

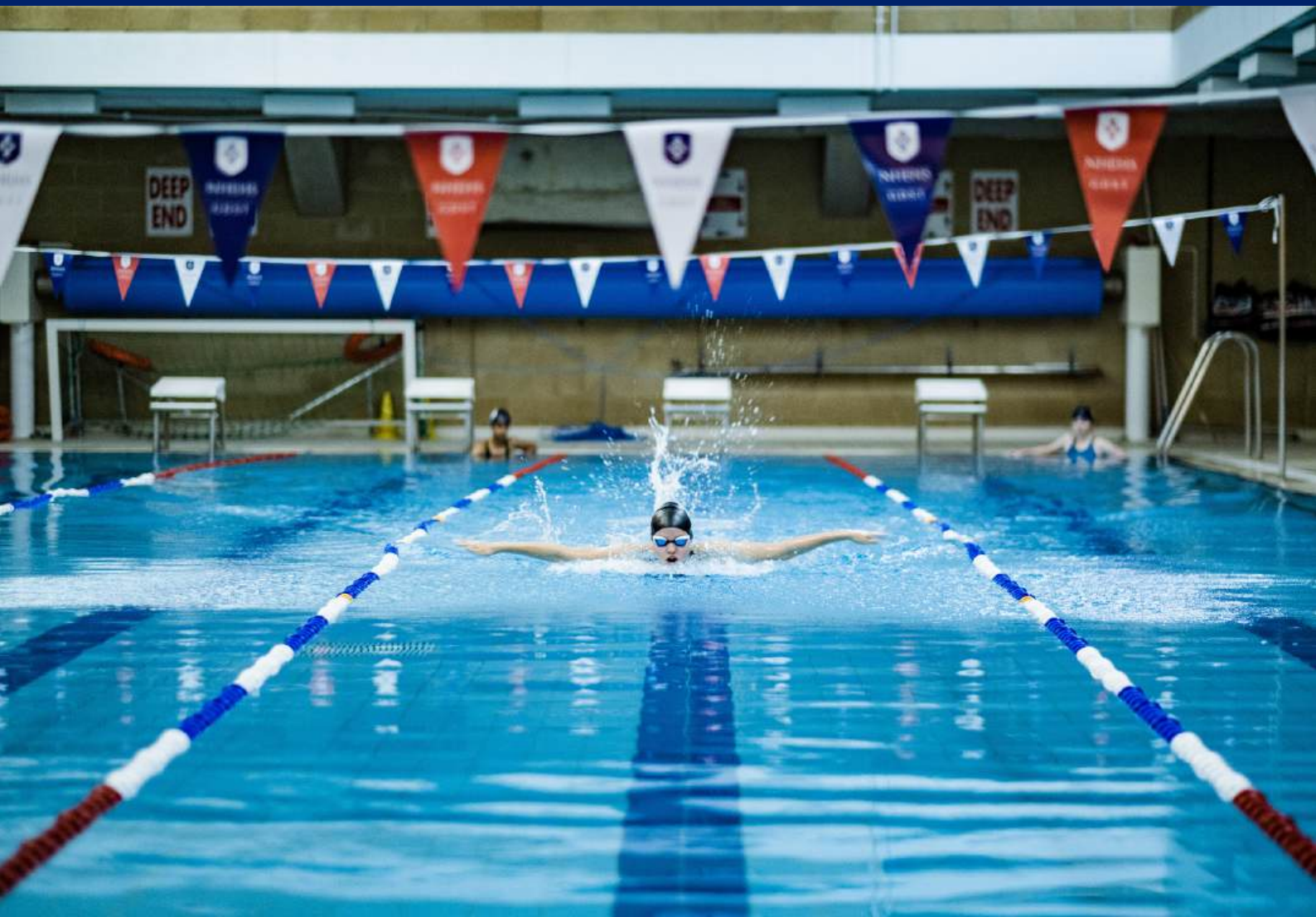


NOTTING HILL & EALING
HIGH SCHOOL

GDST
GIRLS' DAY SCHOOLS TRUST

Swimming Coach Self-Employed or Employed

2-DAYS PER WEEK
WITH SOME ADDITIONAL HOURS



14.5 hours per week, with flexibility

CLOSING DATE 23rd June
Starting September 2025

Inspiring academic excellence since 1873



Notting Hill & Ealing High School is one of London's leading independent girls' day schools. Founded in 1873, it is the oldest of the 26 schools which make up the Girls' Day School Trust. We are an all-through school, starting at age 4 with over 900 students in all. The Senior School starts at age 11.

NHEHS is academically selective. Students are bright and ambitious. There is no tension between success and happiness and the school is highly regarded for the way it achieves outstanding outcomes within a particularly warm and supportive environment.

Public examination results are consistently outstanding, and girls go on to study a wide range of subjects at prestigious universities, from Oxford and Cambridge to overseas destinations such as Caltech and Trinity College Dublin.

The school has won multiple awards including: London Independent School of the Year 2024 - ISP, Best City Prep School - The Week 2025, Charitable Work Champion - Winner School House Magazine 2024.

Five pillars of the school's vision for the coming years

- **ACADEMIC CLOUD**

We inspire in all students academic ambition, not only in the classroom, but through clubs and societies, partnership work and trips and expeditions.

- **VOICE**

We instil public speaking skills throughout the girls' time so that they all have the confidence to find their voice.

- **LEADERSHIP & INITIATIVE**

We provide leadership opportunities throughout the school, so that all students know how they can lead and introduce new ideas.

- **A COMPASSIONATE COMMUNITY**

We sustain our strong sense of kindness and community, foster altruism, and give students the skills to navigate a complex moral world with assurance.

- **SKILLS FOR LIFE**

We work with our careers team, alumnae and parents to give students the skills needed to thrive in their studies, work and in the world at large.



Allison taught Religious Studies, Theology and Philosophy and was a Head of Department, Deputy Head and Senior Deputy Head at leading all-girls schools before joining NHEHS in 2025 as its 15th Headteacher.

Our Senior Leaders



Rebecca Irwin
Senior Deputy Head Pastoral

A highly respected former Head of Sixth Form with deep safeguarding expertise, and well-known for her open-door policy, Rebecca oversees NHEHS's superb pastoral provision, including the coaching programme and initiatives to promote wellbeing.



Madeleine Copin
Deputy Head Academic

With degrees in Mathematics (Cambridge) and Art History (London), Madeleine has taught in both day and boarding schools. She works with Heads of Subject to develop scholarly experiences, from academic to projects engaging students in original research.



Hayley Silvester
Assistant Head Professional Development

Also the Head of English, Hayley leads staff training and development, ranging from supporting early career teachers to coaching for experienced leaders. She also oversees teaching quality assurance, and runs Teaching & Learning initiatives within the Senior School.



Richard Pearce
Head of Sixth Form

Formerly a research biologist, Richard also draws on experience as Head of Year in leading the academic and pastoral life of the Sixth Form. He oversees careers education, including how skills for life are embedded throughout the school.



Faieq Khan
Assistant Head Digital, Operations and Sustainability

Faieq has assisted Heads of Computer Science throughout the GDST, leading on initiatives to develop non-specialist teachers. His responsibilities as Assistant Head span digital strategy, sustainability, timetabling and data analysis.



Oliver Futter
Assistant Head Co-Curricular and Partnerships

Oliver is a dedicated Design Technology Teacher with a strong passion for fostering student engagement beyond the classroom. He actively encourages co-curricular activities and is always seeking new ways to inspire students.

Academic & Pastoral Excellence



“

At NHEHS, pastoral care is prioritised as much as academic drive.”

THE GOOD SCHOOLS GUIDE



The best of both worlds

We welcome applications from colleagues who share our ethos that a happy and supportive environment sits alongside academic success.

Proactive pastoral care

Initiatives at key developmental milestones help to develop in students an outward-looking perspective, as well as the ability to navigate life at school and in the future. A clear pathway of support, ensuring that every student is aware of all the people they can talk to, supports our students through their teenage years.

The school operates an extensive House system, which supports inter-year links, and encourages girls to take part in competitions across school life, from the infamous “House Shout” to “House University Challenge”.

Pastoral Involvement

All teachers are also tutors for a form, supported by an experienced Head of Year. For those with particular strengths or ambitions, there are opportunities to receive training in Mental Health First Aid, or to become a Pastoral Coach (supplementing form tutor provision) or to become part of the specialist team delivering Sex and Relationships Education.

Our Teaching & Learning philosophy: beyond specifications

We seek to spark a deep-seated love of learning, and a knowledge-rich understanding that reaches far beyond curriculum specifications. In class, students are engaged with a variety of questioning styles. Here and through written feedback, they are always encouraged to deepen and develop their answers. We use authentic, meaningful resources, wherever possible including original texts or journal articles. We are also passionate about the power of effective verbal and written feedback.

Scholarship & Research

The culture of scholarship is everywhere. Students in Year 8 complete a ‘Learning Amazons’ project on an area of interest and students in Years 10 and 12 have the opportunity of working with counterparts in other schools on research projects, supported by academics in various other Universities.



Maya and Imogen, both offered places to read Medicine at the University of Cambridge in 2021.

Bright & enthusiastic students



“

Students here are encouraged to take the lead: from formal responsibility positions, to setting up acapella choirs, it all makes a difference.”

LEWHAT, HEAD GIRL OF NOTTING HILL & EALING HIGH SCHOOL

Martha, Year 12

“At NHEHS, the teachers are not only incredibly supportive of your learning, but also endorse your interests outside of academia. At the moment I am really enjoying European Ambassador Club, which strives to celebrate European diversity and culture”.

Martha studies History, Spanish and French for A Level. As a passionate linguist, she hopes to extend this interest at University, and is working closely with the Language department to achieve this dream. As both a linguist and a historian, Martha has been channelling her subject expertise into her involvement in the European Ambassador Programme, which aims to increase student awareness around European values and democracy at NHEHS.

Lilly, Year 9

“NHEHS has something for everyone: teachers make it as inclusive as possible, and I love the food!”

Lilly is one of our sporting stars, and plays for Middlesex Cricket Club. Her favourite subjects are Maths, Drama, and Design Technology: she is just as impressive in the classroom and the workshop as on a Cricket pitch! This year, Year 9 are trying to be more curious, so she is enjoying going down rabbit holes and learning beyond the curriculum.

Wala, Year 7

“At NHEHS, I am able to be as creative in lesson time as I am outside of school. My two favourite subjects are English and Art, and I especially enjoy Creative writing and poetry, as they allow me to be the most imaginative”.

Wala is in Year 7. Alongside her academic subjects, she also loves sports, and participates in Dance Club to extend her passion outside of the classroom. Not only is she a creative writer, but Wala is also a musician and plays in the school Orchestra as a Violinist.

This year, Year 7 have participated in a competition in celebration of National Poetry Day, where they focused on the many forms that poetry can take as a medium for self-expression.



Maya and Sophie, best friends since Reception and Waterpolo Captains (their team won the national championships), have gone on to study Engineering at Caltech and Computer Science at Cambridge.



A diverse community of colleagues



“

NHEHS is a magical place. We learn with, and from each other: I love discussions with colleagues and the many opportunities to connect socially.”

ANIKA DONKOR, GERMAN LANGUAGE ASSISTANT & A LEVEL TEACHER

Rachel Gordon Teacher of History and Teaching & Learning Development Lead

“Staff are trusted in trying new approaches, and supported in leading initiatives. NHEHS is a true community with numerous pathways for career development. I’m proud to have worked here for 10 years – and looking forward to the next 10!”

Following a career in investment banking, Rachel leads public speaking for students and is well-known for delivering formidable all-staff training sessions, and ‘revision parties’ for A Level History. Her da Vinci cross-curricular lecture initiative won the TES Creativity Award.

Liberty Brown Teacher of Biology and Head of Science

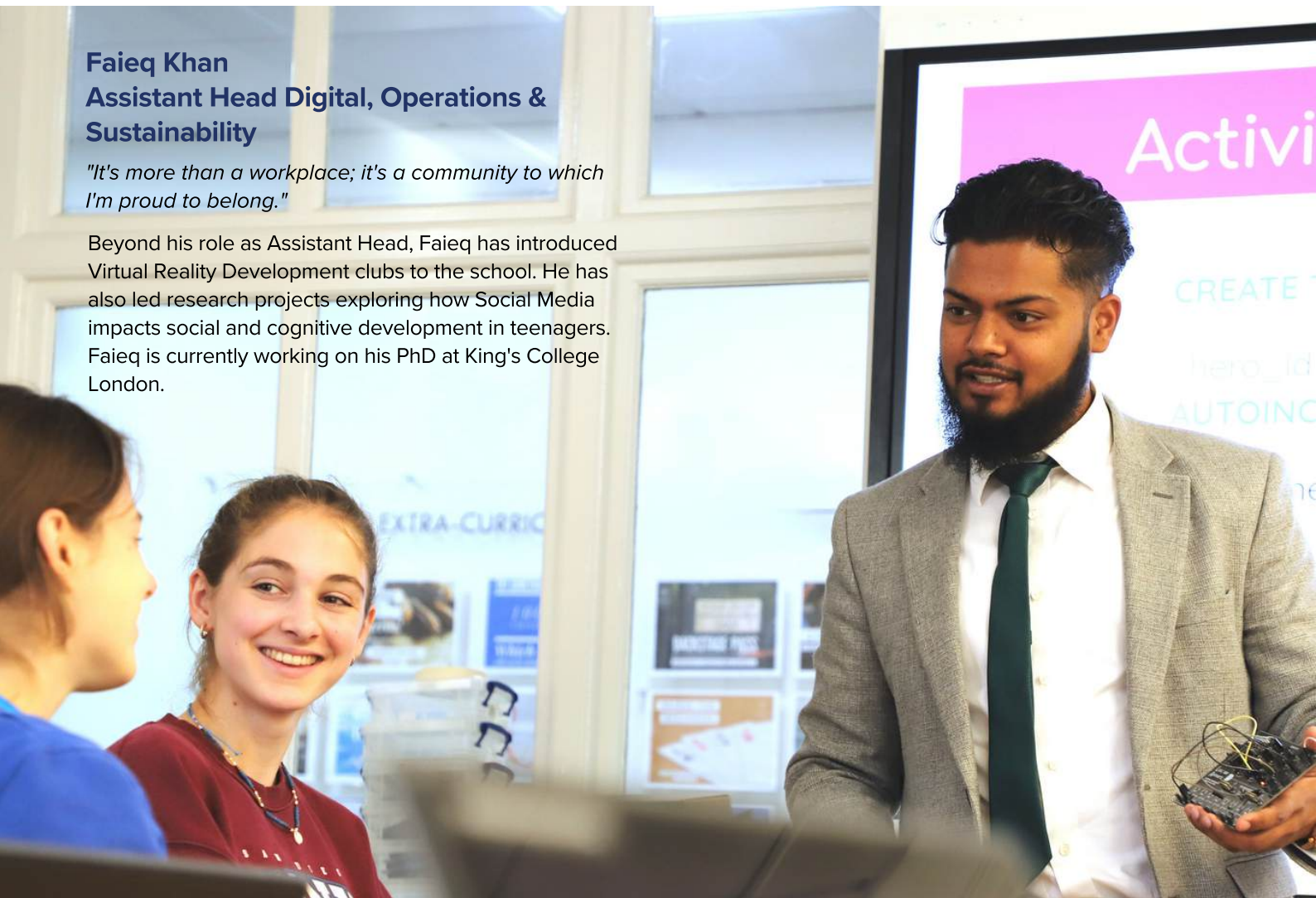
“NHEHS is a place where support staff and teaching staff are united in the shared mission of doing the best for our students. There are many events for us to come together socially, from cake mornings to the brilliant annual Christmas quiz run by members of SLT!”

Liberty runs a number of partnership programmes beyond science, and in particular BUDS, Saturday enrichment activities for Year 5 children in local maintained schools, and GreenSTEM. She writes good luck postcards to all her students before public exams.

Faieq Khan Assistant Head Digital, Operations & Sustainability

“It’s more than a workplace; it’s a community to which I’m proud to belong.”

Beyond his role as Assistant Head, Faieq has introduced Virtual Reality Development clubs to the school. He has also led research projects exploring how Social Media impacts social and cognitive development in teenagers. Faieq is currently working on his PhD at King’s College London.



The PE Department

“I’m absolutely delighted to share the fantastic news that our U18 Water Polo team were crowned National Champions today...A huge thank you to everyone who has supported the girls. Your encouragement, flexibility, and enthusiasm have played a big part in helping them achieve such remarkable success.



Andrew Bennett, Head of Department

The role

The post is available part-time (Monday and Tuesday) on a self-employed basis from September 2025 and provides the opportunity for a well-qualified individual to coach and assist in the development of swimmers across the whole School, from reception to Sixth Form. They will contribute to the development of swimming in line with the Department Development Plan and ensure all pupils’ experience, at any level, is a positive and enjoyable one.

National Champions at Water Polo

The PE Department across the Junior and Senior schools consists of eleven staff, six of whom are full-time teachers and two who are part time. There are also three full-time coaches in netball and swimming. The GDST has recently made significant investment in the school’s sports facilities which include a 4 Court Sports Hall built to Sports England standards, a spectacular Dance Studio, 25-metre Swimming Pool and multi-use Astro Turf. In addition the Junior School has a small multi-purpose hall with PE equipment, the sixth form centre has its own fitness suite and the school also makes use of additional sports facilities nearby for athletics and other sports.

Our Water Polo Teams compete on a national level; in March 2025, our U18 Water Polo team were crowned National Champions, after an outstanding performance in the final and our U15 team also claimed their second national title this year.

Extra Curricular Sport

The quality of extra-curricular sports at NHEHS is excellent. Girls at all levels enter in local, regional and national sporting competitions with great success. Most recently, pupils have made National Finals in Hockey, Netball and Water Polo and Regional Finals in Athletics, Cricket, Tennis and Swimming. There is regular school participation in GDST-wide tournaments and competitions. There are extensive extra-curricular clubs/team practice events which take place on a weekly basis in all the key sports laid on by the school. Currently we offer extra-curricular opportunities to all age groups in the major sports we cover which are netball, hockey, swimming, water-polo, dance, cross-country, athletics, tennis and cricket. We also enter county and London competitions in all of these sports. There is also the opportunity for pupils to do other activities such as fencing, trampolining, badminton, football and taekwondo. The extra activities offered depend on the demands and interest of the pupils and may vary from year to year.



Job description: Swim Coach

Person Specification

- Previous experience as a swimming teacher or coach
- The ability to plan and implement training sessions in the water for the development of skills and performance
- Understanding of the integration of successful sports performance programmes into a school's educational environment
- Level 2 ASA Swimming Teachers / Coaching Certificate or equivalent
- Current Rescue Test for Teachers (NRASTC) and/or National Pool Lifeguard Qualification (NPLQ)
- Reliable and flexible in order to support students.

Duties

- Assist with swimming team selection and updating team sheets.
- Assist with Swimming Gala's and fixtures as and when required.
- Possibility to assist with administration of the Holiday Swim School.
- Coach across the entire School community, with a key focus on the Junior school and Lower School swimming curriculum programmes
- Report writing, creating schemes of work and writing risk assessments.
- Be at the pool before each class arrives and ensure swimmers follow safety rules
- Work in partnership with the Head Swim Coach to deliver and improve (when/if necessary) the curriculum programme.

- Work closely with the Director of Sport and Head Swim Coach regarding the provision of sporting excellence at all ability levels.
- Allocate resources effectively for all poolside lessons.
- Maintain mechanisms which uphold discipline, sportsmanship and appearance
- Liaise with the School's support mechanism to promote the best interests of the pupils' well-being (e.g. School Nurse, front office, Tutor, Head of Section).
- Manage and liaise with colleagues for clashes of activity, priority or School functional meetings
- Carry out regular stock checks of equipment
- Ensure pool safety equipment is in place and working order.
- Be responsible for storeroom tidiness and monitor the general tidiness and cleanliness of the pool facilities and buildings and report any concerning issues.
- Undertake regular checks to ensure the pool water temperature and chemicals fall within our normal operating procedures (NOPs); keep records of all checks and report any deviation promptly
- Operate within the school's stated NOP and EOP Support whole school occasions, when necessary, to include open day, INSET, and other relevant events in the school's calendar.
- Attend all departmental meetings as and when required.

Qualifications and Training

- Participate in training activities and sessions offered by the school and other external agencies in order to further relevant knowledge and skills and keep up to date with technical and health and safety requirements relevant to the job.
- First Aid Qualified



Skills & Attributes (Teaching)

General Requirements

All teachers and coaches are expected to:

- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Maintain high professional standards of attendance, punctuality, appearance, and conduct. Demonstrate positive and courteous relations with students, colleagues, parents and any external personnel.
- Adhere to school and GDST policies.
- Contribute towards organising, participating in or delivering on the school's programme of extra-curricular activities.
- In accordance with GDST policy, provide cover for absent colleagues by supervising and so far as is practicable, teaching pupils.
- Participate in meetings at the school which relate to the curriculum or the administration or organisation of the school, including pastoral arrangements, or for any purpose as reasonably decided by the Head.
- Support pupils and colleagues by attending some school productions, functions, trips and events as appropriate, and contributing, where possible, to the wider life of the school.
- Carry out such other associated duties as are reasonably assigned by the Head.

Personal attributes

- Enthusiastic, positive and hard working
- A passion for education
- Commitment to the safeguarding of children and young people
- Ability to inspire, motivate and support pupils
- Flexible and approachable attitude
- Ability to solve problems, make sound judgements and take decisions
- Ability to work under pressure, on own initiative, accurately and with attention to detail
- Commitment to the improvement and development of own teaching and performance
- The drive and stamina to provide excellent opportunities for all girls in the school
- Willingness to play a part in the overall developments of the school
- Commitment to maintaining the caring and supportive ethos of the school

Skills Required

- Ability to use a range of teaching strategies in order to meet the needs of all students.
- Sound behaviour management skills and discipline.
- Dedication to promoting subject or key stage within the school and marketing within and outside school
- Ability to communicate effectively, both verbally and in writing, with colleagues, school-based staff, governors, GDST and external bodies
- Excellent interpersonal skills, able to work effectively and harmoniously with others (including pupils, colleagues and parents)
- Excellent organisational and time management skills with the ability to prioritise and work to deadlines
- Ability to work on own initiative and react to competing demands.
- Ability to maintain confidentiality.
- Confident user of ICT to aid administration and learning.



Next steps for your application

Frequently asked questions

• PAY

£28-£30 per hour depending on experience.

You will be paid for teaching hours only and have unpaid breaktimes.

There is the option of a part-time employed contract.

• PARKING

There is ample parking immediately next to the school on the various roads around the site, as well as free parking a short walk away. Secure cycle racks are also available on site and many colleagues come in by bike.

• ADDITIONAL HOURS

Notting Hill and Ealing provides a wide variety of sports activities from Swimming and Water Polo to Netball and Hockey. There will be opportunity within the role for additional hours and coaching of other sports.

Information about the school can be found in the following places:

• THE SCHOOL WEBSITE

NHEHS.GDST.NET

This contains recent news as well as information about the different departments and the school's extracurricular offering.

• "NOTTING PAGES"

NOTTINGPAGES.COM

This documents curriculum information and examples of initiatives within the academic life of the school.

• THE GOOD SCHOOLS GUIDE

Search for Notting Hill & Ealing High School

This review gives an external perspective on the School.

APPLICATION PROCEDURE

To apply please go to the NHEHS website and complete the online application.

The closing date for applications is Monday 23rd June (9am).

Interviews will take place on Thursday 26th June.

We reserve the right to close this vacancy early if we receive sufficient applications for the position and recommend that applications are submitted early. Once a vacancy has closed, we are unable to consider applicants and may have to close the interviews early.

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom they are responsible, or with whom they come into contact. You will adhere to and ensure compliance with the school's Child Protection Policy Statement 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 they must report any concerns to the school's Designated Safeguarding Lead (Deputy Head) or to the Headmistress. Candidates should be aware that they will be asked to undergo a DBS check.

The School may also conduct online searches (including publicly available social media searches) as part of our recruitment processes.

The GDST is committed to diversity, inclusion and real change: a family where every individual is valued, respected and included.

We'd love to hear from you. Do get in touch with any questions.

Nona Hencken-Spurling, Human Resources Manager

recruitment@nhehs.gdst.net, 0208 233 8574

Andrew Bennett, Head of PE

a.bennett@nhehs.gdst.net