

## THE ROLE

We are seeking an ambitious and enthusiastic Swimming Coach to play a key role in the continued growth and success of swimming at STAHS.

Working closely with the Head of Swimming, the successful candidate will lead performance squads and deliver a high-quality coaching programme across the swimming pathway, ensuring consistency and excellence in line with the PE Departments philosophy and values.

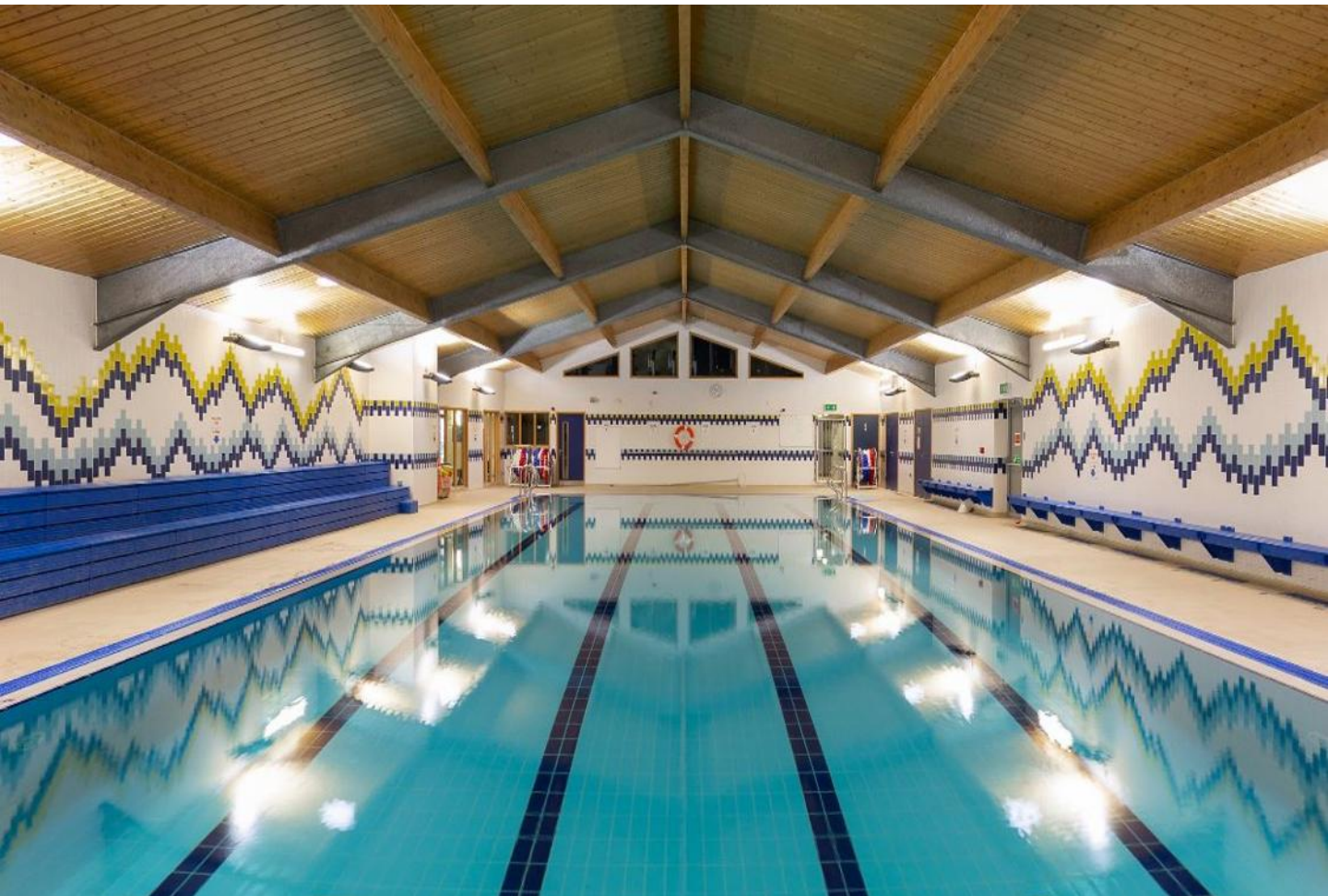
The Swimming Coach will support the school's extracurricular swimming programme, including training sessions, competitions, and the annual schedule of swimming galas held during the week and at weekends.

The role will involve planning, leading, and delivering engaging squad training sessions, while helping swimmers achieve their full potential in a positive and supportive environment.

### Hours of Work

- Approximately 4 hours per week, with additional hours available for galas, trials and other swimming-related activities as required.

This position start is for September 2026.



# THE DEPARTMENT

The Physical Education & Sports department at St Albans High School for Girls has an aspirational and inclusive vision of sport and physical activity. Our objective is to provide an environment that enables every student to be physically active and understand the value of having a healthy active lifestyle. We aim to support our students in developing a strong habit of exercise and an appreciation of its value, which is instilled through the delivery of a modern and engaging curriculum. Students are provided with a high standard of experience which does not favour one area of the programme at the expense of another, this is delivered through the Active STAHS & Team STAHS co-curricular programmes. Both programmes enable students to develop confidence, character and resilience and as a result, aim to reduce stress and anxiety whilst improving determination and motivation. We also have a full strength and conditioning programme with a specialist S&C coach to support.

Recreational physical activity and competitive sport are both highly valued, and we strive to ensure that every individuals' experience of competitive sport is both aspirational and inclusive. STAHS has a tradition of producing sportswomen who perform at both National and International level in a variety of different sports and those competing at this level are supported through the Talented Athlete Support Programme. Individuals who are aspiring to represent their county or region in their respective sports can opt into the Talented Athlete Support Programme.

Working to deliver the department's strategic vision is a highly talented and experienced team of PE teachers and coaches. The department operates a full, six-day sporting programme and enjoys an enviable record of sporting excellence at county, regional and national level in Netball, Lacrosse, Football, Aesthetics (Gymnastics, Trampolining and Dance), Swimming, Athletics, Tennis and Skiing. Sport Scholarships are available in Year 7, Year 10 and the Sixth Form. The Physical Education department is heavily involved in the organisation and running of major sporting trips and tours. In recent years, students have had the opportunity to experience sporting culture in the USA.

STAHS has excellent sporting facilities, on-site our sports complex boasts a full-size sports hall, 25m indoor swimming pool, dance studio and gym as well as an outdoor netball court and astroturf. Our off-site sports facilities include two lacrosse pitches, seven floodlit tennis courts, five floodlit netball courts and a 3G football pitch. In addition, we utilise a number of local sports facilities including a 400m athletics track, floodlit astroturf and full-size cricket pitch. These facilities enable us to deliver a dynamic programme of co-curricular sport and physical activity, alongside a diverse and modern curriculum of core PE and Games. Year 11-13 participate in a weekly programme of physical activity that allows them the independence and flexibility to choose what they do.



## RESPONSIBILITIES

The key responsibilities for this post are detailed below;

- Lead and deliver performance squad training sessions.
- Plan and implement structured training programmes aligned with the school's swimming pathway.
- Support the extracurricular swimming programme and competitive calendar.
- Attend and coach at school swimming galas, competitions, and trials as required.
- Work collaboratively with the Head of Swimming to develop and enhance the swimming programme.
- Promote a positive, inclusive, and high-performance culture amongst swimmers.
- Promote developments within PE and Sport using recognised departmental channels, such as Twitter.
- Adhere to School policies.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

*The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*





# PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents, alumni and friends. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

## **QUALIFICATIONS & EXPERIENCE**

- Proven record of sporting ability.
- Ability to coach Netball.
- Knowledge and application of best practice in Teaching and Learning.

The following qualifications and skills are desirable, but not essential:

- Coaching and Umpiring Qualifications.
- First Aid and Lifesaving Qualification.
- Experience of coaching various sports.
- Strong individual academic record.
- Experience in a school setting.
- Involvement in sporting activity outside the school environment.

## **SKILLS**

- Excellent time management.
- Proven organisational ability.
- Ability to prioritise workload.
- Excellent communication skills.
- Ability to work effectively as part of a hardworking department
- Ability to multi-task.
- Ability to inspire pupils with a love of sport and enthusiasm for learning.

## **PERSONAL QUALITIES**

- Flexible and able to accommodate changes in work priorities with good humour.
- High professional standards of oneself and pupils.
- Ability to think creatively and demonstrate initiative.
- Commitment to the School's extra-curricular programme.

(Continued...)

## PERSON SPECIFICATION (continued)

### PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the School's safeguarding policy.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- Contribute positively to the overall ethos, objectives and aims of the School.

### HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area.

