



APPOINTMENT OF AN

OUTDOOR ACTIVITIES AND CLIMBING/SPORTS COACH

FULL TIME OR PART TIME
TO START APRIL OR SEPTEMBER 2025



HAMPTON SCHOOL

Hampton is one of the country's leading, most successful and best-resourced independent schools and has been helping boys to fulfil their potential and realise their aspirations for over 460 years.

We are a lively, friendly and caring School community, in which innovative teaching is underpinned by strong shared values and complemented by outstanding pastoral care. We aspire to enable our boys not only to make sense of the world but also to want to go out and improve it. Hamptonians are expected to aspire to personal best while supporting those around them with kindness and respect.

The School's examination results and university entrance record consistently rank among the best achieved anywhere. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities. Around 20 Hamptonians are offered places at Oxford and Cambridge annually and a significant number move on to global top 10 universities; we also support pupils who wish to study at universities in North America, some of whom secure academic and/or sporting scholarships.

Our alumni network is extremely strong and former pupils remain very committed indeed to their School, in no small part due to the exceptionally warm and mutually respectful relationships enjoyed between Hampton staff and their pupils.

Situated on a green field site in a leafy suburb of South West London, we are fortunate to have over 27 acres of playing fields within our spacious grounds and a generous investment programme ensures that pupils and staff benefit from first-class facilities across all areas of School life.

These include a state-of-the-art 3G sportsground, a large Sports Hall and The Hammond Theatre, along with an excellent library and specialist facilities for Art, Music, Science, Technology, IT and Languages and a superb Sixth Form Study and Careers Centre. The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles, enjoys a prime location on the nearby River Thames and provides the focal point for our renowned Boat Club.

The School was judged to be excellent (the highest possible recognition) across all categories by the Independent Schools Inspectorate (ISI) in May 2023. Inspectors found that Hamptonians' achievements are exceptional across academic and co-curricular areas of School life and concluded that 'outstanding analytical and thinking skills' lead to academic achievements 'far and above national and worldwide averages'. The ISI team also highlighted Hamptonians' excellent personal development and concluded that 'Pupils are open-minded and tolerant and have a clear sense of justice, successfully fulfilling the school's aims for them to make sense of the world, to want to make a difference for good, and to aspire to personal best while supporting those around them with kindness and respect'. A copy of the full ISI report can be found on the School website and a summary booklet of the inspection team's key findings is linked [here](#).



OUTDOOR ACTIVITIES AND CLIMBING/SPORTS COACH

Hampton is one of the country's foremost academically selective independent schools and this is an excellent opportunity to join a vibrant and successful department in a happy, high-achieving setting.

THE ROLE

Outdoor Pursuits and Sport are a major part of both curricular and co-curricular life at Hampton School. They play an essential role in the physical, emotional and social development of every pupil and we are justifiably proud of the facilities, support, expertise and talent provided by our colleagues.

This role would be ideally suited to a highly motivated and enthusiastic individual with a passion for the outdoors, sport and young people and wishing to gain experience in a School environment.

You should ideally have a good working knowledge of the Duke of Edinburgh's award scheme to assist with the administration of over 300 pupils currently enrolled in the silver and gold DofE Award scheme at both expeditions.

Our School's Adventure Society provides essential outdoor learning opportunities that are delivered both at School and at various locations throughout the UK and abroad. You will support the delivery of high quality multi-activity trips that will include both day trips and group residentials ranging from camping and Youth Hostelling trips in the UK to major expeditions around the world. The successful candidate should be available on weekends to accompany pupils on DofE, school trips or to sporting fixture. You will also assist with cover for lessons across the School, as required.

Hampton is one of the country's top sporting schools and has an impressive and much-envied record of sporting success. The School maintains high standards of sportsmanship and achieves success at regional, national and international level across several sports, alongside fulfilling its commitment to offering boys of all abilities the opportunity to develop a love of sport. We are particularly interested in candidates who can oversee climbing at the School. The ability to coach one of Football, Rugby, Rowing, Cricket or Athletics would be beneficial.

For outdoor sport, the school has extensive grass football and rugby pitches, a large 3G pitch, six tennis courts and 2 climbing walls. In the summer, the fields turn to six cricket pitches (with one astro wicket) and athletics facilities include a 300m grass running track, 100m grass sprint lanes, long jump, high jump, shot put and discus. Indoor facilities include a six badminton court, multi-use sports hall, a small gym (also used for strength and conditioning), a small fitness suite and an ergo room.

Hampton is one of the country's foremost independent schools where equity, diversity and inclusion are fundamental to our ethos and the School has a thriving partnerships programme.



KEY RESPONSIBILITIES

Outdoor Pursuits:

- Assist in the supervision of practice and assessment of Duke of Edinburgh expeditions
- Assist with the administration of the Duke of Edinburgh Award and Adventure Society trips which may include:
 - Using the School's Trip Management system (Evolve)
 - Monitoring eDofE completions
 - Maintenance and ordering of equipment and booking accommodation
 - Liaise with the website office regarding records of trips and photos and passing copy to School publications
 - Maintain notice boards with photos, expedition details and current information.
- Assess expeditions (training will be arranged)
- Assist with the First Year induction and the Leadership course
- Liaise with and support academic staff with other trips and expeditions
- Assist with Curriculum Enrichment and contribute to the wider life of the School, either as a Form Tutor, in our Outreach programme or other elements of our co-curricular provision
- Subject to appropriate training and certification, administer basic first aid to pupils wherever required, dealing with any basic accidents, reporting incidents and liaising with the School's Nursing Team when needed

Sports & PE responsibilities:

- Oversee lunchtime and afternoon Rock Climbing sessions (typically two lunchtimes and four timetabled afternoon sessions)
- Assist with the Sport & PE programme as required, being responsible for individual teams on Sports afternoons and match days and undertake officiating duties
- Attend department meetings as required
- Be proactive in matters relating to health and safety.

Cover Supervision Responsibilities:

- Assist with cover (the supervision of classes) under the direction of the Deputy Head
- Report to the Cover Co-ordinator each morning to collect the cover schedule, registers and work, as required
- Take registers at the beginning of each period of cover supervision; deliver cover work to pupils, following the instructions of the Head of Department or member of the Common Room who has set the cover work
- To report any incident/s in the cover lessons to the Head of Department or the Senior member of staff on duty as per the School's Behaviour and Safeguarding policies.



PERSON SPECIFICATION

The successful candidate will be able to demonstrate the following skills, qualifications and experience.

- Have a commitment to the Safeguarding and wellbeing of pupils to ensure compliance with the School's Safeguarding Policy and Procedures at all times
- Experience of working with children or young people
- Be an outdoor pursuits enthusiast with experience and/or willingness to co-ordinate the running of the Duke of Edinburgh's Award Scheme and other adventurous activities
- Hold (or be working towards) a valid qualification as either a:
 - Rock or Climbing Wall instructor
 - Other form of outdoor activity e.g. canoeing or kayaking
 - Mountain Leader qualification (Summer or Winter)
 - Football, Rugby, Rowing, Cricket or other Specialist sports coaching qualification
- Be fully aware of Health & Safety issues in an outdoor environment and perhaps already hold appropriate First Aid and/or Mountain First Aid qualifications (training can be provided)
- A cheerful personality, capable of inspiring confidence in pupils and parents
- Excellent communication skills, oral, written and in the use of ICT (Microsoft Office)
- An understanding of the nature of independent education and high expectations within the sector
- Calmness and efficiency and the ability to work under pressure at certain times
- Fully understand and promote the aims and ethos of the School and prepared to commit to its all-round extra-curricular activities and pastoral approach
- Be flexible and able to utilise a range of skills as required
- Able to work hard, with energy and enthusiasm and capable of working independently and as part of a team
- The ability to develop and maintain effective relationships with all members of the school community and outside agencies
- Hold a clean Drivers Licence and be able to drive school vehicles (training can be provided)
- Professionalism and commitment to the demands of a successful co-curricular programme
- Ability and willingness to learn on the job and attend INSET as necessary



OTHER

- To act as First Aider as required. Training will be provided
- Any other reasonable tasks required by the Bursar and/or The Headmaster in association with the above role.

Please note that there may be some changes and additions to the above. This document is designed to provide applicants with a “flavour” of the position and responsibilities and is not necessarily comprehensive. The employee may be called on to perform other tasks or reasonable duties as required by The Headmaster, Director of Sport, Head of Outdoor Activities and The Duke of Edinburgh’s Award or Deputy Head (Pastoral), or anyone acting on their behalf.

HOURS & HOLIDAY

Normal working hours are 8.30am – 4.30pm Monday to Friday plus weekend, evening and work during school holidays as required to supervise trips and to fulfil the responsibilities of the role. You should also be prepared to work flexibly and outside your normal working hours in the case of emergencies as and when required. Working hours may be subject to change dependant on year-on-year timetabling changes.

Your annual leave entitlement is 26 working days per academic year (holiday year runs from 1 September to 31 August) plus Bank Holidays.

SALARY & BENEFITS

The salary will be based on the Hampton School Scale for Support Staff and will be between circa £27,990 - £29,435 per annum. The salary will be commensurate with years’ of experience and qualifications.

The Hampton School Trust Governors also currently offer the following non-contractual benefits to staff, subject to any terms and conditions and the School’s eligibility requirements: private medical insurance (BUPA); death-in-service benefit insurance policy; a Medicash healthcare cash plan; enrolment in an appropriate Pension Scheme, personal accident insurance, School fee remission, cycle to work scheme, lunch, sports facilities and counselling. Accommodation may also be available.

Hampton School is pleased to be a London Living Wage employer.

Please note that the above list is not exhaustive and non-contractual benefits are provided at the discretion of the Governors. And may be withdrawn or changed at any time.

TRAINING

- Where necessary, to attend INSET training or undergo other on the job training under the general direction of the Head of Department or training outside the school to increase competence, proficiency and safety awareness
- Training will be provided in a controlled manner either via external providers or shadowing. The school expects the successful candidate to demonstrate commitment to supporting the department and their professional development.



EQUAL OPPORTUNITIES

It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals and to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, colour, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. Hampton School promotes equal employment opportunities in all aspects of employment through positive employment policies and practices.

If any special requirements or access arrangements are required to attend an interview, please inform the School.

Offers of employment will be made on merit and suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

The School reserves the right to offer the post at any stage in the appointment process.

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and Procedures 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 Safeguarding Designated Persons or to The Headmaster.

This post involves working with children, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Further details of the School are available on the website.

Please note all appointments are subject to the Hampton School Trust Recruitment, Selection and Disclosure Policy and Procedure.



For an informal discussion about the role and requirements, please contact Human Resources
recruitment@hamptonschool.org.uk or
call **020 8979 5526**.

Hampton School, Hanworth Road, Hampton, Middlesex, TW12 3HD

www.hamptonschool.org.uk