



Bishop's Stortford College

Co-educational Day and Boarding 4 – 18 years

Appointment of

Director of Sport, Health and Fitness

SEPTEMBER 2022





FROM THE COLLEGE HEAD

Thank you for your interest in the role of Director of Sport, Health and Fitness. Bishop's Stortford College is a special place. Since joining the College just over a year ago, I have had the immense pleasure of working with exceptionally talented and supportive colleagues, at the same time as leading our vision for the future. Part of that vision is the exciting opportunity to develop and enhance our games and fitness programme throughout the whole College

We are looking for a Director of Sport, Health and Fitness with energy, vision and the ability to promote Bishop's Stortford College and all we stand for. The successful candidate will develop a programme which will enable our most able sport pupils to achieve their potential and provide opportunities for all pupils to access and enjoy a range of sport and exercise opportunities.

Bishop's Stortford College has a long history of providing a fantastic education, full of the breadth of experience essential for the modern world. Our ability to move forward and embrace the future is, and always has been, down to the people who work here. It is the energy and imagination of College staff, and their enthusiasm to go the extra mile, which creates the opportunities, experiences and very special atmosphere that our pupils enjoy and adds huge value to the education we provide. We hope you will find all you need in the following pages to consider applying for this role.

Kathy Crewe-Read
College Head

INTRODUCTION TO THE COLLEGE

One of the UK's top co-educational, day and boarding schools, Bishop's Stortford College is a diverse and exciting place for pupils and staff alike. Set in peaceful and spacious grounds on the edge of the market town of Bishop's Stortford, the College is easily accessible by road, rail and air.

Infectious enthusiasm and dedication are characteristics of this community that make it a stimulating place to work. There are just over 1200 pupils aged 4 to 18 years old on our site, blending full, weekly and part-time boarders with day pupils.

Pupils are organised across three schools: Pre-Prep, Prep School and Senior School. Music and Sports departments, together with Professional Services, work across all three schools. Professional Services incorporates Finance, HR, Facilities and Estates, IT, Marketing, Development and the Medical Centre.

As three schools in one, the College is large enough to provide an exceptional range of opportunities, whilst each part is small enough for pupils and staff to be known and valued and feel part of a community.





SPORT AT THE COLLEGE

Sport and exercise are an important part of life at Bishop's Stortford College. Pupils in all three schools (Pre-Prep, Prep and Senior) have a generous allocation of time to PE and games, and a significant proportion of pupils participate in school sports teams.

The Pre-Prep has a focus on physical and aquatic literacy, to prepare pupils to be introduced to other activities and team games in the Prep School. The Senior School has a vibrant programme of training and competition in traditional sports, as well as a widening of opportunity for older pupils. Teams and individuals enjoy success in school sport and national competitions, and students are regularly selected for representative honours.

Facilities for games and physical activities are excellent. Over 100 acres of high quality playing fields provide grass pitches for outdoor games, along with two artificial turf Hockey pitches, a MUGA, extensive floodlit Netball/Tennis courts, a 25m swimming pool and Sports Centre with a recently developed gym, featuring the most contemporary equipment.

There is an extensive, specialist workforce of PE teachers, full and part time sports coaches and graduate assistants which delivers the programme across the schools. They are assisted by academic teachers, many of whom have experience of, and enthusiasm for, school sport. Specialist staff work across all three schools, to enable continuity of approach, which facilitates involvement with Prep School teams on Wednesdays and Senior School teams at the weekend.

THE ROLE

Bishop's Stortford College seeks to appoint an experienced and inspirational sports leader to take up the position of Director of Sport, Health and Fitness with effect from September 2022. The successful candidate will have a clear understanding of the landscape of contemporary school sport, and will be aware of its issues and pressures. This is a full time position.

The Director of Sport, Health and Fitness will be responsible for establishing, and managing, a creative and exciting programme which allows all pupils to engage with physical activity at their own level. For most, this will be in traditional school sports, within the many teams that the school provides, at all ages and ability levels. This will enable aspiring athletes to benefit from outstanding coaching and competition opportunities, as well as wider support to enable them to become the best that they can be – on and off the pitch. It will be important to create an environment where pupils participate enthusiastically in school sport, and some are able to excel.

High quality team games provision will be complemented by meaningful variety, to ensure that all pupils are able to find rewarding ways of being active. The successful candidate will promote healthy, active lifestyles and ensure that all pupils have regular, stimulating opportunities to embrace exercise. Bishop's Stortford College aspires to be an active community, which supports its athletes to be committed and ambitious, whilst also ensuring that all pupils engage positively with physical activity.





PERSON SPECIFICATION

The Director of Sport, Health and Fitness will be an experienced leader, with a successful record of engaging a team of staff to work together to deliver sustainable success. Previous experience of running sports programmes in schools will be desirable, though not essential. It is important that they are able to inspire pupils, parents and colleagues in order to deliver a compelling vision of a modern programme of sport and physical activity. Equally significant is the ability to set, and maintain, the highest standards across the broad spectrum of school sport.

The successful candidate will build a dynamic culture in which all pupils can be positive about being active. This will ensure that the different needs of all pupils are met within an inclusive and exciting programme. Ensuring the quality of that experience at all ages, abilities and genders will also be a significant part of the role. Equally, experience of supporting high performance athletes to fulfil their potential is essential. The capacity to communicate effectively at all levels is important, as is the ability to inspire pupils and staff to be committed and aspirational.

It will be important that the appointed person has personal credibility, and can be a convincing ambassador for the College's reputation. This will be achieved through a background of achievement within sport: as player, coach, leader and role model. Ability to coach one or more of the school's principal sports will be essential, as is the experience of managing a large and diverse staff.

APPOINTMENT

The Director of Sport, Health and Fitness will advise the heads of the three schools on all aspects of sport, games and physical activity. This will require extensive knowledge of sector trends, and a clear conviction of how sport in schools should develop over the short to medium term. It is not simply a case of maintaining the programme of previous eras, but to critically evaluate what would be necessary to meet the needs and aspirations of all pupils in the future. Bishop's Stortford College aspires to offer sector-leading provision for sport and physical wellbeing: the successful candidate will be expected to build and manage a programme which achieves this, and articulate its benefits extensively. They will work closely with the school leadership to establish this vision, and with colleagues in the sports department to ensure that it is robustly delivered and appraised.

This is a rare, and exciting, opportunity to work in a large, successful and well-resourced school. The successful candidate will share the College's ambitions to create a contemporary programme of sport and exercise that is fit for purpose in the twenty first century. Working across the entire 4–18 age range offers the possibility of building a coherent, progressive and industry-leading programme; a programme with multiple dimensions, which will include high performance, wide participation and an active, healthy community.





NEXT STEPS

Please note that we are working with Independent Coach Education on this appointment. Neil Rollings is available to answer enquiries from potential applicants. If you would like to arrange this prior to applying, please contact Dan Scargill, on dan@independentcoacheducation.co.uk who will make suitable arrangements.

Application forms can be found at www.independentcoacheducation.co.uk/bsc. Completed forms should be sent to recruitment@bishopsstortfordcollege.org, or School House, Maze Green Road, Bishop's Stortford, Hertfordshire CM23 2PQ.

Closing date: **Monday 6 December, 9.00am.**

The College strives to be diverse and inclusive. We encourage applications from people who identify as Black, Asian or from a Minority Ethnic background, who are underrepresented at the school. The College is committed to providing equal opportunity to all employees and pupils. This means that employees are treated fairly, irrespective of sexual orientation, ethnic origin, religion, disability, age, gender, marital status or other reason. The post holder is expected to always comply with the provisions set out in law and the College policies on equality and diversity.

The School is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, and flexible working arrangements to support staff from different backgrounds. As part of our commitment, we are currently in the process of obtaining accreditation from the National Centre for Diversity.



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