



WINCHESTER
COLLEGE



FIVES COACH

CANDIDATE INFORMATION PACK



CLOSING DATE FOR APPLICATIONS 25 01 2026

Early applications are encouraged, and the school reserves the right to close the application process early should a suitable candidate be found.

PART ONE

ABOUT THE DEPARTMENT

Physical activity and sport play an important part in the busy life of a pupil at Winchester College. The opportunities to take part in any number of sporting activities are outstanding.

The opportunities for participation in sport outside the timetable is great with outstanding facilities on site and access to several external facilities too. There are professional coaches in cricket, soccer and many other sports, and many subject teachers are accomplished sports players and coaches.

There exists in the school a full programme of House competitions in all the sporting activities, in which all pupils are encouraged to participate at whatever level. It is possible to take part in all the sports on a purely recreational basis if a pupil wishes to do so. The sports available at present include Aikido, athletics (track and field), basketball, canoeing, cricket, cross-country, fencing, fishing, fives, golf, hockey, judo, karate, polo, rackets, rowing, sailing, shooting, soccer, squash, swimming, tennis, weight/fitness training, and Winchester College Football.



PART TWO

RESPONSIBILITIES OF FIVES COACH

Key Responsibilities

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The following duties will be deemed to be included in the duties which you may be required to perform:

- Child protection, discipline, health and safety.
- Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.
- Assisting the Master in Charge of Fives (M.i/C) in the delivery of fives programme across Short Half and Common Time.
- Providing fives coaching both technical and tactical to small groups, individual pupils, pairs and squads, as scheduled.
- Providing support during the fives season, including assistance at training sessions, fixtures, and related activities, as scheduled.

You may be required to undertake such other reasonable duties from time to time as the School may reasonably require.

Reporting Lines

You will report into the Master-in-charge of Fives.



PART THREE

PERSON SPECIFICATION AND KEY QUALITIES

ESSENTIAL REQUIREMENTS

- Significant experience of coaching children across varying levels of ability and physical maturity.
- An athlete centred approach to training and interacting with pupils.
- An understanding of the need to balance sporting opportunity with academic performance.
- Experience of competing at a high level of competition as there is a need to prepare the pupils for both inter-school matches as well as individual championships.
- An awareness and understanding of the importance of physical conditioning in relation to improved performance



PART FOUR

BENEFITS, TERMS AND CONDITIONS AND APPLICATION

Start Date

Flexible start date for the right candidate with preference for commencement as soon as possible.

Hours of Work

This is a zero-hours position.

Salary

The hourly rate is £15 per hour (excluding holiday pay).

Induction and Continuous Training and Development

The school is fully committed to the induction, training and development of all our staff, with staff supported to grow and reach their full potential.

We deliver a range of training, run by both our own staff and external providers, varying from highly practical First Aid courses to seminars and learning lunches on many aspects of teaching and learning.

There is an annual cycle of appraisal offering the opportunity to reflect on professional practice and development opportunities.

The school also offers a wide range of apprenticeships supporting staff development and progression.

Pension and Life Cover

On employment, employees will be auto-enrolled into the College's pension scheme according to legislative thresholds. Those who are not eligible for auto-enrolment may still elect to join the College's pension scheme.

Initially, when joining the College's pension scheme, employees will become a member of the College's Group Personal Pension Plan (GPP). For this Plan, known as Tier 1, the employee contributes 4% and the employer 3%.

After 9 month's membership of the Tier 1 plan, employees may opt to join Tier 2, which is also a GPP, where the employee contributes 5% and the employer 9%.

Employees in Tier 1 automatically qualify for a Life Cover of 2 times salary. On entry to Tier 2, Life Cover changes to 4 times salary.

Wider Benefits

- Free staff lunches during term time.
- Free use of some sports facilities and discounted hire charges for others
- Tour of the College, with discounted rates available for booking venues within the school's grounds for hospitality events.
- Cycle to work scheme.
- Free access to an ongoing cycle of cultural, musical, theatrical and sporting talks and events.
- Employee Referral Scheme, with a reward of up to £250 for staff (subject to scheme conditions).
- Free Library membership with access to a range of online journals and magazines.
- Reduced green fee rates for local golf course.

Disclosure Check

As Winchester College is an educational establishment, a condition of employment will be that the successful candidate must consent to the school obtaining an Enhanced Level Disclosure Check through the Disclosure and Barring Service (DBS). This will reveal all spent and unspent convictions, warnings, cautions and bind-overs. A policy on the recruitment of ex-offenders is available on the school's website.

Safeguarding is one of the primary responsibilities of this role. The jobholder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact with, and will need to adhere to and ensure compliance with the school's **Child Protection and Safeguarding Policy** at all times. The postholder should be conversant with the responsibilities and procedures detailed in this policy and with the **Department for Education's Keeping Children Safe in Education**. If, in the course of carrying out the duties of the post, the postholder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead, or in their absence, the Deputy Designated Safeguarding Leads.

References and Other Pre-employment Checks

The appointment will be dependent upon the receipt of a successful medical check and satisfactory references. The College will usually seek references from shortlisted candidates before interview and may approach previous employers for information to verify particular experience or qualifications. At least one referee must be the current or most recent employer. Where applicants are not currently working with children but have done so in the past, one referee must be the person by whom they were most recently employed when working with children.



HOW TO APPLY

Only applications completed on the school website will be accepted. Please attach a full CV with your application.

Please note that applications will be dealt with as they arrive. Winchester College reserves the right to appoint before the deadline passes.

Closing date for applications: Midnight Sunday 25th January 2026

If you have any questions about this vacancy or the recruitment process, please email recruitment@wincoll.ac.uk.

APPLY HERE

Diversity and Inclusion

We embrace diversity and inclusion in the workplace and are committed to promoting a fair and supportive environment for all our employees. We are keen to welcome applications from all applicants that feel that they meet the requirements of the role, regardless of their background and culture.

Data Protection

Winchester College collects and processes relevant personal data as part of its everyday operations and is obliged to process it in accordance with the General Data Protection Regulation and Data Act 2018. The school is the Data Controller of this data under the Act and is registered with the Information Commissioner's Office. Its registration number is Z5751669.

If you have any queries or comments about this policy or how personal data is processed by the school, please contact the Bursar and his team by emailing: dataprotection@wincoll.ac.uk or by writing to: Data Protection, The Bursary, Winchester College, College Street, Winchester, SO23 9NA.



PART FIVE

ABOUT WINCHESTER COLLEGE

Winchester College was founded in 1382 by a radical educational reformer and has since been shaped by centuries of tradition.

Today, the School has 735 pupils. Over time, the School plans to admit up to 40 day pupils into the Sixth Form each year (around half of whom will be girls) and up to 60 girl boarders. This will bring the total School population to around 900 pupils, similar in size to Rugby and Harrow, but smaller than Sevenoaks, Oundle, Wellington and Eton. The number of boys boarding at 13+ will remain the same.

A recent milestone in Winchester's history is the merger with The Pilgrims' School, one of the leading academic prep schools for boys. The merger strengthens the historical ties between the two schools, ensuring that we both continue to provide an education of exceptional quality and breadth, while also creating new opportunities for increased collaboration and innovation.

The College has also recently completed a brand review and refresh, designed to provide prospective families with a clearer, more distinctive impression of what makes Winchester unique, and to sharpen the way we communicate our core values and messages.

Find out more

WHY WINCHESTER COLLEGE? 

EMPLOYMENT 



ORIGINAL
THINKING

SINCE 1382

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www.winchestercollege.org

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