



MONK'S WALK
SCHOOL

CANDIDATE INFORMATION PACK



SWIMMING INSTRUCTOR AND PE ASSISTANT

SEPTEMBER 2026

EXCELLENCE FOR ALL

THIS POST



MONK'S WALK
SCHOOL

Monk's Walk is a high performing, oversubscribed secondary school seeking to appoint a Swimming Instructor and PE Assistant to help us continue raising standards across our PE curriculum.

We are looking for a candidate with a genuine passion for delivering exciting, engaging swimming lessons and the confidence to support teachers in PE lessons.

Closing date for applications: noon on Friday 22 May 2026

KEY FACTS ABOUT MONK'S WALK

ALL ABILITY

For students aged 11-18 of all abilities.
Over 1400 students

POPULAR & OVERSUBSCRIBED

STRONG ETHOS

Inclusive ethos with focus on mutual respect and good behaviour. We aim for our students to be co-operative, courteous and kind.

ACADEMICALLY SUCCESSFUL

Well above average
Attainment 8 score

BROAD CURRICULUM

24 courses at KS4 and
26 at KS5, including
all three sciences

BROAD EXTRA-CURRICULAR PROGRAMME

A wide programme of activities, trips and visits and enrichment activities

POPULAR SIXTH FORM

259 in the sixth form and a member of the Welwyn Hatfield consortium.

STRONG FOCUS ON WELLBEING

For both staff and students.
93% of staff say they enjoy working at MWS (Staff Survey July 2025)

STRONG FOCUS ON STAFF DEVELOPMENT

We are committed to staff development including Initial Teacher and Early Career Framework training.

ABOUT OUR SCHOOL



Our vision as a school is to provide 'Excellence for all' in every aspect of our provision and is underpinned by high expectations and our Monk's Character Habits. This combined with a continued focus on ensuring that we work effectively together as a school community means that our young people leave Monk's Walk with a strong sense of belonging and the skills and qualities needed to succeed in life.

The wellbeing of every member of our school community is of utmost importance, and we work hard to ensure that staff are well supported, that we take every opportunity to make workload manageable and that ultimately people enjoy coming to work each day.

Students benefit from a broad curriculum which promotes and celebrates the arts as well as ensuring excellent outcomes in STEM areas. We have a full orchestra (as well as other musical groups), thriving Art, Music, PE and Sport and an outstanding Drama department. Members of other departments involve themselves in extra-curricular activities in Music, Sport and Drama, supporting the many concerts and shows that we put on each year.

The diverse range of destination and career pathways is testament to the experience we provide for our students. If you visit the school take the time to have a look at our destinations board in our reception

Our teaching and learning approach is firmly evidence informed. Staff engage with current research and collaborative professional development to ensure classroom practice continually improves. This research led culture enables teachers to refine their craft and deliver consistently high quality learning for every student. To further support staff development, we subscribe to the National College CPD hub.

We are committed to supporting all staff with career progression aspirations and provide in house opportunities such as our aspiring middle leader programme, middle leadership coaching and an associate assistant headteacher

programme. Staff are also encouraged to engage with external providers offering training and qualifications such as NPQs and subject specific associations.

Our pastoral system is an integral part of daily school life with Form tutors and Heads of Years working together to support the social, personal and academic development of all our students. The House system is used to bring students from different year groups together, providing a range of all-ability competitions and activities for mixed age groups.

Our parents are extremely supportive and parental confidence in the school is high; there were 625 applications for 236 places in Year 7 for September 2026, with 245 of those as first preference. Each year we hear appeals for students wishing to join the school.

Behaviour in lessons and around school is very good and our students want to learn. Students understand the behaviour system and appreciate that staff try to apply it consistently and fairly.

The school is ideally located with good transport links, and it is easy to get here by road or rail with direct rail links to London in less than 30 minutes. We're situated in a greenbelt area, and students benefit from being able to access large areas of outdoor space.

We have excellent outdoor sports facilities including a floodlit astroturf, an indoor swimming pool and the DfE have just agreed funding for a new sports hall for the school which will open in September 2027.

EXCELLENT PROGRESS AND OUTCOMES

GCSE exam results in 2025 were very good. 52% of students gained the strong basics (grade 5+ in both English and Maths) and 72% standard basics (grade 4+ in English and Maths). Our attainment 8 was 50.7. All well above national.

Students of all abilities did better than would have been expected, given their starting points. Disadvantaged students made the progress that would have been expected given their starting points - unlike in most other schools in Hertfordshire where it is often well below.

In terms of progress, disadvantaged and SEND students do better in the school than they do nationally and we pride ourselves on the fact that Monk's Walk is an inclusive school. The school has about 259 in the sixth form and this is the largest sixth form the school has ever had. We are also a member of a consortium with four other schools which provides a wide range of opportunities for students.

Monk's Walk has the largest sixth form of the five schools and currently we have 82 guest students in Year 12 and 61 in Year 13.

A Level results in 2025 were also very good, with average point score per academic grade equivalent to a B. In 2025, almost all students who applied made it to their first or second choice university, high quality apprenticeship or employment.

SAFEGUARDING

Safeguarding at Monk's Walk takes precedence over any other activity in the school. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students. References will be sought and an enhanced criminal records check will be undertaken for this position. Please note, it is an offence to apply for a role where the applicant is barred from engaging in regulated activity relevant to children.



JOB DESCRIPTION

Post Title: Swimming Instructor and PE Assistant

Job Detail: Part Time, 23 hours per week term time only

Job Grade: H7- H8 dependent on experience

Responsible to: Head of PE and Sport

Job Purpose

- To effectively plan, organise and deliver a wide range of swimming and water-based lessons to pupils
- To teach swimming to all ability students, in line with swimming schemes of work
- To support Physical Education teachers with coaching activities in other sports
- To support students learning in lessons
- To adhere to the school's child protection and safeguarding policies and attend all relevant safeguarding training
- To maintain appropriate swimming teaching and lifesaving qualifications and undertake appropriate training as required for the position. Attend meetings and in service training sessions to ensure knowledge and skills are kept up to date.

Monk's Walk is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Key Tasks

- To supervise pupils in the changing rooms
- To ensure operating procedures are followed by all in the swimming pool
- To ensure the safety of users and the activity in the pool
- To organise and maintain PE equipment and storage areas including reporting any damage and breakages to the Head of Sport and PE
- To support PE staff with setting up equipment
- To undertake other related activities as directed by the Head of Sport and PE

The job description sets out the duties of the post at the time it was drawn up. The Headteacher may vary the duties from time to time without changing their general character or the level of responsibility entailed.

PERSON SPECIFICATION

1. Educational Qualifications

- Level 2 Certificate in teaching swimming qualification
- NRASTC full qualification or
- NPLQ full qualification

2. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- Swim England Learn to Swim Framework
- Swim England Code of Ethics and Code of Conduct
- Stokes and progressions suitable for all levels of swimmers
- The characteristics and qualities of high-quality swimming lessons
- Health and Safety legislation in relation to pool operations

3. Experience

- Working with children
- Experience of working in a school setting is desirable
- Delivery of lessons to non-swimmers, beginners and improvers
- Proven track record of strong behaviour management

Personal Qualities and Skills

Ideally, we are looking for someone who:

- Can work as part of a team
- Is sympathetic to the pastoral needs of pupils
- Is abundantly energetic, creative and enthusiastic
- Is co-operative, flexible and responsible
- Is reliable, well organised and committed to high standards
- Is committed to improving and enlivening the environment of swimming and PE lessons

HOW TO APPLY

I really hope the information we have provided makes you want to apply to join us. If you would like to talk about the post in a bit more detail or visit the school before applying, please contact Victoria Lyall, HR Manager. Her e-mail address is: Recruitment@monkswalk.herts.sch.uk.

Please apply, via the My New Term website. You should also include a letter of application. In your letter of application, please explain how you demonstrate that you fulfil the requirements of points 2 and 3 on the person specification (page 7 in this pack).

The deadline for us to receive your application is noon on Friday 22 May 2026.

We reserve the right to interview before the closing date, so candidates are advised to apply as soon as possible.

We will shortlist for this post and then we will contact shortlisted candidates by telephone or e-mail to invite them for interview. We will ask referees of shortlisted candidates to complete our reference form.

As part of our selection and appointment process, and in accordance with Keeping Children Safe in Education guidance,

- Has the ability to inspire confidence and motivate students
- Good communicator
- Has the ability to organise one's own work to prioritise tasks and meet deadlines

we will conduct online searches on all candidates in order to identify any incidents or concerns which are publicly available online. By signing and submitting your application, you acknowledge that such searches will be conducted as part of the selection and appointment process.

We look forward to hearing from you.

Matt Grinyer

Headteacher
May 2026

