



ABINGDON



SENIOR HOCKEY PROFESSIONAL

**12 Month Fixed Term Contract
Starting 01 September 2026**

**Closing Date: Monday 20 April 2026
Interviews: Monday 27 April 2026**

Early applications are encouraged. We may make an appointment prior to the advertised closing or interview dates.

Job Pack AS11(R)



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Message from the Director of Finance & Operations, Justin Hodges

Thank you for your interest in the Abingdon Foundation. I am delighted that you are considering working here. As a member of the support staff you would play a pivotal role in supporting the school to deliver the very best academic, pastoral and Other Half opportunities to our students.

Please take some time to look at our website, abingdon.org.uk, as this will tell you a lot about us and give you a taste of the atmosphere. The Abingdon Foundation is a community of some 1300 students across Abingdon Prep and Senior Schools. Boarding is available from 13+ and boarding houses are full with around 150 boarders. Our sixth form has around 360 students and we employ around 400 teachers and support staff across the Foundation. The Board of Governors oversees the whole Foundation.

Our Schools occupy large and beautiful campuses. The facilities are excellent with recent significant developments including newly renovated and extended boarding accommodation and a state of the art dining pavilion. Other recent developments include a dedicated Sixth Form Centre, library, Art department and Science Centre. New facilities for Economics and Business Studies; and Computer Science opened in 2020, alongside two additional houserooms for the students. We have also recently added to our extensive sports facilities - both at Tilsley Park and on the school campus - these offer some of the best sports resources in the area. The Foundation benefits from a continuous refurbishment and development plan, adding further impressive facilities to a very well-resourced organisation that also prioritises sustainable development. In May 2024, the Abingdon Foundation announced its decision to move to co-education. Girls have already joined our our Prep School up to Year 6. From September 2026, our Senior School will welcome girls to our First Year (11+) and Sixth Form (16+) entry points; and to our Third Year (13+) from September 2028.

We may be over 760 years old but we are a forward-looking, dynamic school. There is pride and commitment amongst those who work here and we always look for high calibre professionals to join us. I hope that you might see yourself joining this happy and purposeful community.



A handwritten signature in black ink that reads "Justin Hodges". The signature is written in a cursive, slightly slanted style.

Justin Hodges
Director of Finance & Operations

About the Department

The Sport and PE Department

Abingdon is an academically selective school that also recognises the integral part that sport plays in the lives of our pupils, not only in terms of their physical health and mental wellbeing but also in their broader personal development. Sport promotes teamwork, camaraderie, mentoring and leadership; it teaches individuals to face challenges and helps them overcome adversity; it requires discipline and commitment but, most importantly, it is fun and, we hope, will create memories for life.

As the School transitions to coeducation from 2026, Abingdon is committed to ensuring that sport and exercise continue to be a key part of the lives of all our pupils and that we offer an equitable, exciting and inclusive sports and physical exercise programme both for boys and for girls.

Abingdon's Sport and PE Department is led by the Director of Sport and the Head of P.E. and currently comprises of 7 teachers of Physical Education and Sport as well as a number of support staff who provide particular expertise in areas including football, rugby and strength and conditioning/athletic development. External coaches with specialist skills are also brought in to complement the team, offering additional support and expertise.

Alongside the Sport and PE Department, teachers from other academic departments assist the Department in delivering the sporting programme across a wide range of sports and physical activities. Some of these staff have particular background or expertise in particular sports, including having competed at national or international level themselves, others have an enthusiasm, interest and willingness to support sports within the school. All of the sports Abingdon offers have a member of staff in charge, either from within the Sport and PE Department itself or drawn from the wider teaching staff. Sport is a key part of the extensive co-curricular "Other Half" programme which is central to Abingdon's ethos, alongside academic excellence and pastoral care.

Sport in the timetable

Year groups currently have two timetabled sessions of sport during the week along with an additional practice afternoon on Wednesdays. Saturdays are naturally the most common time for fixtures against other schools, but fixtures also take place on other days from time to time. Our generous Other Half timetable provision gives further opportunities for students to pursue their sporting ambitions. The timetable and curriculum are currently under review with changes likely alongside the transition to coeducation.



About the Department (cont.)

Sporting Facilities

The Department is housed in the Abingdon School Sports Centre, which is a vibrant and busy sporting hub for the School. The Sports Centre houses a large multi-use sports hall, a 25m 8 lane indoor swimming pool, a fitness suite, 2 glass-backed squash courts, a martial arts, dance and fencing studio, an erg suite, a self-contained climbing wall, a classroom, a physiotherapy room, wet and dry changing rooms and a large departmental office.

The School has a wide range of sporting facilities beyond the Sports Centre, most notably a range of sports fields and tennis courts - either on the senior site itself and 4 miles away at our Prep School site (Cox's Fields). We also have our own Boat House on the Thames, just a short walk (or run!) a mile away from the main school site, equipped with a variety of boats and its own ergo suite.

Since September 2014, the School has also held a long lease on Tilsley Park, a sporting facility just a mile from the School in Abingdon and has undertaken a comprehensive programme of investment and improvement, now offering some of the best sports facilities in the area. Tilsley Park has an 8 lane tartan athletics track with its own designated throws area and associated stand/clubhouse, two artificial hockey pitches, 3 five-a-side 3G football pitches, a new full sized 3G Football & Rugby pitch and a new 60 x40m 3G training area.

Further development of the School's sports facilities is planned with the transition to coeducation in 2026, including the planned development of new netball and tennis courts, expanded fitness suite facilities and padel courts.

There is a wealth of additional information about sport at Abingdon available on our website and prospective candidates are warmly encouraged to read what is there, in particular <http://www.abingdon.org.uk/sports>, http://www.abingdon.org.uk/sports_centre and <https://www.abingdon.org.uk/sports-and-leisure/tilsley-park>. For full details of current fixture cards please go to www.abingdonsport.org.uk.



Job Description

The Role

Location: Abingdon School

Department: Department of Sport and PE

Reports to: Director of Hockey in respect to the Hockey Programme and Director of Sport as Line Manager

Abingdon School is seeking to appoint an inspirational and dynamic new Senior Hockey Professional to play a key role in shaping the future of hockey at the school, particularly as we transition to coeducation in 2026. The Senior Hockey Professional will play a critical role in supporting the Director of Hockey. The coach will, alongside the Director of Hockey, be tasked with leading, planning and developing the Abingdon hockey programme for both pupils and staff, ensuring there are opportunities for continuous development of all involved.

Ideally the postholder will have experience of working with male and female players from across the age spectrum, and will also have a track record of challenging and developing high potential players at U18 level. This role will need to support the development of elite hockey for males and females, which includes competing at a National Level. Alongside their hockey commitments the coach will actively support the Head of Athletic Development, assisting with the delivery of structured and appropriate strength and conditioning sessions to develop pupils' athletic potential. Furthermore, as a Senior Sports Professional, they will be expected to play a wider role in the School sporting programme throughout the school year, liaising with the Director of Sport to assist in other sports as and when required, including on Saturdays. The School currently has 19 teams from U12 to U18 and with over 44 fixtures a year, which will only grow with the arrival of girls in 2026. Hockey is a Tier 1 sport at Abingdon, meaning it has significant coaching, funding, and logistical support to develop players at all levels of the game.



Job Description (cont.)

Background

The successful candidate will be an inspiring, experienced and well-qualified hockey coach who will play a significant role in the Sports Department through their development of the Hockey programme in the School throughout the Lent Term. They will work closely with members of the PE Department assisting with lessons and coaching across a number of different age groups. They will also support other staff coaching hockey who, as well as qualified or experienced coaches, will consist of many teachers who will need guidance and support in their coaching.

The Senior Hockey Professional will join a team of Directors of individual Sports and Sports Professionals who work closely together to provide a well-balanced, aspirational and forward looking sporting programme that ensures a consistent approach.

The postholder will be expected to be available at all times during which school sport takes place, including Saturdays during term-time, as well as working an additional five weeks during the school holidays to provide sports camps and hockey pre-season training, trips and tours.

The Hockey Club has links with Reading, Oxford Hawks, Oxford and Wallingford Hockey Clubs and a key element of this role is to strengthen and further develop these links to enhance player development and pathways.

Abingdon has a strong reputation for Hockey, producing international players as well as regularly winning the ISHL and now competing in various national level competitions. The vast majority of its fixtures are in the Lent Term, January through to March, but also plays a number of fixtures between September and December, including Indoor. The Abingdon Griffins, is a parental support group for the Hockey Club and assists in raising the profile and additional funds to support the club in their endeavours, which include the annual end of season dinner and awards evening.

This is a great opportunity to support a successful, high performing sport with very good participation levels to achieve further success.



Job Description (cont.)

The duties and responsibilities highlighted in this job description are indicative and may vary over time. The postholder will be expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post. Duties will include, but not be limited to:

- Working with the Director of Hockey, to promote and enhance the School's Hockey Programme at all levels.
- Develop a competitive playing and training programme for girls who will be joining the school from September 2026, as the school transitions to becoming a co-educational institution. Initially this is in Year 7 and Year 12.
- To assist the Director of Hockey in raising hockey participation, performance and elite level Hockey.
- To support the Director of Hockey with planning and delivering a coaching structure and sessions across the Foundation in line with the Club's philosophy.
- To take responsibility for individual teams on match days and undertake umpiring duties as required, which will include weekends and School holidays.
- To be in charge of identifying, supporting and monitoring players pursuing performance / talent pathways within Hockey.
- To organise and assist with skill clinics during both in and out of season.
- To lead, organise and support other school coaches with their video analysis as required.
- Provide termly Inset and continuous coaching support, guidance and practical advice to ensure the development of all coaches within the school.
- To assist the Director of Hockey with liaison and relationships between clubs, partnerships and feeder schools.
- Liaise with Abingdon School Enterprises to organise and lead hockey camps (minimum commitment of 2 weeks per annum in the school holidays) which give greater opportunity both for students at the school and children in the wider community to develop their hockey and wider sporting skills.
- To support the Head of Athletic Development coach with the conditioning programmes for Hockey players (and other sports as required).
- To assist the Director of Hockey with various IAPS, county and regional tournaments.
- To assist the Director of Hockey in the organisation and running of events, trips and tours as required.
- To assist the Director of Hockey with general administration.

General Responsibilities

- To contribute to the delivery of the wider sporting programme in other sports across the non-hockey terms, to include taking a team on a Saturday and officiating responsibilities where required by the Director of Sport.
- Work with the Director of Partnerships on developing and providing sporting outreach opportunities to local schools.
- To contribute, if required, to the Sport and PE department by attending department meetings as necessary
- Any other reasonable duties as required across the Foundation, by the Director of Sport

Person Specific Criteria

Essential Qualities

- A high level of previous playing and / or coaching experience in Hockey; preferably at National League level
- Ability to deliver high quality Hockey sessions to male and female students from age 11 through to 18
- Experience of working with aspirational / performance pathway players
- Experience within athletic development/strength & conditioning either as an athlete, or a coach, with a willingness to contribute to the athletic development programme where appropriate.
- A professional, yet caring and passionate approach to dealing with students with the ability to develop a rapport with pupils throughout the School
- Willingness to be involved in a range of extra-curricular activities
- Conscientiousness and enthusiasm
- Strong communication skills, both interpersonal and public, and the ability to inspire and work well with both pupils and colleagues alike.
- Ability to work both independently and to work as part of a team with a flexible approach and the ability to adapt to Abingdon's coaching ethos.
- Strong organisational skills and the ability to meet deadlines
- An understanding of how a commitment to sporting excellence needs to be balanced with the development and other demands on the students at school.
- An understanding of the place of hockey within the context of an academic school.
- A demonstrable determination to get the best out of every pupil.
- A willingness to engage with and add value to Abingdon's broader sporting programme A positive attitude towards professional development and their own learning
- Displays commitment to the principles of equity, diversity and inclusion
- Displays a commitment to the protection and safeguarding of children and young people
- Values and respects the views and needs of children and young people

Desirable Qualities

- Level 2 Coaching qualification or higher, ideally Level 3.
- UKCC Coaching qualifications would be a significant advantage
- Hockey officiating qualification
- A strength and conditioning qualification
- Holds a clean driving licence with D1 and holds or is willing to obtain a minibus driver qualification (MiDAS)

Further Information

Hours and weeks of work

This post will be offered on a Fixed Term contract, initially for 1 year and is a 'Term Time Plus' role. This means that the post holder will be expected to work the 34 weeks of published Abingdon School term time (inclusive of INSET days) with an additional 5 weeks to be worked during the school's holidays to organise camps, hockey pre-season training, trips and tours.

The hours of work will be on average 40 hours per week over six days (usually Monday to Saturday, although occasional Sundays may be required). This is an average but is expected to vary significantly by term. The working hours in the main hockey term (Lent) are expected to be higher than in the other two terms.

The full-time equivalent (FTE) annual salary range for this post is £35,151 to £42,925 (depending on skills and experience).

The actual salary range for this role is **£30,105.43 to £36,763.55** per annum based on **0.7480 FTE**.

A full-time member of staff is paid for 2085.6 hours per annum (based on 40 hours per week for 52.14 weeks per year).

Part time salary based on full time equivalent salary of £35,151 per annum:

40 hours x 39 working weeks = 1560 hours

$1560 / 2085.6 = 0.7480$ FTE

0.7480 of £35,151 = £26,292.948

Holiday pay $0.145 \times 26,292.948 = £3,812.4775$

$£26,292.948 + £3,812.4778 = \mathbf{£30,105.43}$

Part time salary based on full time equivalent salary of £42,925 per annum:

0.7480 of £42,925 is £32,107.90

Holiday pay at $0.145 \times £32,107.90 = £4,655.6455$

$£32,107.90 + £4,655.6455 = \mathbf{£36,763.55}$

Further Information

NOTES

- We welcome applications from qualified teachers. However, a teaching qualification is not a requirement of the post. This is designated as a support staff rather than a teaching role and the successful candidate will be appointed on support staff contractual terms.
- Annual leave is generally expected to be taken during published Abingdon School holidays rather than during term time.
- For an informal discussion about the role please contact Mark Hanslip (Director of Sport) initially via email to: recruitment@abingdon.org.uk. Please note this is not part of the selection process.
- For safeguarding reasons, please note we are unable to accept applications by CV. All applicants must complete the standard Abingdon application form via MyNewTerm.
- The role is to start on 01 September 2026.
- **Closing date is Midday on Monday 20 April 2026.**
- **Interviews are expected to be held on Monday 27 April 2026.**



Further Information

Training Requirements

The following mandatory training will be provided: Cyber Security, Emergency First Aid at Work, Equality, Diversity & Inclusion, Fire Awareness, Health & Safety, Prevent, Risk Assessment and Safeguarding (Triennial).

Health and Safety at Work

All staff share responsibility for achieving safe working conditions. The postholder must take care of their own health and safety and that of others, observe applicable safety rules and follow instructions for the safe use of equipment. All staff are required to confirm that they have read and understood the Foundation's Health and Safety Policy.



Benefits of working at Abingdon

Annual Leave:



You'll get 25 days off paid time off each year, plus bank holidays (pro rata if part time). Depending on your role, we usually expect you to take your holidays during school breaks.



91% of our staff say the facilities and resources for staff are good (2025 staff survey)



Working from Home (WFH):

We may be able to offer flexible working from home options, depending on the nature of your role. If this applies, during term time, you may be able to work remotely for up to 20% of your hours (usually about one day a week). Outside of term time, this increases to 40% (around two days a week). Unfortunately, not all roles can be carried out from home.



Time Off & Flexibility



Christmas Closure:

Our all year round staff can enjoy extra time off over the festive period. We offer up to four closure days around Christmas/New Year, dates depend on where the bank holidays fall.

Death in Service Benefit:

For your peace of mind, all support staff aged 18-70 are covered by a scheme that pays out three times your annual salary to your loved ones in the event of your death whilst employed.



Outstanding Pension Scheme:

We're serious about your future. We offer staff pension choices, including the option to join an enhanced pension scheme with a 6.4% contribution from you and a competitive contribution of 14.1% from us. Staff can also opt for salary exchange for additional benefits.

Foundation Grant (School Fees):

If your children attend Abingdon School or Abingdon Prep, you could receive a significant discount of up to 25% on their tuition fees (pro-rata for part-time staff). Admission to the School is subject to availability of places and meeting admission requirements. Ask us for more details if this applies to you.



Financial & Family Support



Super Camps Discount:

Need childcare during school holidays? Staff get a discount on courses with Super Camps, and you can use childcare vouchers.



School Counsellors and Physios:

Staff can also access the services provided by the School Counsellors and the Physios (terms and conditions apply).



Employee Assistance Programme (EAP):

Life can be tricky, so we provide an Employee Assistance Programme. This offers confidential support and resources for anything from mental health to financial advice, plus a Health Risk Assessment tool to help you stay on top of your well-being.

Private Healthcare:

Permanent employees can benefit from free private health insurance, giving access to excellent medical care (this is a taxable benefit).



Sports Centre Membership and Theatre discounts:

Stay active and healthy with free access to the gym and swimming pool at agreed times. You'll also get a discounted membership to the Abingdon Sports and Leisure Club, allowing you to attend exercise classes for free. Staff can also benefit from access to discounted or complementary tickets to a wide range of events at the Amey Theatre.



Health & Wellbeing



Cycle to Work Scheme:

Save money and get fit! We offer a Cycle to Work scheme for eligible staff, helping you buy a bike. Contact us for more information.



Social:

There are regular staff social events and opportunities to join other staff in a range of activities from singing in the choir to playing cricket or football, running in the road relay or even joining in with the staff rock band or the staff panto.

Other Health and Wellbeing Benefits:

Include access to an occupational health provider, free staff 'flu jabs, eye test reimbursement, menopause support and mental health first aiders.



Free Lunch:

Most staff can enjoy a delicious free lunch and refreshments during term time.



Everyday Perks

Free Parking:

We offer free on-site parking and bike storage for all staff (on a first-come, first-served basis).



Staff Development

We offer a range of online and in-person courses to staff for free including first aid, mental health first aid and health and safety courses. Staff completing higher level professional qualifications or CPD may have their courses fully or partly funded.

“ 99% of our staff say they have good working relationships with their immediate colleagues (2025 staff survey) ”

How to Apply

APPLY NOW



To apply, please go to our **Recruitment Portal** via our Careers page on our website.

Please do not upload CVs, testimonials or examples of work.

References:

We require at least two satisfactory references, including one from your current/most recent employer. If you've previously worked in a school or with children, one reference must be from the most recent relevant employer where you last worked. If you've been employed by a school, the reference must be from the school's Head. References cannot be from a relative or someone known to you solely as a friend.

For safeguarding reasons, references will be taken up before interview unless you have specifically asked us not to.

Online Checks:

We conduct online searches for all shortlisted candidates to assess their suitability to work with children. Any public information found may be discussed with you at your interview.

Interviews:

If shortlisted, you'll be invited to attend an in-person interview / selection day which will include one or more interviews and will also include one or more tasks (e.g. a written exercise or an observed lesson) and a tour of the School. If you are invited for interview, further information will be sent to you with your invitation.

These stages will also assess your suitability for working with children. Your employment history, including any gaps in employment, will be explored at interview.

Pre-Employment Checks:

If you're invited for an interview, you'll undergo essential checks with HR, including:

- DBS enhanced criminal records check and checks of relevant prohibitions and barring;
- Verification of identity, address, right to work in the UK, and
- Qualifications check.

If you've lived or worked overseas for 3+ months in the last 10 years, please bring original copies of any overseas police checks

Conditional Offer & Safeguarding

Any job offer is conditional on successful completion of all required pre-appointment checks, including ID check, DBS check, any required overseas checks, barred list checks, prohibitions from teaching and/or management checks (if applicable), satisfactory references, medical fitness, EYFS declaration (if applicable) and verification of qualifications and right to work in the UK. Staff are also required to read and sign to say they have understood key policies including safeguarding and health and safety.

Warning!

It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. Providing false information is also an offence and could result in the application being rejected or summary dismissal (if appointed), and possible referral to the police and/or DBS, and/or the Teaching Regulation Agency (TRA).

Questions?

Contact our HR Department at 01235 849136 or recruitment@abingdon.org.uk.

We recognise the value of a diverse and inclusive workplace and are committed to equality of opportunity for all staff and job applicants. We aim to ensure that our staffing at all levels and in all roles is diverse and we welcome applications from all backgrounds and all sections of the community.



ABINGDON

**independent day and boarding school
for pupils aged 11 to 18 years**

Co-ed from 2026