



**King's  
Worcester**

# Lead Rowing Coach

Part-time

Candidate Information



# The King's Foundation



King's Worcester is an exciting and rewarding community in which to work and I am thrilled that you are considering making an application to join us.

Our staff community consists of a wide range of teaching and support roles, each being an essential part of our School Foundation. Central

to everything are our friendly and approachable atmosphere and the excellent relationships between staff and pupils.

We are all shaped by our environment and at King's we are truly grateful for the beautiful physical and intellectual environment in which we live and work. The King's Foundation in Worcester is a community of three schools: King's Senior and our two Prep Schools, King's St Alban's and King's Hawford. The Senior School currently educates approximately 850 pupils aged 11 - 18 in our beautiful city centre campus; at King's St Alban's,

circa 180 pupils aged 2 - 11 enjoy sharing our extensive facilities on the same site. King's Hawford educates around 260 pupils aged 2 - 11 and is situated just north of the city in rural Worcestershire (four miles from the city centre campus). There is one governing body for all three schools.

I'm looking for someone with a passion for Rowing, who has outstanding interpersonal and organisational skills, and will be an enthusiastic and reliable member of the Rowing Team.

If you think that you would be a great fit for this role, and are keen to work hard in a busy and vibrant environment then I look forward to receiving your application, to meeting you in the weeks ahead, and – if successful – can't wait to work with you in the years to come.

## **Gareth Doodles**

Headmaster, The King's School and  
Head of The King's School, Worcester Foundation



# Job Description

Rowing is a hugely popular sport at The King's School Worcester, involving both boys and girls from Year 9 to Sixth Form.

The stunning Michael Baker Boathouse stands within the school site overlooking the River Severn, providing year-round access to the sport.

There has been a fine tradition of rowing at King's Worcester since 1877, with the Boat Club able to celebrate four Olympic oarsmen to date, the most recent being Zac Purchase, who won Olympic Gold and Silver in the lightweight double sculls. Many other pupils and former pupils have represented the Home Countries and Great Britain at international events, along with extensive and regular regional representation. In recent years our boys and girls have won national championships and medals at many major events.

We are extremely proud to have recently been named as one of the top eight schools in the UK for Rowing by The Good Schools Guide.

This position offers a magnificent opportunity to join an outstanding coaching team and a wonderful group of pupils.

## Duties and responsibilities

Day to day tasks:

- To coach both Games and after school sessions, including land training, sculling and sweep disciplines.
- To assist in crew selection and development of training programmes for the crews.
- To supervise pupils during each session and outing, and monitor the correct usage of the equipment.
- To assist in maintaining pupil records of assessment and reporting on individual pupil progress.
- To assist with entries and administration for events.
- To supervise the racking and removal of equipment from the boathouse to minimise damage.
- To assist in trailer loading/unloading, to attend regattas and head races, and to assist in transport, rigging and all other organisation related to such events.
- To assist the Boatman in maintaining the quality of the KSWBC fleet and equipment.
- To use and maintain club launches to ensure they are always safe.
- To carry out any further duties which the Head of Rowing or Headmaster deem to be in the best interest of Rowing at The King's School, Worcester.

## Hours of work

Coaches are expected to work at selected sessions on a weekly basis, including Games afternoons from 13:50 to 17:30 on Monday, Wednesday and Thursday afternoons, Tuesday afternoons 15:45 to 17:30 and certain hours between 08:00 and 14:00 on Saturdays. There is also a requirement to attend regattas/heads, Easter training camps and other events at additional times.

This is a permanent, part-time, position, 20 hours per week, term time only. The hours will vary during seasons and on a weekly basis.

## Salary

The pro-rata'd salary for the role is up to £13,268 per annum, depending on the skills and experience of the successful candidate, with regattas and rowing camps paid in addition.

## Skills and qualities required

The rowing coach will be expected to:

- Have experience coaching children in a school or club environment.
- Demonstrate a sound knowledge of GB rowing technique, enabling them to employ a broad range of coaching techniques to enhance the development of all rowers, both experienced and able as well as those with less aptitude for the sport.
- Be lively and enthusiastic, with a passion for rowing and working with young people.
- Inspire and develop pupils so that they reach their full potential.
- Display initiative whilst following the School and Boat Club programmes and culture.
- Use effective communication skills with both pupils and adults alike.
- Actively promote rowing within the school and help build successful rowing crews.
- Be an ambassador for the sport and for King's Worcester.
- Be professional in their dealings with staff, pupils, parents and others at all times.

A knowledge of safeguarding practices in an education setting is desirable, however training will be provided.

## Desirable qualifications

- UKCC Level 2 Certificate in Coaching Rowing.
- RYA Level 2 Powerboat.

# Job Description

## Safeguarding responsibilities

### What is safeguarding?

Safeguarding can be defined as promoting the physical and mental health, safety and welfare of all pupils. Safeguarding is the responsibility of all adults, especially those working or volunteering with children. The School aims to help protect the children in its care by working consistently and appropriately with all relevant agencies to reduce risk and promote the welfare of children.

### Our commitment to safeguarding

The King's Foundation is dedicated to safeguarding and actively promoting the welfare of our pupils, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or culture.

We follow the child protection procedures set out by Worcestershire Safeguarding Children Partnership and the West Mercia Consortium Inter-agency. We understand the need to engage with any local safeguarding children partnerships and the statutory duty to cooperate if the School is named as a relevant agency.

Our safeguarding and safer recruitment policies are written in line with statutory guidance given in the latest version of Keeping Children Safe in Education (KCSIE), including Annex B for school leaders and those working directly with children.

Our Designated Safeguarding Lead takes leadership responsibility for the School's safeguarding arrangements.

### Responsibilities of the successful candidate

Staff are advised to maintain an attitude of "it could be happening here and probably is" as far as safeguarding is concerned and should always act in the best interest of the child.

All staff are expected to actively promote and safeguard the welfare of all pupils. This post involves significant contact with children and the post holder will be responsible for children therefore they will be considered to be in regulated activity and must report any concerns in a timely manner.

All staff must also attend annual safeguarding training and have proper regard for the School's safeguarding policy and procedures.



# Application Process

All applications will be acknowledged and all applicants will be notified as to whether or not they have been invited to an interview.

Successful applicants will be advised of the date and time of the interview. References will be requested and candidates should be aware that referees will be asked to comment on a candidate's disciplinary record and whether or not the candidate has been subject to any child protection concerns. Proof of identity will be required at interview.

Candidates unsuccessful at interview will receive written notification.

The School is required to ensure that the successful candidate is checked by the Disclosure and Barring Service. Details of the School's policies on safeguarding and promoting the welfare of children as well as equal opportunities are available on request. References will be obtained and verified prior to the appointment being confirmed.

The King's Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. Shortlisted applicants will be required to complete a self-declaration form in relation to any criminal record or information that may make you unsuitable to work with children, and will be subject to an online search.

## How to apply

Candidates must complete the TES online application form which can be found at: [www.tes.com/jobs](http://www.tes.com/jobs)

Please submit any queries regarding the role to the HR team at [recruitment@ksw.org.uk](mailto:recruitment@ksw.org.uk)

### Closing date for applications:

We are accepting applications for this role, and will interview suitable candidates, on an ongoing basis. Please apply as soon as possible.

### Start date: September 2024

Please visit the vacancies page of the School website [www.ksw.org.uk/careers](http://www.ksw.org.uk/careers) to find out more about the benefits of working at King's and to hear why our staff love being a member of the School community.

In order to provide our pupils with a well-rounded and enriching educational experience that is truly representative of the world in which they grow up, the King's Foundation strives to place equity, diversity and inclusion at the heart of everything we do, ensuring that we build a community which is truly representative of all backgrounds and experiences. We believe that we will do that best if our employees come from different backgrounds and if we create an environment of inclusion and belonging for them.

