

Swimming Coach

Required for September 2023

£24.60 – £34.39 per hour

Part time (usually 2-3 hours per week, early mornings), term time only (34 weeks per year)



St Swithun's
WINCHESTER



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.

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.

There is also an adjoining IAPS Prep School for girls aged 3-11 with a co-educational nursery.

Our location

The school is set on an 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 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



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.

Our community



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St Swithun's was founded in 1884 by Anna Bramston, daughter of the Dean of Winchester, and Christian values underpin our approach to education. We provide a civilised and caring environment in which all girls and staff are valued for their individual gifts and encouraged to develop a sense of spirituality and of kindness. We believe that kindness and tolerance are at the heart of any fully functioning community. Our staff are friendly and supportive, and the school is committed to supporting the wellbeing and professional development of its employees.

The school is committed to maintaining the vision of its founder by offering bursaries for girls who would otherwise not have the opportunity of a St Swithun's education.



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).

Further details of the School can be found at www.stswithuns.com

Our location



The school is set on an impressive and attractive 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 journey from central London.

Winchester is well connected by road, rail, air and sea, allowing convenient and affordable holiday opportunities for staff. There is also easy access to the New Forest, the south coast, and the West Country.

Winchester and its surrounding areas offer outstanding local cultural, historical, sporting and entertainment opportunities in addition to fantastic access to outdoor pursuits. Southampton and Winchester University are in close proximity, as are a wide range of good state and independent schools.



Swimming Coach



Job Summary

We are looking for an enthusiastic, committed Swimming Coach to join our sports department. The successful applicant will provide swimming coaching to squad swimmers aged 13 – 18 year old.

Key responsibilities: all Sports Coaches are expected to-

Have knowledge and understanding of:

- How the sport being coached fits in to the broader programme of activities at the school.
- Relevant qualifications and achievement milestones in their sport (if relevant).
- Assessing pupils and helping to identify strengths and weaknesses, and how to improve ability.
- How to deliver methods to pupils.

Manage their own performance and development by:

- Keeping up to date with research and developments in pedagogy and in the sports they coach.
- Setting a good example to the pupils they coach in their presentation and their personal conduct.
- Evaluating their own coaching critically and using this evaluation to improve their effectiveness.

Swimming Coach



Maintain a safe and secure learning and working environment by:

- Familiarising themselves fully and complying with the contents of the school's health and safety policy.
- Ensuring that they undertake risk assessments which are to be recorded and reviewed for activities undertaken.
- Where appropriate, carrying out induction for pupils in order that safe practices are maintained for all activities.
- Assisting the head of department in ensuring that a healthy and workable health & safety culture is maintained within the school and department.
- Ensuring that any breach or weakness (perceived or actual) of health & safety is reported to the head of department where appropriate.
- Undertaking annual health and safety training appropriate to their role. A central record of such training will be maintained and individually reviewed.

Coach and manage pupil learning by:

- Ensuring effective coaching of whole classes, groups and individuals so that learning objectives are met, momentum and challenge are maintained, and best use is made of coaching time.
- Using coaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Setting high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused coaching and through positive and productive relationships.

Swimming Coach



Plan and set expectations by:

- Identifying clear learning objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Having appropriate and demanding expectations for pupils' learning and motivation and setting clear targets for pupils' learning, building on prior attainment.
- Adapting the session and methods of delivery to account for pupils who have special educational needs, and knowing where to get help in order to give positive and targeted support.
- Being familiar with the contents of the Staff Handbook and the School Policies, especially Child Protection, Anti-bullying and Behaviour and Discipline; Staff Duties and Expectations.

Assess and evaluate progress by:

- Assessing how well learning objectives have been achieved and using this assessment for future coaching.
- Providing constructive oral and (where appropriate) written feedback; setting targets for pupils' progress.
- When applicable, understanding the standards expected of pupils in relation to the lower school curriculum, GCSE and post-16 courses.

Swimming Coach



Person Specification	
These are the qualifications and experience we are looking for in our successful candidate.	
Essential	Desirable
Minimum Level 2 Swimming Teacher qualification	Swim England Swimming Coach or Senior Swimming Coach Level qualification
	Previous experience coaching at School Club Level or equivalent
	Experience working in a school environment

Terms and conditions, and application process



TERMS AND CONDITIONS

This is a part time, term time only position (St Swithun's term time is 34 weeks per year). The hours are expected to be two to three hours per week (currently 6.45am to 7.30am on Monday, Tuesday and Friday). These hours are not guaranteed and are dependant on student choices for each term. These hours can usually be confirmed almost a term in advance.

The salary will be competitive and will depend on experience and qualifications. St Swithun's coaching pay scale is currently between £24.60 and £34.39 per hour. The role will be entitled to 5.6 weeks of paid holiday, considered to be taken during the school holidays.

The school also provides a range of benefits for staff including:

- Generous contributory pension scheme
- Discounted gym membership
- Free membership of the school swimming pool and exercise facilities
- Access to the school's staff wellbeing programme

APPLICATION

The closing date for applications is 9am, Monday 4 September 2023.

The school reserves the right to appoint prior to the closing date.

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

For any queries please use the following contact details.

Recruitment team

Telephone: 01962 835798

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 Headmistress ensures that the recommended procedures are followed when recruiting staff.

Equal opportunities



St Swithun's is an equal opportunities employer.

The school will recruit predominantly based on an applicant's relevant skills, experience, capabilities and potential for development. The ability to work 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).

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 confirmation 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).



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