



Lancing College

Appointment of
Head of Hockey

The College

The College stands in an impressive downland estate of some 550 acres, which includes playing fields, residential properties, and an educational farm. The distinguished Victorian buildings, including the spectacular chapel that was begun in 1868, are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. Recently a co-educational house, a dance studio, gym and learning support suite have been formed by conversion. There is also major investment in funds for scholarships and bursaries, including the Foundationers' Campaign which funds a number of transformational bursaries annually.

Lancing first admitted Sixth Form girls in the 1970s and moved to full co-education in 2000. The College's modern history is one of evolution from an almost wholly boarding community to a mixed boarding and day school with an intake of local, national and international pupils: a proudly cosmopolitan community. In 2002 the governors acquired what has now become Lancing College Preparatory College at Hove which is about five miles away from the College itself. As a result of a further acquisition Broadwater Manor School became Lancing College Preparatory School at Worthing in January 2014.

Lancing has a strong history of achievement academically, in the arts, and in a wide variety of sport. There is a modern swimming pool, squash and fives courts, a range of tennis courts and two all-weather surfaces in addition to a newly developed sports and fitness centre and a new Equestrian Centre. Music, drama and art are very strong. The specialist music school is next to the Chapel, which possesses a modern Frobenius organ as well the original Walker instrument. The theatre has recently been re-furbished and a dance studio added to the College's facilities. The new Art School brings art, photography, sculpture and ceramics under one roof. Extensive work has taken place to re-model the Science Department. The College has a remarkable reputation in the arts. OLs include Sir Tim Rice, Christopher Hampton, and Sir David Hare who continue a tradition which reaches back to Evelyn Waugh, and other distinguished figures such as Archbishop Trevor Huddleston, Sir Peter Pears, Sir Roy Calne and Sir Christopher Meyer. The seam of independent thought and a willingness to challenge orthodoxy runs deep.

The College recruits a 13+ (Year 9) entry of approximately 100 and an additional Sixth Form (Year 12) entry of about 50-60 students in any given year. There are ten houses, seven boarding houses (four boys' and three girls'), and three day houses (one each for boys and girls, and a new co-educational day house from academic year 2018/19). Lancing operates a six day academic week with teaching on Saturday mornings and sports fixtures on Saturday afternoons, and day pupils are expected to engage fully with the life of the boarding community. The College was graded 'excellent' in all categories and sub-categories in the

recent, 2017 integrated ISI inspection document which can be found here:
<https://www.lancingcollege.co.uk/lancing-college/about/inspections>.

Academic standards are consistently high: A* - B grades at A Level average over 80% for the last ten years and the A* average since 2010 is over 20%.

The College has excellent IT provision. Since September 2013 all pupils have been equipped with a College iPad in addition to an impressively stocked VLE and supportive software.

Each year the College offers several academic scholarships and similar awards for Art, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Head Master, Mr Dominic Oliver, has been in post since September 2014.

Woodard Schools

The Woodard Schools group now consists of some 16 independent schools and is affiliated with a further 27 state, independent, academy and overseas schools. The schools are responsible to the Woodard Corporation for good management but are separately incorporated as charitable companies.

As the Senior School of the Woodard Corporation, Lancing is closely identified with the worship and practice of the Anglican Church and its Catholic tradition. The Eucharist has always been the centre of worship in the Chapel. The College is involved in the work of the Corporation and the Woodard Southern Area Provost is an ex-officio member of the Governing Body. Candidates should be happy to work within this context and to support the Christian life and education of the College.

General

The College requires of all its employees a high standard of behaviour and integrity when undertaking duties and when in contact with pupils, parents, fellow employees and visitors alike.

JOB DESCRIPTION

Job Title: Head of Hockey

Reporting to: Director of Sport

General Job Description

The Head of Hockey is responsible for the coaching and administration of all aspects of both boys and girls Hockey at Lancing College.

Lancing College is seeking to appoint a Head of Hockey for September 2019. The successful candidate will be an inspiring, enthusiastic and qualified coach and lead in the delivery of our hockey program for girls and boys in our two Prep Schools and the Senior School.

For an appropriately qualified candidate some academic teaching could be available to fit the needs of the College. This is not a prerequisite of the post.

Applications would be welcome from those seeking a full or part time position.

Key Tasks and Responsibilities

- Coordinate and deliver a thorough 'pre-season' programme of training for all year groups and lead a team in both the Girls' and Boys' seasons
- Establish a progressive and rational technical programme for all teams and year groups including implementation at all levels from both Prep Schools upwards
- To encourage a smooth Hockey transition from Prep to Senior School
- Coach, guide and mentor elite players (County level and above)
- Ensure consistency of standards of coaching across all year groups through regular staff development
- In conjunction with the Director of Sport, develop links with Sussex, Surrey and Hampshire performance squads, thus developing mutually beneficial relationships
- Improve links with the Junior and Senior Club network in our catchment area, thus raising the profile of the school as well as potentially attracting more Hockey players to the College as pupils
- In liaison with the Director of Sport, co-ordinate a College wide strength and conditioning programme
- Continue the improvement in the overall standard of Hockey played at Lancing College
- Raise the Lancing profile among feeder Prep schools; this should specifically include dedicated active coaching time at Lancing College Prep Schools
- Contribute to the teaching of the Physical Education programme
- Coach Cricket in the summer term or an agreed alternative sport
- Be a tutor in a boarding or day House
- Act as academic tutor to a number of pupils within the III to V Form within the House to which attached
- Undertake such supervisory duties as are general to members of the Common Room
- Forge and develop links internationally, through tours and exchange programme

- Utilise School facilities (especially the AstroTurf) for private coaching during the School holidays
- To coordinate and organise Prep School tournaments/training events at Lancing and to take such events out to specific Prep Schools, working closely with the marketing department in so doing
- To manage training programmes for staff assisting with the game, and for such senior pupils as is deemed appropriate
- To ensure that an up to date knowledge of Health and Safety legislation as applicable to the role is maintained and that the College's Health and Safety policies and procedures are fully implemented and adhered to as applicable

Competences Required

- Experience of leadership in a sporting environment
- Experience of a professional Hockey playing background, including recent playing experience
- Experience of development work in an educational setting – preferable
- A track record of successful coaching – relevant coaching qualification advantageous
- Knowledge of, and empathy with, the independent school sector and a commitment to education and co-curricular activities
- A good team player with the ability to lead and work with a small team but also independently
- Excellent planning, administrative and organisational skills
- Outgoing in personality, ambitious and motivated
- Organisation, discretion, flexibility and attention to detail
- Proficiency with using Microsoft Office, especially Outlook, Word and Excel
- Willing and able to engage with pupils of varying degrees of hockey ability

Terms & Conditions

- The starting date will be September 2019.
- The starting salary will be commensurate with the skills and experience of the successful candidate.
- The person appointed will be expected to join the contributory pension scheme.
- As may be consistent with the entry conditions of the School, up to two children may be educated as day pupils at Lancing College up to the normal leaving age for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition and as may be consistent with the entry conditions children may be educated at Lancing Prep at

Worthing up to the normal leaving age for the payment of 33.33% of the appropriate fees up to and including Year 2, and 50% of the appropriate fees from Year 3 to Year 8. This remission does not apply to wrap around care during term time or to care outside school terms. At Kindergarten and Nursery level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council and subject to the maximum fee discount allowable by HMRC of 83.33%.

- The College operates a medical health insurance scheme. Teaching staff are eligible to join after three months' service. The College will pay for membership, but this is regarded as a benefit in kind and is therefore taxable.
- The employment will be subject to a probationary period of one year during which time the College may terminate the employment by giving in writing not less than four weeks' notice and the member of staff may terminate the employment by giving in writing not less than one term's notice.

Applications

Applications should be made using the application form which is available from the College website www.lancingcollege.co.uk and returned to hr@lancing.org.uk. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of three referees, one of whom should be the candidate's current or most recent employer, should be included with the application. References will be taken up in advance of the interviews.

Early applicants may be invited for interview before the closing date and the College reserves the right to make the appointment before the formal closing date, so early applications are encouraged.

The closing date for applications is **midday Thursday 25 April 2019** although applications may be reviewed on receipt.

Further Information

- Lancing College is a no smoking site.
- Unfortunately, due to the large number of applications received, the College is unable to acknowledge every application. The College will only notify those candidates who have been successfully shortlisted for interview. Therefore, if applicants have not had a reply from the school within 21 days of the closing date, they can assume that their application has been unsuccessful.

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 successful applicant will be subject to a Disclosure and Barring Service check.

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence.