



FRANCIS HOLLAND
SLOANE SQUARE



DIRECTOR OF SPORT

CANDIDATE INFORMATION

ABOUT THE SCHOOL

Founded in 1881 and now approaching our 150th birthday, Francis Holland Sloane Square aims to be a world-class school, providing an education that empowers each girl to flourish intellectually, creatively and personally within a truly supportive, relational community. We are proudly an all-girls school, believing that a single-sex learning environment fosters confidence, leadership and the freedom to take intellectual risks without fear of stereotype.

Situated just behind Sloane Square station on beautiful Graham Terrace, our unassuming town house exterior conceals a “TARDIS-like” interior: a busy netball court at its heart, purpose-built classrooms and science labs, dedicated co-curricular spaces and a stunning Sixth Form centre in the Old School House. Our central London location places us a short hop away from the world’s finest museums, galleries and music venues, and we treat the city itself as our extended playground, running daily trips and excursions that bring learning vividly to life.

Francis Holland is not like any other central London school, nor does it aspire to be. Our values of love, humility, thankfulness, compassion, hope and courage sit at the centre of everything we do. We recognise that happiness is the bedrock of success, and that deep learning comes when every girl feels known and valued. With a profoundly relational approach to teaching and extraordinary pastoral care, we free our students to achieve things they might once have thought impossible.

We want every girl to discover her own passions—and, in doing so, uncover the spark that lies within her. We are crafting meticulously designed programmes, both academic and co-curricular, which build across disciplinary boundaries and equip our students with the confidence, creativity and critical thinking skills they will need to thrive beyond FHS’s doors. As one school within the Francis Holland Schools Trust family, we draw on shared resources and expertise to offer unparalleled opportunities for collaboration and growth.

Our expert teachers and specialist coaches deliver an individualised education where each girl’s potential can flourish. We aim to create young women who are curious about the wider world, grounded in human relationships, unafraid to question, and determined to drive positive change. Girls who dream fiercely. We seek the same spirit and values in all our staff—if you would like to join us on this journey, please read on.



Alexandra Haydon
Head



JOB DESCRIPTION

Job Purpose: The Director of Sport is responsible for providing leadership and management for Sport and Physical Education at Francis Holland School. The postholder will lead the development and delivery of an ambitious, inclusive and high-quality sporting programme for girls, ensuring an appropriate balance between participation, enjoyment and sporting excellence. They will oversee both curricular and co-curricular provision and ensure that pupils of all abilities are given opportunities to develop their skills, confidence and enjoyment of sport.

The Director of Sport will lead and manage the Sports Department, including the Head of Curriculum PE, Head of Co-Curricular Sport, PE teachers, assistants and visiting coaches, fostering a positive and collaborative culture in which staff are supported, developed and held accountable for delivering consistently high standards.

The postholder will play a key role in promoting the value of sport and physical wellbeing within the School and ensuring that sport continues to contribute significantly to the wider life of the Francis Holland community.

MAIN DUTIES AND RESPONSIBILITIES

Leadership and Development of Sport

- Lead the continued development of Sport and PE across the School.
- Support the delivery of the School's vision and priorities through an ambitious and inclusive sporting programme.
- Develop departmental plans, policies and priorities, regularly evaluating the quality and impact of provision.
- Maintain an appropriate balance between competitive sport, recreational participation and physical wellbeing.
- Identify opportunities to broaden and strengthen sporting provision in response to pupil interests and developments within school sport.



JOB DESCRIPTION

- Promote a positive sporting culture based on participation, ambition, teamwork, resilience, fair play and respect.
- Ensure that equality, diversity and inclusion are embedded within sporting provision and that pupils are encouraged and supported to participate regardless of ability or previous experience.
- Work closely with Francis Holland Prep to develop sporting provision across the two schools.

Leadership and Management of Staff

- Lead and develop the Sports Department.
- Provide effective line management, performance review and professional development opportunities, ensuring that all members of the team uphold the School's expectations, policies and safeguarding requirements.
- Promote collaboration, accountability and the sharing of good practice.
- Foster effective communication and teamwork across the department.
- Keep staffing structures under review to support the effective delivery of curricular and co-curricular provision.

Curriculum, Teaching and Learning

- Lead, with the Head of Curriculum PE, the development and delivery of an inclusive, ambitious and engaging PE curriculum that includes excellent outcomes for PE GCSE.
- Promote high standards of teaching, learning and assessment across the department.
- Work with the Head of Curriculum PE to ensure appropriate curriculum progression and pupil development.
- Monitor the quality and impact of teaching and learning.
- Foster pupils' confidence, leadership, teamwork, resilience and commitment to lifelong physical activity.

Co-Curricular Sport, Scholarships and Athlete Development

- Lead an extensive and inclusive co-curricular sporting programme.
- Work with the Head of Co-Curricular Sport to oversee fixtures, competitions, clubs, tours and events.
- Ensure sporting opportunities are accessible to pupils of all abilities.
- Lead the School's Sports Scholarship programme, including assessment and selection processes.
- Oversee the development and support of

sports scholars and high-performing athletes, ensuring sporting excellence is balanced with academic progress and pupil wellbeing.

- Coordinate the FHS High Performance Programme and associated enrichment opportunities.
- Liaise with pupils, families and external organisations to support athletic development.
- Build, develop and maintain productive relationships with Francis Holland Prep, Francis Holland Regent's Park, other schools, clubs and sporting organisations to enhance opportunities for pupils.
- Promote and celebrate sporting participation and achievement across the School.

Operations, Facilities and Resources

- Oversee the effective administration and operation of the Sports Department.
- Manage facilities, equipment, resources and budgets effectively.
- Ensure the efficient organisation and communication of lessons, activities, fixtures and sporting events.
- Maintain appropriate policies, procedures and records.
- Contribute to the ongoing development of sporting facilities and provision.

JOB DESCRIPTION

Health, Safety, Safeguarding and Pupil Welfare

- Ensure safeguarding, health and safety are central to all sporting activities.
- Oversee risk assessment processes and safe working practices.
- Ensure staff, coaches, facilities and equipment meet required standards.
- Promote a culture that prioritises pupil welfare and wellbeing.

Wider School Responsibilities

The Director of Sport will:

- Contribute actively to the wider life and values of the School.
- Attend relevant meetings, training and professional development activities.
- Support School events and activities as required.
- Work collaboratively with colleagues across the School.
- Represent the School at sporting fixtures, competitions and professional events as appropriate.
- Undertake other reasonable duties as requested by the Head.

PERSON SPECIFICATION

Experience and Knowledge

The successful candidate will demonstrate:

- Significant experience of leading sport, PE or physical activity within a school or comparable environment.
- An understanding of girls' sport and working with girls to develop their sport.
- Experience of leadership and staff development.
- Strong knowledge of PE, coaching, athlete development and inclusive practice.
- Experience of developing curricular and co-curricular sporting programmes.
- A sound understanding of safeguarding, health and safety and pupil welfare.

Please note that commitment to the Co-Curricular programme is essential to this role. This requires some early mornings, after school late finishes and occasional Saturday fixtures.

SKILLS AND ATTRIBUTES

The successful candidate will:

- Be an inspiring and strategic leader.
- Have excellent organisational and communication skills.
- Build strong relationships with pupils, parents, staff and external partners.
- Inspire participation and excellence across all levels of ability.
- Combine strategic vision with effective operational management.
- Demonstrate resilience, sound judgement and adaptability.



PENSION & BENEFITS OVERVIEW

All new members of teaching staff are automatically enrolled in The Francis Holland Schools' Trust Group Pension with Aviva (salary exchange scheme) to which members will contribute 10% (the 'Employee' Contribution) and Francis Holland Schools contributes 20% (the 'Employer' Contribution).

The new Aviva (salary exchange) scheme offers tax advantages with the flexibility to reduce one's own contribution (without affecting the 'Employer' Contribution), and the ability to opt for a lower 'Employer' contribution in favour of a higher salary, as well as the added benefit of Income Protection.

Our benefits package includes:

- Wellbeing Scheme
- Cycle to Work Scheme
- Life Cover

- Free school lunch during term time
- Interest free travel and computer purchased loans
- The Francis Holland Schools Rewards Hub offering a vast range of retail and entertainment discounts
- Enhanced Maternity Pay
- 50% fee remission for own daughters
- Outstanding professional development opportunities
- Accredited ECT induction with reduced timetable and mentor support
- Approximately 20 fewer teaching days per year compared to the maintained sector
- Smaller class sizes compared to most maintained schools

APPLICATION PROCESS

Interested candidates are invited to submit an application via [My New Term](#).

Close date: Monday 28th September at 08:00

Longlist: Friday 2nd October

Shortlist: w/c Monday 5th October

Longlisted candidates will be interviewed remotely. Shortlisted candidates will be invited to the school, and the selection process will involve several interview discussions, a series of tasks and a lesson observation (if applying as a teacher).



Francis Holland Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo our safer recruitment checks and child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974. Francis Holland Schools Trust champions diversity and inclusion in the workplace and strongly encourages applications from all sections of the community. Registered Charity: 312745