



# HAYES SCHOOL

## DIRECTOR OF RUGBY Candidate Pack



### Required for September 2026

Main/Upper Pay Range (Outer London) & TLR (to be negotiated)

We are looking to appoint a Director of Rugby to join our successful and friendly team of committed teachers, lead our Rugby Academy Programme and work with amazing students.

Last year our Senior Team won the National Bowl Trophy alongside winning the Jimmy Mizen Cup two years in a row. We have previously been Emerging Rugby School of the Year. We benefit from a strong partnership with Ealing Trailfinders and Brunel University in addition to local clubs which complement our programme.

If you care about providing sporting excellence and opportunity for all and are committed to physical education within the curriculum and competitive and recreational extra-curricular provision then this is the job for you. You will be joining an already successful, forward thinking and innovative department and will have input into our continued development.

The PE department is a recognised department of excellence in the school with an innovative and engaging curriculum delivered across all key stages.

Hayes School is a high achieving, oversubscribed school, which provides excellent education for its students as well as exciting opportunities for professional and career development for staff. The school benefits from its proximity to central London and excellent transport links whilst bordering the beautiful Kent countryside.

***"Pupils enjoy school and achieve highly." (Ofsted)***

***"The curriculum is especially well thought out." (Ofsted)***

***"All who work in the school understand and share these values. This is the Hayes Way" (Ofsted)***

#### **We can offer:**

- Motivated students with outstanding attitudes to learning
- Outstanding student behaviour
- Excellent facilities for staff, including an on-site fitness suite
- A Staff Wellbeing Forum and Wellbeing Charter with a focus on supporting staff wellbeing
- An excellent induction and support programme for new staff
- An employee Assistance Programme and flu vaccination
- Innovative approaches to Teacher Professional Development
- Opportunities to work with other schools and Elite clubs through established partnerships
- A friendly working environment

**Closing Date: Monday, 13<sup>th</sup> April 2026 (9.00am)**

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

**Interviews Date: To be confirmed**

*We are committed to equality of opportunity for all our staff. We particularly welcome applicants from ethnic minority backgrounds as they are currently under-represented on our staff body. We recognise the vital contribution that members of a diverse team make to our students' learning. The range of cultural experiences, differing viewpoints and role models this brings is essential in our Trust and we recognise the gap that would be left in our offering without these.*

*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 successful applicant will be subject to Enhanced Disclosure and Barring Service check.*

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## WELCOME FROM THE HEADTEACHER

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Hayes is a happy, welcoming school where together we strive for excellence in everything we do. At Hayes, we offer an exceptional range of experiences and opportunities—many of which are rare to find in a state school. We believe that the memories and relationships formed through trips, clubs, and shared experiences are often what stay with students and staff the longest—and they enrich our lives in powerful, lasting ways. Through the “Hayes Way,” we show our deep commitment to personal development: to helping young people build character and become the very best version of themselves.

At the heart of this commitment are two simple but powerful questions that guide our staff’s work with your children:

- [Would this school be good enough for my child?](#)
- [Would I like to work with a colleague like me?](#)

I believe that hard work gives us purpose and unlocks success. It’s through this shared sense of endeavour that our students go on to achieve grades they can be proud of—and, more importantly, the future they deserve.

I’m incredibly proud to lead Hayes—a school rated Outstanding by Ofsted in 2022 and recognised with the *World Class Schools Quality Mark*—and I very much hope to read your application.

Rob Hitch  
Headteacher

# ABOUT HAYES SCHOOL

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## Our School

Hayes School is a high achieving, oversubscribed and well-disciplined 11-18 co-educational school with excellent accommodation and facilities set in very attractive grounds. We provide an outstanding education for our students as well as exciting opportunities for professional and career development for staff. Our 1700 students have a desire to succeed and to learn displaying excellent attitudes and behaviour. Relationships between students and staff are very good and staff enjoy opportunities to lead and participate in a wide range of extra-curricular activities and trips. (There are over 80 clubs and over 100 trips take place every year)

In September 2022, Hayes School was judged Outstanding by Ofsted:

- "It is clear that Hayes School provides all pupils with an exceptional experience."
- "Pupils behave extremely well. They are polite, respectful of others and have excellent professional relationships with their peers and teachers".
- "Leaders and teachers have developed a consistent approach to their work in the classroom".
- "A great deal of emphasis is given to ensuring that teachers are experts in their subjects".
- "Staff were especially positive about the way their wellbeing and workload is considered by leaders".

Attainment and progress are high and above local and national averages. In 2025, students achieved considerable academic success in GCSE, A level, vocational and L1/2 qualifications. 81% of GCSE students achieved at least a Grade 4 in English and Maths, and 1 in 3 grades were Grade 7-9 with student making excellent progress across a range of subjects/courses. In Year 13, 28% of all A-Level grades were at A\*-A and over 60% of all grades were an A\*-B. Our average A-level and Vocational grades were a B- and Distinction- respectively.

Our Sixth Form of 500 students is heavily oversubscribed and successful. "The Sixth Form curriculum meets the needs of all students and includes a range of academic and vocational qualifications (Ofsted 2022)."

However, Hayes is not complacent. We have a relentless commitment to improvement. We judge everything we do by the standard "would this be good enough for my child?" All staff go the extra mile to provide challenge, support and opportunities for every child.

We are very proud of our school, of the opportunities we provide, and of our role in the community. We strive to build on our success creating an environment where each individual is valued: an environment that fosters acceptance and compassion, vibrant, caring relationships, life-long learning skills and a strong sense of moral purpose.

## Our Facilities

Hayes School benefits from a beautiful campus comprising green spaces, trees and a variety of purpose-built teaching blocks. The School offers exceptional educational facilities, which are continually being maintained, extended and developed. We have a recently installed a purpose-built fitness suite for use by students and staff and a new, refurbished staff room.

Partnerships with local sporting clubs, Ealing Trailfinders RFC and Brunel University support our academy programmes and provide students and staff with access to high quality coaching and expertise.

Our arts provision in art, music, dance and drama is outstanding – students excel and benefit from high quality teaching and a wide range of opportunity.

All teachers and students have access to ICT to enhance teaching and learning.

The school benefits from:

- Staff laptops
- Brand new touch screen interactive panels in every classroom
- A significant number of networked computer suites across the school
- Media and photography equipment including digital stills, video cameras, studio and dark room
- Industry standard machinery including laser cutters, 3D printers and CAD/CAM equipment
- State of the art audio-visual equipment to support high quality performances
- A high speed wireless network across the campus
- An on-site Fitness Suite available for staff use

## Our students

Our students are a delight to work with. They are kind, caring and supportive of each other. We have “uncompromising aspirations” for all and encourage our young people to aim high and to live our motto “Excellence through Endeavour.” Hayes students want to do well and recognise that they need to work hard to achieve their own personal ambitions. The “Hayes Way” enables all students to demonstrate the behaviours for learning we expect and supports us in sustaining an environment where all are respected and can be safe, happy and successful.

We recognise our responsibility to prepare students for life beyond school and place equal emphasis on the development of skills and attributes as we do success in public examinations. ‘The Hayes Learner’ promotes reflective, creative, communicative, independent and collaborative students and at their heart, we expect our students to be kind, respectful, responsible, tolerant and proud.

We have a well-developed pastoral system and staff genuinely care about our students as individuals. We encourage students to participate in school life and to lead our school. There are countless opportunities to volunteer, mentor other students and participate in extra-curricular clubs, activities and educational trips and visits.

## Our staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. Our newly launched Teacher Professional Growth programme supports teacher professional development within ‘teaching and learning communities’ as we model our commitment to lifelong learning to the students we teach. In this respect, we balance the needs of the school with those of the individual. Teaching and leadership development programmes are delivered in-house and there are opportunities to mentor and support trainee and early career teachers, or to participate in coaching programmes.

An induction programme, staff buddies and an active staff committee all contribute to helping staff new to the school to find their feet. All staff are willing to share expertise, resources and ideas and are a great source of support.

We are committed to working in partnership with other schools, both within and outside our Trust. We encourage and support further learning and research and there are opportunities for specialist career progression and to work with and support other schools through networks and partnerships.

Staff regularly go the extra mile at Hayes to support students and to give their time to the broad extra-curricular programme, which includes sports, music, drama and a host of trips, exchanges, clubs and other activities.

We are a friendly team of teachers and associate (support) staff and look forward to welcoming you to our school.

### **The Impact Multi Academy Trust**

Hayes School joined with Ravens Wood School in April 2017 to form the Impact Multi Academy Trust.

In September 2022, our trust merged with Langley Park Learning Trust to form a new trust of seven schools (Clare House Primary School, Hawes Down Primary School, Hayes School, Langley Park Primary School, Langley Park School for Boys, Langley Park School for Girls and Ravens Wood School). This year, we have added an eighth successful school to our trust with the inclusion of Darrick Wood Secondary School.

It is rare to see two high performing, like-minded trusts come together in the interests of providing better and more sustainable education and care for all of the children in their schools and community, but we believe this is what the Impact Multi Academy Trust is.

Our schools are popular and high performing, serving the same community. They are also driven by a commitment to improving even further to deliver the very best education, care and life chances for all children. We are driven by educational and moral purpose as well as enlightened self-interest. We want all schools within the Trust to retain their identity and compete, but also to collaborate to provide an outstanding educational experience that impacts on the life chances of all students. This is reflected in our Trust vision, mission and values.

There is an African proverb "If you want to travel fast travel alone. If you want to travel far travel together." Together in collaboration, we will build on the strengths of all schools, address those areas that could and should be improved further, and travel both fast and far in the interests of all our students.

Working within a trust provides opportunities for support from a network of teachers and support staff across all our schools.

For more information about the school, please watch our introductory video ([click](#) on image below)



### What do parents say about Hayes School?

"Hayes School produces wonderful young people"

"The school encourages the students to achieve the best they can, to reach their potential."

"My children are comfortable and relaxed at school with great friends. They respect their teachers and enjoy their day. They never complain or moan about school. We are extremely happy with Hayes School."

"I have been so impressed and grateful for the dedication shown by teachers to enable my son to achieve the best that he can."

"Strong leadership and management starts from the top and filters throughout the whole school."

"The school has a family feel about it."

"Hayes is an outstanding school that doesn't rest on its laurels. The school continues to strive to do better."

"The leaders are regularly seen around the school talking to students which I think is great to see."

"I believe you have created a school environment which is what a school should be. Happy, safe, that allows students to be the best they can be and celebrates them for who they are."

"The support my child has received both pastorally and academically has been brilliant. The teaching is fantastic and the good behaviour of students is maintained."

"A huge range of opportunities and leadership activities is offered to children and they receive recognition for this."

"Hayes has built a reputation that is the envy of many other schools. As parents, we are very grateful that our children attend Hayes, as this will stand them in good stead for their futures."

"Hayes as a place is a fantastic community and this school is at the heart of it."

### What do staff say about working at Hayes School?

"Since starting at Hayes, it has been clear that Teaching and Learning is at the very heart of everything at the school. I feel very supported here at Hayes, especially in developing teaching and learning practice."

"Students are incredibly dedicated and hardworking and are always pushing themselves to do their best. Working with students that are proactive, marvellously polite, well-mannered, and with high goals, is a really exceptional experience."

"The organisation and effective set up of whole-school procedures make Hayes School both a fulfilling and straight forward place at which to work."

"When I look back at my time at Hayes so far, it's very rewarding to see how I've progressed professionally. Every year I have been encouraged to, and have taken on responsibilities that I never thought I could do when I began teaching here."

"Academic success is central to the vision and aims of the school, but this is not at the detriment of the absolute commitment to the development of the whole child. The pastoral support, the ACTIVE (PSHE) curriculum and the extra-curricular opportunities are truly outstanding."

"Staff are highly motivated, committed to excellence and are always willing to support each other."

"Hayes is a true community school, which everyone is proud to be part of. I feel very much a valued member of a vibrant team working here."

"Hayes School is the kind of school you wished you could have attended as a child. The possibilities and opportunities are endless!"

### PE DEPARTMENT

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The Physical Education Department at Hayes School is a friendly, highly committed and well-qualified team of specialist teachers who are passionate about delivering high-quality Physical Education. PE has a high profile within the school and both staff and students recognise the important role it plays in promoting physical health, mental wellbeing and the development of key life skills.

Students experience a broad, balanced and engaging curriculum designed to develop both physical and cognitive skills across a wide range of activities. The department's ethos of "Inspire, Aspire, Excel" underpins all aspects of teaching and learning. Through a variety of teaching strategies and approaches, students of all ages and abilities are supported to feel a sense of achievement, progression and belonging within lessons. Students are taught in both single-sex and mixed groups depending on the activity and year group.

At Key Stage 3, students develop core knowledge, technical skills and tactical understanding across a variety of sports and activities. Learning is structured around key themes such as skill replication, outwitting opponents, performing at maximum levels and analysing performance. Students are assessed both practically and cognitively, and theoretical knowledge linked to GCSE Physical Education is introduced from Year 7 onwards to support progression through the subject.

The department offers a wide-ranging extracurricular programme with opportunities for students of all abilities to participate in sport and physical activity. A large number of clubs and teams operate throughout the year, and students regularly represent the school in fixtures and competitions. In addition to traditional sports such as football, rugby, netball and basketball, the department also promotes participation in alternative sports including activities such as archery, American football and squash. These opportunities allow students to broaden their sporting experiences and encourage lifelong participation in physical activity.

At Key Stage 4 and Key Stage 5, students have the opportunity to study examination Physical Education. The department currently offers GCSE Physical Education, A Level Physical Education and Cambridge Technical Level 3 Sport, providing students with pathways into higher education, employment and careers within the sports industry. These courses develop students' understanding of the scientific, psychological and socio-cultural aspects of sport alongside practical performance and performance analysis.

The department aims to provide opportunities for students of all abilities to excel both within lessons and in extracurricular sport. A strong sporting culture exists at Hayes School, with students regularly participating in competitive fixtures and representing the school across a variety of sports. The school also works alongside specialist coaches to enhance the quality of training and performance, particularly within the Sixth Form sporting programme.

All members of the department contribute to the extensive extracurricular programme through coaching, team training sessions and fixtures that take place during lunchtime and after school. Hayes students show a strong commitment to school sport and many take part in activities beyond the school day.

The school benefits from excellent sporting facilities including a sports hall, trampolining hall, multiple outdoor courts, extensive playing fields and an all-weather pitch, alongside a fitness suite used by both curriculum and extracurricular programmes. These facilities support the delivery of a diverse and engaging PE curriculum and allow students to participate in a wide range of physical activities throughout their time at the school.

### **JOB DESCRIPTION/PERSON SPECIFICATION**

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#### **Purpose of the Role**

The Teacher of Physical Education will deliver high-quality PE that inspires students to develop a lifelong engagement with sport and physical activity. The post holder will contribute to the continued success of the Physical Education Department through excellent classroom practice, inclusive teaching and active involvement in the extensive extracurricular sports programme. The successful candidate will support strong academic outcomes in examination Physical Education while contributing to the school's strong sporting culture, particularly within rugby and competitive school sport.

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#### **Key Responsibilities**

##### **Teaching and Learning**

- Teach Physical Education across Key Stage 3 and Key Stage 4, with the ability to contribute to Key Stage 5 courses (GCSE PE, A Level PE and Cambridge Technical Level 3 Sport) being desirable.
  - Plan and deliver engaging and well-structured lessons that promote progress in physical performance, tactical understanding and theoretical knowledge.
  - Foster students' enjoyment of sport and physical activity while developing confidence, resilience and teamwork.
  - Set high expectations for all students, maintaining a positive and inclusive learning environment.
  - Use assessment effectively to monitor progress, provide feedback and inform future planning.
  - Differentiate teaching to meet the needs of students of all abilities, including those with SEND.
  - Support students in developing analytical skills through performance analysis and reflection.
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##### **Curriculum and Departmental Contribution**

- Contribute to the development and delivery of a broad and balanced Physical Education curriculum across Key Stages 3–5.
  - Support strong outcomes in examination Physical Education at GCSE and Post-16.
  - Contribute to departmental planning, assessment moderation and curriculum review.
  - Promote the academic and practical pathways available within Physical Education and encourage student participation in examination courses.
  - Support the development of students' knowledge of sport science, performance analysis and the wider aspects of sport.
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##### **Sport and Enrichment**

- Contribute to the school's extensive extracurricular sports programme through coaching, training sessions and fixtures.
  - Lead and develop rugby within the school, supporting competitive teams and student participation across year groups.
  - Support the development and promotion of the Sixth Form Rugby Programme and elite performance pathways.
  - Build and maintain links with local clubs, professional coaches and sporting organisations to enhance student opportunities.
  - Encourage participation in a broad range of sporting activities and competitions to support the school's sporting culture.
  - Transporting pupils to and from away fixtures.
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### Professional Responsibilities

- Fulfil the professional responsibilities of a teacher in line with the Teachers' Standards.
  - Maintain high standards of behaviour, safeguarding and pastoral care.
  - Communicate effectively with students, parents/carers and colleagues.
  - Contribute positively to the wider life of the school community.
  - Engage in professional development and contribute to the department's continued improvement.
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### Person Specification

#### Essential Criteria

#### Qualifications

- Qualified Teacher Status (QTS)
- A good honours degree in Physical Education, Sports Science or a related subject

#### Experience and Skills

- Experience of teaching Physical Education at secondary level (KS3 and KS4)
- Strong subject knowledge across practical and theoretical aspects of PE
- Ability to plan engaging and inclusive lessons that support student progress
- Experience of coaching rugby and supporting competitive school sport
- Effective classroom and behaviour management skills
- Ability to assess, track and monitor student progress effectively
- Ability to work collaboratively within a team
- Commitment to inclusive practice and supporting students with diverse learning needs
- Must hold full UK driving licence to support transport to fixtures and sporting events

#### Personal Qualities

- Enthusiasm and passion for Physical Education and school sport
  - High expectations of student achievement, participation and behaviour
  - Excellent communication and interpersonal skills
  - Organised, proactive and committed to professional development
  - Willingness to contribute fully to extracurricular activities and fixtures
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#### Desirable Criteria

- Experience of teaching examination Physical Education (GCSE, A Level or Cambridge Technical Sport)
- Experience of contributing to the development of rugby or elite performance programmes
- Experience of working with external clubs, coaches or sporting organisations
- Experience of supporting curriculum development within a PE department

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.

Please note the appointment will be subject to satisfactory references, medical clearance and an Enhanced Disclosure and Barring Service check.

## SELECTION CRITERIA

<b>Qualifications &amp; Training</b>	
Good Honours Degree or equivalent	<b>Essential</b>
Qualified Teacher Status	<b>Essential</b>
Evidence of relevant continuous professional development	<b>Desirable</b>
<b>Professional Experience &amp; Knowledge</b>	
Knowledge of assessment and target setting in your subject	<b>Essential</b>
Evidence of planning and developing resources	<b>Essential</b>
Have an understanding of current educational initiatives	<b>Essential</b>
<b>Professional Expertise</b>	
Exhibit a range of teaching, learning and behaviour management strategies.	<b>Essential</b>
Be able to create a positive learning environment where expectations of students are high and behaviour is good.	<b>Essential</b>
Act as a role-model for students and staff through their personal and professional conduct	<b>Essential</b>
Have an understanding of how to improve results	<b>Essential</b>
Be reflective about your own practice	<b>Essential</b>
Be able to articulate ideas in both verbal and written form	<b>Essential</b>
Be committed to improving practice through professional development	<b>Essential</b>
Be able to cope with change, be flexible and handle uncertainty	<b>Essential</b>
Have an understanding of the features of an outstanding lesson	<b>Essential</b>
Potential to be a good or outstanding classroom teacher	<b>Essential</b>
Have good time management and personal organisation skills	<b>Essential</b>
Be willing to contribute to the wider life of the school	<b>Essential</b>
<b>Personal Attributes</b>	
Be passionate about young people and their education	<b>Essential</b>
Have a commitment to raising standards and achievement	<b>Essential</b>
Show evidence of being able to build and sustain effective working relationships with students, staff, governors, parents and the wider community	<b>Essential</b>
Have an excellent punctuality and attendance record	<b>Essential</b>
Have a capacity for hard work	<b>Essential</b>
<b>Special Requirements of the Role</b>	

Show a commitment to safeguarding and promoting the welfare of children and young people	<b>Essential</b>
Must hold uk driving licence and have ability to transport pupils to fixtures	<b>Essential</b>

### **Application Procedure**

- 1) Carefully read all the information about this post.
- 2) Complete the application form as fully as possible. You must use the school application form. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet.
- 3) In section 'details in support of your application' please tell us:
  - a) Why you are applying for this post.
  - b) How your experience, skills, training and/or qualifications equip you for this position and specifically how you meet the person specification and requirements of the job description.

Early applications are encouraged and we reserve the right to close the vacancy early if a suitable candidate is found.

### **Appointment Process**

- 1) Suitable applicants will be shortlisted for an interview.
- 2) If successful, you will receive either an email or phone call inviting you to attend an interview. It is therefore important that you give us a daytime telephone number and email address.
- 3) Candidates called to an interview will:
  - a) Be given a tour of the school.
  - b) Have an opportunity to meet with members of the department.
  - c) Be expected to teach a lesson to students that will be observed by one or more members of the staff and usually include the Head of Department and/or Assistant Principal. Details of the lessons to be taught will be given in advance.
  - d) Complete a task and prepare and deliver a presentation
  - e) Have a formal interview with the panel

### **Pre-Employment Checks**

The successful applicant will be required to:

- 1) Provide details of two referees who know you in a professional capacity, one of whom must be your current or more recent employer, Headteacher or mentor at your placement if you are still training. It is our usual policy to take up references before interview where possible. Employment is conditional on these references being deemed satisfactory.
- 2) Provide proof of all relevant qualifications (GCSEs and A levels or equivalent), degree and teaching qualifications.
- 3) Provide proof of eligibility to work in the UK.
- 4) Undertake an Enhanced Disclosure and Barring Service check, and receive clearance. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered 'spent'.

- 5) Complete a Health Declaration form and New Starter Health Assessment Questionnaire with our occupational health provider, Health Assured.

### **Conditions of Service**

Employment is subject to a number of pre-employment checking procedures – these are given above.

This post is also subject to the School Teacher's Pay and Conditions Document and the Condition of Service for School Teachers in England and Wales known as the Burgundy Book. The professional standards for teachers will also apply.

The job description may not be necessarily be a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder.

### **Policy on Equal Opportunities**

The School is an Equal Opportunities employer and appointments are based on the applicant's ability to meet the requirements of the position.

The School is opposed to any form of discrimination against any individual or group and welcomes the fact that our School includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion will not be tolerated.

The school is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.