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HAMPTON SCHOOL

JOB DESCRIPTION

STRENGTH & CONDITIONING COACH

PART-TIME PERMANENT POSITION

To start as soon as possible

Job Title: Strength and Conditioning Coach
Reporting Line: Director of Sport and in their absence Deputy Head (Pastoral)
Location: Hampton School

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 very best achieved anywhere, while the very wide range of co-curricular activities on offer provides each boy with the opportunity to shine and the means to explore new interests. Nearly all our leavers go on to undergraduate courses at Russell Group or equivalent universities/medical schools. Around 25 Hamptonians gain places at Oxford and Cambridge each year; an increasing number go on to study at US Ivy League universities, often on academic and 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 staff and pupils.

Situated on a green field site in a leafy suburb of South West London, we are fortunate to have over 27 acres of playing fields within our spacious grounds and a generous investment programme ensures that our pupils and staff enjoy the use of first-class facilities across all areas of School life. These include a state-of-the-art, all-weather 3G sports ground, a large Sports Hall and The Hammond Theatre, along with an excellent library and specialist facilities for Art, Science, Technology, IT and Languages. In terms of future projects, we are looking forward next to the opening of our new Sixth Form Study Centre in Autumn Term 2018. 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 highly 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 as being 'Exceptional'. The inspection team's findings in all other areas were similarly pleasing and the highest possible judgements were achieved across the board. Further information and a copy of the full ISI report can be found on the School website.

Sport at Hampton

Sport is a major part of both curricular and co-curricular life at Hampton School and plays an essential role in the physical, emotional and social development of every boy in the school. We are justifiably proud of the facilities, support, expertise and talent provided by the Games and PE Departments.

Boys in the First to Fourth Years have a double period of Games each week; the Fifth Year, Lower Sixth and Upper Sixth share a triple period each Wednesday afternoon. Unlike at many other schools, Hampton pupils can choose their preferred sport and have a wide choice.

We compete in prestigious local, regional and national competitions as well as holding regular fixtures with schools from across the region. It is expected that boys treat themselves, their opponents and all officials with proper respect and courtesy and they are encouraged to play with a sense of adventure and freedom without self-indulgence. We do not encourage dour, percentage-driven sport but sport with a sense of fun in the right measure. By the same token we understand and respect that some boys will play sport for leisure or health reasons rather than competitively.

Each major sport has its own Master-In-Charge. The staffing of Games at Hampton is generous. Currently, we are able to offer an average staff/pupil ratio of 1:12. In addition to the PE Staff many of the academic staff are talented sports people and they offer additional teaching and support on the sports field. We are also fortunate enough to have regular visits from outside expert performers and specialist coaches.

THE ROLE

Hampton School is seeking to appoint a well-qualified and experienced Strength and Conditioning Coach. The successful candidate will have experience in a similar role and be able to demonstrate Strength and Conditioning coaching experience (with young people, university students or adults), and be a certified and qualified Strength and Conditioning Specialist. Working as part of a team, you will be highly motivated, enthusiastic and dedicated to ensuring the best outcomes across the disciplines of rowing, rugby and football at Hampton School.

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This is a part-time permanent position (in the region of 15-20 hours per week, with termly variations).

Main Responsibilities:

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

- To facilitate the day-to-day Strength and Conditioning training for the pupils under the guidance of the Director of Sport (DoS) and the Directors of Rowing, Rugby and Football
- This role will focus mainly on Rowing and Rugby sessions, while having an overview of strength and conditioning across the School
- To assist with the development of exercise routines, movement patterns and weight training
- To lead and manage the strength and conditioning sessions as confirmed by the timetable

- With guidance from the Director of Sport (DoS) and Directors of Rowing, Rugby and Football, to design and implement the strength, conditioning and weight training programmes. These programmes should be designed to work alongside specific sports performance programmes, to support development while assisting in the reduction of injuries
- To communicate with pupils and coaches (in particular the Director of Sport (DoS) and Directors of Rowing, Rugby and Football) about training development, to recommend and guide accordingly
- To communicate with the School Physio about the pupils on rehab programmes
- The Strength and Conditioning coach should maintain records of programmes in order to monitor pupil progress. They will need to communicate this information to coaches and if necessary use athlete data in order to assess training programmes' effectiveness
- To facilitate the appropriate strength and conditional development of pupils across the School
- To follow an agreed timetable and communicate regularly with the Director of Sport (DoS) and Directors of Rowing, Rugby and Football
- To manage the space, storage and equipment, ensuring equipment is set-up and put away safely
- To ensure that while sessions are in practice all pupils and staff are aware of the correct techniques and methods when it comes to strength and conditioning exercises
- To help with the writing of the Strength and Conditioning Risk Assessment
- To help to maintain strength and conditioning equipment, communicate any suggestions for updates new purchases, while considering wear and tear. Give guidance to the Director of Sport about all the indoor training and exercising spaces (North Gym & Fitness Suite)
- In order to individualise training programmes and evaluate pupils, to help design and perform baseline tests to assess the skills and strengths/weaknesses of pupils.

Health and Safety

- To fully understand the implications of the Health and Safety Policy within the sports department and be responsible for maintaining standards which meet these requirements
- Adhere to the School's H&S and Staff Behaviour policies and procedures
- Administer basic first aid to pupils wherever required during the working day, dealing with any basic accidents, reporting incidents and liaising with School's Nursing Team when needed (training will be provided)
- Be responsible for promoting and safeguarding the welfare of children and young people 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.

Other

- To become a Fire Marshal trainer and First Aider if required. Training will be provided
- Any other reasonable tasks required by The Headmaster, Bursar, Director of Sport and/or Deputy Head in association with the above role
- To attend all School INSET briefings.

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

PERSON SPECIFICATION - SKILLS, QUALIFICATIONS AND EXPERIENCE

The successful candidate is likely to be able to demonstrate the following skills, qualifications and experience:

- Strength & Conditioning coaching experience (with young people, university students or adults)
- Be a certified and qualified Strength & Conditioning Specialist or equivalent
- Experience in student athletic departments at an elite level preferred
- Experience in managing a fitness or weight training facility would also be useful
- A commitment to the safeguarding and wellbeing of pupils
- First Aid certification and general awareness of Health & Safety issues
- Medical fitness is essential
- Good GCSE (or equivalent) qualifications in English Language and Mathematics
- 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
- Fully understand and promote the aims and ethos of the School
- Ability and willingness to learn on the job and attend INSET as necessary

Equal Opportunities

It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals; and, 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 required 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.

Training

Where necessary, to undergo on the job training or attend INSET outside the School to increase competence, proficiency and safety awareness.

HAMPTON SCHOOL - SALARY AND OTHER BENEFITS

Salary

The salary will be commensurate with the successful candidate's skills and experience.

The Governors review salary Scales each year to ensure they remain competitive; it is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments.

Hours and Holidays

This is a part-time position Monday – Friday. Some weekend work may be required to attend coaching sessions and/or fixtures as required. Working days and hours to be agreed at the time of appointment.

Additional holiday work, if required, is to be discussed and agreed with the Director of Sport and in their absence, the Bursar or Deputy Head (Pastoral). The role also requires some flexibility as working days and hours may be subject to change from term to term.

The remuneration package includes pay for holidays which are to be taken during School holiday periods. You may be required to attend School on INSET and Open Days.

Offers of employment will be made on merit and suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

The School reserves the right to offer the post at any stage in the appointment process.

Non-contractual Benefits to staff

Pension

The School offers the Teachers' Pension Scheme for teaching staff and a money purchase scheme for support staff. Further details are available from the Bursar.

Death-in-Service Benefit

In addition to any Pension Scheme benefits, the School currently has an insurance policy which pays two years' salary in the event of the death of a member of staff to nominated dependant(s). Age restrictions apply to this policy. Staff are automatically covered by this insurance policy.

Health Care Insurance

The School provides Health Care insurance for all members of staff earning above an annual threshold only if they join at the start of their employment and subject to any terms and conditions and the School's eligibility requirements. Further details may be obtained from the HR Department and Bursary. A Medicash healthcare cash plan is also offered. This is an opt-in insurance policy.

School Fee Reduction

Children of staff at Hampton School or Hampton Prep may, upon passing the entrance assessments, be eligible at the discretion of the Governors for fee remission on the basic tuition fees. Currently, the School also has an agreement with our neighbouring girls' school, Lady Eleanor Holles School, for a reduction in tuition fees. (Subject to the School's eligibility requirements).

Cycle to work scheme

The School allows staff with an employment contract for 12 months or more to purchase a cycle through the 'cycle to work' scheme to ride to work. Further details are available from the Bursar.

Personal Accident Insurance

Staff are covered for partial or permanent disability resulting from an accident, whether at School or elsewhere. Further details are available from the Bursary.

Drinks and snacks

Staff are provided with tea/coffee and light snacks at no charge.

School Lunch

A School Lunch is provided for staff at no charge. Members of staff at the senior school have access to a private staff dining room.

Sports Travel to School on Saturdays

Staff running teams may claim expenses for travel to/from School for Sports matches.

Use of private vehicle

Subject to a journey being approved by the Facilities Manager, Deputy Bursar, Bursar or Headmaster, staff can use their private vehicle for School journeys during working hours. The insurance will be under the School insurance and staff can claim for mileage.

Blood Pressure

The School Nurse can check your blood pressure. She is not, however, able to give staff medical advice and staff must rely on their own medical adviser.

Counselling

One of the School Counsellors may be able to see staff on a limited basis. If prolonged counselling is required then a charge may be incurred.

Sports Therapy

The School has a member of staff specialising in Sports Therapy, who may be able to assist with Sports injuries on a limited basis. If prolonged therapy is required a charge may be incurred.

Multi-Gym

The School multi-gym is available for use by staff. Induction is required and conditions apply. The school accepts no liability for use by staff. Staff also have access to the swimming pool at Lady Eleanor Holles School.

Sporting Facilities

Use of School sporting facilities is available, subject to availability. Any such use must be agreed in advance with the Bursar or Deputy Bursar, who will consult with the relevant Sport & PE Department staff. Use for events such as private parties may be available, but will be treated and charged as a formal letting.

Parking

Staff parking on site is currently permitted, subject to availability of an approved parking space. All members of staff who wish to park on site must obtain a permit from the Bursary.

The above non-contractual benefits are currently available to staff. They are provided at the discretion of the Governors, who reserve the right to withdraw them without notice.

Further details of the School are available on the website.

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

November 2018