



CANDIDATE BRIEF

SPORTS AND CO-CURRICULAR ASSISTANT



St John's School
LEATHERHEAD



ABOUT ST JOHN'S

Thank you for your interest in St John's. Our mission is to create an environment that is kind, supportive and full of opportunity, that inspires and equips pupils to thrive now and in the future.

We are proud of the outstanding work that our teaching and support staff do to create the vibrant, inclusive community which characterises our school. Working with us offers an opportunity to teach, grow, contribute and become part of a forward-thinking team. We look forward to welcoming an exceptional candidate to join us. **Alex Tate, The Head**



St John's is a co-educational independent school for over 800 boys and girls aged 11 to 18 and predominantly a day school (75% day, 25% boarding) with an innovative boarding offering which includes weekly, flexi or ad hoc options to create the best possible balance between home and school life for busy families.

As soon as you walk through the door into St John's, you sense the warmth and feeling of community that pervades our school. From the historic architecture to the infectious enthusiasm of staff and pupils, this is a welcoming and exciting place in which to belong.

Founded in 1851 to provide education for the sons of the poor clergy, St John's has always been progressive and has developed significantly over time to meet the changing needs of the pupils we educate. Although we have changed with the times, our core values of courtesy, kindness, respect and tolerance hold true and remain integral to what it means to be part of St John's.

The School has a reputation for innovation, academic excellence, strong pastoral care and a first class all-round education for every pupil. Interest from prospective families is strong and growing, meaning that we are over-subscribed with five candidates for every Year 7 (11+ Lower Third) place and every Year 9 (13+ Fourth Form) place. Although there are currently over 800 pupils enrolled, our strong staff team enables us to keep class sizes small.

In the first two years of St John's, Years 7 and 8 (Lower and Upper Third), pupils belong to the Lower School. From Year 9 (Fourth Form) upwards, each pupil joins either a boarding or day house where they are cared for by a team of tutors and domestic

staff who are overseen by a Housemaster or Housemistress. The strong pastoral ethos provides a supportive and nurturing environment that centres upon the development of the individual child. Delivering a truly rounded education, with rich co-curricular opportunities and experiences, is at the heart of school life and all pupils participate in the varied array of activities on offer from sport, music and drama to serving the community. The School has a Christian foundation and all pupils attend Chapel once a week.

Set in the beautiful Surrey countryside, the School's 50-acre campus is a short stroll into Leatherhead town centre and just 45 minutes by train to the cultural attractions of nearby London. It has excellent transport links by road, rail and nearby airports Heathrow and Gatwick. We are fortunate to have an impressive campus with a stunning mix of mid Victorian architecture and purpose-built contemporary additions. Our facilities are excellent and, from the state-of-the-art Sports Centre to the high quality IT infrastructure which enables our 1:1 managed device scheme, we ensure that we create the best possible environment in which to learn and work.



WORKING AT ST JOHN'S

We believe there is no limit to our pupils' potential and, in this vibrant learning community, we encourage our pupils to work hard, aim high, help others and have fun. None of this is possible without the exceptional team of people who make up St John's staff. We value the expertise, energy and commitment of our staff across all areas of school life and reward, support and develop our employees accordingly. Attracting and retaining the very best people is fundamental to allowing us to take St John's forward.

Our academic staff body is actively involved in developing creative and sophisticated teaching and learning practices through regular CPD, self-reflection and peer observations. Class sizes are small, our staff support is first-rate and the high standards set in the classroom reflect in excellent public examination results. We are firm believers that academic results are not the only measure of a successful education and our rounded approach aims to create open-minded, thoughtful, confident and happy young men and women who will go on to have productive, positive experiences in higher education and their adult lives.

Our support staff are integral to the wider success of the School. They are highly skilled professionals whose expertise allows the School to function effectively across functions as diverse as estates, operations, communications, catering, pastoral care, IT, finance and HR.



EMPLOYEE BENEFITS

PROFESSIONAL REWARD AND DEVELOPMENT

We recognise the expertise of our staff and aim to create an inspiring environment in which you can work to your full potential and develop your career.

What We Offer:

- A competitive remuneration package with additional allowances for extra responsibilities
- A comprehensive induction and CPD programme for all levels of staff
- Regular appraisals to reflect on professional practice and developmental opportunities
- Full commitment to the induction and training of ECTs, providing excellent support and ongoing training and support with teacher training for unqualified teachers
- A comprehensive INSET programme delivering high quality seminars, shared good practice, first aid training and insights from expert external speakers
- High quality IT facilities, hardware and software
- Well-resourced departments
- Automatic enrolment into the School's pension schemes.

REWARDS AND PERKS

To make everyday life just that bit easier, we are continually developing the variety of rewards, discounts and perks that we can offer our staff.

What We Offer:

- A discount on school fees for staff children who satisfy the admissions criteria (following successful completion of probationary period / proportionally reduced for part time members of staff)
- Cycle to Work Scheme
- Microsoft 365 for up to five personal devices
- Interest free School Loan
- Access to discounts at popular retailers
- Discounts are also available at local businesses such as Nuffield Health in Leatherhead.

HEALTH AND WELLBEING

Your health and wellbeing is important to us and we encourage our staff to make use of the services offered to help you live and work healthily and happily.

What We Offer:

- Family friendly policies including flexible working, enhanced maternity and paternity pay
- A fun, free weekly bootcamp to get fit in an encouraging, motivating environment
- Use of the School's Sports Centre and outstanding sports facilities, including the swimming pool, at agreed times
- Access to the Employee Assistance Programme (Education Support Partnership) which provides caring and compassionate advice and support on professional or personal matters
- During term time, our excellent Catering Department provides meals and refreshments
- Free flu vaccinations
- Access to Wellbeing Champions.

COMMUNITY AND ENVIRONMENT

This is a stimulating, welcoming community where colleagues build supportive professional relationships and friendships.

What We Offer:

- A supportive network of experienced Heads of Department, Senior House Staff and the Senior Management Team
- Highly skilled support and academic staff who, together, are integral to the successful running of the School
- As part of the staff community you can take part in enjoyable social events, sports activities and more...
- A beautiful environment which combines well-maintained historic buildings with state-of-the-art facilities
- Many parts of our beautiful and flexible school site are available to hire at a discounted rate for staff
- For eligible staff, accommodation within walking distance to St John's may be available.



THE ROLE

The Sports and Co-Curricular Assistant (SACCA) is responsible for assisting with games sessions, whether through coaching or refereeing as well as the wider co-curricular life of the school. They will be expected to commit to the daily life of the school, including fixtures/events during the weekend .

MAIN RESPONSIBILITIES

Sport Assistant

- Coach Lower School games as required.
- Coach Senior School games as required.
- Host additional sessions for prospective pupils.
- Assisting in girls' and boys' sports including rugby, football, netball, hockey, cricket and athletics – including refereeing and umpiring matches as appropriate.
- Provide additional support as required to all pupils ranging from recreational athletes to the higher performers.
- Involvement in the sports scholarship programme.
- Data collection, video analysis and individual pupil feedback as directed.
- Sports Department administration duties as required by the Sports Administrator.
- Setting up equipment in advance of sessions as directed by the Directors of each sport as necessary.
- Supporting the Sports Department in the hosting of fixtures/ tournaments.
- Maintaining sports equipment in good order.
- Assist with touring pre-season and touring programme.
*Contract days include 4 days ahead of each term for pre-season and 3 day summer sports camp. .

Wider Co-Curricular and School life

- Support all co-curricular aspects (performing arts/CCF etc) with administrative and supervisory tasks as required.

- Support co-curricular events where appropriate.
- Utilised as part of the School cover and duty requirements as necessary.
- Maintaining good order and discipline among the pupils and safeguarding their health and safety.
- Opportunities to be involved in boarding duties

NB : This list is not exhaustive and may be amended according to the needs of the School. In addition, you may also be expected to assist with any other duties as may be reasonably required from time to time.



PERSON SPECIFICATION

EXPERIENCE & SKILLS

- Candidates will be required to have played in one of the main term's sports to a good club level or above.
- Coaching experience in a range of sports is desirable – to include at least two sports (rugby, football, netball, hockey or cricket) with a specialism in one of these sports being essential.
- Experience of being involved within the co-curricular side of school life is desirable.
- Competency in the use of ICT is desirable.
- First Aid trained or willing to undertake training
- Excellent speaking and listening skills
- Clear and accurate written communication skills

PERSONAL ATTRIBUTES & QUALIFICATIONS

- Flexibility, adaptability and a willingness to undertake additional duties and responsibilities are all essential.
- Excellent interpersonal skills to deal with a range of people fairly and with respect
- A proactive and positive approach to School life
- The ability to work well with initiative and to work with others as part of a team is essential.
- Willingness to participate fully in a busy department and School
- The ability to work effectively in a team
- An understanding of the importance of developing appropriate working relationships with young people, with the ability to define boundaries
- Enthusiasm, hard-working and reliable..

CONDITIONS OF SERVICE

35 hours per week (including fixtures/events at weekends)

Term time to include four days ahead of each term for pre-season training and the three days of summer camp (July 2026 – date to be confirmed). Hours will be worked across 5 days, Monday to Saturday (with the equivalent of one day off per week, which will be confirmed on timetable allocation), with flexible hours to include early morning and evening work. The postholder will also be expected to assist with Saturday sports (home and away fixtures) and any other School trips as

required. During term-time, the successful candidate will work at the School and any other confirmed locations as may be reasonably required.

Salary: The post is remunerated at c. £1,800 per month (gross) for the 10 months fixed term period and is inclusive of holiday entitlement and an unpaid lunch break of one hour per day.

There is a probationary period of six months and the appointment is subject to satisfactory references and clearance by the Disclosure and Barring Service. All staff are entitled to membership of the School's Group Personal Pension Plan. Staff are permitted to use the facilities on site (such as the swimming pool, tennis courts and Library) at times which do not conflict with the School's requirements and within the School rules. Meals are provided during term time.

Health & Safety at St John's School

Under the Health and Safety at Work etc. Act 1974 and associated legislation, colleagues at St John's are expected to be comply with H&S requirements at all times, including but not limited to Risk Assessments, COSHH, PPE, Manual Handling and to follow St John's policies and procedures. Specifically, colleagues must continuously carry out all duties in a manner, which endangers neither themselves nor others. If you consider something is unsafe or likely to cause injury or ill health, you must rectify it if safe to do so, or report it to your immediate manager or the Health and Safety Manager.

Data Protection at St John's School

The School will comply with its obligations under the prevailing data protection legislation when processing your personal data. For further detail in this regard you should refer to the School's Data Protection Policy and the Staff Privacy Notice which can be found on the website.

Staff Conduct

Colleagues at St John's are expected to adopt high standards of personal conduct in order to maintain the confidence and respect of all those with whom, and for whom, they work and must abide by the Staff Conduct Policy at all times.



THE SELECTION PROCESS

CHILD PROTECTION

St John's School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

In addition to their job description, the job holder should be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons who they may come into contact with whilst at St John's. The post holder's responsibility will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead.

HOW TO APPLY

Please complete an application form and equal opportunities monitoring form (both forms are available to either complete via the online application form or can be downloaded from www.stjohnsleatherhead.co.uk/about-us/careers-at-st-johns/current-vacancies/) and provide a letter supporting your application addressed to: Karen Perkins, Head of HR via email to recruitment@stjohns.surrey.sch.uk or by post to Epsom Road, Leatherhead, Surrey KT22 8SP.

Closing date: **9.00am, Wednesday 20 August 2025**

Interviews will be held: **Thursday 21 or Friday 22 August (date to be confirmed)**

Interviews may occur at any stage after applications are received. We reserve the right to appoint at any time in the recruitment process and therefore invite interested candidates to apply as soon as possible.

Please contact the Recruitment Team if you require the application form in an alternative format, please either email us at recruitment@stjohns.surrey.sch.uk or call us on 01372 231545.

FURTHER ENQUIRIES ABOUT THIS POSITION OR APPLICATION PROCESS

HR Department

recruitment@stjohns.surrey.sch.uk
01372 231545