



St Swithun's
WINCHESTER

Teacher of PE (maternity cover)

this role may also suit an
experienced coach or
well-qualified graduate

Required September 2025
for one academic year

Part time – approx. 0.8



Welcome from the headmistress



Thank you for your interest in St Swithun's.

We are proud to be a High Performance Learning School and a member of the Fellowship of World Class Schools. The High Performance Learning philosophy is that: high achievement is an attainable target for everyone; intelligence is not fixed (we can all become cleverer); high performers are made, not born (they work for it). HPL involves the systematic and explicit encouragement and empowerment of students to develop the ways of thinking and ways of behaving that will equip them for success both in school and beyond. It is the cornerstone of our philosophy.

We are also a girls' school and as such we expect and support all our students to enjoy and excel in a range of subjects and activities according to their interests and not their gender. We seek to be free from unhelpful stereotyping and to offer genuinely limitless education.

Further, we are a high trust community and we try always to behave with a seriousness of intention and a lightness of touch. We believe the best of staff and students and often see our expectations exceeded and a joke cracked along the way.

If this short introduction resonates with you, we would very much welcome an application from you.



Jane Gandee, headmistress

Our school



St Swithun's School, Winchester is a leading GSA and HMC school offering day, weekly boarding and full boarding for 520 girls aged 11-18. There is also an adjoining IAPS Prep School for girls aged 3-11 with a co-educational pre-school.

The girls benefit from excellent teaching, sporting and recreational facilities. St Swithun's is academically selective and regularly appears in the top 30 schools in the national league tables.

Our location

The school is set on a campus of 45 acres overlooking the Hampshire Downs and within the South Downs National Park. The school is within walking distance of the centre of Winchester, and only a 50-minute train journey from central London.

Winchester and its surrounding areas offer outstanding local cultural, historical, sporting and entertainment opportunities in addition to fantastic access to outdoor pursuits. Southampton, Portsmouth, Salisbury and Bournemouth are all easily accessible on public transport.



Our ethos



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St Swithun's is an appropriately academic school which means that we celebrate intellectual curiosity and the life of the mind, but not to the exclusion of all else. We expect our pupils to develop individual passions and through them to acquire a range of skills and characteristics. These characteristics will include a willingness to take risks, to question and to debate, and to persevere in the face of difficulty. In the words of Samuel Beckett: "Ever tried. Ever failed. No matter. Try again. Fail again. Fail better." If a girl can immediately excel at everything we ask of her, we as educators must set the bar higher.

We want all pupils to learn about life beyond the school gates, to appreciate the rich variety of our world, to develop an understanding of compassion and to value justice. We encourage all pupils to become involved in fundraising and community work. They should appreciate how their decisions and their actions can affect those around them.

By the time a pupil leaves St Swithun's she will be well-educated, courageous, compassionate, committed and self-confident with a love of learning, a moral compass and a sense of humour.



High Performance Learning

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Our facilities



The school offers girls excellent teaching, sporting and recreational facilities. The school buildings are modern and well equipped. As well as the normal academic classrooms and science laboratories, there is a magnificent performing arts centre with a 600-seat auditorium, a music school, an art and technology block, a sports hall and a full-size swimming pool. There is an impressive library, higher education and student guidance department and ICT facility. The grounds are spacious and encompass sports fields, tennis courts and gardens.

The senior school has six boarding houses for full and weekly boarders, with separate houses for those in their first and second years and those in the upper sixth.

The School is registered as a Company Limited by Guarantee and as a Charity, and it has a wholly owned subsidiary company (St Swithun's School Letting Company Limited).



Sport at St Swithun's



Our staff:

The department is lead by the director of sport, supported by an assistant head of PE and 10 full and part time teaching staff. There are also seven additional coaching staff supporting particular sports and a graduate assistant.

Our sports:

Our major sports are lacrosse, netball, cricket, tennis and athletics. We also have teams representing the school in cross-country, swimming, football, gymnastics and equestrian, and we offer dance, badminton, spinning, Pilates, yoga, trampolining and athletic development as options to some year groups or as activities.

Sports facilities on site include:

12 tennis courts, 8 netball courts, 7 lacrosse pitches, indoor cricket nets, sports halls, fitness suite and strength and conditioning gym, 400m grass athletics track with all-weather jumping and throwing areas, 2 cricket pitches and outdoor cricket nets and a swimming pool complex that includes separate 25 metre and learner pools.



Sport at St Swithun's



Our Goal:

For every child to believe that sport and exercise are a vital part of their life and for them to have the desire, competence and confidence to continue this journey once they leave the school. Our specialist sports teachers understand that every pupil comes to us with different perceptions of sport and ambitions in sport. We aim to provide a tailored programme that allows each pupil to fulfil their potential.

Timetabled sport:

Pupils in years 7-9 have a PE lesson alongside two games sessions each week; we offer a diverse curriculum allowing the girls to experience a variety of activities.

All girls in years 10-13 have two games sessions each week. Pupils also have the opportunity to take GCSE and A Level PE.

There is every opportunity to develop a passion for sport and exercise at St Swithun's. Over the course of the week each and every pupil could, should they wish, take part in 10 hours of organised sport and exercise through their curriculum lessons, lunch time clubs and after school clubs.

Teacher of PE



St Swithun's is seeking a knowledgeable and enthusiastic sports professional to join us teaching PE and games to girls in years 7 to 13. This role is to cover for a colleague taking maternity leave and is therefore temporary, for up to a year, from September 2025.

We are keen to find the right person to join us and are therefore happy to hear from individuals who are:

- A qualified PE teacher with significant experience of teaching either netball or lacrosse
- A well-qualified and experienced coach of either netball or lacrosse
- A sports graduate with high level playing experience of either netball or lacrosse plus some coaching qualifications.

It would be an advantage if you also have experience of one of our summer sports: athletics, cricket or tennis. Experience contributing to the teaching of academic PE at either GCSE or A Level would also be an advantage.

Teacher of PE or Coach- Key Responsibilities



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Teaching

- To plan lessons with clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- To have appropriate, demanding expectations for pupils' learning and motivation setting targets for learning, building on prior attainment.
- To identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support.
- To set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- Contributing to teaching and curriculum planning under the direction of the Head of Department
- Undertaking regular marking and assessment, recording and reporting of pupil progress.
- Contributing to the preparation and marking of exams, preparation of new courses, setting, marking and moderation of coursework and the maintenance of cross-curricular links.
- Participating in the professional review and appraisal process.
- Keeping up to date with developments in their subject and teaching as a whole through continuous professional development and INSET.
- Peer observation and tracking pupil progress.



Teacher of PE or Coach- Key Responsibilities



Departmental

- Help implement sports programmes with the objective of developing pupils technically, tactically, physically and mentally.
- To help communicate the sports department's philosophy and vision to pupils, coaches and staff and to inspire a sense of commitment to the successful advancement of sport at the school.
- To plan and organise the school's coaching and match playing activities.
- To support talented sports players in balancing their sporting commitments with their academic studies and wider school commitments.
- To help lead and promote sports tours, if necessary, with the aim of developing and advancing the players technical and tactical skills.
- To assist with the administration of sports programmes.

General

- To be familiar with the contents of the Staff Handbook, School Policies, Safeguarding, Anti-bullying, Behaviour and Discipline and Staff Duties and Expectations.
- Understanding your professional responsibilities in relation to school policies and practices.
- Attending Departmental, Staff and Parents' Meetings.
- Performing other occasional duties that may reasonably be required by the Headmistress.
- Sharing responsibility for the implementation of all the school's policies and procedures, particularly;
 - ✓ The behaviour and discipline of pupils.
 - ✓ The professional duties and expectations of teachers.
 - ✓ The health and safety of all.

Person Specification- Skills & experience



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Essential	Desirable
<ul style="list-style-type: none"> Have experience teaching or coaching students in years 7-13 to a high standard in either netball or lacrosse. 	<ul style="list-style-type: none"> Qualified Teacher Status (QTS).
<ul style="list-style-type: none"> Be able to work in a team of enthusiastic teaching and coaching staff. 	<ul style="list-style-type: none"> Currently (or recent experience of) playing sport at a high level.
<ul style="list-style-type: none"> Be able to contribute towards developing the schools' sports provision. 	<ul style="list-style-type: none"> Experience organising and running trips, including overseas.
<ul style="list-style-type: none"> Be reliable, punctual, motivated and have excellent time management. 	<ul style="list-style-type: none"> Experience teaching across some of our other main sports: tennis, athletics or cricket.
<ul style="list-style-type: none"> Have professional standards for working with children in education. 	
<ul style="list-style-type: none"> Willingness to be involved in the life of the school. 	
<ul style="list-style-type: none"> Committed to the safeguarding and wellbeing of our students. 	

Person specification- key skills & qualities



Through the application and interview process we will be seeking a candidate who can demonstrate the following:

- Excellent teaching methods with consistently strong outcomes for pupils.
- Excellent communication skills (with accurate and effective spoken and written English).
- The ability to work collaboratively and beneficially as part of the wider school team.
- The capacity to problem-solve and calmly support others to overcome challenges.
- Effective management of time and workload.
- Motivation to keep informed about best practice in teaching, coaching and learning as well as curriculum or sports body changes.
- Appreciation for the values and motivations of independent school parents.

All staff are expected to promote and safeguard the welfare of children and young people and comply with the school's Safeguarding policy. All staff are expected to comply with the staff behaviour policy, setting exemplary standards of behaviour, appearance and attitude. All staff are expected to have regard to the staff handbook and other policies set out by the school.

Terms and conditions & application process



TERMS AND CONDITIONS

This is a temporary, part-time position (approx 0.8 timetable) to cover for a colleague's maternity leave. The role involves working every Saturday during term time as well as regular evening work after the end of the core school day.

The school offers a range of benefits, including:

- Comprehensive private medical insurance (for those on teaching contracts)
- Choice of TPS or DC pension scheme for teachers, generous DC scheme for non-teachers
- Free membership of the school swimming pool and free or heavily subsidised wellbeing activities including yoga, Pilates and strength and conditioning
- Discount on school fees
- Refreshments whilst working, and free lunch in the dining room
- Access to an employee assistance programme

APPLICATION PROCESS

The closing date for applications is 9am, Monday 30 June.

Applications will be considered as they are received and we reserve the right to close applications before this date.

Please complete our online application form which can be found [here](#).

For any queries about the role or the application process, please contact the HR Department:

Telephone: 01962 835798

Or email: recruitment@stswithuns.com

Child protection and safeguarding



"St Swithun's is committed to safeguarding and promoting the welfare of children. All staff are expected to share and support this commitment and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service."

Child Protection Statement

- Every child has the right to freedom from physical, racial, sexual, verbal or mental abuse (this includes bullying and intimidation). Our overriding aim is the protection of the individual child within the school.
- We require staff to be fully aware of what child abuse is and the different forms in which it may present itself, and of their duties in respect to child protection.
- We will provide adequate training (both as part of an induction and an ongoing process) in recognising abuse, and what to do if abuse is suspected.
- We are committed to maintaining good communication within the School on child protection issues and to following recognised procedures.
- The Head ensures that the recommended procedures are followed when recruiting staff.

Equal opportunities



St Swithun's welcomes applications from candidates from a diverse range of backgrounds. The school will recruit predominantly based on an applicant's relevant skills, experience, capabilities and potential for development. The ability to work collaboratively with others will also be taken into account.

St Swithun's is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills free from unlawful discrimination or harassment, and in which all decisions are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We do not discriminate unlawfully on the basis of age, disability, marital or civil partner status, race (including nationality, ethnic or national origin), religion or belief, sex or sexual orientation, gender reassignment or pregnancy or maternity (defined in the Equality Act 2010 as protected characteristics).

If you have questions about our recruitment processes, or would like any support to access our recruitment process fully please do contact us at recruitment@stswithuns.com.

Explanatory notes



Application form

Applications will only be accepted from candidates completing the enclosed application form in full. CVs will not be accepted in substitution for completed application forms.

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see the job description for the post.

Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind -overs, including those regarded as 'spent' must be declared.

The successful applicant will be required to complete a disclosure application form from the Disclosure and Barring Service.

In accordance with government guidelines, we will seek references on shortlisted candidates for teaching and some other posts, and approach previous employers for information to verify particular experience or qualifications before interview. In other cases, if this has not been done, any offer of a post will be conditional upon receipt of satisfactory references. References should be from the applicant's current or most recent employer. If the current/most recent employer does/did not involve work with children, then the second reference should, if possible, be from the employer with whom the applicant most recently worked with children. Referees should not be a relative or someone known to the applicant solely as a friend.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer not applicable if your duties have not brought you into contact with children or young persons. The School will only accept references obtained directly from the referee and will not rely on references provided by the applicant or on open references or testimonials.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/or DfES Children's Safeguarding Operation Unit.

Explanatory notes



Invitation to Interview

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body. All candidates invited to interview must also bring with them:

At least two forms of identification, i.e. current driving licence (including photograph), a passport, a full birth certificate or marriage certificate, a utility bill or financial statement showing the candidate's current name and address. These must be issued within the last three months and provide verification of address. Documentation confirming their national insurance number, where appropriate, any documentation evidencing a change of name.

Please note that originals of the above are necessary - photocopies or certified copies are not sufficient.

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received).
- A check of the DfES barred list database and the Protection of Children Act List as appropriate.
- A satisfactory DBS disclosure.
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as the school may require in accordance with statutory guidance.
- Satisfactory completion of the probationary period.
- Verification of medical fitness appropriate for the job's requirements.
- A written declaration that neither they nor anyone in their household is disqualified from working with children.
- Verification of professional status, such as GTC registration, QTS Status (where required), NPQH.
- Verification that the teacher/applicant is not subject to a prohibition order issued by the Secretary of State.
- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999).