

Joining *Bedford*  
Head of Water Polo

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'Boys are a delight, their trademark being an ability to mix with any age group with easy, understated confidence.'

*Good Schools Guide*



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*from the*  
Head Master



I am delighted that you are considering Bedford School, and I hope this booklet provides you with some of the answers to the many questions you will certainly have. I do not doubt that it will also provoke a few more, many of which you may find the answers to on our website but, if not, please do get in touch, and we will do our best to answer these for you.

I am always very proud to lift the lid on our school, and so it seems fitting for our boys, our staff and our wider community to share their thoughts of Bedford School with you in the pages that follow. While we are proud of our buildings, facilities and extensive estate, it is people that make a community, and ours is one very much shaped by boarding. To have over 200 boys and 40 or so staff living full-time on site gives a heartbeat to the school in a way that nothing else can. To quote one of our boys featured in this booklet, "You don't learn it. You live it."

I am also pleased to say that our school is full. We have approximately 700 pupils in the Upper School aged 13 to 18, with roughly 280 in the Sixth Form. Around a third of the boys are boarders who live in our six boarding houses, each of which is 'twinned' with a day house. Our Prep School, with 400 boys, caters for the 7 to 13 age group and has its own junior boarding house.

Academic excellence is central to life at Bedford School, and we encourage boys to aspire to the highest possible standards and exceed their expectations. Our success is demonstrated by a long history of impressive exam results at GCSE, A-Level, and in the International Baccalaureate Diploma. The vast majority of our leavers go on to higher education, and each year an impressive 75% of our Upper Sixth boys accept places at Times Higher Education Top 30 universities, including Oxbridge and clinical courses in medicine and dentistry. In recent years, we have also seen boys diversifying their applications, with more expressing an interest in degree-level apprenticeships and attending universities in the USA and Europe and beyond.

We place great emphasis on the value of sport, music and the arts for the camaraderie, teamwork and self-motivation they instil and encourage boys to explore their individual talents as far as they can take them. Our extensive co-curricular activities programme is wide-ranging and offers boys the opportunity to learn new skills and discover new interests outside the classroom.

I invite you to explore our school through the news stories we regularly publish on our website and on social media; these provide an insight into our boys, their stories and successes and a strong sense of the enviable community that is Bedford School. Above all, I hope that it shows boys and staff are happy and successful and, importantly, in that order.



**James Hodgson**  
Head Master

# About Bedford School

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Bedford School was founded in 1552, thanks to the generosity of Sir William and Dame Alice Harpur. The school remains a part of the Harpur Trust, which sustains the founders' vision, including through the provision of scholarships and bursaries.

The Harpur Trust also owns and manages three other independent schools – Bedford Girls' School, Bedford Modern School and Pilgrims Pre-Preparatory School – sponsors the HEART Multi-Academy Trust and supports state schools, educational initiatives and other social projects and services in Bedford.

Bedford School is a boarding and day school for up to 1,100 boys aged 7-18. It aims to provide an outstanding all-round education by:

- stimulating boys intellectually inside the classroom, through an integrated curriculum that stretches across disciplines, age levels, social backgrounds and nationalities;
- challenging boys outside the classroom, through a broad range of co-curricular activities;
- empowering boys to be confident, articulate and resilient in every situation, through their experiences across all parts of school life.

Bedford School is recognised as one of the leading independent boys' schools in the UK. It is strongly committed to single sex education, but cooperates closely with its sister school, Bedford School for Girls, in joint initiatives.

While the school is a day and boarding school, it is boarding that shapes the school: there are more than 200 boys and 40 staff living full-time on campus, and each boarding house is twinned with a day house as a means to strengthen the community focus that underpins the holistic ambitions of the school.

Academic excellence is central to Bedford School. Boys are encouraged to aspire to the highest possible standards and to exceed their expectations. This aspiration is reflected in impressive GCSE, A-Level, and IB Diploma results. In 2020, 87% of leavers accepted places at either Russell Group or Times Top 30 universities.

Alongside academic excellence, the school places great emphasis on the value of sport, music and the arts for the camaraderie, teamwork and self-motivation they instil and the opportunity for pupils to explore their individual talents. The co-curricular programme is wide-ranging with more than 70 clubs across the prep and senior schools.

The school's strategic planning flows from its mission and vision, with a concentration in three main areas: developing the young man within, realising his academic potential and the school's sustainability over time. The Governors have considered where attention is most needed in the context of the challenges that Bedford School alumni will face in the world. This has led to a strengthened focus on digital technology, community partnerships and entrepreneurship.

# Sport at Bedford School

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Bedford School is renowned for sport. Our proud history includes a long line of Old Bedfordians representing their country in various sports.

Today, boys can choose from 34 different sports; they compete in over 1200 fixtures each year, often reaching national finals. Sport is embedded in our ethos and the school week. We believe in 'sport for all,' giving every boy the chance to participate, compete and grow, starting in Year 3 to Year 13.

Boys have dedicated Games and PE lessons during the school week, plus an extensive co-curricular programme with 108 sessions across different sports, spread over six days.

## Our Sports Programme

Sport is integral to life at Bedford School and fosters a culture of excellence and personal growth. Our values of Endeavour, Responsibility, Integrity, Curiosity and Kindness are woven into our sports programme, helping boys develop both on and off the field.

Through sport, we cultivate character, discipline, and camaraderie, whether boys are playing for fun or aiming for high-level performance. Our balanced programme maximises both participation and potential.

We offer structured Performance Pathways for top athletes, including specialist coaching, video analysis, sport psychology support and Strength & Conditioning programmes to help boys reach their best in their chosen sport.

Regular Saturday block fixtures provide competitive opportunities, and major tours and pre-season camps further enhance player development.

An extensive co-curricular programme of clubs, activities, specialist coaching sessions and House competitions also play a vital role in fostering participation, teamwork, and friendly rivalry within the school community.

## Physical Education and BTEC Sport & Exercise Science

Physical Education is a key part of our curriculum, with compulsory lessons up to Year 10. The lessons provide a strong foundation in fitness, movement skills, and healthy lifestyles.

In Sixth Form, boys can pursue a BTEC National Certificate in Sport and Exercise Science, including anatomy, sport psychology, coaching and biomechanics.

## A Legacy of Excellence

Bedford School has a proud history of producing top athletes at national and international level, including Olympic gold medalist Harold Abrahams, five-time Olympic rowing medalist Jack Beresford, England cricket captain Sir Alastair Cook and current England rugby players George Furbank and Fraser Dingwall.

## Leadership, Coaching and Partnerships

Our Sport department provides strong leadership and expert coaching. The Director of Sport sets the vision, supported by a team of staff who lead PE and Games across the Prep and Upper School.

Directors of our major sports coordinate training, fixtures, and development pathways, while Masters in Charge of minor sports ensure high-quality delivery and competitive opportunities.

The team is further strengthened by PE teachers, full-time coaches, and part-time external specialists. A dedicated Co-Curriculum Coordinator organises transport, trips and 1-2-1 lessons for golf and tennis. The department currently has fifteen full-time staff, with many more visiting coaches.

We are proud to have elite sports partnerships that ensure our highest-achieving boys benefit from outstanding development opportunities at Bedford and beyond.

Through Northamptonshire County Cricket Club, boys benefit from elite training, professional coaching and talent identification pathways that offer potential progression into county and national squads.

Similarly, our Elite Community Partnership with Northampton Saints Rugby Club provides structured pathways for rugby development, including professional coaching, strength and conditioning support and mentorship from top-level players.

Our collaborations with Woburn and John O’Gaunt Golf Clubs, as well as Bedford Blues Rugby Club, Bedford Hockey Club, Bedford and Star Rowing Clubs and Bedford and County Athletics Club, all work to ensure pupils have exceptional opportunities to excel in their chosen sports.

## Outstanding Facilities

Our facilities are outstanding. We have 15 acres of grass pitches, two floodlit hockey Astros, 28 tennis courts, a climbing wall, squash courts, cricket pavilions and 18 cricket nets (grass and artificial).

Indoors, we have Performance Centres for rowing and golf, a boathouse (a ten-minute walk away), fitness suite, multi-purpose sports hall, fives courts, a rifle range, 25m swimming pool and indoor cricket nets.

## Join Us

At Bedford School, we aim to raise good people first and foremost, helping them flourish as academics, sportsmen, artists and individuals, so ‘That they be good men.’

Sport plays a disproportionate role in this development—playing as part of a team, competing for the school, training with others, being coached and learning from professionals – all these elements of the sporting curriculum help to develop our boys as young men.

If you would like to contribute and believe you can help us in our ambition, please get in touch with Ayden Duffy, Assistant Head (Co-Curricular and Partnerships) by emailing [aduffy@bedfordschool.org.uk](mailto:aduffy@bedfordschool.org.uk).





# Job Description

## Summary of the role

Job Title: Head of Water Polo

Contract: Part-time

Pay: £12.80 to £38.41 per hour depending on experience + PAA hours for Galas

Hours: 4 hours per week from either:

Monday to Wednesday after school (4.30pm - 5.50pm)

Wednesday during Games time (2.15pm - 4.15pm)

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## Role Summary

Bedford School is seeking a dynamic and knowledgeable Water Polo Coach to join our thriving Sports Department. The successful candidate will have the expertise and enthusiasm to develop our pupils' water polo and swimming skills and strengthen the school's competitive programme.

The remit will include enhancing our 'co-curricular' (for all) and 'team' (selective) water polo provision. The overarching goal is to build depth and performance across our squads, ensuring that Bedford School field the strongest possible teams at key fixtures and the ESSA Secondary Team Championships. The role may include leading staff inset and coaching, as required, on the swimming programme.


This is an excellent opportunity for an experienced coach to inspire pupils, raise performance standards, and contribute to a culture of excellence in aquatics at one of the UK's leading independent boarding schools.

## Key responsibilities

This job description does not form part of the contract of employment and may be varied in accordance with the demands of the appointment. You are expected to act in accordance with the aims, policies and administrative procedures of the School.

- Plan and deliver excellent water polo coaching sessions for pupils of varying ability levels, from beginners to experienced players.
- Lead, prepare, and manage teams for inter-school matches, tournaments, and national competitions (including ESSA events).

- Work closely with the Director of Sport and swimming staff to integrate water polo within the wider Games and aquatics programmes.
- Develop and sustain pupil engagement through a before-school co-curricular programme. There is the opportunity to include lunch time and after-school sessions.
- Identify and nurture talent, supporting pupils in their individual sporting development including liaising with swimming clubs to ensure pupils' needs are fully considered.
- Promote teamwork, sportsmanship, and enjoyment of water polo across all year groups.
- Ensure the highest standards of safety, discipline, and professionalism during training and competitions.
- Assist in organising fixtures, travel logistics, and communication with parents and staff.



## Vision for Water Polo at Bedford School

Our vision is to establish Bedford School as a centre of excellence for water polo in the East of England, where every player is encouraged and inspired to reach their full potential.

Supported by our new state-of-the-art swimming pool and spectator viewing gallery, and delivered through exceptional coaching, we aim to create a vibrant culture that champions fun, fitness, and ambition.

Our goal is to compete regularly at the ESSA Secondary Team Championships and to make Bedford School water polo renowned for its pursuit of success at every level.

# Person Specification

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<b>Essential</b> These are qualities without which the Applicant could not be appointed	<b>Desirable</b> These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	<b>Method of assessment</b>
<ul style="list-style-type: none"> <li>• Proven experience coaching competitive water polo at school, club, or regional level.</li> <li>• Relevant coaching qualifications (e.g. Swim England Water Polo Coach Certificate or equivalent).</li> <li>• Strong understanding of game strategy, skill development, and match preparation.</li> <li>• Excellent communication and leadership skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Regional/ National level coaching experience.</li> <li>• Lifeguard qualification (NPLQ or equivalent).</li> <li>• Familiarity with the ESSA competition structure and pathways.</li> <li>• Knowledge of the National Pathway including Swim England's Water Polo Talent Centre.</li> </ul>	<i>Interview, application form and certificates</i>

## Staff Benefits

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Bedford School has high expectations of its staff and therefore looks to reward them with generous salary scale increments and beneficial conditions of service. All teachers can be enrolled in a very generous pension scheme and have longer holidays than the maintained sector. Class sizes are small (maximum of 14 at Sixth Form and 24 at GCSE).

We believe we have a responsibility to keenly and pro-actively support all of our staff in their development and to make this an outstanding place to work. Each member of staff has a voice on professional matters via the Common Room Chair and a variety of staff run initiatives, and the Head Master has daily open-door sessions for staff (and pupils). A wide range of opportunities for professional development exist and staff are encouraged to further their skills and consider career options at all levels. There is a generous budget to support continued development and learning for our teachers. The Teaching and Learning Group host meetings and dinners throughout the year and staff run training sessions for one another in order to share best practice. The school recently hosted a TeachMeet evening for those who work across the schools of the Harpur Trust. There are also bursaries available for staff who wish to travel in order to develop their subject specific knowledge or understanding of different educational contexts. We fully fund and support teachers in qualifying through PGCEs and the assessment only route to qualified teacher status. In a recent quality assurance visit, we were considered to be a school offering best practice induction to newly qualified teachers (NQTs). There is ample opportunity to take on additional responsibilities here at Bedford School.

The school is set in beautiful grounds within a 50-acre site on the edge of a busy town centre that is well connected to London, Milton Keynes and Cambridge in particular. Staff are welcome to make use of the extensive leisure and sporting facilities on the site (which includes gym, swimming pool, tennis courts, squash courts etc.) for themselves and their immediate family.

The school has an incredibly friendly Common Room that provides support and puts on a variety of social events. Weekly football, yoga and mindfulness sessions are complemented by additions such as staff life drawing, a tennis evening, calligraphy club, and regular staff cricket fixtures with local clubs and schools.

Staff can also join a private health care scheme which includes an annual allowance towards health care costs (e.g. dental and optical expenses), money for other therapies and access to gym and shopping discounts. An employee assistance programme is also available to everyone within the school, which includes access to a free well-being app. Our staff receive free lunches, which are provided by our national award-winning catering team, refreshments during the day and can expect free on-site parking.

Bedford is a dynamic and incredibly rewarding place to work with a strong sense of community.

*We very much hope that you will want to come and find out more about us.*

## Why Bedford? From our boys.

*“We have the new rowing performance centre with all the ergs, the best sculls, a good river, perfect trainers (coaches) who really want you to evolve and get better.”*

Julian Lainck  
*Upper Sixth Form, Boarder, Rower*

*Julian is the recipient of the  
Brian Cawley Rowing Scholarship*



*“With wicket keeping, my coach from Northants (CCC) teaches me a lot. We also have players from Northants, who bowl to me really well—that pushes me to the limit. They both play county as well, and because of their age they can bowl faster and they can swing the ball more, which challenges me.”*

Aveer Nagpal  
*Year 6, Day Boy,  
Middlesex County Cricketer*

# Useful Links

[Bedford School website](#)

[The Harpur Trust](#)

[ISI Inspection Report](#)

[Good Schools Guide Review - Bedford Prep School](#)

[Good Schools Guide Review - Bedford School](#)

[News Stories](#)

[Bedford School Film](#)

[Facebook](#)

[Instagram](#)

‘... while the trophy cabinets are bursting at the seams for all sports from rugby and cricket to rowing and golf, the overall ethos is far from elitist’

*Good Schools Guide*



DEEP  
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2016



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