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FOR JANUARY 2026

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# HEAD OF HOCKEY

Applications should be submitted no later than noon on Wednesday 15  
October 2025 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 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 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 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.

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 and forward-thinking team committed to fostering a lifelong enjoyment of physical activity and sport. The department currently comprises a Director of Sport, an Assistant Deputy Director of Sport, a Head of Academic PE, three PE teachers, a Head of Athletic Development, a Graduate Assistant Teacher, a Graduate Assistant Athletic Development Coach, and two Games and Cover teachers. This team is very well supported by the wider Common Room, who contribute enthusiastically to our extensive games and co-curricular programme.

The School benefits from outstanding facilities, including a purpose-built Sports Centre housing a sports hall, swimming pool, climbing wall, fitness suite, play studio and a dedicated PE classroom. At our Woollams Playing Fields, the provision includes six rugby pitches, five football pitches, a 1st XI cricket square, a hockey astroturf, and three netball courts - all of which enable a rich and varied sporting experience for our pupils.

In the Lower School and Third Form (Years 7 to 9), pupils enjoy a core PE lesson and a double games lesson each week. Our PE curriculum focuses on physical literacy and athletic development, delivered through a fun and inclusive playground games approach. Swimming is also part of the core PE offer, ensuring a breadth of physical experiences from the outset.

In the Middle School (Years 10 and 11), pupils choose from three distinct PE pathways, allowing them to pursue their individual interests and aspirations in a supportive and encouraging environment. Academic PE is a popular option, with GCSE and A Level courses following the AQA specification. The department has seen a significant increase in numbers, with two GCSE classes regularly running. Results are excellent: in 2024, 82% of A Level candidates achieved A\*/A and 89% of GCSE students attained grades 7-9.

Games is a central part of school life, with every pupil taking part in a compulsory games afternoon each week. As pupils progress through the School, the range of options

expands, with activities designed to complement the School's competitive and recreational sporting ethos. Major sports include rugby, cross country, hockey, and cricket for boys, and netball and lacrosse for girls. We also offer regular fixtures in basketball, football, tennis, swimming, athletics, and table tennis, among others — a testament to the breadth and depth of our programme.

Games lessons and co-curricular sport are led by subject specialists alongside a highly engaged and committed wider staff body. This support enables the department to deliver an extensive fixture list, including a full block of Saturday matches and multiple teams at each age group. Alongside competitive sport, we also run a range of recreational and social activities for pupils who are keen to stay active and healthy in a more informal setting.

For pupils with high aspirations in sport, the department offers tailored support through our Dedicated Athlete Scheme and Performance Squads. We are proud of our record in helping pupils achieve representative honours, and our links with elite performance pathways and external clubs help us to nurture both talent and ambition.

The department regularly organises tours and pre-season training camps, which not only enhance performance but also foster teamwork, resilience and personal growth. These are highlights of the year for many pupils and play a key role in building a strong sense of community.

Above all, the PE Department is reflective, innovative, and driven by a shared commitment to pupil development. Our curriculum is modern and inclusive, aiming not only to build technical sporting skills but also to support the cognitive, emotional and social growth of every pupil. We believe passionately in the power of sport and physical activity to enrich lives, and we are proud to play a central role in the all-round education that defines St Albans School.







# THE ROLE

This exciting opportunity arises as the School prepares to welcome the first girls into the First Form (Year 7) in September 2026.

We are seeking an enthusiastic and experienced individual to lead the School's hockey programme across all year groups and to play a central role in the promotion and continued development of our broader sporting provision. Elite-level playing and/or coaching experience in hockey is essential.

## Essential qualities, skills and experience

- 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 hockey provision.
- Elite-level (national or international) playing and/or coaching experience in hockey.
- 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 qualities, skills and experience

- 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

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and procedures at all times. 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 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.

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.

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.

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 teacher.

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 October 2025 through the MyNewTerm application portal available here:

[www.st-albans.herts.sch.uk/information/vacancies/](http://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.**

