
FOR SEPTEMBER 2026

HEAD OF FOOTBALL



Applications should be submitted no later than noon on
Wednesday 15 April 2026 through the MyNewTerm application portal.



ST ALBANS
SCHOOL



A WELCOME FROM THE HEADMASTER

I am delighted that you are considering applying to join the teaching staff at St Albans School.

Founded in 948 AD, St Albans School is one of the oldest schools in the country, with a rich heritage of academic excellence and innovation. While proud of our long history, we are a forward-looking school that prepares young people to thrive in a rapidly changing world.

Our pupils are intellectually curious, enthusiastic, and ambitious and we aim to foster in them not only academic success but also a lifelong love of learning. At the heart of our approach is the belief that passionate, knowledgeable teaching inspires pupils to explore subjects in depth, think independently, and achieve their best.

Beyond the classroom, life at St Albans School is vibrant and full of opportunity. We offer a wide-ranging and inclusive co-curricular programme, with activities spanning music, sport, drama, debating, CCF, outdoor education, academic societies, and much more. This breadth is central to the all-round education we provide, helping pupils develop confidence, resilience, and a strong sense of community.

Our pastoral care is a cornerstone of school life. We want every pupil to feel known, supported and encouraged to be themselves. We work hard to create a positive, inclusive environment where young people feel safe to take risks, learn from setbacks, and grow into thoughtful, compassionate individuals.

We also recognise that great schools depend on great staff. We are committed to supporting the professional growth and wellbeing of our colleagues. Whether through our robust programme of professional development, opportunities for career progression, or our supportive and collegial atmosphere, we aim to ensure that our staff feel valued and thrive as part of the St Albans School community.

If you are excited by the idea of joining a school that combines high academic standards with a deep commitment to developing the whole person, then I warmly encourage you to apply.

We look forward to welcoming you to St Albans School.

Joe Silvester
Headmaster



CULTURE OF THE SCHOOL

St Albans School is a community rooted in over a thousand years of tradition, yet forward-looking in its ambition. Located in the heart of a historic city, we are very much of the community we serve, not apart from it. Guided by our motto, Non Nobis Nati - "Born Not For Ourselves" - and our School Values, we encourage pupils to look beyond themselves and contribute positively to the wider world.

Pupils and staff experience a welcoming, friendly and cohesive atmosphere where newcomers quickly feel part of the community; we not only welcome diversity but actively embrace it.

Classrooms are safe and supportive spaces that foster curiosity, risk-taking and intellectual challenge. Pedagogy is rooted in research, with the School among the first nationally to be awarded the coveted Chartered College of Teaching Research Mark Plus status. Teachers are responsive to the needs of each individual and nurture both academic potential and personal growth, equipping pupils with the skills and confidence they need for life beyond the school.

Pastoral care is a defining strength of the School. All staff are trained in safeguarding and contribute to pupil wellbeing. Our pastoral care builds confidence and resilience, supported by tutors, Heads of Section, Sixth Form prefects and a large safeguarding team. Additional provision is made by our School Nurses, Mental Health Support Mentors, and Counsellor, ensuring that every pupil is well known, supported and encouraged to thrive.

The School offers a distinctive co-curricular breadth, with 200+ clubs and activities, including a wide sporting programme, vibrant performing arts, and leadership and service

opportunities through CCF and DofE. These experiences enable pupils to develop essential skills such as teamwork, leadership, creativity, resilience and empathy.

We are proud of our strong commitment to the community. Pupils engage in meaningful partnerships with local schools and care settings, and support charitable causes through fundraising and service projects, helping them to understand their responsibilities within both local and global contexts.

Looking ahead, we are excited to welcome our first cohort of girls into Year 7 in September 2026, ensuring that inclusion and community remain at the heart of all that we do.





THE DEPARTMENT

The PE Department at St Albans School is a vibrant, ambitious and forward-looking team, united by a shared commitment to fostering a lifelong enjoyment of physical activity and sport in every pupil.

The department is both collegiate and dynamic, currently comprising a Director of Sport, Assistant Director of Sport, Head of Academic PE, Head of Rugby, Head of Hockey, Head of Cricket, Head of Football, Head of Netball, Head of Athletic Development, Head of Athletics, one part-time PE teacher, three Games and Cover teachers and a Sports Administrator. This specialist team is further enriched by the enthusiastic support of the wider Common Room, whose contribution to our extensive games and co-curricular programme is invaluable.

We are fortunate to benefit from exceptional facilities. The purpose-built Sports Centre includes a sports hall, swimming pool, climbing wall, fitness suite, play studio and a dedicated PE classroom. In addition, our Woollams Playing Fields provide an outstanding outdoor environment, with six rugby pitches, five football pitches, a 1st XI cricket square, a hockey astroturf and three netball courts. The site also benefits from high-quality tennis courts, which further enhance the breadth of our outdoor sporting provision. Together, these facilities enable a rich, varied and high-quality sporting experience for all pupils.

In the Lower School and Third Form (Years 7 to 9), pupils enjoy both a core PE lesson and a double games lesson each week. The curriculum is rooted in physical literacy and athletic development, delivered through a creative and inclusive approach that emphasises enjoyment, engagement and confidence. Swimming forms an integral part of this provision, ensuring breadth and balance from the outset.

In the Middle School (Years 10 and 11), pupils select from three distinct PE pathways, allowing them to pursue their interests and ambitions within a supportive and encouraging framework. Academic PE is a particularly popular option, with GCSE and A Level courses following the AQA specification. The department has seen strong growth in uptake, with two GCSE classes regularly running. Outcomes are excellent: in 2024, 82% of A Level candidates achieved A*/A grades, while 89% of GCSE students secured grades 7-9.

Games remains a central and highly valued aspect of school life, with all pupils participating in a weekly games afternoon. As pupils progress through the School, the breadth of opportunities expands, reflecting both our competitive strength and our inclusive ethos. Focus sports for boys include rugby, cross country, hockey, football and cricket. For girls, focus sports include hockey, netball, football, lacrosse and cricket, alongside a wide-ranging fixture programme in sports such as basketball, tennis, swimming, athletics and table tennis.

Games lessons and co-curricular sport are delivered by subject specialists, supported by a highly committed and engaged staff body. This collective effort enables us to sustain an extensive fixture list, including regular Saturday programmes and multiple teams across all age groups. Alongside this, we place equal value on recreational and social sport, ensuring that every pupil can remain active and involved, whatever their level of experience or aspiration.

For those pupils with particular ambition in sport, we offer tailored support through our Dedicated Athlete Scheme and Performance Squads. We are proud of our strong track record in supporting pupils to achieve representative honours, and our links with external clubs and elite pathways allow us to nurture both talent and aspiration with care and expertise. In addition, our Sport Scholarship Programme provides further structured support for exceptionally talented young athletes, offering access to specialist coaching, strength and conditioning provision, personalised development plans and regular mentoring to ensure pupils are able to thrive both athletically and academically.

The department also organises a range of tours and pre-season training camps, which are among the highlights of the school year. These experiences not only enhance performance, but also foster teamwork, resilience and a strong sense of community.

Above all, the PE Department is reflective, innovative and deeply committed to the holistic development of every pupil. Our curriculum is modern, inclusive and purposeful, designed not only to develop technical skill, but also to support pupils' cognitive, emotional and social growth. We believe passionately in the transformative power of sport and physical activity, and we are proud of the central role we play in delivering the rich, all-round education that defines St Albans School.





THE ROLE

The Head of Football will provide strategic leadership and operational management of football across the School, ensuring the highest standards of coaching, performance, participation, and pupil development. The post holder will be responsible for leading the delivery of the School's football programme, inspiring pupils of all abilities, managing fixtures and teams, and promoting football as a sport that contributes to the health, wellbeing, and all-round education of pupils.

Knowledge, skills and experience

Essential

- A passionate and accomplished practitioner with a genuine commitment to PE and sport in schools, able to lead by example and inspire pupils across the full age range.
- Significant experience and ability in leading and developing a high-quality football provision.
- Elite-level (club, national or international) playing and/or coaching experience in football.
- A good degree in sports science or a closely related discipline.
- A strong commitment to the School's ethos and sporting vision, with a drive to help all pupils achieve their full potential.
- Proven ability to inspire, challenge and develop both staff and pupils.
- A strategic and creative thinker, willing to play a leading role in a friendly and supportive team.
- An outgoing and positive disposition, with a 'can-do' mindset and the presence and enthusiasm to be an outstanding ambassador for St Albans School Sport.
- An approachable and measured manner, able to set high standards while building strong relationships with pupils, colleagues and parents.
- Reflective and analytical in approach, with a willingness to consider and refine teaching and coaching methods.
- A commitment to ongoing professional development.
- Excellent organisational skills, discretion, flexibility, resilience, and keen attention to detail.

- Outstanding oral and written communication skills.
- A strong commitment to safeguarding and promoting the welfare of children and young people.
- Confident proficiency with Microsoft Office, especially Outlook, Word and Excel.

Desirable:

- Active involvement in high-level sport beyond the school environment.
- Experience in leadership, organisation and team management.
- Postgraduate academic and/or teaching qualifications (e.g. PGCE).
- A successful track record of teaching GCSE and A Level PE.

Safeguarding Children

St Albans School is committed to safeguarding young people and promoting the welfare of children. The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to always adhere to and ensure compliance with the School's Safeguarding Policy and procedures. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School, they must report any concerns to the Headmaster or to the Designated Safeguarding Lead (DSL).



STAFF BENEFITS

We believe that our staff are our greatest asset. We are proud to offer a generous and thoughtfully designed package of benefits to support your professional growth, wellbeing, and work-life balance.

Pension Options:

- **Teaching Staff:** Access to the Teachers' Pension Scheme, a defined contribution scheme through the Aviva Pension Trust for Independent Schools, or a non-pensionable 'total cash' model.
- **Support Staff:** Access to two defined contribution schemes provided by The Pensions Trust.

Free On-Site Parking: Parking is provided at no cost to staff, with availability in the evenings and weekends too.

Complimentary Lunches: A free daily hot lunch is provided during term time for staff working over the lunch period, including vegetarian options, bistro-style dishes, homemade soups and a fresh salad bar.

Professional Development: Staff benefit from extensive professional development opportunities, which can include gaining a teaching qualification whilst working with us.

Fee Remission: All staff are eligible for fee remission, with a reciprocal arrangement in place with St Albans High School. Details are available via our HR Department.

Health Care: Staff have access to Benenden Health Care who support employee physical, mental and financial health needs including 24/7 counselling and support helpline; 24/7 access to a GP; and discounted Health Assessments.

Cycle to Work Scheme: Through Cyclescheme, staff can purchase a bike or e-bike through salary sacrifice, saving up to 42%, depending on your tax band.

Salary Extras: All staff have access to Salary Extras, our online benefits platform, offering:

- Discounts on shopping, restaurants and leisure
- Health and wellbeing programmes
- An Employee Assistance Programme
- Financial advice and guidance
- Spread-the-cost schemes for technology and motor maintenance

Staff Accident Insurance: Claim money back for certain injuries or accidents occurring in and out of the workplace.

Counselling Support: Our on-site School Counsellor is available to staff (when not fully booked by pupils) for confidential mental health and emotional wellbeing support.

Annual Flu Vaccination: For staff not eligible for the NHS flu vaccination programme, the School offers free flu vaccinations every Autumn term.

Sports and Leisure Facilities: Enjoy full access to our excellent facilities, including:

- The fitness suite before/after school and on weekends
- The swimming pool (twice weekly and on weekends during term time; extended access in holidays)
- The Sports Hall, available for private use

Library Access: Staff can use our well-stocked School Library, offering a wide selection of fiction, non-fiction, academic resources, and online materials.





PROFESSIONAL DEVELOPMENT

At St Albans School, we place great value on professional growth and warmly encourage all colleagues to continue developing their pedagogy and skills throughout their time with us. This is supported by our teacher-focused review and development process, alongside a generous CPD budget that enables colleagues to access a wide range of opportunities.

We offer an extensive programme of internal CPD where staff can explore pedagogical theory and classroom practice together. Monthly seminars, workshops, and journal clubs provide lively forums for learning and discussion, with recent themes including literacy, oracy, growth mindset, and AI. Our Professional Studies programme offers trainees and early career teachers regular, in-depth exploration of the Teachers' Standards, providing strong support during the early stages of their careers. For colleagues new to teaching, there are also opportunities to gain QTS and a PGCE in partnership with the University of Buckingham.

We are proud to support colleagues who wish to carry out their own educational research. Staff undertaking projects benefit from the guidance of a senior leader acting as mentor, helping them to refine ideas and bring innovative approaches into the classroom.

Leadership development is another key focus. Internal promotion and professional development opportunities are advertised to all staff, and we also purchase places at a variety of educational conferences, encouraging colleagues to present to the wider educational community. Current and aspiring middle leaders are invited to take part in the Forum for Leadership, where staff come together to share experiences, reflect on challenges, and develop effective approaches to leading teams.

Our vibrant academic community offers further opportunities for enrichment. The School runs several academic societies and a Sixth Form lecture series delivered by eminent speakers, all of which staff are warmly invited to attend. Colleagues are equally encouraged to share their own passions and expertise with both the staff body and pupils, contributing to the intellectual life of the School.

Whether you are at the start of your teaching journey or looking for your next challenge, you will find at St Albans School a supportive community and many opportunities to grow as a subject specialist, researcher, and educational leader.





EQUITY, DIVERSITY AND INCLUSIVITY

St Albans School is committed to promoting equity, diversity and inclusion through the creation of an environment in which individuals have the opportunity to thrive and be valued for what makes them unique. We are committed to work to eradicate discrimination and prejudice, reduce barriers to learning and promote participation for all, responding to and embracing the diversity of our pupils, parents, staff, governors and volunteers.

The School recognises the benefits of having a diverse and representative school community who value one another and the contributions everyone is able to make. We celebrate difference and we provide opportunities to share perspectives and support one another.

We are members of the Schools Inclusion Alliance and strive to uphold the stated standards. The School is committed to the principle of inclusion and opposes any and all discrimination, including that defined in the 2010 Equality Act based upon age, sex, marriage and civil partnership, gender reassignment, race (including colour, nationality, cultural, ethnic or national origins), SEN and disability, sexual orientation, religion or belief, pregnancy and maternity status. The School will take all reasonable steps within its power to ensure that members of the school community are treated fairly and have the opportunity to participate in achieving their full potential, with additional support provided where appropriate.

All members of the community are responsible for supporting an inclusive environment and there is a designated EDI lead as well as a Governance Committee. Regular training on EDI is provided for staff to ensure they fully understand, and can facilitate and support, the School's ethos and aims for EDI.

Our pupils are taught across the curriculum and co-curriculum to respect themselves and others in a tolerant, understanding and multi-cultural community. The academic curriculum is regularly reviewed to ensure it is reflective of the cultures and backgrounds of our pupils. We have a programme of diversity events and a range of societies and forums to provide support, share experiences and enable pupil voice. Through the development of skills and values, embodied in our motto 'Non Nobis Nati' (Born not for Ourselves), we empower young people to live lives which will contribute positively to the benefit of wider society.



FURTHER INFORMATION

This vacancy is for a full-time Head of Football.

The School has its own salary structure based on, but substantially above, national scales and a wide range of opportunities for advancement beyond the basic incremental spine. The School provides statutory induction for ECTs and will assist graduate entrants to the profession to gain QT status.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

A relocation package including a mortgage subsidy scheme and/or short-term single bed-sit accommodation may be available in appropriate cases.

St Albans School is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. All positions within the School are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Applications should be submitted no later than noon on Wednesday 15 April 2026 through the MyNewTerm application portal available here:

www.st-albans.herts.sch.uk/information/vacancies/

The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

