centre, a recently upgraded fitness studio, sports hall, gymnasium, and swimming pool.

The Head of Rugby is supported by an experienced and qualified coaching staff, as well as by an Athletic Development Coach, Physiotherapist, and Performance Analyst.

### Job purpose

To be the person responsible for leading, managing and delivering Uppingham School's rugby programme. The postholder will also be expected to make a positive contribution to the Sports Department as a whole and to contribute to other sports when required.

The postholder will also be expected to be a tutor in one of the School's boarding or day houses and to take a full part in the School's professional development programmes.

### Your accountabilities

- To lead and manage a rugby programme from participation to performance:** ensuring there are rugby playing opportunities for pupils of all abilities and that there is a commonality of approach and experience across all age groups and all abilities; planning and delivering high quality technical, tactical, physical, and mental skills training.
- To develop, integrate and facilitate a Player Development Pathway for our aspirational players:** facilitate appropriate playing opportunities at county, regional, Academy and national level and develop partnerships with Premiership clubs.
- To develop and promote a common coaching philosophy and common playing philosophy for rugby:** develop a clearly defined rugby playing philosophy which is aligned with the Director of Sport's vision and which is adapted to the skills, abilities, and experiences of the pupils; ensure that staff pursue excellence in their rugby coaching.

# UPPINGHAM

- 4. To develop and deliver a Coach Education Programme for the rugby coaching staff:** ensure there are opportunities for training and continuous professional development of rugby coaching staff; that there is a culture of sharing best practice and the pursuit of cutting-edge knowledge surrounding rugby coaching; create a common culture of coaching and player skill development; quality assure the standard of coaching to pupils.
- 5. To recruit and retain aspirational rugby players through our Sports Scholarship programme:** develop close links with prep schools through regular visits, IAPS events, rugby coaching and delivering rugby masterclasses; identifying potential rugby candidates for our 13+ and 16+ Sports Scholarships; ensure that there is continued development of players through participation in the Scholars' programme.
- 6. To meet all safeguarding responsibilities:** as directed by the School's policies relevant to safeguarding, the welfare of children and young people, and that pupils engaging in rugby do so in an appropriate manner, are registered and accounted for. This includes promoting the School's policies on equality, diversity, and inclusion (EDI).
- 7. To ensure that Uppingham's rugby provision is in line with our health and safety protocols:** ensure that player safety and welfare are the cornerstones of rugby coaching and that all rugby training and competitions are in line with England Rugby guidance and age grade playing and safety protocols.

## Outcomes

- 1. To lead and manage a rugby programme from participation to performance:** player numbers are good, and pupils of all abilities are engaged and enjoy their participation in rugby; coaching sessions are planned, co-ordinated and delivered in a safe, purposeful, and enjoyable environment; Uppingham School has teams in the national schools' competitions and there are appropriate inter-school fixtures and inter-house competitions. Rugby achievements are publicised, and a rugby tour is organised in line with our sports touring rota every three years.
- 2. To develop, integrate and facilitate a Player Development Pathway for our aspirational players:** Uppingham School has players in representative rugby and in Academy Rugby training programmes; there are all year-round training and playing opportunities for our aspirational players, who receive specialist support and extra coaching, strength and conditioning training, and are mentored on our Scholars' programme.
- 3. To develop and promote a common coaching philosophy and common playing philosophy for rugby:** there is a clear and consistent coaching philosophy which is understood and delivered by the coaching staff to all teams, and a distinctive 'Uppingham Way' of playing rugby has been developed.
- 4. To develop and deliver a Coach Education Programme for the rugby coaching staff:** there are regular INSET courses organised for coaching staff and opportunities for external coaching courses are identified and provided; Uppingham School has a coaching staff that is motivated and qualified and there are rugby coaching resources available on UPPnet (the School's intranet).
- 5. To recruit and retain aspirational rugby players through our Sports Scholarship programme:** Uppingham School becomes the destination of choice for aspirational young rugby players who add significant value to the standard of Uppingham School's rugby. The Head of Rugby has good relationships with prep school Directors of Sport and Heads of Rugby.
- 6. To meet all Safeguarding responsibilities:** pupils of concern are reported using PIMS or *MyConcern* when required and there is a culture of positive inclusion in all rugby sessions where pupils of all backgrounds feel included and valued.



# UPPINGHAM

7. **To ensure that Uppingham's rugby provision is in line with our health and safety protocols:** Player safety and welfare are the priorities of the rugby coaching programme and there are clear guidelines on safety when playing and coaching rugby. There is a rugby-specific risk assessment which is regularly updated and in line with England Rugby safety and age grade protocols.

## **Qualifications, skills and experience, personal qualities required**

### Skills and experience

- Experience of working with elite/aspirational rugby players (necessary)
- Experience of coaching school-age rugby players (necessary)
- Experience of playing and/or coaching rugby professionally (desirable)
- Experience of playing and/or coaching international rugby (desirable)
- Evidence of being able to work to higher level rugby coaching qualifications (necessary)
- Experience of administration and organisation of sporting programmes (necessary)
- Have an active involvement in relevant regional, national and/or international organisations and associations (desirable)

### Qualifications

- Level 3 qualification in Rugby Coaching (desirable)
- Good honours degree in a sport-related discipline
- Nationally recognised coaching and/or other vocational qualifications relevant to the sport and fitness industry.

### Personal qualities

- Strong communication skills, both interpersonal and public
- Decisive and confident in organisational management
- Possessing the capacity to analyse and improve systems.
- Personable, supportive and able to motivate and work in a team.

## **Key relationships**

- Director of Sport
- Deputy Director of Sport (Coach Development)
- Senior Rugby Coach
- Sports Performance Coach
- Sport Administrator
- Grounds Team
- Uppingham's pool of rugby coaches
- Athletic Development Coaches
- Physiotherapy Team
- Woodfield Medical Team
- Director of Marketing

## **Benefits**

### Holidays

The annual holiday entitlement is all Uppingham School holidays, although coaches will be required to work limited reasonable time during the holidays at key periods, as designated by the Headmaster. No holiday may be taken during term time. Public holidays that fall within term time are normal working days.

### Other Benefits

- 50% contribution to premiums for Uppingham School's private health scheme
- Death in service cover with a lump sum of twice annual salary
- Free membership of dual-use Sports Centre (£25 annual admin fee)

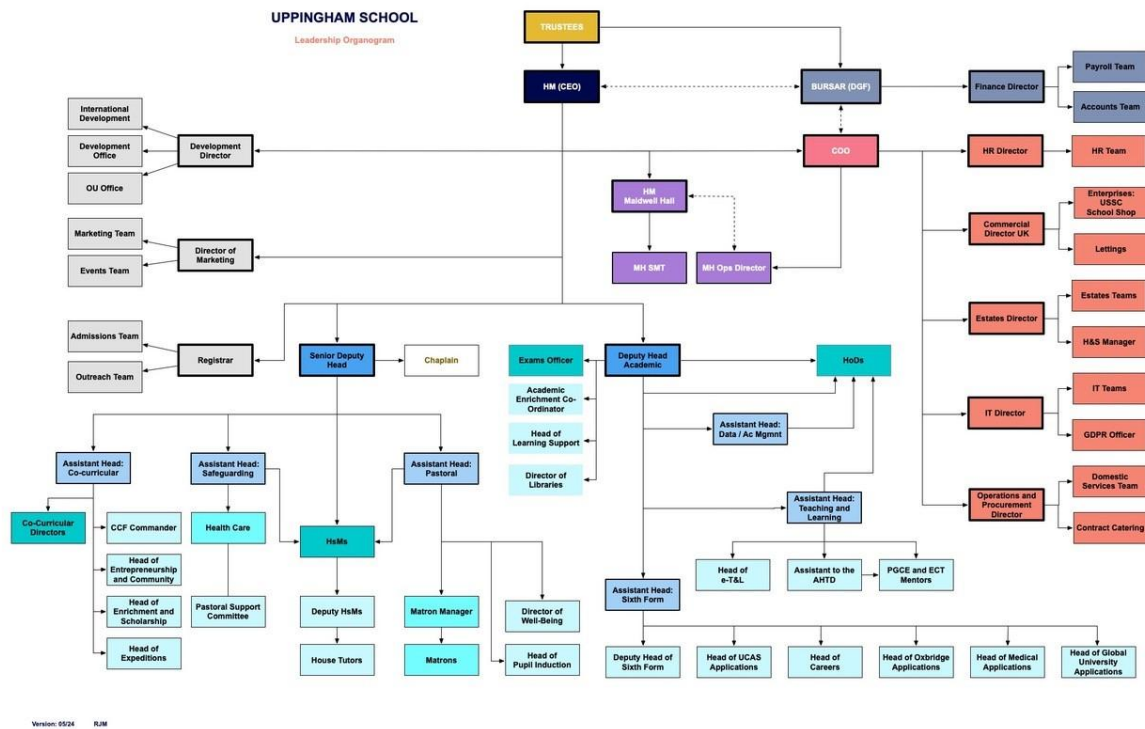
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- Free staff lunches in term-time
- School fee day place discount for children of staff
- Retail and restaurant discounts, via Westfield platform
- Cycle to work scheme
- Free annual influenza jabs
- Westfield health care package
- Recognised as a 'Disability Confident' employer
- Recognised as a 'Mindful' employer

## Safeguarding

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and always ensure compliance with the School's Safeguarding (Child Protection) Policy. If, while carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or to the Headmaster.

## Organisation chart



## Note

This role description is not an exhaustive list of what may be expected from any coach in the course of their work. The role description is non-contractual and may be amended by the School from time to time.