

Water Polo Coach - Self-Employed Part-Time, Term Time only Contract Sports Department

Whitgift is a leading independent day and boarding school for boys, with approximately 1500 pupils including over one hundred boarding pupils and flexi boarding pupils. It is set in an attractive 48-acre parkland site in South Croydon enjoying excellent links to London, Surrey and the south coast.

Sport at Whitgift

Sport is a central pillar of life at Whitgift, contributing significantly to the all-round development of pupils. While the School is recognised for its academic excellence, many boys are drawn by the breadth and quality of sporting opportunities available.

The ethos of the Sports Department is built on encouraging every pupil to reach their personal best, regardless of their starting point. This inclusive yet aspirational approach results in extensive pupil involvement and a high standard across a wide range of sports, with many of the most talented students progressing to professional or elite-level competitions.

Physical Education is delivered to all pupils from Lower First (Year 6) to Fifth (Year 11), with schemes of work designed to promote skill development, participation, and enjoyment. Pupils in Years 10 and 11 follow the iGCSE PE syllabus, with excellent outcomes—approximately 60 boys took the qualification last year, and the number continues to grow annually. In the Sixth Form, students can pursue A Level Physical Education, with consistently strong academic results. A significant number of leavers go on to study Sport Science or related disciplines at top universities.

Led by the Director of Sport, the department comprises 36 full-time staff alongside a team of specialist coaches. The School maintains strong partnerships with leading professional clubs and organisations, including Harlequins RFC, Wimbledon HC, Surrey CCC, Chelsea FC, and Crystal Palace FC. These relationships both enrich the school's sporting culture and reflect the success of Whitgift's athletes at the highest levels.

Whitgift's sporting infrastructure is outstanding. The Sports and Conference Centre includes a state-of-the-art, 8-lane variable-depth swimming pool, a double sports hall, a multi-purpose hall, four squash courts, two expansive fitness suites, and three classrooms. The school also has extensive on-site playing fields and an all-weather AstroTurf pitch.

A full calendar of sporting fixtures, festivals, and overseas tours complements the school year, with sport playing a key role in Whitgift's culture and identity. The strength of the programme also attracts a large number of scholarship candidates annually, and generous funding supports the continued development of sport throughout the school.

OUTLINE OF POST:

We are seeking to appoint a self-employed Water Polo Coach from September 2026. We are ideally looking for a candidate who has a passion for sport and is committed to developing talent. No formal teaching experience is required, but an understanding of the expectations at a thriving school such as Whitgift is beneficial. The post would suit someone who is considering progression in their water polo coaching career. Expertise and experience as a water polo coach working both as an individual and within a team would be vital.

The Self-Employed Water Polo Coach will report to the Head of Aquatics.

MAIN DUTIES AND RESPONSIBILITIES:

- Assist in coaching water polo teams throughout the age groups, at lunch times, in games periods and after school
- Take the lead for a specific team, including selection
- Officiate fixtures
- Take teams for fixtures
- Be prepared to play away fixtures and train offsite
- Be able to drive a minibus

PERSONAL RESPONSIBILITIES

To carry out the duties and responsibilities of the post, in accordance with the School's Health and Safety Policy and relevant Health and Safety Legislation.

The John Whitgift Foundation is committed to safeguarding and promoting the welfare of young and elderly people in their care and expects all staff to share this commitment.

To comply with the Whitgift Equal Opportunities policy and to ensure positive relationships are upheld within the school community, through effective communication, in line with professional norms.

PERFORMANCE STANDARDS

To ensure that all services within the areas of responsibility are provided in accordance with the school's commitment to high-quality service provision.

This job description will usually 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.

PERSON SPECIFICATION:

Essential

- Appropriate water polo coaching qualification/experience (Swim England Water Polo Coach – desirable).
- Excellent verbal communication skills.
- Experience of coaching at a high level and across the age ranges of U11-U18
- Ability to supervise pupils under direction of the sports staff.
- Knowledge of relevant sports Health and Safety legislation.
- A reasonable standard of administrative skills and IT literacy.
- Smart and presentable appearance.
- Flexibility, adaptability and a 'can do' attitude.
- Good humour and the desire to achieve the highest standards.

FURTHER INFORMATION

- Onsite parking, when available
- Free lunch is available onsite during term time

CONDITIONS OF SERVICE

This position is offered as a Self-Employed, Term-Time only contract from September 2026 working 6.25 to 9 hours per week – some flexibility to the mid-week hours is possible.

The Self-Employed Water Polo Coach will provide coaching sessions at £30.00 gross per hour with a day rate of £200 for full day events. A weekly schedule can be seen below:

Monday	4.00pm – 5.30pm (1.5 hours)
Tuesday	4.00pm – 5.30pm (1.5 hours)
Wednesday	2.15pm – 5.30pm (3.25 hours)
Wednesday	Potential expansion to 11:30am start

You will be required to provide coaching for the above sessions as agreed. There will be a requirement for flexibility to meet the needs of the department, and you may occasionally be required to work longer if the venue of the match dictates so. The majority of work as highlighted will be during term time but there could be potential for some work during school holidays.

Invoices for services provided will be submitted to the John Whitgift Foundation (quoting the relevant school's budget code) for authorisation and payment. You will be a self-employed, independent service provider and not an employee of Whitgift School (part of the John Whitgift Foundation) and therefore will be responsible for paying your own tax and national insurance contributions. This arrangement does not create any mutuality of obligation between the Service Provider and the John Whitgift Foundation. The Service Provider does not qualify for any benefits from the John Whitgift Foundation and will be required to sign a contract for services and to hold public liability insurance of no less than £2 million.

HM Revenue & Customs regulations require confirmation in writing of 'self-employment status' from all self-employed individuals, and appropriate verification records will be held by Whitgift School.

APPLICATION INFORMATION

We welcome applications from all parts of our community as we aspire to attract staff that match the social and cultural diversity of our student intake.

To apply, please visit www.whitgift.co.uk/vacancies. For any queries, please telephone 020 8688 9222 or e-mail the Human Resources Department at SchoolHR@whitgift.co.uk.

We invite interested candidates to apply as soon as possible as applications will be reviewed on a daily basis, and interviews may take place at any time. This vacancy may close earlier than the stated deadline if sufficient applications are received, so early submission is encouraged.

In line with Home Office requirements under the Immigration, Asylum and Nationality Act 2006, all successful applicants will be required to demonstrate their right to work in the UK by presenting original documents evidencing their identity and eligibility to work in person. Right to work checks may also be completed using the Home Office online right to work checking service (share code).

The School also requires sight of original qualification and professional membership documents as detailed in the application.

Whitgift School (part of the John Whitgift Foundation) is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment. Where applicable, applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure and Barring Service and online media checks. It is an offence to apply for a role at the school if you know that you are barred from regulated activity with children.

All roles within the school involve contact with children and are therefore classed as regulated activity. Child protection and safeguarding are the responsibility of everyone who works or volunteers in our school. All staff must be committed to providing a safe environment for children and supporting the school's safeguarding ethos.

The post is exempt from the Rehabilitation of Offenders Act 1974. Applicants are required to declare all convictions and cautions, even those that are "spent" unless they are "protected" under the DBS filtering rules, to assess suitability to work with children. Shortlisted candidates will be asked to disclose information relevant to safeguarding prior to interview.

June 2026