

Appointment of

Permanent

Part time during term time +15 days

Netball Coach

For 1 September 2023



The Godolphin and Latymer School
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Working at Godolphin and Latymer

Godolphin and Latymer is one of the country's leading independent day schools for girls. Founded in 1905, it has been both a state grammar school and an independent school in its 117 years. Located in Hammersmith, West London, close to the exciting cultural life of the capital, the school is a dynamic and energetic community of 800 girls, together with approximately 150 teaching and support staff. There are approximately 220 girls in the Sixth Form, studying for both the IB and A levels. Hammersmith itself is very conveniently situated less than 20 minutes from central London, sitting on a beautiful stretch of the River Thames and with plenty to offer, including several fine restaurants and two of London's best theatres.

Godolphin and Latymer is an academically selective school and our girls are bright, enthusiastic and inquisitive. They love learning and are increasingly demonstrating their ability to be creative and critical thinkers, keen to solve problems using their own intellectual resources. Teaching here is a most rewarding experience. Girls are motivated and engaged in their learning. Our harmonious community is socially, culturally and ethnically diverse, indicative of the cosmopolitan world of West London. Our catchment area is relatively wide, encompassing all areas of West London, plus a number of areas further afield from which girls are able to commute easily to Hammersmith because of its excellent transport links. (We are a couple of minutes from each of Hammersmith's tube stations and its bus station.) Relationships between girls and all staff are superb and we place great significance on valuing the individual and expecting the highest of standards in all that we do. The school is governed by principles of mutual respect, tolerance and consideration for others. Girls are very supportive of each other, sensitive and aware of others' needs and proud of their school and its ethos and history. A fine example of this is the extensive support given to our Bursary Fund by all sections of the school community, present and past.

Pastoral care and working collaboratively with parents is fundamental to the success of our girls. We value good communication between all sections of our community and try to be proactive in keeping up to date all who are involved with the school. The school plays a key role in the local area; girls take part in voluntary work schemes with many local businesses and institutions. We run a number of community events including; a public lecture series, the annual arts festival, monthly tea parties for the local elderly, and the weekly Ancient World Breakfast Club.

The school's facilities are excellent and the governors are aware of the need to ensure that such standards are maintained. Our sports facilities include a full-size all-weather hockey pitch and three netball courts, which convert into twelve tennis courts during the summer term, all of which are floodlit, and the Hampton Sports and Fitness Centre (new and purpose-built for September 2015), which contains a four court sports hall, a climbing wall, a dance studio and a fitness suite. Our performing arts centre, the Bishop Centre, housed in the imaginatively converted church of St John the Evangelist, together with the Rudland Music School, is also a recent example of the investment that is crucial to the school's continued development. Teaching and learning resources are plentiful and the use of ICT to facilitate learning is at the forefront of our current strategy. iPads are used by the girls in learning and all teaching staff are given iPads. The school aims to be forward-looking in its approach to teaching and learning and emphasis is placed on pedagogical development amongst all teaching staff.

Extra and super curricular activities play a fundamental part in the education we offer here. All staff play a full part in this aspect of our school's life, with numerous opportunities to lead activities, and to develop interests old and new, in school and on visits both in the UK and abroad. Girls are active participants in this programme, both as leaders and contributors, as well as benefiting from the extensive variety of the provision.

In September 2020, the Godolphin and Latymer School Foundation merged with Redcliffe School Trust, a co-educational Preparatory School in Chelsea. The Preparatory School is now known as Godolphin and Latymer Redcliffe Gardens School.

Why work at Godolphin and Latymer?

The staff are thoroughly professional, highly qualified and knowledgeable, enthusiastic and passionate about their own subjects, as well as understanding the importance of the breadth of the educational experience that we provide.

The school is characterised by a warm and welcoming atmosphere and a mutually supportive approach. Expectations of staff are high, but equally, personal workloads are carefully considered by the supportive leadership team. There are plenty of opportunities for further appropriate professional development and a generous inset budget is provided. Support staff and teaching staff are valued equally for their part in the overall success of the school and there is a strong sense of camaraderie and fun!

The governors are keen to ensure that staff remuneration is always competitive and that staff are fairly rewarded for their commitment to the school

Staff turnover is relatively low, indicating a stable staff, yet we also pride ourselves on the welcome and support that we give to new colleagues and we very much value their ideas and contributions. People enjoy working here!

Your professional duties

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 and responsibility.

All staff working in the School during the school day will have some contact with children and will therefore be in regulated activity. In your role you are likely to be regularly working directly with, and be responsible for, children in your care.

You are expected to act in accordance with the aims, policies and administrative procedures of the School.

The following duties shall be deemed to be included in the professional duties which you will 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
- Participating in any arrangements that may be made for review and appraisal.
- Participating in arrangements for your professional development.
- Participating in meetings at the School which relate to the administration or organisation of the School.
- Participating in administrative and organisational tasks related to such duties as described above.

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

Job description

The Netball Coach is responsible to the Director of Sport. The Netball Coach also works closely with the Head of Netball to help maintain the Netball provision across the school, including squad practices, fixtures and core Physical Education lessons.

Specific responsibilities include:

Netball

- Squad practices/fixtures;
- Team teaching;
- 15 days allocated for evening/weekend/school holiday hours required, to include tours/tournaments.

Strength and conditioning programme

Primary schools

- To organise the primary school tournaments each term;
- To potentially support the Bridge Programme activities on Saturday mornings on an occasional basis.

Administration for the PE Department / Duke of Edinburgh Scheme

- To include duties such as organising the trampolining and rock climbing schedule;
- To arrange the Cross Curricular registers, both for paid/non paid activities;
- To organise Sixth Form PE activities/registers;
- Administrative support for the Duke of Edinburgh Scheme (precise list of likely duties to follow).

Athlete Development Programme

- To discuss the programme with girls and staff;
- To see girls during form times;
- To organise Masterclasses focusing on different elements required for sport (open to all girls).

Safeguarding responsibilities

It is expected that all staff, whether teaching, coaching or administrative, are responsible for the students' safety. You will be responsible, jointly or solely, for the safety of the students within sessions, safety with equipment and their personal safety and wellbeing at all times.

This list of duties and responsibilities is not exhaustive and includes any reasonable additional request which assists the smooth running of the department.

Person specification

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
EDUCATION / QUALIFICATIONS	<ul style="list-style-type: none"> Further qualifications / achievements relating to netball 	<ul style="list-style-type: none"> Educated to A Level or to degree level Coaching qualifications in Netball and additional sports 	<ul style="list-style-type: none"> Application form Appropriate certificates References
EXPERIENCE	<ul style="list-style-type: none"> Experience of playing / coaching / teaching netball at a high level 	<ul style="list-style-type: none"> Experience of preparing for and taking part in competitions / tournaments 	<ul style="list-style-type: none"> Application form References Interviews
SKILLS & ABILITIES	<ul style="list-style-type: none"> The ability to coach netball and other sports, such as athletics, tennis, cricket To be firm but fair To have excellent interpersonal skills To be able to inspire, encourage, challenge and motivate others To be able to strike the right balance of competitiveness, achievement, fun and good sportsmanship To be an excellent communicator with colleagues, pupils and parents To be well organised with good time management skills and the ability to prioritise To be able to use ICT appropriately to support learning To be discreet and adhere to confidentiality 	<ul style="list-style-type: none"> To hold a level 2 coaching award To be a level 1 umpire or above To be First Aid qualified 	<ul style="list-style-type: none"> Application form Interview References
PERSONAL QUALITIES	<ul style="list-style-type: none"> Committed to safeguarding and to promoting the welfare of pupils Motivation to work with young people Ability to form and maintain appropriate relationships and personal boundaries with young people Confident, determined and resilient A highly positive and flexible attitude To be willing to undertake any training necessary to the role To help maintain and build on the vast extra-curricular provision offered to a wide range of pupils at both elite and participation level 	<ul style="list-style-type: none"> A willingness to be involved with the wider school community 	<ul style="list-style-type: none"> Application form References Interview
KNOWLEDGE / UNDERSTANDING	<ul style="list-style-type: none"> An understanding of the benefits of pupil involvement in extra-curricular sports alongside their curricular studies 	<ul style="list-style-type: none"> To have undertaken Safeguarding training 	<ul style="list-style-type: none"> Application form References Interview

The department



The Physical Education Department provides sporting activities, both individual and team, which form a vital part of a girl's education. In the early years girls follow the major sports and games, whilst in the senior years a wider variety of activities are offered to continue the encouragement of exercise as an integral part of a healthy lifestyle.

In March 2019, we retained our Association for Physical Education Quality Mark with Distinction. This award helps to publicly celebrate the excellence of sport and physical education within the school.

Our primary sports are hockey, netball, tennis, athletics, cricket and rounders. Gymnastics and dance are popular too, and we have a number of athletes competing at a high level. The Godolphin and Latymer Boat Club, which is integrated with the Boat Club at King's College School, as well as Fulham Reach and Barn Elms, is becoming increasingly popular with a number of girls following a structured coaching programme throughout the year.

Extra-curricular activities are exceptionally popular and these include badminton, basketball, cricket, dance, fencing, football, gymnastics, karate, kickboxing, pilates, rock climbing, running, trampolining, volleyball and yoga as well as the above mentioned sports.

On-site facilities include a four court sports hall, dance studio and fitness suite (all opened in September 2015) along with a floodlit Astroturf hockey pitch (which converts into nine tennis courts in the summer) and three floodlit netball courts (which convert into three additional hard tennis courts in the summer). We make use of the King's College School and Barn Elms boathouses in Putney, and Fulham Reach boathouse by Hammersmith bridge.

Timetabled lessons are taught in mixed ability groups. Squads are, of necessity, more elitist; here the girls are encouraged to strive for sporting excellence in both individual and team sports. The school is consistently successful in competitions, reaching the regional finals in several sports on a yearly basis and coming 4th at the national indoor hockey finals in 2022, only after starting the sport very recently. Matches are played in hockey, netball, football, cricket, swimming, tennis, basketball, gymnastics, trampolining, fencing, rowing, athletics and badminton. We also have a strong policy of sport for all as well, so even if girls do not make it into the squads, they are invited to join the development squad or clubs, which run alongside the squad sessions and participation remains high throughout the school.

There are currently seven full-time members of staff and two hockey coaches, one netball coach and one rowing coach in the department, who share the responsibility for teaching throughout the school, coaching the squads and being involved in fixtures and extra-curricular activities.



Salary, hours and benefits

Salary

The salary awarded will depend on experience and qualifications of the successful candidate. The Governors review salaries each year to ensure they remain competitive. Salaries are paid by account transfer on the 25th day of each month, or the previous working day, in twelve equal payments.

Hours

The core contractual working hours will be 35 hours per week during term time, which includes the full week in which each term begins and ends, plus an additional 15 days to cover any working hours during the evening, weekend and/or school holidays. The hours will be as required to fulfil the needs of the role and are likely to vary week to week, so flexibility is required. Working hours will be discussed in further detail at interview stage and agreed on appointment.

It is anticipated that the working hours for 2023-24 will be:

Monday	7.40am-2.00pm
Tuesday	7.40am-6.40pm
Wednesday	1.00pm-6.40pm
Thursday	7.40am-6.40pm
Friday	1.00pm-2.00pm

Benefits include:

Staff Fee Remission – staff are eligible for fee remission. The continuance and value of fee remission is at the discretion of the Governors.

Medical staff on site – during term time, the School employs two School Nurses and two School Counsellors providing daily cover. All medical staff are available to employees of the School.

Enhanced sick and maternity/paternity pay arrangements – the School offers additional support to staff via its sick and family friendly policies.

Pension Scheme - Membership of the Non-Teaching Staff Pension Scheme with employer's contributions of up to 12%. Automatic life assurance cover (currently 4 times annual salary) for members of the pension scheme.

Personal Accident Insurance – staff are covered for permanent disability resulting from an accident, whether at School or elsewhere. Cover is provided for 365 days of the year.

Private Medical Insurance – membership of a private medical insurance scheme is available at a reduced rate.

Advance purchase of travel cards with monthly repayments – the School will pay for your travel card (minimum three month card) and collect the repayments, at cost, over the life of the travel card.

Cyclescheme – the School is part of the scheme which enables staff to purchase bicycles and equipment at a tax advantageous rate and pay for the equipment over 12 months.

Lunches and Refreshments – during term time, lunches and refreshments provided in the Staff Room and Staff Dining Room are provided by the School to all members of staff, free of charge.

Fitness Facilities – staff are able to use the fitness facilities in the Hampton Sports and Fitness Centre and the School’s outdoor sports facilities.

Staff wellbeing – there is a selection of wellbeing sessions available to staff, including acupuncture massage, mindfulness, yoga, zumba, rock climbing and kickboxing.

Application

Please read the recruitment pack carefully, including the School's Safeguarding and Recruitment policies. Fully completed application forms must be returned to the Personnel Office at the School by post or by email to recruitment@godolphinandlatymer.com **soon as possible**. Applications must be made on the school's own application form. Please note that neither CVs alone nor late applications will be accepted.

Applications will be considered on receipt and interviews will take place as soon as possible.

Equal Opportunities

It is the policy of The Godolphin and Latymer School to ensure that all job applicants are considered equally and consistently and that no applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age.

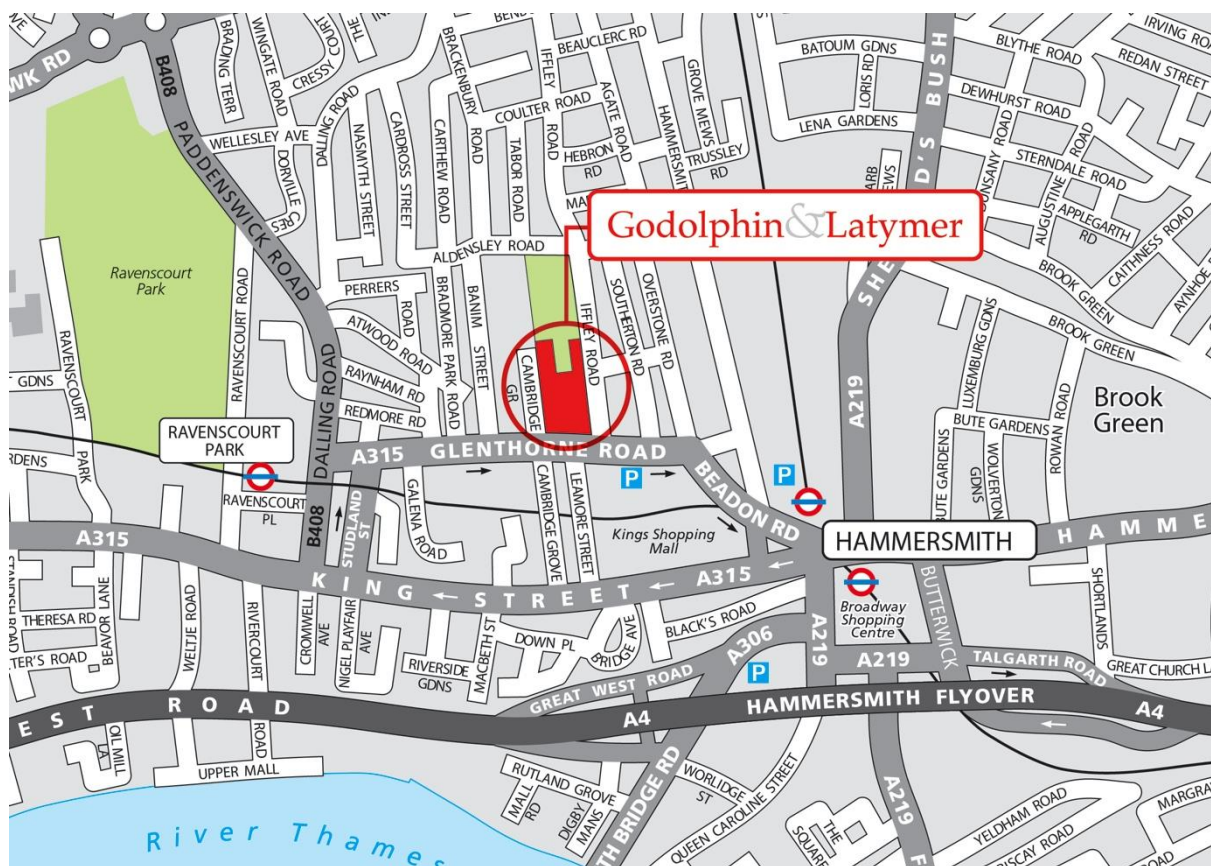
Safeguarding

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children. The School is exempt from the Rehabilitation of Offenders Act 1974 and is therefore permitted to ask job applicants to declare all convictions, cautions, reprimands and final warnings (including those which would normally be considered 'spent') in order to assess their suitability to work with children. You are not required to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the Disclosure and Barring Service filtering rules. The successful candidate will be required to complete a Disclosure & Barring Service application. References will be sought on short-listed candidates and we may approach previous employers for information to verify particular experience and qualifications. The successful candidate will also be required to provide original certificates of qualification and may be asked to undergo a medical examination prior to taking up the post.

Charitable status

The Charity called The Godolphin and Latymer School (charity registration number 312699) is administered by The Godolphin and Latymer School Foundation, a charitable company limited by guarantee (Company number 3598439).

Location



Nearest Underground Stations:

Hammersmith (District, Piccadilly, and Hammersmith & City Lines)
Ravenscourt Park (District Line).

Bus Routes

To Hammersmith Broadway:

9, 10, 27, 33, 72, 190, 209, 211, 220, 266, 283, 295, 391, 419

To Glenthorne Road: 27, 190, 266, 267, 391, H91

By Car

There is a one-way system in Hammersmith.

From Hammersmith Broadway: turn left into King Street, take the second right into Cambridge Grove, turn right into Glenthorne Road and turn left into Iffley Road for the school.

Car Parking

We regret that there is no car parking available in the school grounds, but there is a public car park (entrance in Glenthorne Road) only a few minutes from the school, which is inexpensive. There are a number of pay by phone parking bays available in the streets surrounding the school.

Please note that the entrance to the school and the staff car park is on Iffley Road.

On Arrival

Please report to Security.

