



# HAMPTON SCHOOL

## **JOB DESCRIPTION DIRECTOR OF FOOTBALL FROM JANUARY OR APRIL 2022**

**JOB TITLE:** Director of Football – required from January or April 2022

**REPORTING LINE:** Director of Sport; Deputy Head (Pastoral and Co-Curricular)

### **ABOUT 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 nearly 460 years. We are a lively, friendly and caring School community, where 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.

The School's examination results and university entrance record consistently rank among the best achieved anywhere. Well over 90% of Hampton leavers go on each year to undergraduate courses at Russell Group or equivalent universities. Between 20 and 30 Hamptonians are offered places at Oxford and Cambridge annually and 36 among the Class of 2021 have moved on to global top-10 universities. An increasing number of Hampton Leavers go on to study at US Ivy League universities, often on academic and/or sporting scholarships. Our alumni network is extremely strong and former pupils remain very interested in 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 greenfield site in a leafy suburb of South West London, Hampton benefits from over 27 acres of playing fields within 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 our recently opened 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 and successful Boat Club.

Visitors from the Independent Schools Inspectorate (ISI) concluded in March 2016 that Hampton's academic and all-round excellence merited the rarely awarded ISI assessment of pupils' achievements and learning being 'Exceptional'. The inspection team's findings in all other areas were similarly pleasing and the highest possible judgements were achieved across the board. A further Regulatory Compliance Inspection in 2019 reported the School to be fully compliant. A copy of the full ISI reports can be found on the School website.

We hope you share our vision for an inspiring, modern and exciting education. Further information for applicants can be found within [Hampton School Prospective Teacher Brochure](#)

## **GENERAL**

The successful candidate will hold a high level current coaching qualification (current FA Level 4 UEFA 'A' Licence or equivalent; candidates working towards these qualifications will also be considered) and will oversee the provision and development of football across the School. S/he will work within the Sport and PE department, leading and managing Hampton School football and ensuring that a first-class coaching programme is offered to pupils of all ages and ability levels. The position includes the requirement to teach PE and to contribute to wider co-curricular activities, including through coaching a summer term sport and taking Saturday fixtures as required.

Hampton enjoys a longstanding and especially strong national reputation for the excellence and depth of the School's football programme. A suitably attractive benefits package will be offered, including a salary commensurate with the successful candidate's skills and experience. NQTs are provided with an appropriate programme of induction leading to QTS, valid across both sectors.

## **DIRECTOR OF FOOTBALL**

The post will suit an ambitious, motivated and highly-qualified football coach (ideally with previous experience of schools football), who will be able to devise and implement a clear strategy for the continuing development of Hampton's football programme. As the holder of a senior post within the Sport and PE Department, the Director of Football will be expected to contribute fully to the School's wider sporting provision, working closely with the Director of Sport and the Deputy Head (Pastoral and Co-Curricular). S/he will also work closely with the Assistant Director of Football in overseeing all aspects of the Hampton football programme.

## **THE DEPARTMENT**

Hampton has an impressive, sustained and nationally recognised record of sporting success, and enjoys very high levels of pupil and staff participation in the sporting programme. The School maintains exceptionally high standards of sportsmanship and achieves national success across several sports, alongside fulfilling its commitment to offering boys of all abilities the opportunity to develop a genuine love of sport. In the autumn and spring terms the main sports are Football, Rugby and Rowing; in the summer term they are Cricket, Rowing, Tennis and Athletics. In addition, the School offers a wide range of other sports, collectively termed 'Specialist Sports'.

Freedom of choice for all pupils lies at the heart of our sporting provision and no Hamptonian is obliged to play a particular sport at any stage of his education. All boys in the First and Second Years (National Curriculum Years 7 and 8) are given a free choice of either Rugby or Football as their main sport across the first two terms. Rowing also becomes an option from the Third Year onwards; in the Fifth Year and Sixth Form boys are given a broader range of choices.

All boys throughout the School have one timetabled afternoon of Sport. Additional practices for squads take place at lunchtime, with some sessions for senior squads also taking place after School.

## **FOOTBALL AT HAMPTON**

Football is the largest of Hampton's sports in terms of pupil numbers, with fixtures being played during the autumn and spring terms. The on-site pitches are exceptionally good and Hampton has a longstanding and cherished reputation for playing attractive, passing football. The School also benefits from a large, all-weather 3G sportsground.

The standard of football is high in the 'A' squads and Hampton sides often reach the latter stages of regional and national competitions. Hampton's 1<sup>st</sup> XI takes part in the Hudl Independent Schools League which is made up of ten of the strongest footballing schools in the country. Boys achieve representative honours with England Schools and England

Independent Schools and some have won football (soccer) scholarships to American universities. There are, however, numerous opportunities provided for footballers of all standards to enjoy the game. Saturday and midweek fixtures are played by 'A' to 'F' teams and there is also a very popular 'Social League' option in senior Sport lessons.

Hampton teams enter the Surrey Cup and the Independent Schools Football Association (ISFA) national competitions, as well as the England Schools Football Association (ESFA) tournaments. In the spring term, our senior teams also participate in the Trinity Cup and the London Independent Schools Cup. Football tours abroad are organised for different age groups, although these have of course been interrupted by the global pandemic.

## **FACILITIES**

Hampton School has an FA accredited, all-weather 3G pitch and five grass pitches located on the School site. Two further on-site pitches are usually made available to School teams by the Old Hamptonians Association for Saturday fixtures. There is a strength and conditioning fitness suite and gymnasium facility.

## **MAIN RESPONSIBILITIES:**

The successful applicant will be required to carry out the following duties:

### General

- To oversee the strategic direction of football at Hampton School
- To ensure that Hampton School football is played and coached in a manner which is in keeping with School's overall aims and ethos
- To be responsible for implementing a whole-School approach to football, which enhances coaching and ensures player development at all age and ability levels
- Day-to-day leadership and management of School football in all Year Groups (in conjunction with the Assistant Director of Football)
- To maintain and enhance the outstanding playing records of the 1<sup>st</sup> XI squad and other age group squads
- To coach football to an excellent standard across all age groups and abilities
- To liaise with the Director of Sport and contribute fully to the development of Hampton School Sport as a member of the Sports Committee
- Line management responsibility for staff i/c football squads at all levels of the School and any football coaches employed by the School on a 'contract for services' basis
- To plan and teach excellent PE lessons under the direction of the Head of PE
- To be responsible for individual teams on match days and to undertake officiating duties as required
- To play a lead role in football-related outreach activities (e.g. by organising and delivering coaching sessions at feeder schools and partner schools)
- To coach a summer term sport and to take a team for Saturday fixtures
- To provide support to pupils and feedback on pupils' conduct as required
- To contribute to the PE department by attending department meetings
- To undertake pastoral duties as a Form Tutor
- To fulfil any other reasonable duties required by the Director of Sport or Deputy Head (Pastoral and Co-Curricular)

### Day-to-day Management of School Football

- To ensure that football coaching staff at Hampton School are effectively deployed, suitably skilled and appropriately qualified
- To ensure succession planning for the coaching of football at all levels; to advise the Deputy Head (Pastoral and Co-Curricular) and Director of Sport over year-on-year football staffing requirements
- To be responsible for coach education for all football coaching staff (Common Room and external coaches)

- To manage and oversee the football budget, in conjunction with the Director of Sport
- To co-ordinate and prepare annual submissions for training/equipment requirements
- To organise football tours, including planning and leading major senior football tours
- To liaise with the Director of Sport and Deputy Head (Pastoral and Co-Curricular) to promote fair play, good sportsmanship and high standards of behaviour at football training sessions and fixtures
- To oversee the allocation of football referees and the development of refereeing at the School (in conjunction with the Head of Junior Football)
- To liaise with the Director of Sport with regard to the use and allocation of the School's sporting facilities
- To organise coach hire and catering for fixtures against other schools
- To liaise with the Director of Football and ground staff over pitch allocation
- To develop and administer a fixture programme that offers appropriate matches against other schools across the age and ability range.

#### Development and Coaching

- To maintain oversight of the coaching of football teams throughout the School; to develop Hampton's playing style and the standard of football across the age range
- To coach the one of the School's leading football teams
- To produce and publish a development plan for an agreed Hampton School approach to football: ethos, style of play, player development and coach development
- To contribute annually to the formulation of the co-curricular section of the School Development Plan under the direction of the Deputy Head (Pastoral and Co-Curricular)
- To plan, implement and deliver a coherent core football skills curriculum during Sports lessons on every afternoon for U12 squads through to Senior Football squads
- To implement individual player profiling to enable the continuing football development of the School's most talented players
- To develop appropriate strength and conditioning programmes and testing
- To ensure the School's football fixture list is appropriately challenging and conducive to boys' football development
- To seek more D, E and F team level fixtures in order to increase playing opportunities for boys of all ability levels (in conjunction with the Head of Junior Football)
- To develop links with local schools (primary and secondary) and local football clubs
- To produce a Hampton football coaching manual, collating the latest coaching techniques as a resource to which coaching staff may refer
- To conduct individual video and performance analysis sessions with gifted players throughout the School Veo, HUDL and catapult platforms
- To organise and oversee pre-season coaching sessions from 1<sup>st</sup> XI to Under 14 level squads in conjunction with the Year Group coaching staff
- To liaise with the Deputy Head (Pastoral and Co-Curricular), Director of Sport and Heads of Year over Hampton boys who are involved with professional football club academies.

#### Administration and Communication

- To arrange the football fixture programme and to organise entries for appropriate football competitions across all Year Groups (including medical, transport and catering provision) in conjunction with the Director of Sport
- To ensure that weekly team selections and fixture arrangements are organised and effectively communicated to boys, parents and staff
- To liaise with the School Nurse, Director of Sport and Deputy Head (Pastoral and Co-Curricular) to ensure appropriate First Aid provision at football fixtures, on Sport afternoons and during training sessions
- To plan and run football competitions and events at Hampton (e.g. Primary and Prep Schools Five-a-Side Tournament) in conjunction with the Head of Junior Football
- To provide the Website Manager, School Reception etc. with the weekly match arrangements, amendments/updates and results; to ensure that football achievements are publicised on the School website/twitter feed and in the local and national press

- To provide The Headmaster, Deputy Head (Pastoral and Co-Curricular) and Director of Sport with a summary of the previous week's football results via email by Sunday lunchtime each week
- To ensure that an overall central record of football results is maintained via SOCS
- To liaise with the relevant professional football club academies about Hampton boys who are part of their programmes; to assist as/when appropriate with the boys' training requirements
- To liaise with representative and professional bodies (e.g. ISFA) over the involvement of Hampton boys in their sides; to represent Hampton School football on any appropriate committees (regional and national) as required
- To ensure that parents are kept informed about Hampton boys' football progress and development.

#### Player Recruitment

- To perform football assessments as part of the All-rounder Scholarship interview arrangements at 11+ and 13+
- To identify talented football players from the surrounding area for potential entry to Hampton School at 11+, 13+ and the Sixth Form; to keep The Headmaster, Admissions Manager and Director of Sport informed about all such prospective pupils' applications.

#### Other

- To undertake any other reasonable tasks required by The Headmaster in association with the above role.

Please note that there may be changes and additions to the above, which will be discussed before implementation, and changes may occur as the post develops in relation to the needs of the Department. This document is designed to provide applicants with a "flavour" of the position and responsibilities.

### **SKILLS, QUALIFICATIONS AND EXPERIENCE**

The successful candidate will be expected to demonstrate evidence of the following skills, qualifications and experience:

#### **Essential Criteria:**

- A commitment to the safeguarding and wellbeing of pupils
- Current FA Level 4 UEFA 'A' Licence or equivalent
- High level football playing and/or coaching experience
- A warm, cheerful and well-presented person, capable of inspiring confidence in pupils and parents
- Excellent communication skills, both verbal and written
- Capable of working independently and as part of a team
- An understanding of the nature of independent education and of the high expectations within the sector
- Professionalism and commitment to the demands of a successful co-curricular programme
- An enthusiastic commitment to all aspects of the PE and Sports Department programmes of academic and co-curricular activities
- Willing to participate in departmental trips during holiday time and to devote time and energy to ensuring the smooth running of visits to us from exchange schools
- To participate in Hampton's primary school's partnership PE programme and support the secondary Richmond School's Sports Partnership
- A commitment to, and understanding of current best practice in teaching and learning, and monitoring of pupil outcomes

- To be a highly organised person who is able to work independently, with good communication skills and experience of managing sports fixtures and administration
- To be a forward-thinking teacher and coach, willing to be innovative and creative in their approach
- To hold a clean Drivers Licence with the ability to drive a 17-seater minibus (or qualify to do so supported by the School)
- To be an outstanding role model with a conviction to the values underpinning Sport and PE at Hampton
- To be available to work during weekends and evenings to attend fixtures
- A commitment to all relevant aspects of Health and Safety as they relate to PE (First Aid training will be provided)
- A professional approach which inspires confidence in pupils and parents
- Calmness and efficiency, with the ability to work under pressure at times
- Commitment to continuing professional development through attendance at INSET
- Keen eye for detail and administrative competence
- Assiduous and willing to avoid the '9 to 4 approach'
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- Good GCSE (or equivalent) qualifications in English Language and Mathematics.

**Desirable Criteria:**

- A higher degree or experience of educational or subject-specific research
- A teaching qualification and/or some previous teaching experience
- The ability to develop and maintain effective relationships with all members of the school community and outside agencies
- Enjoy rising to the challenge inherent in a school environment.

**TRAINING**

- To attend INSET training outside the School where appropriate to increase competence, proficiency and safety awareness.
- First Aid Training as required.

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

*Please note that the above list is not exhaustive and that non-contractual benefits are provided at the discretion of the Governors.*

**EQUAL OPPORTUNITIES**

It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals; 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 are needed to attend an interview, please inform the School.

**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.

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

*Hampton School  
September 2021*