



An Outstanding Education

DIRECTOR OF SPORT

September 2018



Whitgift is an exciting place to work. It is a stimulating environment for students and colleagues alike. Whitgift is a school built around aspiration, excellent standards across the board and diversity. High expectations are the essence of Whitgift's values.

With a new Headmaster, Mr Chris Ramsey, in post from September 2017, Whitgift is poised for the next stage of development.

There are many exciting initiatives and projects under way to enable the School to go from strength to strength. We are keen to enhance our reputation as one of Britain's finest independent day and boarding schools, and to build upon our exceptional reputation for academic excellence, co-curricular success and all-round achievement. We are confident that Whitgift will provide a truly unique and inspirational learning environment, and thereby, a most rewarding place to work.



Everyone at Whitgift is proud of our friendly, challenging and inclusive school; we live and work in a beautiful parkland, we enjoy superb facilities and we reach astonishing standards in all we do. Successive inspections have ranked Whitgift amongst Britain's finest schools and boarders join from many parts of Britain and around the world. There is a diverse and international community, thanks to one of the biggest bursary schemes in the UK.

Parents and students consistently point to the quality of our staff as a key reason for success, and rightly so: energy, stimulating company, the ability to innovate and a culture of reflection and continuous improvement are the attributes we look for and encourage. One of the results is that we have an unparalleled record of producing school leaders - some of the top names in independent education spent their formative years teaching here.

As we formulate the next stage of our development, this will be an exciting time to be joining us: I hope to be able to welcome you in person.

Mr Chris Ramsey



About Whitgift

There are approximately 1,500 pupils in the School, including 108 boarders. Day students come to Whitgift from across London, Surrey, Sussex and Kent. Pupils enter the School predominantly at 10+, 11+, 13+ and into the Sixth Form. Whitgift is an essentially south London community built around diversity; we are a multi-cultural and multi-faith school united by a common set of values and shared aspirations.

Please see attached link to [School Aims](#).

Why come to Whitgift?

- > A School with a strong history and a reputation for academic excellence
- > Rated 'Excellent' in successive ISI Inspection Reports
- > A friendly and diverse community

- > Superb transport links to London, Surrey, Sussex and the south coast
- > A wide range of curricular and co-curricular activities
- > First-class modern facilities within a historic parkland with award-winning gardens
- > Top-class sport, music and the performing arts
- > A strong international dimension with boarding at the heart

If you are interested in becoming part of the Whitgift community, please read on for further details.

Pastoral Care

Pastoral care and supportive relationships are at the heart of everything that we do. It is only through care and concern for the individual that students can flourish and fulfil their potential. The all-round development of every boy and the success that

they enjoy in a range of academic and co-curricular activities is built upon pastoral care. Whitgift is fully committed to the personal and social development of pupils and there is extensive support available to enable each individual to gain in confidence and cope with the challenges and pressures of modern life.

'The excellent achievement of pupils is underpinned by the commitment of leadership, management and governance to ensuring an environment of ambitious expectation which promotes in pupils the desire to aim high and work for success.'

ISI Inspection 2017

'When you get there, you've landed in Narnia: acres of beautiful parkland, where peacocks roam the car park, and wallabies and flamingos live next to the sports centre'

Tatler

'Pupils' relationships with each other and staff are almost always characterised by an open honesty and by mutual respect and warmth.'

ISI Inspection 2017

'Superb cosmopolitan boys school, with outstanding facilities and a strong academic reputation – an example of what education is really about'

Good Schools Guide

'...there is the feel of a university-style tutorial with pupils and teachers enjoying working and learning together. This is highly successful in motivating pupils and raising their expectations of what they can achieve.'

ISI Inspection 2017



Academic Achievement

Whitgift prides itself on offering an exciting variety of academic pathways leading to internationally recognised qualifications. This forms the basis of our "unique and tailor-made" education. Choice and flexibility are key principles within our curriculum, alongside commitment to international mindedness and independent learning. This has led to impressive examination results over a number of years, consistently placing Whitgift amongst the top independent schools within the country. Of particular note are our IB results; in 2017 we achieved nearly 40 points as an average score, the highest IB results of any all-boys school in the UK. There is an extensive selection of GCSE and A Level/Pre U courses available. Results in 2017 were extremely pleasing, with Year 11 students achieving an 84% A-A* success rate, whilst 86% of all A Level grades were awarded A*-B.

Overwhelmingly students proceed onto their first choice of Higher Education institutions with notable successes at Oxbridge, London Universities and internationally.

Please click link [Academic Highlights](#) for 2017

Co-Curricular

Whitgift is passionate in its commitment to co-curricular provision. We strongly believe that by providing the widest range of music, sport, drama and other activities, that pupils gain in confidence, learn to work together and flourish as individuals.

Sport

Sport at Whitgift is exceptional with over 120 national titles won in the past five years across an extremely diverse range of sports. Facilities are outstanding, including a £9m sport and conference centre and extensive playing fields on site. The ethos of

"from foundation to excellence" sees students achieve their fullest potential with many going on to national and international success.

Old Whitgiftians that have achieved professional sporting success include:

Elliot Daly

British and Irish Lions, England and London Wasps

Jason Roy

England, England Lions, Surrey, Sydney Thunder

Victor Moses

Chelsea FC and Nigeria

Marland Yarde

England and Sale Sharks

Joseph Choong

Modern Pentathlon Olympian (top 10 finisher Rio 2016)

Danny Cipriani

England and Wasps

Music and Drama

Music and drama has thrived at Whitgift over the years with extensive provision available to all students. There have been some truly outstanding performances seen both at the School and at national venues (the Royal Albert Hall, Royal Festival Hall and Cadogan Hall). Close links exist with the Royal Philharmonic Orchestra and Croydon Minster. The recently refurbished Performing Arts Centre is an outstanding venue for a wide range of artistic activities.

More broadly, co-curricular activities include more than 80 clubs and societies ranging from the Investment Society and Animal Club, to Astronomy and the Sequential Art Club. Outdoor Education, including a flourishing Duke of Edinburgh Scheme and the Combined Cadet Force, are vital elements of Whitgift's commitment of offering the widest range of choice to students.



Sport and physical activity play a central role in the life of Whitgift. Many boys are attracted to the School, not just because of the academic excellence, but also the considerable opportunities that exist in physical education, both in the curriculum and in co-curricular activities. Central to the work of everyone in the Sports Department is a desire to encourage pupils to give their very best at whatever level they can achieve. The result is an enormous number of boys involved in sporting activities of one kind or another, and very high quality in all activities, culminating in professional standards for many of the most talented boys.

Following Alistair Osborne's significant promotion internally to Assistant Head (Co-Curricular), we seek to appoint a Director of Sport for September 2018, to lead and direct one of the most successful

sports departments in the country. The Director of Sport will have responsibility for all aspects of Sport at Whitgift School. He/she will report to the Assistant Head (Co-Curricular).

Whitgift has a national reputation and the successful candidate must have a clear vision and strategy for the development of sport at Whitgift, providing dynamic and inspirational leadership, fostering the department's truly unique cohesive approach to sport. The successful candidate will have a proven background in either Education and/or Elite Sport and demonstrate a clear understanding of the complex issues facing schoolboy sport.

Co-curricular PE/Sport encompass a huge array of activities. The School currently operates a system of developing four 'core' sports (Rugby, Football, Hockey

and Cricket) throughout the year. These sports are supplemented by an ever-increasing pool of additional sport options. This enables the Department to fulfil its objectives of i) pursuing excellence and ii) mass participation at the same time.

The Department, led by the Director of Sport, has 30 full-time staff and a considerable number of sports coaches. The Director of Sport is supported by three senior colleagues within the Department; the Assistant Direct of Sport, Head of Physical Education and Head of Academic Physical Education. The Department is closely linked to several professional bodies, including Chelsea FC, Crystal Palace FC, Harlequins RFC, Saracens RFC, Surrey CCC, East Grinstead HC, all of which play an active role in the School and have benefited from an ever-increasing crop of professionals produced by Whitgift.

The Sports Department is very comfortably housed in the stunning Barnett Sports and Conference Centre, including an eight-lane variable-floor swimming pool, double sports hall, multi-purpose hall, four squash courts, a 28-station aerobic fitness suite and three classrooms, as well as having substantial playing fields and a water based astro-turf. Whitgift's reputation for sport ensures a high number of candidates for scholarships and there is generous financial support for sport within the School. Each year there is a full calendar of sporting events which involve inter-school matches, sports visits and overseas tours.

In short, this is an unparalleled opportunity to lead one of the most important sports operations within independent education.



MAIN DUTIES AND RESPONSIBILITIES:

Key objectives

- To be a compelling, energetic and visionary leader, developing a vision for sport at Whitgift, articulating it with flair and enthusiasm, and executing clear goals with conviction
- To be responsible for the development of sports facilities, including major grounds projects and the enhancement of current facilities.
- To manage the sports budget, where appropriate liaising with the Head of Finance.
- To oversee the construction of the Games and PE timetable.
- In conjunction with the Assistant Director of Sport, to ensure that a suitable Games programme is provided for each age group, meeting the needs of all boys
- To ensure that each sport has a full fixture list, developing the range of schools played to ensure the highest possible calibre of fixtures.
- To maintain the highest of standards ensuring pupils, parents and staff adhere to the School and Department Code of Conduct.
- To ensure regular tours are organised for teams in all sports, in alignment with school policy.
- To oversee the School's aspirational elite athlete mentoring programme.
- Attend the Colours Committee and ensure that Colours are awarded appropriately
- To conduct and collate an annual review of sport at Whitgift.

Team leadership

- To plan and run effective Departmental meetings, including effective in-house training.

- To line manage a number of Heads of Sports and also line manage the Assistant Director of Sport; to run performance management for sports staff.
- To ensure that staff receive regular and appropriate training.
- To oversee the employment, management and payment of all part-time coaches, working closely with the HR and Finance Department.
- To ensure all new teachers/coaches taking sports have appropriate induction, especially with regard to Health & Safety requirements and the procedure for injuries.
- To ensure the School Health and Safety policy is implemented in each of the sports facilities and individual sports.
- Ensure up-to-date Risk Assessments are in place, that they follow Governing Body guidelines and that all relevant parties are aware.

Relationship building/external

- To liaise with the School's Head Groundsman to ensure all sports fields are maintained and prepared to the required standard.
- To liaise with appropriate parties over use of the Barnett Sports and Conference Centre and grounds.
- To liaise closely with Medical Centre in all matters relating to injuries and the development of sports injury treatment.
- To lead sporting outreach, ensuring relationships with partners are developed.
- Involvement in the recruitment of day and boarding boys into the School, working closely with the Admissions team and individual heads of sport, and overseeing the sports scholarship procedure.

- To liaise with Marketing over all sporting matters in relation to publications, the school website and social media, as well as ensuring that the Schools Online Co-Curricular System is both up to date and accurate, reflecting the sporting vision of the School.
- To encourage and foster strong lines of communication with parents.

PERSON SPECIFICATION:

Essential

- Proven background and experience in either Education and/or Elite Sport
- Energetic and dynamic leadership and management skills
- Ability to develop a vision for sport at Whitgift
- Flair and enthusiasm for promoting and developing a wide range of other sporting activities and scholarship programmes

- Strategic, proactive and practical approach to setting goals and resolving problems
- Excellent planning, organisation and time management skills
- Excellent interpersonal skills and the ability to professionally manage and maintain multiple relationships

Desirable

- Educated to degree level or equivalent
- Sound knowledge of relevant health and safety guidelines and the procedure for sports injuries and sports injury treatment programmes
- Experience in managing major grounds projects
- Budget management skills

Contact

Please feel free to contact Alistair Osborne on 020 8688 9222 or e-mail ago@whitgift.co.uk if you have questions or would like to know more.





Staff Benefits / The Application Process

Salary

The Whitgift Foundation has its own generous salary scale, which is significantly above that of the maintained sector. Starting salaries are dependent on relevant qualifications and experience for the post. The Governors review salary scales annually in September to ensure that they remain competitive.

Staff will be encouraged to contribute fully to the co-curricular life of the School and this is reflected in the salary offered. A strong commitment to the pastoral and house system is also anticipated.

Accommodation

Accommodation may be available.

Relocation

Assistance is offered towards removal expenses and associated costs up to a total of £1,000.

Other benefits

Discounted membership is available at the on-site gym from 6.00pm to 10.00pm Monday to Friday and 8.00am to 4.00pm Saturday and Sunday.

Colleagues enjoy membership of the Simply Health Cash Plan, which gives financial assistance towards the cost of everyday healthcare and wellbeing, including optical, dental and complementary therapies.

Permanent staff at the Whitgift Foundation Schools enjoy a discount on school fees to a maximum discount of 50% of salary (pro rata for part time staff).

Applications

Applications will be reviewed on a daily basis and interviews may occur at any stage. The School reserves the right to appoint at any stage of the recruitment process. We invite interested candidates to apply as soon as possible.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

Whitgift aims to employ staff who are best qualified for the post and does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sexual orientation, marital or civil partnership status, disability or age.

Pre-employment Checks

All appointments will be subject to two satisfactory references (which may be taken prior to interview), Disclosure check by the Disclosure and Barring Service and medical fitness for the role. Where applicable, overseas police checks and prohibition from teaching and management checks will also be completed. All checks must be completed before employment can commence at the School.

Safeguarding and Child Protection

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore, any applicant who is offered

an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents to be presented at interview, as detailed on their application. Photocopies or certified copies will not be accepted.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure & Barring Service.

Click here for [location and directions](#)

