



# KING'S COLLEGE SCHOOL WIMBLEDON



HEAD COACH (ROWING)



## WELCOME TO KING'S COLLEGE SCHOOL

Thank you for your interest in joining our school community.

As you learn more about us, I hope you will discover that King's is a truly wonderful environment in which to teach, work and learn, with pupils who are inquisitive, creative and eager to learn, on a campus which is well-resourced and recently renewed, and alongside other dedicated staff whose expertise, care and commitment lie at the foundation of everything we do.

King's is one of the most successful schools in the world, and our vibrant and caring community is a special place to learn and grow for boys aged 7-18 and girls aged 16-18. With over 1,500 pupils and approximately 450 staff, we are located in one of the most attractive and peaceful parts of London, opposite 1,140 acres of countryside of Wimbledon and Putney Commons and just a short walk from the picturesque Wimbledon Village.

Our school was founded in 1829 by Royal Charter as the junior department of the university, King's College London, and as such, intellectual aspiration and a progressive spirit are our heritage. Today, we offer an education of the whole person, in Mind, Spirit and Heart, the enduring ethos of our foundation. Our guiding mission is to look outwards, to the world beyond school, and to life at 25: we look to the lives we are preparing our young people to lead, so that when the time comes, they are ready to forge the pathway they choose, and to make a purposeful impact.

We aim for each of our pupils to enjoy an exhilarating adventure of learning and to pursue academic excellence within a fun, caring, welcoming environment. Academic outcomes at A level, IB and GCSE consistently place King's amongst the very top schools nationally and globally, with

over half of A level and IB grades at A\* or equivalent last summer, and we were delighted to be the highest placed independent co-educational day school, and to be named Independent International Baccalaureate School of the Year, in The Sunday Times Parent Power 2025.

Supporting our pupils to grow strong in spirit, in the shared values and qualities of character that will ground them, is equally important at King's. Kindness, respect and support for one another, a broad-minded outlook and a commitment to inclusivity, are central to our community, as is the co-curriculum, which enables pupils to develop broad skills and resilience as well as to discover lifelong passions through clubs and societies, CCF, Duke of Edinburgh, sport, the arts, and community partnerships.

The next few years will be a very exciting time for us as we enter the next chapter of the school's strategic development, and as we seek to strengthen our community in preparation for our 200th anniversary in 2029. We hope you consider joining us for this adventure.



Dr Anne Cotton  
Head



## THE ROLE

Rowing is one of the school's most successful sports, and our rowing community enjoys success at a high level across all age groups. In recent years, King's has had multiple rowers recruited to American universities based on their athletic and academic ability, and we regularly have pupils successfully taking part in GB trials, and returning with multiple accolades from international competitions.

**We are currently seeking to appoint an inspirational Head Coach (Rowing) from April or September 2025 to take the lead on rowing training and performance at King's.**

This is an exciting opportunity for a candidate with a clear passion for rowing coaching to lead on the competitive performance of the King's College School Boat Club (KCSBC), and to work alongside the new Director of Rowing in spear-heading the next phase of its development.

The successful candidate will have a proven track record in coaching at a high level themselves, alongside the ability to inspire success in others through their clear vision and strategic approach.

### **Reporting to: Director of Rowing**

Key responsibilities include:

### **Training and coaching**

- overseeing the competitive performance of KCSBC,

preparing crews to compete at the highest school level in all age groups

- taking a leading role in coaching pupils of all age groups, with a particular focus on being the lead coach for our senior rowers
- leading the further development of our girls' rowing programme, building on our recent successes in this area
- developing a coherent and innovative training programme for rowers in all age groups, based on current best practice and keeping abreast of developments
- working with other rowing coaches to implement the training programme, and organise crews for each age group
- supporting the programme of weekend and holiday coaching courses, training camps and tours at home and abroad
- undertaking ongoing evaluation and quality assurance of the coaching programme through observations and pupil voice, and taking action to further improve the pupil experience

### **Leadership and supporting staff**

- leading the team of rowing coaches, directing their work, and undertaking all duties associated with being their line manager with respect to their rowing duties



## THE ROLE (continued)

- coordinating and developing a professional development programme for rowing coaching staff
- leading by example, as a leader and ambassador for rowing within and beyond the school
- supporting and promoting the school's strategies at the departmental level, including those relating to pastoral care, co-curricular engagement and continued professional development, and having due regard to compliance within the rowing programme (including: health and safety, risk assessment, registration, licenses, safeguarding)
- supporting the school's induction, teacher review and probation systems, as required

### Supporting pupils

- fostering a supportive, inclusive, empowering and enabling environment for pupils to enable each pupil involved in the rowing programme to enjoy their rowing and fulfil their rowing potential, whilst achieving a healthy balance between rowing, schoolwork and other activities
- fostering a spirit of camaraderie, enjoyment and positive peer interaction within the KCSBC community
- working with other staff, overseeing the highest standards of pastoral care and safeguarding within KCSBC
- encouraging pupil participation in the rowing programme, and providing opportunities for beginners to participate and try rowing as a new activity
- reporting race results and celebrating pupils' achievements
- sharing information with other staff and departments as appropriate, so that rowing achievements can be celebrated within the school as a whole
- working with the director of rowing and other school staff, including the higher education team, supporting pupils with their rowing-based applications and selection for colleges and universities
- in the USA and globally

### Events, networking and other

- developing and maintaining links with external stakeholders, including boat clubs, universities and visiting speakers
- fostering the aspirations of the school's most talented rowers, including through GB junior selection for national teams and rowing-based selection for colleges and universities globally
- keeping abreast of best practice and developments in the sport, and incorporating these into the KCSBC's coaching approach
- supporting KCSBC supporters' association activities and fundraising
- representing the department throughout the school and beyond, including at open days/evenings, admissions activity and activity of the development office
- undertaking any other reasonable task as requested by the senior team and/or your line manager



## THE PERSON

### The post will suit someone who:

- has prior experience of coaching rowing at a high level
- has prior is, or aspires to be, a strong, dynamic and inspirational leader
- has excellent rowing knowledge, and a personal commitment to ongoing professional development
- has strong pastoral instincts and a commitment to excellent pastoral care and safeguarding for all pupils
- has a desire to lead and further develop our approach to rowing performance and coaching
- is eager to share in the joy of rowing with all pupils, and is committed to inclusivity
- wishes to actively promote the school's ethos and values among the pupil body
- has the highest aspirations for both pupils and staff
- is capable of efficiently managing and responding to the needs of the programme, and creating an enabling supportive environment for staff to flourish
- will maintain a sharp and efficient grasp of external developments
- communicates well with the ability to inspire others
- is able to lead and work as part of a team, with excellent communication skills
- is able to prioritise and manage their time effectively, and demonstrate resilience
- can think flexibly, and possesses excellent skills of organisation and problem solving
- promotes a culture of equality, diversity and inclusion

among pupils and departmental colleagues so everyone feels they fully belong

### The following would be advantageous:

- prior experience of coaching rowing within a school environment



## HOW TO APPLY

**Closing date: Tuesday 28th January 2025**

**Interview date: to be confirmed**

**Early applications are encouraged; interviews may be staged and we may choose to appoint at any time during the application process.**

To apply for this role, please register your details online via our website [www.kcs.org.uk](http://www.kcs.org.uk) (under useful information / career opportunities). Once you have registered your details with us, you can apply for vacancies by logging into the candidate area using your email address and chosen password. You will be asked to fill an online application form, upload a CV and provide a cover letter.

**Please include a covering letter with your application addressed to Dr Anne Cotton, Head.**

CV: Please use the CV to highlight your skills, knowledge and expertise that match the role details, main duties and responsibilities. Your CV should ideally be a single-sided A4 sheet.

Cover letter: Please use the cover letter to explain how your own skills and experiences match the

person specification for this role. The cover letter is an opportunity for you to share with us how you are suited to this role, how your skills are transferable to the key requirements, and your relevant life experiences or interests. Your CV should ideally not exceed two sides of A4.

Arrangements for the interview day will be confirmed in advance, and further details provided.

We welcome enquiries or questions regarding this position, including about adjustments to be made during the recruitment process: please contact [recruitment@kcs.org.uk](mailto:recruitment@kcs.org.uk) or telephone the HR department (020 8255 5308) to find out more about the interview process.

We are happy to reimburse reasonable travel expenses.



## WORKING AT KING'S

Our staff community is welcoming, energetic and vibrant. Within a well-established atmosphere of kindness, cooperation and trust, there is a “can-do” attitude, coupled with high levels of emotional intelligence, good humour and mutual support. The school's reputation for academic excellence and strong pastoral care is built on the dedication and skills of every member of staff.

We seek to recruit well-qualified and enthusiastic staff who demonstrate knowledge of, and passion for, their area of expertise and contribute to the rich wider life of the school. All staff contribute to the ongoing development of the school, and give freely of their time outside timetabled lessons, committing to co-curricular activities and helping individual pupils with their academic progress. Many take clubs, societies, trips and sports teams at evenings, weekends and during the school holidays. The strength of our pastoral system is founded upon all teaching staff making a significant pastoral contribution as a tutor to specific group of pupils. Tutor groups are year-group specific in the lower school, and become a vertical system from fourth form upwards.

In return, the school provides staff with a wide variety of benefits and opportunities, including:

- Competitive salaries well above London and national averages
- For teaching staff: automatic enrolment into the Teachers' Pension Scheme or optional inclusion into the King's defined contribution pension scheme

for teaching staff; for professional services staff: contributory support staff pension scheme: employees are eligible to join after 3 months' service with a 10% employer contribution / 5% employee contribution

- Opportunities to develop professionally and a supportive approach to staff training and development. In addition to our bespoke programme for unqualified teachers which ultimately leads to QTS and full statutory support for all Early Career Teachers, the *Sapienter Develop* online platform comprises a range of courses based on the latest research and insight in education and leadership, and provide support to colleagues undertaking postgraduate and further study.
- A focus on staff wellbeing, family friendly policies, and bespoke support for new members of staff; all are guided through their first year by a variety of colleagues, including the director of staff welfare, their line manager and a mentor
- Access to BUPA and Aviva employee assistance programmes, and the BUPA healthcare cash plan
- Free use of the King's Club, including access to the swimming pool, gym, tennis/squash courts and group exercise classes
- Free lunch, tea, coffee and other refreshments during term time
- A Surface Book Laptop
- Shuttle buses from Wimbledon station
- Cycle to work scheme
- Fee remission for children of staff (subject to the usual entry requirements and space being available)

# WORKING AT KING'S - STAFF PROFILES



"Since starting at King's, I have thoroughly enjoyed working with extremely able and enthusiastic students and colleagues. The academic challenge central to the school's ethos means that work in and outside the classroom is always stimulating and fast-paced. I have had the opportunity to take on new roles in the school early in my time at King's, and appreciate seeing the variety of routes that my career could take here. Having come from an IB only school, I have felt supported taking on the A Level. The school also has its own internal programme of professional development which I have benefitted from, and the range of short courses on offer mean that I can stretch different areas of my professional practice."

**- Dr Cheung**  
**Head of French, Academic Enrichment Coordinator and Equality and Diversity Mentor**

"I love working at King's. I have been supported in a variety of roles in over a decade at King's, including head of department, head of section, and acting operational deputy head. There is a real value put on staff and pupils having fun and enjoying school: academic excellence is never put ahead of pastoral support or co-curricular involvement. Alongside this, there is a real sense of teamwork and a desire amongst colleagues to support all members of our community in achieving their aims. Every year I am struck by the kindness of colleagues, the ambition of the pupils and the opportunities available to all. King's is a great place to work, but it never stands still nor rests on its laurels."

**- Mr Renwick**  
**Head of Admissions and Teacher of Theology and Philosophy**



"King's is a dynamic, positive school committed to the wellbeing of all. Staff-pupil relationships are exceptionally good, and members of staff are unfailingly supportive. Pupils are motivated and keen to learn; it is stimulating to work in an academically fulfilling environment. The pastoral system is strong, and I find my role as a tutor the most rewarding. There are many opportunities for professional development, either through in-house courses or via new roles – indeed, I have enjoyed many different responsibilities. To teach and learn in beautiful surroundings and with outstanding facilities makes working at King's a joy."

**- Ms Davis**  
**Director of Staff Welfare, Bursary Engagement Officer and Teacher of History**

"Prior to joining King's I had not stayed at any school longer than three years; seventeen years later and I am still here. King's is by far the best school and environment I have ever worked at. Everyone from pupils to teaching staff are kind, welcoming and above all else they all look out for one another. I have learnt how to be a good teacher and leader at King's and been given opportunities to further develop my career others can only dream off. I love being a part of this community"

**- Ms Chan Ramgoolam**  
**Director of Public Occasions**



"I started King's as a Graduate Sports Assistant and then after completing my teaching training, I spent four years as a junior school PE and Games teacher before progressing into the senior school to become the Head of Football. Throughout my time at King's, I have been supported by outstanding colleagues and the progress I have made is down to their dedication and invaluable advice. The work I have done with the ACS on diversity and inclusion has been hugely rewarding; the society aims to ensure all pupils feel valued in our community leading to better outcomes for everyone".

**- Mr Joshua Barrington**  
**Head of Football and Head of the African Caribbean Society**



## ROWING AT KING'S

Rowing is one of the school's most successful sports, and the programme has gone from strength to strength in recent years, ably led and supported by a combination of specialist coaches and senior school teaching staff. We are ambitious for the next phase of its development.

King's College School Boat Club is the school's rowing club, and our boathouse is located on the Putney Embankment. It is used by Cambridge University Boat Club for their annual Boat Race against Oxford.

The winter racing season culminates in the Schools' Head of the River Race in March. Last year, the boys' 1st VIII came third overall in the Championship Vllls competition, only one second behind Shiplake who came second. The girls' squad also raced in the Girls' 1st Vllls competition for the first time in the school's history, holding their own and coming in 14th place in their category. The school's 2nd VIII also had a very good row to come 7th in their competition. Both J16 Vllls raced exceptionally well to come second in their respective events and the J15s 1sts and 2nds came in in 3rd and 7th respectively.

Each year in April, the fifth and sixth form squads travel to a training camp in Europe to develop technical skills and build speed on the water. In 2025, 60 pupils from lower fifth (year 10) to upper sixth (year 13) have signed up for the training camp in Portugal.

The summer season includes the National Schools' Regatta: a three-day event where all schools with a rowing programme compete on a national stage. In 2024, three crews won bronze medals at this regatta: the J14 2nd octo finished third in a field of 19 boats; and the J16s enjoyed medal-winning success in both the 2nd VIII and the 1st VIII, racing against 11 and 18

competitors respectively.

In late June, the Senior Girls compete at Henley Women's regatta and in early July the Senior Boys compete at Henley Royal Regatta. Last year, the 1st VIII reached the quarter finals of the cup competition at Henley.

The school is also represented at the Head of the Charles Regatta in Boston, USA each October. Here, our 1st VIII recently recorded the school's best ever result at this world-renowned regatta, winning a bronze medal in a tough field of 90 boats in the men's youth eights category.

The boat club is fortunate to benefit from the financial support of the Friends of King's and the King's College School Boat Club Supporters Association, enabling students to compete at the highest standard with world-class equipment. King's regularly has students taking part in the GB trialling process, and it is not unusual to see those selected return with multiple accolades from international competitions. In recent years, King's has also had multiple rowers recruited to American universities based on their athletic and academic ability.

The boat club also facilitates those with a more recreational approach to the sport and aims to transform novice rowers into competitive racers who can enjoy all the benefits the sport has to offer. Rowing is available as a Games option to pupils in the fourth form and above.

This is a very exciting time for the boat club as we seek to appoint a Director of Rowing and a Head Coach to spearhead the next phase of its development.



## SAFEGUARDING AT KING'S

At King's, we recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils.

We make every effort to provide an environment in which children and adults feel safe, secure, valued and respected, and feel confident to talk if they are worried, believing they will be effectively listened to.

We are alert to the signs of abuse, neglect and exploitation, and follow our procedures to ensure that children receive effective support and protection. Child protection forms part of the school's safeguarding responsibilities.

We follow the Merton Children's Safeguarding Partnership procedures and have several policies and procedures in place which contribute to our safeguarding commitment, including our Child Protection & Safeguarding Policy. A copy of this policy is available on our school website: <https://www.kcs.org.uk/safeguarding-at-kings>. The purpose of this policy is to provide staff, volunteers, and governors with the framework they need in order to keep children safe and secure in our school. The policy also informs parents and carers about how we will safeguard their children whilst they are in our care.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. Those applying to work at King's will be required to undergo rigorous child protection screening; pre-employment checks include (as relevant to the role and individual):

- past employers (references will be requested for shortlisted candidates prior to interview in line with **Keeping Children Safe in Education**)
- the Disclosure and Barring Service (including a barred list check)
- a prohibition from teaching check
- a Section 128 check (prohibition from management or governance)
- identity checks
- right to work checks
- overseas checks
- verification of qualifications and/or professional status
- fitness to work checks

**This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.**



## INCLUSION AT KING'S

King's aims to be a diverse and equitable environment where all staff and pupils feel they belong. The community aims to foster an ethos of social awareness and respect for difference, creating a welcoming and inclusive culture where every member of our community is valued and respected as their authentic self, regardless of difference. Establishing this sense of belonging and community is central to the ethos of King's and is outlined in the 'Inclusivity at King's' statement.

The school has developed a comprehensive equality, diversity and inclusion (EDI) programme that spans all areas of school life, including our wider school community. Our director of EDI oversees our work in this crucial area, working closely with our EDI mentors who support pupils around issues including sexuality, gender and race.

There are a wide range of thriving pupil advocacy and discussion groups who meet regularly, including our African Caribbean society, our East and South-East Asian society, our Pride group, our neurodiversity society, our interfaith discussion group and Her'd, our group for girls. Alongside this, the school holds regular talks and workshops on EDI topics to ensure that inclusivity remains a central part of the daily life at school and is at the heart of all that we do.

Further information about equality, diversity and inclusivity at King's is available on our website at <https://www.kcs.org.uk/equality-diversity-and-inclusivity-at-kings>

*King's College School is fully committed to the principles of equality, diversity and inclusivity in its recruitment of teaching and support staff.*

**If you have any support requirements that require adjustments to be made during the recruitment process, please let us know in advance so that any support, aids or adaptations can be put in place to assist you. Examples can include, but are not limited to, a request for extra time, a wheelchair accessible interview room or alternative format of assessment papers such as audible, Braille or large print versions.**



## LIVING AND WORKING IN WIMBLEDON

Wimbledon is famous for its annual Grand Slam tennis tournament, but that is not the only thing that makes living and working in Wimbledon an attractive proposition.

The area is one of the safest parts of London and provides a wonderful mix of town and Village life. The streets are bustling and lined with bars, restaurants and shops and the charming children's Polka Theatre is situated in the centre of Wimbledon. King's is located on the edge of Wimbledon Common, at the beginning of one of the largest areas of green, recreational space in the whole of London. The Common, which extends to Richmond Park, is home to a 19th century windmill and an Iron Age fort.

One of the best things about working in Wimbledon is its connectivity. Wimbledon station is located in zone 3, approximately 10 minutes from Clapham Junction and 20 minutes from London Waterloo. There are regular trains to numerous destinations, including Kingston, Epsom and Richmond. Wimbledon can also be reached by tube, via the District line, and by tram, which connects to places such as Croydon and Beckenham. King's is also in a convenient location for road users, with its proximity to the A3 providing an excellent link to the M25. There is a morning shuttle bus for staff which runs from Wimbledon Station to the school.

Although property prices are high in and around Wimbledon Village, there are affordable options a little further away. Many staff choose to live in Central and South Wimbledon or Raynes Park, which is a 15 minute walk from King's. Other nearby options include Motspur Park, Worcester Park, Clapham, Tooting and Earlsfield but plenty of colleagues prefer to commute from Surrey, where Esher, Epsom and Ashstead are popular choices.



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