



RSW
SWIMMING

CANDIDATE INFORMATION PACK
HEAD SWIMMING COACH
The Royal School Wolverhampton Swimming
Start Date: January 2026

WELCOME MESSAGE FROM OUR PRINCIPAL

Dear Candidate,

Thank you for your interest in the position of Head Swimming Coach with The Royal School Wolverhampton Swimming (RSW Swimming). As you consider joining our community, I would like to share a little about who we are, where we have come from, and where we are going.

The Royal School Wolverhampton has a proud heritage that blends academic excellence, a vibrant co-curricular life, and a unique sense of community. Our Patron, HRH The Duke of Edinburgh, continues to endorse and support the School's vision of developing well-rounded young people who strive for excellence in all they do. RSW Swimming is a key part of that vision, a programme that combines world-class coaching with the values of integrity, discipline, and opportunity that run through the whole school.

The success of RSW Swimming has been built on the dedication of exceptional coaches and the achievements of outstanding athletes. One of our current coaches has chosen to move on for personal and family reasons, and we fully support her decision. This creates an opportunity for a new coach to join us and contribute to the next phase of our development, maintaining the high standards, values and ethos that underpin the programme, while bringing fresh ideas and energy as we continue to grow.

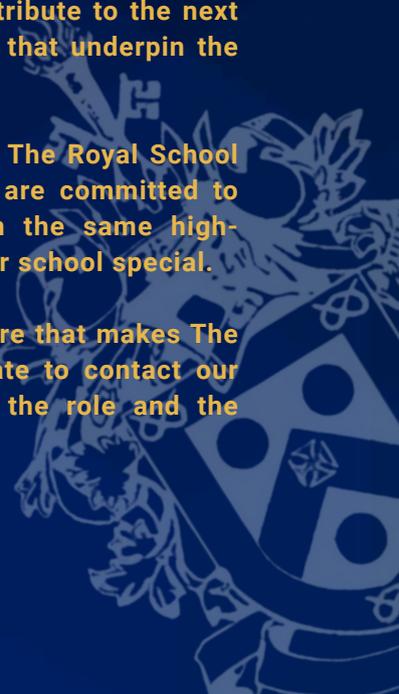
The Royal is proud to offer a unique environment where swimmers from both The Royal School and local swimming clubs can access a genuine performance pathway. We are committed to ensuring that young athletes, regardless of background, can benefit from the same high-performance coaching, pastoral care, and educational opportunity that make our school special.

We warmly invite you to visit us, meet our team, and experience the atmosphere that makes The Royal and RSW Swimming so distinctive. Alternatively, please do not hesitate to contact our Director of Swimming, Mr Mark Tanner, who will be delighted to discuss the role and the programme in more detail.

Yours sincerely,



Mr Tom Macdonald
Principal





RSW SWIMMING

RSW Swimming is a high-performance programme within The Royal School Wolverhampton, built on a proud tradition of developing athletes who excel in the pool, in the classroom and in life. Our aim is to create confident, resilient and ambitious young people equipped to succeed at the highest levels of sport and beyond.

The programme has a proven track record of producing swimmers who have:

- Become Olympic and Paralympic Champions
- Represented Great Britain and England at senior and junior level
- Competed at World, European and Commonwealth Games
- Medalled at European Junior Championships and EYOF
- Progressed into Aquatics GB National Centres and top UK universities.
- Received scholarships to leading global institutions including NCAA Division 1 teams in the US.

As part of The Royal School, our swimmers benefit from an environment that integrates world-class coaching with exceptional academics, strong pastoral care and over 170 years of school heritage. This model attracts boarding athletes from across the UK and overseas, alongside talented swimmers from the West Midlands who access our pathway while studying at The Royal or other local schools.

RSW Swimming is defined by high standards, clear values and a culture that supports every swimmer to exceed their perceived potential.

JOB INFORMATION

The Royal School Wolverhampton is seeking an experienced and ambitious Head Swimming Coach to play a key role in the continued growth of RSW Swimming, one of the UK's leading school-based performance programmes.

Working closely with the Director of Swimming, you will lead the Performance Squad (13–16), oversee the Academy and Development Squads, and ensure consistent, high-quality delivery across the pathway in line with the programme philosophy and standards.

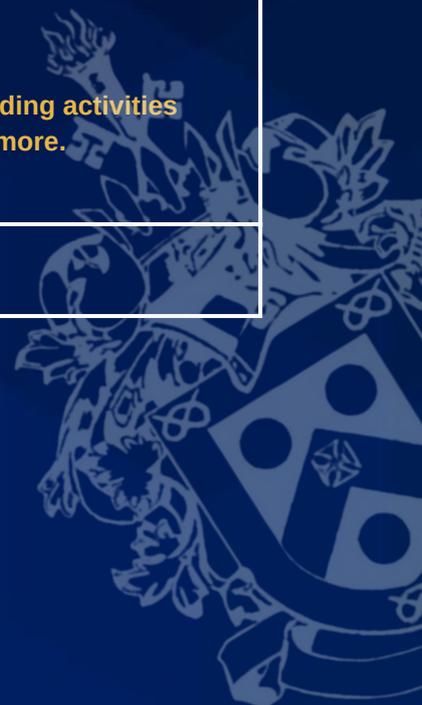
The Royal has produced four Olympians – including Olympic and Paralympic champions Matt Richards and Tulley Kearney – and continues to develop swimmers who progress to national and international teams. With exciting development projects underway, this role offers the opportunity to contribute to the next chapter of an ambitious and expanding programme.

RSW Swimming is fully integrated into the School, combining performance sport with excellent education and pastoral support. Swimmers benefit from:

- A clear pathway from Academy to Elite
- Professional coaching and S&C provision
- Strong academic, boarding and pastoral structures
- A vibrant, supportive and aspirational environment

Job Description

Location:	The Royal School Wolverhampton
Responsible to:	Director of Swimming (Line Manager), Principal
Contract type:	Permanent, Full Time
Hours of work:	37.5 hours per week, Monday to Sunday as per the flexible requirements of the role, as agreed with your line manager. Hours will vary and will include mornings, evenings and weekends. 52 weeks per year.
Salary:	Grade 4 (currently £25,857-£27,553)
Benefits:	<p>Generous pension contributions through automatic enrolment to the Aegon Pension Scheme.</p> <p>36 days annual leave which includes bank holidays.</p> <ul style="list-style-type: none">• Note. Some holidays are pre-determined by RSW Swimming Christmas and summer shutdowns.• Potential for long-term on-site accommodation at a favourable rate, available to staff who contribute to the supervision and enrichment of boarding life.• Career development support including fully funded training and qualifications. <p>Other benefits include:</p> <ul style="list-style-type: none">• Cycle to work scheme.• Free team kit.• Opportunities for you and your family to attend boarding activities such as visits to theme parks, cities, museums and more.• Wellbeing and professional HR support.
Closing date:	12th January 2026 (Midday)



Key Responsibilities

Coaching & Programme Delivery

- Lead daily delivery of the Performance Squad, ensuring alignment with the RSW Swimming philosophy and Swim England's Optimal Athlete Development Framework (OADF).
- Oversee coaching standards across the Academy and Development Squads, ensuring technical, physical and cultural consistency.
- Support the Swimming Coach and volunteer coaches.
- Attend domestic competitions, camps and away meets.
- Assist in identifying and transitioning talented swimmers from partner clubs into the RSW Swimming pathway.
- Deliver and monitor a structured, progressive training plan to enable smooth progression through the pathway.
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Planning and Goal Setting

- Create detailed Macro (annual) and Microcycle plans for squads.
- Lead goal-setting and review processes for squads and individual swimmers.
- Maintain accurate attendance, test set, and performance tracking data.
- Work collaboratively with the Director of Swimming to ensure alignment between squads and consistency of delivery across the programme.
- Contribute to S&C integration and athlete education within the swimming programme.

Leadership and Staff Development

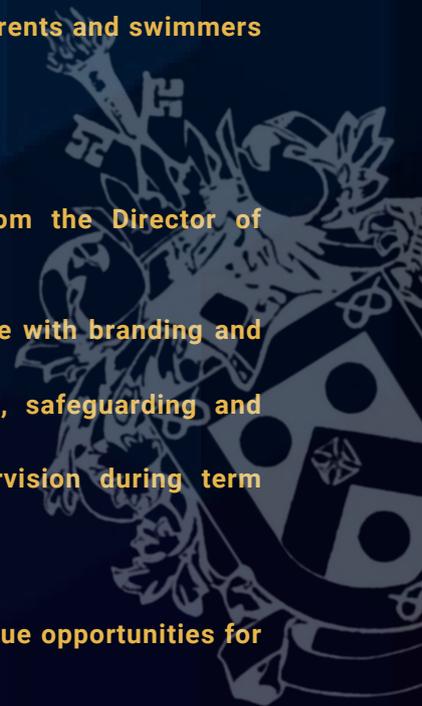
- Lead volunteer coaches, fostering a collaborative and supportive coaching culture.
- Contribute to coach CPD and internal training sessions.
- Uphold the values and expectations of RSW Swimming, ensuring professionalism, discipline and consistency at all times.
- Provide day-to-day leadership and act as the main point of contact for parents and swimmers within the Performance, Development and Academy squads.
- Deputise in the absence of the Director of Swimming.

Operational & Administrative Duties

- Plan and manage away meets and training camps (with support from the Director of Swimming if required).
- Support with open days, assessments and local recruitment events.
- Contribute to RSW Swimming's social media and marketing output in line with branding and safeguarding guidelines.
- Liaise with the Director of Swimming on matters relating to welfare, safeguarding and swimmer progression.
- Undertake regular lifeguard training (NPLQ required), boarding supervision during term breaks, and other ancillary duties as required.

The Royal School Wolverhampton Enterprises

- Work with RSW Enterprises to deliver and contribute to commercial revenue opportunities for RSW Swimming and RSW Enterprises.
- Contribute to open days and swimming assessments where appropriate.
- Contribute to recruitment with ideas, initiatives and marketing opportunities.



Pastoral Welfare

- Assist with the daily wellbeing and safeguarding protocols surrounding RSW Swimming and all individual swimmers within the programme.
- Ensure swimmers are appropriately provided for in terms of travel to and from competition or training if required.
- Take responsibility for the wellbeing of all swimmers, covering athletic, pastoral and academic perspectives by working closely with the relevant pastoral staff.
- Liaise with the Director of Swimming regarding risk assessments for travelling.

General Duties

- Adhere to the policies and procedures of RSW Swimming and The Royal School.
- Make a positive contribution to the wider life and ethos of the school.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected within the school community based on mutual respect between students and staff
- Take reasonable care of one's own health and safety and that of others, informing the Estates Manager of any concerns with regard to health and safety.
- Ensure compliance under Data Protection and GDPR.
- Undertake such duties as may from time to time be reasonably assigned by the Principal.

Ethos

Promoting the ethos of RSW Swimming and The Royal School, as expressed in the mission and vision statements, is a shared responsibility to which all staff make a significant contribution.

RSW Swimming and The Royal School reserve the right to amend or extend the list of duties as may be appropriate. This document does not constitute a complete and exclusive list of required duties.

The School is committed to safeguarding and promoting the welfare of children and all applicants must be willing to undergo child protection screening including enhanced clearance with Disclosure and Barring Service and checks with past employers.



Person Specification

Qualifications & Training

Essential	Desirable
<p>Swim England Level 2 Coaching Qualification (or equivalent)</p> <p>Willingness to complete all required school safeguarding and compliance training</p> <p>NPLQ or NRASTC, or willingness to obtain NPLQ within a reasonable timeframe</p>	<p>Swim England Level 3 Coaching Qualification</p> <p>Strength & Conditioning qualification or relevant CPD</p> <p>Minibus driving qualification</p>

Experience

Essential	Desirable
<p>Minimum of 3 years' coaching experience within a performance swimming environment</p> <p>Proven track record of developing age-group swimmers to County, Regional and/or National level</p> <p>Experience leading squads within a structured performance pathway</p> <p>Experience planning and delivering periodised training programmes</p>	<p>Experience working within a school or integrated education–sport setting</p> <p>Experience supporting swimmers progressing into national pathways</p> <p>Experience contributing to programme or pathway development</p> <p>Experience planning training camps and away competitions</p>

Knowledge & Understanding

Essential	Desirable
<p>Strong understanding of long-term athlete development principles</p> <p>Knowledge of UK swimming structures, competition pathways and selection processes</p> <p>Clear understanding of safeguarding responsibilities within youth sport</p>	<p>Awareness of current research and emerging coaching methodologies</p> <p>Experience working within boarding or high-performance environments</p> <p>Understanding of school safeguarding structures and expectations</p>

Skills & Abilities

Essential	Desirable
<p>Ability to plan, deliver and review high-quality training sessions</p> <p>Strong organisational skills, including planning, communication and time management</p> <p>Ability to lead and motivate groups of young athletes while maintaining consistently high standards</p> <p>Clear, confident and professional communication with swimmers, parents and colleagues</p>	<p>Experience using video analysis or performance monitoring tools</p> <p>Experience contributing to recruitment, open days or marketing activity</p> <p>Experience supporting or leading volunteer coaches</p> <p>Experience working as part of a multidisciplinary team</p>

Personal Attributes & Values

Essential	Desirable
<p>Professional, reliable and accountable in all aspects of the role</p> <p>Demonstrates integrity, discipline and commitment</p> <p>Empathetic and supportive, with the ability to build trust with young people</p> <p>Passionate about swimming and committed to long-term athlete development</p> <p>Strong alignment with the values and culture of RSW Swimming</p>	<p>Experience mentoring or developing other coaches</p> <p>Evidence of leadership beyond direct coaching delivery</p> <p>Experience working with swimmers from diverse backgrounds</p>

Additional Requirements

Essential	Desirable
<p>Willingness to work early mornings, evenings and weekends</p> <p>Willingness to contribute to boarding supervision when required</p> <p>Eligible to work in the UK</p>	<p>UK Driving Licence</p> <p>Passport or ability to obtain one</p>

The Royal School Values

INITIATIVE

Initiative and independent learning is built into our curriculum and encouraged through our extended day provision. We encourage our pupils to solve problems themselves and work hard to give them the tools to do so.

RISK

All success is founded on taking the first step into the unknown. We support our community to take risks and encourage them to develop the skills they need to be resilient. We aim to nurture their love of risk so they keep that excitement throughout their whole lives.

COMMUNITY

We truly feel like a 'Royal Family'. We welcome families, pupils and staff into our community and encourage everyone to play an active part in building strong links to our school. We provide opportunities through events such as Founders' Day and Prize Day.

TRUST

At The Royal School, our pupils take pride in being trustworthy learners. As a school, we trust our teachers to support all pupils in their learning and personal development. This trust is seen in the outstanding curriculum that is delivered every day, and the range of experiences on offer.



RESPECT

The respect we have for one another can be seen in the diversity of our community and the acceptance of all pupils, staff and families for who they are. Respect is seen in the exemplary behaviour of our pupils and the care given to them by our staff.

RSW Swimming Mission and Values

Our Mission

To develop young people who are confident, resilient and ambitious – equipped to excel in swimming, education and life. We aim to create an environment where swimmers enjoy the process, commit fully to their development, and leave RSW Swimming prepared for the next stage of their journey.

Our Values

RESPECT • COURAGE • PROFESSIONALISM • TRUST • ENERGY

These values underpin everything we do at RSW Swimming. They shape how we coach, how we train, how we compete, and how we treat one another – ensuring a culture that is supportive, demanding and consistently high-performing.



Applications

Closing date for applications is 12th January 2026

Click [here](#) to apply or visit:

<https://www.theroyalschool.co.uk/boarding-wolverhampton-west-midlands/staff-vacancies>

For an informal chat or to arrange a pre-application visit and for all other enquiries please contact:
Director of Swimming, Mark Tanner by emailing mtanner@theroyal.school

Please return all completed application forms to Lynne Callaway by emailing lcallaway@theroyal.school

We wish all applicants the best of luck.





How to find The Royal School

By Car: Postcode WV3 0EG

By Rail: Wolverhampton Train Station is located at WV1 1LE.

The Local Area

The Royal primarily serves the local Wolverhampton area, as well as Shropshire, Staffordshire, and the greater West Midlands. We also maintain our long-established boarding culture and have 80 boarding places taken up by students from far and wide.

Wolverhampton is a vibrant city in the West Midlands, where you can enjoy a rich cultural and historical heritage.

Ideal for family days out to support learning visits can be made to Wolverhampton Art Gallery, Bantock House Museum Wightwick Manor.

The Halls, The Grand Theatre and Arena Theatre offer shows and entertainment.

Close to Baggeridge Country Park, West Park, The Wrekin, countryside is close to relax and enjoy walks.

Close transport links to Birmingham and Telford for more culture, shopping and a diverse selection of cuisine and entertainment.



The Royal School Wolverhampton

Penn Road
Wolverhampton
WV3 0EG

Phone 01902 341230

Email reception@theroyal.school

Website www.theroyalschool.co.uk

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