



Redden Court
School



RECRUITMENT PACK

SPORTS COACH AND COVER SUPERVISOR (SECONDARY)



Dear Colleague,

Post: Sports Coach and Cover Supervisor (Secondary)

Thank you for your interest in this post. To help you decide if the job would suit you please read through this recruitment pack, which we hope will give you a flavour of what the school is about and of what we expect from the successful candidate.

Redden Court School is a high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen which was recognised as being an Outstanding School in 2022. We are very proud of our school, our students and the Harold Wood community in which we serve.

Our vision is focused on 'Commitment to Success for All' with aspiration for all members of our community. Redden Court is the founding member of the Success for All Educational Trust.

If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed [here](#) by the deadline of Monday, 7th September 2026 at 12pm. Interviews will take place week beginning 14th September 2026. We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

If you wish to have an informal discussion about the post before applying please feel free to contact Mr T Hughes on 01708 342293 or by emailing thughes@reddencourtcloud.co.uk. Our last Ofsted report can be found [here](#)

I look forward to receiving your application.



Yours sincerely,

A handwritten signature in black ink, appearing to be 'A Henry'.

Mr A Henry
Headteacher

GENERAL INFORMATION

The Redden Court School motto "**Committed to Success for All**" embodies what our school believes in and represents our common goal. We aim to incorporate this vision into everyday school life and ensure that all students have the best opportunities made available to them. Success can and will be found in different goals for a vibrant and varied student body and we value all of our students as individuals with unique talents and interests. We support our students to always be the best that they can be.

Notable Achievements

- In May 2026, Redden Court School was shortlisted for the Teacher Development Initiative of the Year TES Award.
- In 2025, Redden Court School was the winner of the Safeguarding Initiative Award with SACPA
- In 2022, Redden Court School was recognised as being an Outstanding School with the additional accolade of being Outstanding in all areas
- In 2021, Ofsted recognised there was enough evidence of improved performance to suggest that the school could be judged outstanding if the inspectors were to carry out a section 5 inspection now. The school's next inspection will be a section 5 inspection
- In 2021 we were awarded the Wellbeing Award for Schools
- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area

Building and Resources

The school is situated in Greater London, Romford, close to the M25, A12 and A127 and just 10 minutes walk from Harold Wood Railway Station. The school has on site parking for staff and visitors.

The school was built in 1931. Over the years we have expanded the site to accommodate our growing number of students, including two brand new buildings. We have new state of the art facilities in Science, technology and PE. Furthermore, there has been lots of renovation to the existing buildings which makes the school a pleasant learning environment for students and those to come. Our students enjoy well presented classrooms, clean and well kept facilities as well as pleasant dining and social time areas.

SLT

- Mr A Henry, Headteacher
- Mr S Carrington, Deputy Head (Quality of Education)
- Mr K Ward, Deputy Head (Behaviour, Attitudes and Safeguarding)
- Miss T Greaves, Assistant Head (Curriculum, CPD and Teacher Training)
- Ms J Tyldesley, Assistant Head (Inclusion and SENCo)
- Mr T Hughes, Assistant Head (Student Achievement)
- Mr D Pendred, Assistant Head (Technology and Communication)
- Mr M Hoque, Assistant Head (Personal Development and Enrichment)
- Mrs C Jacques, Assistant Head (Teaching and Learning)
- Miss C Morris, Director of Administration

Staff

We have 72 teachers, who are supported by 60 professional and competent Learning Support Assistant and support staff. We work as a unified team to support and enhance the learning experiences of our students.

Pastoral Care

We currently have 1066 students at Redden Court School. The pastoral team is particularly well staffed and this allows us to form a wide and comprehensive net of care around our student body.

The team is made of:

- Deputy Head - Pastoral Care
- Pastoral Director
- 5 non-teaching Heads of Year
- Home School Support Worker
- Education Welfare Officer
- 2 Learning Mentors
- 3 Student Service Officers
- Pastoral Support Officer
- Pastoral Administration

We also buy in counselling and mentoring services which, taken as a whole, provides a support base to our students which is second to none.

SEND

We are proud of our reputation for achieving exceptional outcomes for our children with special educational needs and disabilities. We support our students with SEND in mainstream with a combination of in-class support systems and withdrawn interventions. Children who need a higher level of support are educated in our Nurture Group and move on to study GCSEs on the Blue Pathway where they benefit from small classes and a high ratio of adults to children.

Redden Court also supports some children with EHCPs using our Additional Resourced Provision (ARP) funding. We are pleased to be able to offer bespoke packages of support for our children with the most complex needs.

Our dedicated SEND team consists of 6 SEND Teachers and 22 Learning Support Assistant (LSAs) managed by our deputy SENCO. Leaders on the SEND team are highly invested in developing staff. Many former LSAs have found their experience on the SEND team to be a vital step as they move towards new careers in teaching, mentoring, counselling or other pastoral work with children. At Redden Court, we have a strong tradition of encouraging our staff to develop their careers.

CPD and Training

We invest heavily in our own staff training and development at all levels, from Initial Teacher Training, Associate and support Staff, through to Senior Leadership level. We run an in-house comprehensive programme each year which includes whole school CPD, faculty training, ECT and RQT professional studies, ASPIRE Teaching and Learning workshops and additional voluntary training sessions. We also offer a wide range of opportunities for staff to gain leadership experience such as termly or yearly secondments onto the pastoral team or senior leadership team. In addition we subscribe to the National College and actively encourage staff to take responsibility for their own professional development by completing courses and certificates online.

Wellbeing

Redden Court values its staff well being. We endeavour to offer a holistic approach to ensure all our stakeholders are supported in their emotional, physical and mental health.

We offer the following staff benefits:

- Child places at Redden Court School are available for staff who are employed at the school (subject to conditions).
- Career Development (apprenticeships, support towards achieving further qualifications, leadership programmes, progression opportunities, teacher training, shadow opportunities and a vast CPD programme of relevant courses)
- Pension
- Two week October half term
- Access to the Employee Assistance Programme (24/7 wellbeing and counselling service, legal, financial and medical information, virtual GP and Advanced Nurse Practitioner service, online physiotherapy service, cancer awareness and nurse support)
- All teaching staff are allocated a Chromebook
- Multi Gym available for staff use
- Staff supervision sessions with a trained professional
- Cycle-to-work scheme
- A regular staff survey consults staff and takes actions based on the results.

Values and Ethos

At Redden Court School our staff values are closely aligned to our student values, ASPIRE. Every individual is valued for what they contribute to our community.

- ★ **Ambitious** - To be passionate in our desire and determination to achieve success and exceed our potential.
- ★ **Supportive** - To provide encouragement, physical and emotional support to others where it is needed.
- ★ **Professional** - To recognise ourselves as role models and demonstrate positive examples to students and each other at all times.
- ★ **Innovative** - To be creative and open to change and new ideas.
- ★ **Respectful** - To treat others with dignity and respect; to celebrate and welcome diversity.
- ★ **Equality** - To promote and ensure that every individual has an equal opportunity to make the most of their lives and talents.

Collectively these values help to raise standards, develop positive behaviours and develop individuals. We recognise that through these values our staff work towards a common goal that supports the vision for our school.

ADVERT

Sports Coach and Cover Supervisor

Scale 4 point 7-10

Actual Salary - £25,384 - £26,493

36 hours per week - 38 weeks per year -Term Time only

Required for a November 2026 start

"Pupils are proud to attend this school. They say it is friendly, warm and safe. Pupils have respectful relationships with teachers."

"Teachers are enthusiastic subject experts. They check pupils' understanding often. Pupils' work and attitudes to learning reflect teachers' high expectations."

Pupils flourish here. They work hard in class and take their education seriously"

"The provision for pupils' wider development is exceptionally well thought through"

"Leaders have high expectations of all pupils' achievement"

"The behaviour of pupils is exemplary. Pupils are motivated by rewards for showing their positive attitudes, such as trying hard in class or being helpful around the school. They are polite and respectful and readily celebrate their peers' successes"

Ofsted

We are seeking a well-qualified and enthusiastic Sports Coach and Cover Supervisor who can make a significant impact on the extra curricular programme, the PE Faculty and the school as a whole.

As one of the top state schools for sport in the borough and the county, PE and the extra-curricular programme is at the heart of school life. The faculty is very successful with an enviable reputation both locally and regionally in a wide variety of sports, participating in a significant number of national finals and holding several regional titles each year.

The successful candidate will support the schools extensive PE Faculty programme, extra curricular clubs and Sports Academy and should have a strong background in teaching PE and various sports. In this role the candidate will ensure that the programme provides exceptional opportunities for all students of all ages and abilities.

As a Cover Supervisor, you would provide cover for teaching staff where immediate, short term or unplanned cover is required when teaching staff are absent.

The role is to manage individuals, groups or whole classes either on their own or in the presence of teaching staff and/or Learning Support staff.

The Cover Supervisor will primarily be responsible for the maintenance of good order and focused activity. This requires behaviour management and interpersonal skills.

As an Ofsted Outstanding school, we believe in Committed to Success for All and continuing professional development and developing the skills and knowledge of our staff through a thorough appraisal system.

Committed to Su

As an employer, we are committed to promoting career development and recognise hard work and effort. As an equal opportunities employer we offer from day one of your employment parental leave, compassionate leave and carers leave at or above the statutory levels. We are committed to wellbeing and flexible working requests which can be submitted from day one.

As an employee, you will be covered by our excellent well-being support and medical cover programmes provided through the [Spark](#) and [Medicash](#) organisations. This includes access 24 hours a day to a GP helpline, physiotherapy, optical support, dental treatment, and access to a counselling service.

Child places at Redden Court School are available for staff who are employed at the school (please ask for more details).

Redden Court School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced Disclosure and Barring Service (DBS) check (with children's barred list check).

Redden Court School is an equal opportunities employer including blind recruitment.

"We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, disability, religion or belief, age or sex and sexual orientation."

Further details can be downloaded from our website www.sfaet.co.uk.

If you are looking to advance your career in a supportive and dynamic setting and are committed to providing the very best experience for our staff and students, we would love to meet you.

The Trust's January 2026 Staff Survey results confirm it is a great, safe, and supportive place to work. Staff are significantly more likely to recommend the Trust as a good employer compared to the national benchmark. This positive sentiment is consistent throughout, with general job satisfaction and communication outcomes also being substantially higher than the national benchmark.

The Trust is a Disability Confident Committed employer and we welcome applications from the whole community. All applications for flexible working will be accommodated if operationally feasible.

The deadline of Monday, 7th September 2026 at 12pm. Interviews will take place week beginning 14th September 2026.

We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

The use of AI is strictly forbidden to assist in any way with the interview/application process.

JOB PROFILE

Job Title:	Sports Coach and Cover Supervisor
Grade:	Scale 4 points 7-10 (£25,384 - £26,493)
School:	Redden Court School
Reports to:	Assistant Headteacher - Curriculum, CPD and Teacher Training

Job Purpose and Context:-

- To provide direction, support and vision to a dynamic PE programme whilst shaping students in a school that values all sports as a major part of its ethos.
- To supervise and support the learning of classes, delivering pre-set work, in cover lessons.

Roles and Responsibilities:-

- To implement strategies to improve the standard of the student's skills and knowledge of sports through training sessions before school, at lunchtimes and after school
- To continue to promote and raise the profile of sports within school and beyond within local, county, and national fixtures
- To establish and maintain a purposeful, positive working atmosphere which supports student progress
- To communicate and consult with parents of students as necessary, including telephone calls, emails and parental meetings
- To contribute to the day-to day running of the PE Faculty
- To act as a cover teacher in PE and non-PE lessons providing professional guidance to classes, setting high expectations of conduct and behaviour and monitoring student progress within the lesson.
- Invigilate and supervise school examinations, tests and assessments.
- Supervise students on or off school premises in the context of trips, visits, concerts, assemblies
- Complete registers and/or use the school's attendance recording systems
- Work within the values, culture and ethos, equality and diversity of the school
- Ensure compliance with Health and Safety law and school procedures, minimising any health and safety risk and security of the working environment

Notes:

1. Redden Court School has a strong commitment to achieving equality of opportunity in its services to the community and the employment of people and expects all employees to understand, comply with and promote its policies in their work and to undertake any appropriate training
2. The post holder is expected to undertake any appropriate training, including recognised professional qualifications, considered necessary to fulfil the role
3. The post holder is expected to demonstrate a flexible approach in the delivery of work. Consequently the post holder may be required to perform work not specifically identified in the job description, but which is in line with the general level of responsibility of the post.
4. This job description will be subject to review with the post holder after one year and may then be reviewed from time to time

PERSON SPECIFICATION

Skills and Abilities	Essential	Desirable	How Assessed Application(A) Interview(I) Test(T)
The ability to coach a variety of sports	x		A, I, T
The ability to work effectively and efficiently as part of a team of professionals	x		A,I
The ability to communicate effectively both in person and in writing	x		A,I,T
The ability to manage, supervise and direct activities for students	x		A,I
Ability to support the use of IT software programmes used in the school	x		A,I,T
Ability to deploy a range of strategies and techniques that promote positive behaviours and maintain order discipline	x		A,I
Understand how young people learn		x	A,I
Understand how ICT can be used effectively to enable students to learn		x	A,I,T
Have knowledge of Health and Safety in the workplace and individual responsibility for safe practice	x		I,A
Understand the importance of Equality and Diversity in the workplace	x		I,A
Knowledge of Safeguarding and Child Protection ensuring that a school is a safe environment for students	x		I,A
GCSE grade C or equivalent in both English and Maths or have competent literacy and numeracy skills	x		A,T
Experience of working with young people in a voluntary or paid capacity		x	A
NVQ3 in Teaching Assistance or equivalent qualification		x	A