



RATCLIFFE
COLLEGE

Appointment of

RUGBY COACH

FIXED TERM - AUTUMN TERM 2026 & SPRING
TERM 2027



**BEGIN HERE,
GO ANYWHERE.**

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HEADMASTER'S INTRODUCTION

Welcome to Ratcliffe College.

I am delighted that you are considering applying for a role at our wonderful school. First and foremost, Ratcliffe College is a fantastic place to work. We are blessed with a beautiful physical environment set in almost 200 acres of rolling Leicestershire countryside. Our staff, teaching and non-teaching, work in harness, daily, to provide a safe, secure, and nurturing environment for the children and young people to enjoy. Our collegiality is built on the foundations of the College's Catholic faith, which welcomes everyone with the same universality of warmth and respect, embracing difference and cultivating an authentic community which values everyone equally.

As a Catholic School with a proud Rosminian heritage which has endured since our Foundation in 1847, our aim is to help young people to achieve their greatest potential, guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others. Together, we aim to develop honest, confident, responsible, and compassionate members of society, based on the educational values of Blessed Antonio Rosmini, inspired by our school motto, *Legis Plenitudo Caritas* or Love is the fulfilment of the Law.

At Ratcliffe College, Christ is very much at the centre of all that we do. So, if our Mission resonates, and you believe you can be happy and thrive here, I encourage you to apply and join our team of staff as we fulfil our Mission.

I wish you all the very best of luck with your application.

Yours sincerely,

Kind regards,



Mr J. P. Reddin,
Headmaster.

BEGIN HERE, GO ANYWHERE.





OUR MISSION STATEMENT

“Learning and Growing in the Light of the Gospel.”

With Christ at the centre of our learning we:

- Help young people to achieve their greatest potential.
- Guide their intellectual growth, nurture their God-given talents, and inspire them to live in service to others.
- Aim to develop honest, confident, responsible and compassionate members of society, based on the educational values of Blessed Antonio Rosmini.

Our core Rosminian values:

1. Legis Plenitudo Charitas: Love is the Fulfilment of the Law.

Our community recognises each individual as a unique part of God’s creation, nurtures in each a sense of dignity and self-worth, and fosters supportive and caring relationships.

2. Rosminian Education pursues the perfection of both human nature and the human person.

Our students’ intellect and talents are formed by a broad and balanced curriculum, responsive to and supportive of students’ needs and aspirations. Our students’ moral integrity is developed through the teaching, celebration and the living of Christian faith.

3. Intellectual integrity leads us to the Truth.

God is the source of all truth. Our staff are encouraged to foster intellectual curiosity, honesty and achievement in their students and within themselves.

OUR VISION

To be a leading independent day and boarding school, which is financially secure.



SCAN THE CODE
3-YEAR STRATEGY
DEVELOPMENT PLAN
2025-2028.

ABOUT RATCLIFFE COLLEGE

Ratcliffe College is an Outstanding Roman Catholic, co-educational, day and boarding school for students aged between 3 and 18 years, founded in 1847 by the Institute of Charity (known as the Rosminians).

Whilst Ratcliffe operates as a Catholic school, children are welcomed from other denominations and faiths whose parents feel they can share in, and benefit from, the ethos and environment of the College. The majority of students at Ratcliffe are day students drawn from the local catchment area of Leicestershire, Nottinghamshire and Derbyshire.

The Senior Leadership Team comprises:

- **Headmaster**
Mr J Reddin, BSc, MSc, NPQH
- **Senior Deputy Head**
Mr K Ryce, BA, MSc
- **Deputy Head Pastoral**
Mr J Rainer, BA, MA
- **Director of Safeguarding**
Mr J Masterton
- **Assistant Head Academic**
Ms J Davis, BA, MSc
- **Assistant Head, Head of Sixth Form**
Mr B Harrison, BA
- **Head of Preparatory School**
Mrs S Boccaccini, MEd, MSc, MCCT
- **Deputy Head of Preparatory School**
Mrs M Markham, BMus
- **Director of Finance and Operations**
Mr C Bellamy, HND

Boarding Community

Ratcliffe benefits from a vibrant, warm and welcoming boarding community that has long been part of the School's history. All students are encouraged to participate in boarding during their years at school – as full, weekly, part-time or occasional boarders. Its close-knit community of friends and teachers' is a supportive environment where our young people thrive.

Our boarding community comprises students from both the UK and overseas, including those who join through our partnership with the Academy at Leicester City Football Club.

The College also offers several short-term international boarding programmes throughout the year, including 3–4 immersion taster experiences and an annual International Summer School, all delivered by Ratcliffe staff.

Boarders benefit from a strong pastoral framework. Each student is supported by a Form Tutor who monitors their academic progress and personal development, alongside the care and guidance provided by a dedicated and experienced boarding team.

“ We witnessed calm classrooms with engaged students working independently, or in covert huddles.

The Good Schools Guide (2024)



Boarding Structure and Co-Curricular Life at Ratcliffe College

The coordination and oversight of all boarding arrangements are the responsibility of the Deputy Head Pastoral, Mr J Rainer, supported by the Housemaster, Mr J Estevez, and Housemistress, Mrs L Webster. All members of the boarding leadership team reside on site with their families, contributing to the warm and inclusive atmosphere of the boarding community.

Ratcliffe College maintains a family-friendly community. This is supported by the enclosed campus and the layout of the main school building, which houses both academic departments and communal boarding facilities, promoting daily interaction between students and staff.

Co-Curricular Opportunities - The 'Big Six'

Ratcliffe operates a ten-day timetable over two academic weeks (Monday to Friday, with no Saturday morning lessons). However, many day students choose to remain on site after lessons to complete their prep or to take part in the School's wide-ranging co-curricular programme. Sport, Music, Drama, Combined Cadet Force, the Duke of Edinburgh's Award Scheme and Caritas are all extremely popular, in addition to which there is a full and varied programme of lunchtime and after-school activities, together with a variety of Sixth Form clubs on offer.

Weekend Activities and Enrichment

An engaging weekend activities programme is in place, including inter-school sports fixtures on Saturdays. Most boarders remain on site over the weekend, attending Sunday Mass in the College's chapel and taking part in the weekly Boarding Community Trip and local excursions.

This high-quality programme is a distinctive feature of life at Ratcliffe, enriching students' overall experience. A variety of day and residential educational visits take place throughout the year, while Activities Week at the end of the Summer Term exemplifies the College's commitment to educating the whole child.



Co-curricular offering is the lifeblood of the College. Pupils say they are never bored.

The Good Schools Guide, 2024.





ACADEMIC EXCELLENCE

Ratcliffe students enjoy an excellent all-round balanced education, underpinned by the College's core Rosminian Catholic ethos.

While students at Ratcliffe have a broad range of ability, academic success is strongly encouraged, valued and recognised; indeed, the greatly improved academic standards in recent years have proved popular both with parents and prospective parents, as reflected in the numbers of students applying to join the College.

Ratcliffe College has repeatedly ranked in the top 1% nationally for value added results at A Level.

A Level results achieved in 2025:

- 45% of A Level grades A*/A
- 71% grade B or above.
- Ten percent of students achieved A*/A*/A or better.
- One in four students achieved A Level or BTEC grades equivalent to A/A/A or higher.

Over 90% of students typically achieve their first choice pathway for life after School. This includes students taking up places at Oxford, Cambridge, and other highly selective Russell Group universities; for Medicine, Dentistry and Veterinary Science; and at universities abroad.

Scan to view the full
ISI Inspection Report.



THE BENEFITS OF WORKING AT RATCLIFFE COLLEGE



SCAN THE CODE
VIRTUAL CAMPUS
TOUR.



Free lunch and refreshments



Free parking on-site



Defined Contributions Pension Scheme



Professional Development opportunities



Staff Wellbeing

- Staff Wellbeing Committee
- Free staff social events
- Access to on-site Medical Care
- Ratcliffe College Community Committee



Sport and Leisure

- Free use of the on-site gym (at specified times)
- Leicestershire County Cricket Club family tickets (limited)



PLENITUDO

EST. 184



VACANCY

RUGBY COACH

1ST SEPTEMBER 2026 UNTIL 19TH MARCH 2027.

We are seeking an experienced and enthusiastic rugby coach to enhance and complement the existing rugby provision within the Senior School. Excellent facilities are provided to coach students from Year 7 to Year 13.

Ratcliffe College prides itself on having a forward-thinking and dynamic sports department. Rugby at Ratcliffe is at an all-time high, and we are seeking to complement our department with a knowledgeable and enthusiastic Rugby Coach who shares our drive for excellent coaching and outstanding sports provision.

Joining our experienced and supportive Sports department, the successful candidate will help inspire and develop the next generation of players, opening doors to county, academy and professional pathways.

Ratcliffe College is a diverse and inclusive community, committed to using collaboration, curiosity and expertise to uncover the best in every student and member of staff. We welcome applications from all backgrounds and sectors of education and sports coaching. Equity and service are fundamental to our practice, inextricably linked to a desire for excellence in all aspects of school life.

Working hours:

Autumn Term:

Monday, Tuesday & Thursday 2-4pm & 4.30pm - 6pm plus Saturdays dependent on fixtures.

Spring Term:

Hours to be confirmed.

For an informal discussion, please contact Mark Cole (Director of Sport and Co-curricular) mcole@ratcliffecollege.com for further information.

The advert will close when a suitable candidate is appointed, therefore early application is advised.

Rate of pay: dependant on experience and qualifications

JOB DESCRIPTION

Job Title: Rugby Coach

Responsible to: Director of Sport and Co-Curricular Activities

Accountable to: Deputy Head Pastoral

Key Responsibilities:

Coaching Player Development

- Deliver high-quality coaching to Students across all age groups, from beginners to advanced players.
- Plan, deliver, and evaluate engaging training sessions that develop technical skills, tactical understanding, and a love for the game.
- Provide individual player feedback and development plans where appropriate.
- Support the performance pathway for talented cricketers, including preparation for county, regional, or national opportunities.

Fixtures Competitions

- Lead and manage school rugby teams during midweek and weekend fixtures as part of the school's competitive programme.
- Organise match-day logistics including team selection, warm-ups, equipment, and post-match analysis.
- Promote sportsmanship, teamwork, and high standards of conduct during all competitive events.

Programme Administration

- Assist with the planning of termly rugby programmes, training schedules, and holiday camps.
- Contribute to risk assessments, safeguarding compliance, and general administration related to sport.
- Maintain rugby equipment and ensure facilities are safe and prepared for training and matches.

Wider School Involvement

- Support whole-school sporting events such as Sports Day, inter-house competitions, and open days.
- Engage positively with parents, colleagues, and pupils to foster a supportive and energetic sporting culture.
- Contribute to the pastoral life of the school where appropriate.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	RFU Rugby Coaching qualification, minimum Level 1 is essential and proof of continued development	Other relevant professional qualifications
	Driving licence	
Knowledge & Experience	Proven experience coaching rugby across multiple age groups	Experience coaching and/or playing at county, regional or national level
	Safeguarding and Child Protection legislation	Experience of dealing with pastoral issues
		Experience within an independent school setting
		Experience organising tours, residential or international trips
		Understanding and experience of working in inclusive settings
Skills	Strong leadership and organisational skills	Ability to teach children in Key Stage 2
	Excellent communication and interpersonal abilities	Good IT knowledge in Microsoft Office applications to include Word, PowerPoint, Excel, SOCS
	Build and maintain relationships through effective interpersonal skills	
	Strong leadership, management, organisational and administrative skills	
	Excellent communication skills to inspire, challenge, motivate and empower others	
	Think creatively to anticipate and solve problems	
	Ability to manage own time effectively	
	Empathetic, sympathetic, calm under pressure, patient, international in outlook	
	Ability to drive the School Minibus	
Personal qualities	Commitment to the ethos and aims of the College as a Catholic institution	
	Initiative and enthusiasm in all aspects of your work	
	Hard working and determination to meet deadlines and go the 'extra mile' for the pupils in your care	
	Ability to maintain appropriate and supportive relationships with children and colleagues	
	Positive attitude towards your work and a willingness get involved in new initiatives	
	Confidence in speaking to a variety of audiences including pupils, staff and parents	
	Ability and willingness to contribute to, and support, the school's co-curricular programme	



HOW TO APPLY

1

COMPLETE AN ONLINE APPLICATION FORM

[Visit our vacancies page.](#)

Please follow the link above to visit the main vacancies page on our school website. Search for the vacancy you wish to apply for, complete the online application form in full and submit it to us before the closing date.

2

INVITED TO INTERVIEW

If you do not hear anything further within two weeks of the closing date, please assume that you have not been successful on this occasion.

Ratcliffe College reserves the right to interview and appoint ahead of the closing date.



RATCLIFFE TERMS

Child Protection

Ratcliffe College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. This role is exempt from the Rehabilitation of Offenders Act 1974, and applicants are required to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules), in order to assess their suitability to work with children.

For further information, please see the [Recruitment, Selection and Disclosures Policy](https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974) and <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The College is also registered for the processing of personal data in accordance with the Data Protection Act 1998. Such checks are required in accordance with the Recruitment, Selection and Disclosures policy and the Data Protection policy. Copies of these policies may be obtained from the Director of Finance and Operations upon request.

The appointment is subject to satisfactory:

- References, of which one must be from a current or most recent employer if not currently in employment
- Disclosure and Barring Service check (including children’s barred list check if appropriate)
- Open source check
- Proof of identity
- Right to work check
- Qualifications check
- Health screening





EST. 1847

RATCLIFFE

COLLEGE

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