



Framlingham
COLLEGE

Educating boys and girls aged 3 - 18

Head of Netball

CANDIDATE INFORMATION PACK



INTRODUCTION

Dear Applicant, Thank you for your interest in the position of Head of Netball at Framlingham College. Framlingham College is a co-educational boarding and day school which comprises the Prep School, in the beautiful setting of Brandeston Hall, and the Senior School which is set in the market town of Framlingham. Curiosity and inquiry are at the heart of a vibrant learning culture and at Framlingham College we believe that every child should experience the joy that is to be found in learning. A Framlingham College education aims to nurture essential skills and habits – adaptability, teamwork and good decision-making for example – by weaving them into the curriculum. We are determined to prepare our young people for their adult world.

Framlingham College require an inspirational Head of Netball to coach and lead the College Netball programme. The post holder will have responsibility for the co-ordination of the sport across all year groups from Year 3 to Year 13 and will have the desire and energy to lead an ambitious Netball programme for players of all abilities.

Netball is our Focus Sport for girls in the Spring term, and our teams are highly competitive: our U18s, U16s and U14s all reached the County Finals in 2025. Working closely with the Director of Sport, other passionate Heads of Sports and a team of Netball coaches, the successful candidate will inspire and train pupils across both the Prep and Senior Schools. This is an exciting opportunity for anyone who is passionate about netball and about developing both the sport and young people.

Key Responsibilities

- Lead, develop and deliver the strategic vision for netball across all age groups
- Coach and inspire teams from U9 to U18
- Oversee training programmes, player development pathways, and talent identification
- Manage and mentor coaching staff and sports assistants
- Organise fixtures, tournaments and tours
- Be familiar with the Health and Safety Policy and Procedures of the College
- Engage actively in the Framlingham College community
- Feed back to the Director of Sport as appropriate
- Assist with other duties as required by the Director of Sport

The successful candidate will

- Have significant experience coaching netball at school, club, academy or performance level, or have a background of playing at a high level
- Hold relevant coaching qualifications (Level 2 or equivalent desirable), or demonstrate the enthusiasm and commitment to work towards them
- Show excellent leadership, organisation, and communication skills
- Inspire pupils by promoting teamwork, sportsmanship and a genuine love of sport
- Be ready to contribute to the wider sporting life of our vibrant, supportive and forward-thinking Sport Department

Closing date for applications: 9am on Wednesday 23 September 2026

The School reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.

Key facts about the role:

Salary

£20-£25 PER HOUR

Hours

SPRING TERM: 45 HOURS
PER WEEK FOR 10 WEEKS
SUMMER TERM: 20 HOURS
PER WEEK FOR 10 WEEKS
AUTUMN TERM: 20 HOURS
PER WEEK FOR 11 WEEKS

Contract Type

PERMANENT – TERM TIME
ONLY

Pension

3%

Holidays

N/A – TERM TIME ONLY

Reporting Manager

TOM PIERCE – DIRECTOR
OF SPORT



THE SCHOOL

Framlingham College

Framlingham College is a co-educational day and boarding school for pupils aged 2 to 18, set across two beautiful campuses in the Suffolk countryside. The Prep School, including Framlingham College Nursery, is located in the village of Brandeston, while the Senior School sits in the historic market town of Framlingham, overlooking Framlingham Castle.

At Framlingham, we believe in the individual. There is no typical Framlinghamian and no singular path that we take. Our pupils are academics, actors, musicians, sports people, innovators, scientists, artists, adventurers and much more. Often, they are many things at once, but each is an individual with their own story.

An ambitious learning culture sits at the heart of a Framlingham education. We are aspirational for every pupil, encouraging curiosity, a spirit of enquiry and a love of learning, while recognising that some of the most important learning happens beyond the classroom.

Academic study is complemented by an extensive programme of sport, music, drama, outdoor education and co-curricular activities, alongside strong pastoral care and a vibrant day and boarding community.

From Nursery through to Sixth Form, we encourage every pupil to explore their interests, embrace new experiences and create their own story.

A part of the Mill Hill Education Group

A charitable collection of independent schools. Its aims of instilling values and inspiring minds has been a key focus since the founding of Mill Hill School in 1807. All schools share an educational philosophy around developing thoughtful and responsible pupils with a global outlook. School life combines academic rigour with a breadth of opportunities to develop young people able to flourish in an ever-changing world.



JOB DESCRIPTION

Netball is the focus sport for girls in the Spring Term. We have a number of teams at various age levels from U9-U18. Our teams play competitive fixtures both midweek and at weekends, as well as having regular training sessions and one games afternoon per week. The Head of Netball is responsible for sustaining the profile of Netball at the school and developing players.

DUTIES AND RESPONSIBILITIES OF POST HOLDER

Job Purpose

It is expected that the post holder will play a leading role in the development and coaching of Netball at both school sites. The School supports taking pupils on tours and has done so regularly in past years. It is expected that the Head of Netball will organise and lead Netball tours in holiday time.

Main Duties

This is not an exhaustive list, and the post holder will be based at the Senior School but is also expected to work across both sites as necessary.

Coach Education

- The Head of Netball is responsible for the organisation and of implementation of the following:
- Encouraging reflection and personal development amongst the school coaches
Attending coaching courses (internal or external)
- Promoting and sharing good practice with fellow coaches
- Organising coaching courses or inset sessions for members of staff and external coaching staff
- Developing links with local coaches and clubs to gain further knowledge
- Producing coaching resources for academic staff

Athlete Development

The Head of Netball is responsible for athlete development from development to elite level. This may involve mentoring and feedback meetings. At all times the Head of Netball should expect high standards of self-discipline and commitment from players. Delivering 1-1 sessions over the course of the year is a key requirement.

Communication

- The Head of Netball is responsible for maintaining clear lines of communication with all concerned. This includes:
- Communicating with the Director of Sport to discuss progress on a regular basis
- Communicating and publishing results to the Director of Sport as soon as possible
- Guiding and co-ordinating teachers/coaches
- Allocating staff to particular teams and groups to ensure group performance
- Communicating effectively with parents and pupils
- Liaising with the Marketing Manager and Website Administrator to ensure social media and the website are updated as appropriate

Administration

The Head of Netball is responsible for the following:

- Arranging fixtures and officials
- Collating and publishing all of the team sheets and ensuring that registration takes place at Games sessions
- Liaising with the Director of Sport over the arrangement of transport to fixtures
- Arranging match teas at home, ensuring all visiting teams are well hosted
- Organising pre-season training
- Ordering equipment and ensuring it is maintained and distributed throughout the course of the season
- Administering the budget – liaising closely with the Director of Sport over

expenses, coaching expenditure and preparing the annual budget

- Updating risk assessments and upholding the school's health and safety policy at all times
- Submitting material on a weekly basis to the Director of Sport to be included in the various newsletters and magazines

Specific Netball administration includes:

- Affiliation to the necessary Netball administrations
- Entry to the specific county/England Netball single system competitions

A key task is the preparation and implementation of a coherent training plan and coaching philosophy which will feed into the Netball Development Plan. The Head of Netball will personally coach all those pupils involved with Netball at some stage, but the focus will naturally fall on the top teams. Attracting the best pupils into the College, ensuring the highest standards of coaching for all pupils and developing positive links with other centres of excellence, both within the sport and more generally, are considered to be some important aspects of this process and we welcome initiatives in relation to these.

The Head of Netball will have a strong sporting background, with proven experience and expertise in the coaching and management of Netball: the College is committed to achieving success and this role requires an individual to have charisma, enthusiasm and ambition.

It is 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 with, to adhere to and ensure compliance with the school's Safeguarding Policy 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 Designated Safeguarding Lead.

This Job Description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. Employees will be expected to comply with any reasonable request from management to undertake work of a similar level that is not specified in this job description. It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.



PERSON SPECIFICATION

Qualifications: Essential (E) Desirable (D)

- Netball Coaching Qualifications - (E)
- A full driving licence - (D)

Professional Experience

- Experience of coaching Netball to various age groups - (E)
- Experience of umpiring/refereeing - (E)
- Experience of providing one to one support to players, offering developmental points to enhance their game/performance - (D)
- Experience of working with children - (D)

Professional Competencies and skills

- Good verbal and written communication skills - (E)
- A high level of IT Literacy - (D)

Personal Attributes

- A team player - (E)
- Ability to prioritise and plan tasks - (E)
- Good attention to detail - (E)
- Enthusiasm for being involved in the life of a busy boarding school - (E)
- A flexible approach with a willingness to 'pitch in' as required - (E)
- Approachable and friendly - (E)
- Apply discretion and confidentiality as necessary - (E)
- Reliable and Honest - (E)
- Effective organisation skills - (E)

Safeguarding

- Awareness of safeguarding issues - (E)
- Knowledge of safeguarding children legislation and good practice - (D)



HOW TO APPLY

- 1 If you would like to apply for this role, please complete an application using the Apply button below.

APPLY

- 2 Our Guidance Notes for Applicants can also be found on the portal. Please complete the application by **9am on Wednesday 23 September 2026.**

Please note that we are unable to accept applications unless they are made on our own application form. Due to the number of applications the School receives, please be aware that only shortlisted candidates will be contacted to be invited for an interview.

The Mill Hill Education Group reserves the right to interview candidates ahead of the closing date and applications will be considered as they are received.

The Mill Hill Education Group is committed to safeguarding the welfare of children. As part of our Recruitment Checks, the appointed candidate will be subject to a Social Media and Enhanced DBS Check.

The schools apply for an Enhanced Disclosure from the Disclosure and Barring Service (DBS) for all positions at the schools which amount to regulated activity. The role you are applying for meets the legal definition of regulated activity with children.

If you are successful in your application you will be required to complete a DBS Disclosure Application Form. Employment with the schools is conditional upon the schools being satisfied with the result of the Enhanced DBS Disclosure. Any criminal records information that is disclosed to the schools will be handled in accordance with any guidance and/or code of practice published by the DBS. It is an offence for person barred from working with children to apply for this post.

The Mill Hill Education Group is committed to Equal Opportunities and welcomes applications from all sections of the community.

Successful applicants will also be expected to keep up to date with annual safeguarding training, DfE guidance and School specific safeguarding information.





Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

Framlingham College

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framlinghamcollege.co.uk

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