



THE PERSE

SCHOOL

CAMBRIDGE



Head of Athletic Development

UPPER SCHOOL

CANDIDATE PACK



The Perse School, Cambridge is one of the country's leading independent co-educational day schools for children aged 3-18, who attend our Pelican, Prep or Upper.

Our educational approach

A Perse education is three-dimensional with all teaching staff contributing to the school's academic, pastoral and extra-curricular programmes.

As an academically selective school, our students achieve some of the very best GCSE and A level results in the country. We are committed to ensuring every child is nurtured and supported to ensure their academic education is balanced by a thorough extra-curricular programme and outstanding individual pastoral care.

Our outdoor education department offers a wide range of curricular and extra-curricular opportunities for students to develop key life skills needed to thrive in today's world, including problem solving, resilience, communication, leadership and teamwork.

We have thriving music and drama departments with around 70 separate ensemble groups and an award-winning Performing Arts Centre which stages a wide range of events showcasing singing, dance and drama.

Our sports department ensures that every pupil has the opportunity to find a sport to enjoy and an approach to living a healthy lifestyle. We strive for excellence both in performance and attitude, and cater for everyone, regardless of ability, by providing a very high standard of coaching, facilities and opportunities to train and compete.

We have dedicated teams of specially trained pastoral staff across all our schools, and ensure each child is known, cared for and supported.

You can read more on our website about the wide range of over 100 clubs and societies that we offer, as well as our commitment to pastoral care and pupil wellbeing.

Working at The Perse School

Our aim is to be a leading employer of choice. This means we strive to be a school where staff say they are proud and excited to work, and feel valued, respected and motivated. We are committed to providing a very competitive salary and benefits scheme at the same time as offering a wide range of opportunities for personal and professional development.

We want our staff to feel engaged and purposeful so that they, in turn, help pupils to be happy and successful.





The Perse Upper School is looking to appoint a Head of Athletic Development to join an extremely successful and enthusiastic team. The post is a permanent full time, term-time only position. Pupils and staff at the school are ambitious, talented and industrious. This is an exciting opportunity to motivate and inspire pupils in a fast paced working environment.

The PE and Games Department

The department is led by an experienced and supportive leadership team consisting of the Director of Sport and two Assistant Directors of Sport. In total the PE and Games department is composed of more than 15 specialist staff. The games department encompasses a wide range of teaching staff from different departmental faculties who coach in games sessions and take responsibility for sports teams at the weekend. This creates an exciting opportunity to work alongside and learn from a very talented team of staff.



The staff are committed to ensuring all pupils find a sport or activity they enjoy which they will hopefully pursue after leaving school. The School strives for excellence both in performance and attitude, and we cater for everyone – regardless of ability – by providing a very high standard of coaching, and excellent facilities and opportunities to train and compete. We field around 173 teams each year, play on average 450 matches per term and reached 9 national finals and 12 regional finals in 2023-24. In addition 15 pupils competed at national finals individually with 41 at regional finals. We aim high but perhaps more importantly foster the sporting values of sportsmanship, good conduct, respect for officials, discipline, reliance, leadership, teamwork, winning honorably, losing graciously and simply having fun.

The staff are committed to using pioneering teaching and coaching methods to bring sport to life for all our pupils. This is a very harmonious department where the active sharing of ideas and resources is the norm, ensuring the best teaching and learning occurs in lessons. Teachers encourage pupils to focus on individual progression within the curriculum by ensuring the programme is stimulating, varied and creative. We strongly believe that competitive sport is an essential component of our provision and pupils have an opportunity to take part in a wide variety of sports at different ability levels.

Reporting To

As a member of the non-teaching staff, the Head of Athletic Development's ultimate line manager is the Bursar, although day-to-day responsibility will be to the Director of Sport.



Key Responsibilities

The responsibilities of the post holder will vary depending on the demands of the school but will initially include the following areas:

- Practical delivery within all PE lessons (Y7-11) with a focus on athletic development;
- Practical delivery within the Games programme leading strength and conditioning sessions and working with our performance athletes;
- Planning time for session delivery and preparation built within the school day timetable;
- Review of athletic development and fitness related modules within the PE curriculum;
- Design and implement a strength and conditioning programme for the school's sports teams;
- Develop and monitor individual training programmes for gifted and talented pupils in conjunction with the Assistant Director of Sport (Performance);
- Promote physical activity and health related fitness to students and staff through extra-curricular delivery;
- Provide an appropriate rehabilitation pathway for injured pupils, liaising with parents, staff, and external clubs and organisations;
- Lead department inset training for colleagues;
- Opportunity to attend Saturday fixtures supporting the preparation of the school teams or in a coaching capacity (Saturday fixture payment available);
- Attend relevant departmental meetings;
- Opportunity for further relevant training or inset, financially supported by the school;
- Write pupil reports for specific 6th Form Games groups (circa 30 pupils once each academic year).

Health and Safety:

- Health and safety management of the fitness suite area;
- Preparing and evaluating fitness suite risk assessments with Director of Sport and Director of Operations;
- Ensuring appropriate staff and pupil fitness suite induction and active monitoring;
- Liaising with the estates department and external companies to ensure the fitness suite equipment remains in excellent working order.

PERSON SPECIFICATION

Education and Qualifications

The post holder should have appropriate qualifications for the role e.g. UKSCA, SCE, 1st4Sport, or equivalent, and experience in the provision of strength and conditioning support to young athletes. They should be sympathetic to the educational, as well as the practical, requirements of the School and able to work to often tight deadlines to enable these to be maintained.

All work must be carried out in a manner consistent with safe working practises and so due consideration must be given to this aspect before it is undertaken. Since the School is required to comply with the important, and increasing, legislation in relation to Health and Safety, guidance is available and must be sought by the post holder as necessary.



Skills and Experience

- UKSCA accredited, or on the pathway to becoming accredited;
- Experience of working on S&C programmes within a school and/or club environment;
- Up-to date knowledge in relation to working with, and the protection of, children and young people;
- Works collaboratively and supportively with colleagues within school;
- Ability to motivate and encourage participation;
- Proven communication, organisational and interpersonal skills;
- High order administrative skills;
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams;
- Ability to work effectively both as part of a team and also independently;
- ICT competence;
- Confidence, tenacity, flexibility and adaptability;
- Empathy for pupils, parents, staff and the community.

Job Details

Working Hours

This is a full-time position and the normal hours of work will be from 8.30am in the morning, or from any pre-registration strength and conditioning sessions (7.45am-8.30am) until the end of all of the School's afternoon lessons, or the end of relevant extra-curricular activities, (whichever is the later), on weekdays during term time. This is based on a 40 hour week.

However, you may be required to work such additional hours as the needs of the job require. No extra payment will be made for this additional time but, where appropriate, time off in lieu will be given, with the agreement of the Director of Sport. Non pensionable weekend payments may be made for some authorised weekend activities in accordance with School policy.

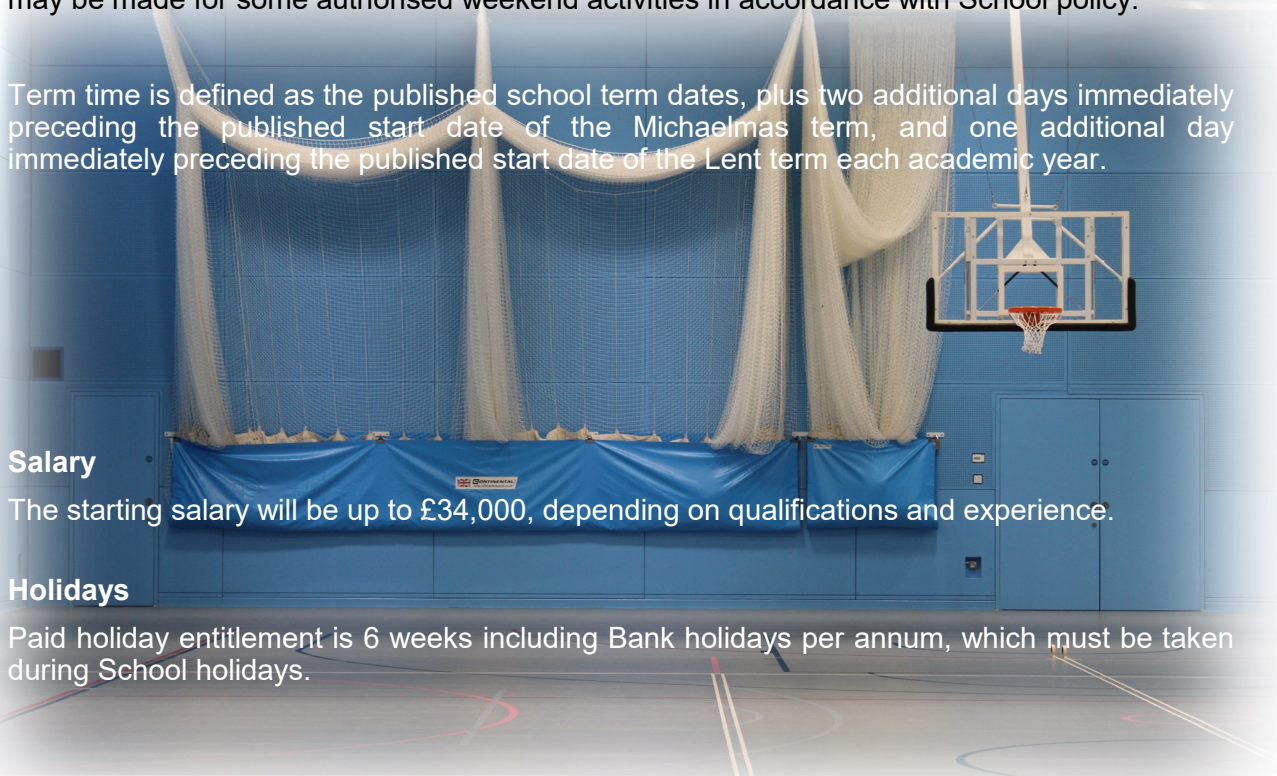
Term time is defined as the published school term dates, plus two additional days immediately preceding the published start date of the Michaelmas term, and one additional day immediately preceding the published start date of the Lent term each academic year.

Salary

The starting salary will be up to £34,000, depending on qualifications and experience.

Holidays

Paid holiday entitlement is 6 weeks including Bank holidays per annum, which must be taken during School holidays.



TO APPLY

The closing date for applications is **Monday 2nd December at midday**, but applications will be considered as they are received; The Perse School reserves the right to make an appointment before the closing date.

Interviews will be held on **10th December**.

Please click on [How to Apply](#) which will take you to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR department at recruitment@perse.co.uk

Safer Recruitment

The Perse 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: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the School on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The School is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The School requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website.



The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.

