



# **Sport Performance Coach (Netball) Candidate Information Pack**





## The School

Monkton is not just a school; it's a community where every role plays a vital part in shaping the experience of those who live, learn, and work here. As a thriving boarding and day school in a stunning valley just outside Bath, we take pride in fostering a welcoming environment where people feel valued, supported, and part of something bigger.

We are always looking for ways to create a culture where both pupils and staff can reach their full potential. Whether you are starting out in your career, looking for the next challenge, or bringing years of experience to a new role, Monkton provides a supportive and inspiring place where you can thrive and grow. While our Christian ethos underpins our values of kindness, respect, and care, we welcome people from all backgrounds who share our commitment to excellence and community.



A single board of Governors oversees the entire Group of Schools (Prep, Senior and All Hallows) and Monkton is a registered charity and is incorporated as a company limited by guarantee. The Principal acts as both the Head of the Senior School and as the CEO for the Group of schools.

Monkton enjoys a very attractive rural location some two and a half miles south of the historic city of Bath. There are two main sites at this location with additional facilities at Dundas Aqueduct and Saltford.



The Senior School and Prep School have a strong boarding tradition; however, day pupils comprise one third of the intake of the Senior School and are in the majority in the Prep School. Since 1992 when it merged with Clarendon School for Girls the school has been co-educational with three boys' boarding houses and three girls' boarding houses, all in the school's immediate environs..

The School buildings are in many cases converted houses, formerly privately owned, in the village. There are also many purpose-built teaching areas and extensive playing fields; the School has two boathouses on the River Avon. Some staff live in the valley in school accommodation. There has been a major programme of rebuilding and improvement in recent



years: a £4.5 million extension and rebuilding of Maths and Science Departments was completed during 2008, a completely remodelled £3.5m Music Department opened in February 2012, and a significant enlargement and refurbishment of the Art and DT Departments in 2015. Current projects are focusing on the refurbishment of boarding accommodation, and a ten-year strategic estate review was recently commissioned.

## The Department

On our unrivalled and award winning playing fields, pupils' development and successes are built on the foundation of Monkton's strong sporting tradition which is committed to providing an extensive sporting programme focusing upon breadth, participation and excellence.

We aim to produce at least two teams in every age group in each of the School's major sports: rugby, hockey, rowing and cricket for boys and hockey, netball, rowing and tennis for girls. Many pupils find their strengths in other individual and team sports including athletics, basketball, badminton, golf, squash and swimming, the coaching of which not only focuses on fitness, competition and discipline, but also on well-being and mental health.

As part of the current programme of development, the Sports Centre has recently been refurbished.

We travel across the South West for fixtures and have had real success with developing a different focus on challenging all pupils to become creative decision-makers, adapting to the evolving demands of each of their sports.

The department has recently undergone a significant restructure and now all roles are responsible across the two schools. The Director of Sport and Head of Prep Sport oversee all PE and Games from Reception to Year 13. Academic PE in Year 10-13 is run separately to this provision. In addition, there are five Heads of Sport: Head of Rowing, Head of Hockey, Head of Individual Sports (Cross Country, Athletics, Swimming, etc), Head of Netball & Tennis and Head of Rugby & Cricket. The majority of teaching staff support the games department and there are a number of external coaches who supplement the team. This role will report to and work with the Head of Hockey, but will be expected to support other sports throughout the year. This is aligned to the other sport performance coach positions supporting the wider department in their specialisms.



## The Role

We are seeking to appoint a dedicated and professional Sport Performance Coach with a specialism in Netball to join at an exciting time for Monkton as we look to take sport forward with a whole school approach. We welcome applications from individuals with extensive coaching or playing experience. The successful candidate will support the standards and the vision for a successful department, helping to shape the morale of both the department and the pupils of the school through their coaching, management and the inspiration with which they coach the sport.

This position would work with the Head of Netball & Tennis, to deliver the Netball programme across both the Prep and Senior Age groups, whilst reporting to the Director of Sport and the Head of Prep Sport. They would be joining a hardworking and friendly Sports department who will all be working across the whole school.

The aim of the role is to represent Monkton School and to support the school's objective of providing excellent standards of sports throughout all interactions with parents and pupils, while also upholding and applying the Monkton School values and mission statement.



## Responsibilities will include:

### Strategic/Sport specific

- Supporting Netball across the 2 schools - Possible visits to All Hallows School and other feeder schools in the area.
- To support our schools' co-curricular aims of breadth, participation and excellence.
- To aim to encourage all pupils to develop a lifelong love of sport.
- Supporting the Head of Netball & Tennis with driving school-club connections in the area.
- Provide feedback to the Head of Netball & Tennis on the progress of pupils.
- Work with performance teams and/or sports scholars.
- Provide 1:1 or small group coaching of students outside of their lessons (similar to Learning Support model)
- Assisting with in-house CPD opportunities for coaching staff where required by the Head of Netball & Tennis.
- To assist with the development of the Netball pathway from Prep years through to the Senior teams.
- Work with IT-based resources when required to monitor and measure performance. ie. Video analysis and feedback.
- Supporting the Head of Netball & Tennis with the ongoing daily routines of maintaining the Netball Stores.

### General

- To share expertise whilst working with School staff during structured sessions and coaching across the schools.
- To support other sports at Monkton as directed by the Director of Sport and Head of Prep Sport.
- Support Director of Sport and Head of Prep Sport as required for example with Colours, Sports Dinner, Risk Assessments etc.
- Contributing towards the offering of Hockey performance camps and masterclass days outside of the normal termly hours.
- Be willing to assist with sports related trips and tours, both domestic and international.



**Note:** The post holder may be reasonably required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the character of the duties or the level of responsibility entailed. The post holder may be reasonably required to conduct similar duties given in the job description within other parts of the school.

**Coaching Ethos:** Monkton staff are committed to continuing to hone and improve our practice in different areas. We intentionally reflect on our professional development throughout the year. As part of this, and to support it, we train staff in coaching skills, and staff coach each other, as well as gaining valuable skills to use day to day. Over the next three years, our aim is to train all staff in coaching.

## Person Specification

		Essential	Desirable
<b>Qualifications</b>	Degree Qualification or equivalent		√
	Hold recognised Coaching Qualifications	√	
	First Aid Training	√	
	Clean valid driving licence (to move between sites) or other form of transport	√	
<b>Experience</b>	Will need to have the professional competence and experience required to fulfil the duties outlined.	√	
	Administration in a sports and/or education setting		√
	Experience of using databases, email, the internet and other IT systems.	√	
	Coaching skills in general sports	√	



<b>Knowledge And Understanding</b>	Good playing ability and technical knowledge	√	
	The flexibility and ability to coach pupils aged 3 – 18 (8-18) of varying abilities.	√	
	Knowledge of issues relevant to education and child development with specific understanding of NGB requirements.	√	
	Equal Opportunities, Health and Safety and Child Protection	√	
	National minimum standard of boarding schools or willingness to learn	√	
	Understanding of how the role of Sport Performance Coach contributes and aligns to the whole school life	√	
<b>Skills</b>	Good listening skills, patience and an understanding of the emotional needs of pupils.	√	
	Must be able to work well with others and keep open channels of communication with other team members, parents, pupils and staff whilst maintaining professional confidentiality.	√	
	Confident user of IT packages and systems appropriate to the position	√	
	Highly organised with the ability to manage multiple priorities	√	
<b>Personal Attributes</b>	Motivated and enthusiastic	√	
	Good team worker; be able to shoulder responsibility and make wise decisions, be enthusiastic in the wide variety of roles and needs that the Sports department undertakes to meet.	√	
	Confident and not requiring close oversight or frequent guidance.	√	



	<p>Full sympathy with the Christian ethos of the School and be able to take the Christian perspective into account in counselling situations, while being sensitive to those with different or uncertain beliefs.</p>	√	
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## Safeguarding

Monkton Combe School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and Disclosure and Barring Service.

- [Child Protection \(Safeguarding\) and Staff Code of Conduct and Behaviour Policy, including EYFS](#)
- [Equal Opportunities Policy, including EYFS](#)