

CANDIDATE INFORMATION PACK

DIRECTOR OF JUNIOR SCHOOL SPORT

WELCOME

I am delighted that you are considering this opportunity at North London Collegiate School.

North London Collegiate School (NLCS) was founded in 1850 by Frances Buss, an early pioneer of girls' education. NLCS is one of the country's most illustrious academic day schools.

The school describes itself as providing an 'ambitious academic education' and has some of the best results in the country. Pupils benefit from an exceptional range of opportunities for personal development through the co-curricular programme and from sensitive pastoral provision, including through the Wellbeing Hub. We aim to promote a culture of kindness and warmth.

I am interested in finding a candidate who is passionate about the role of Sport in the lives of young girls. The Director of Junior School Sport will have leadership responsibility, playing a significant role in supporting the Director of Sport in the strategic planning to shape the future of this important area of school life.

The School currently offers 18 sports and benefits from a range of excellent sporting facilities.

Our ambition is to be one of the best schools for girls' Sport in the country and we want to find a leader who shares this vision.

At NLCS, we deeply value our staff and are committed to their well-being and professional growth. We understand that a supportive and nurturing environment is crucial for everyone, not just our students. Our comprehensive staff development programme and strong support network ensure that our staff thrive both professionally and personally.

If you would like to join me to help me lead this exceptional community of pupils and colleagues, I would be delighted to receive your application.



VICKY BINGHAM
HEADMISTRESS





THE SCHOOL



North London Collegiate School has an international reputation for academic excellence, combined with exceptional pastoral care and extra-curricular achievement. NLCS is an academically selective girls' school. There are 790 students in the Senior School, 233 of them in the Sixth Form, and approximately 310 in the Junior School. The School takes pride in the religious and social diversity of its intake.

The School's aims are to provide an ambitious education for all its pupils and to enable each girl to make the most of her own gifts. The highest priority is to maintain a team of professional teachers to whom each pupil is important, and who can teach their subject(s) with enthusiasm and drive. All pupils are expected to learn to recognise academic excellence and realise that it is attainable.

Alongside these aims for the classroom, staff strive to make school a place where the whole personality can grow. Good relations between staff and pupils, and between girls themselves, are fostered. At NLCS, education is much more than passing examinations and the girls are encouraged to try themselves out in a variety of ways. Staff strive to maintain a community which is tolerant and teaches service to others.

Set in over 30 acres of parkland, the School has extensive facilities. These include a Wellbeing Centre which underlines the School's commitment to ensuring that NLCS continues to provide as rounded and supportive a pastoral offering as is possible.

In 2025, 83.4% of GCSEs were a grade 9, and a notable 95.9% of grades were 9/8. At A-Level our students achieved an impressive 54.3% A* grades, 86.1% A* - A and 96.1% A* - B. In addition to A-Levels, we offer the International Baccalaureate in the Sixth Form and we have an outstanding record of success. Our students gained an average point score of 42.94 in 2025, placing us again among the best IB schools in the world.

Places are heavily oversubscribed, and entry is extremely competitive.

Our leavers receive offers from an impressive range of university destinations including Oxford, Cambridge, Harvard, Yale and Princeton, as well as other leading universities such as Warwick, Edinburgh, UCL and Imperial.

We are extremely proud of our alumnae (Old North Londoners), who have achieved international prominence in a wide variety of career pathways from music, drama and the arts through to science, sports, politics and law.

We have an extensive schedule of extra-curricular activities including a weekly speakers' programme for all students in Years 11, 12 and 13. NLCS students regularly reach the finals of national and international competitions, such as F1 in Schools, chess, Young Enterprise, coding and debating.

There is also a remarkable commitment to outreach and charity work, reflecting the rich and harmonious diversity of the School.

To find out more about the school, click [HERE](#).

THE JUNIOR SCHOOL

There has been a Junior Department at NLCS since the school's foundation in 1850. The current self-contained Junior School building was opened on the campus in 1988 and a purpose built First School was added in 1994. The Junior School has its own Assembly Halls, Library, Science Laboratory, ICT Suites and Art and Design Room. The Junior and Senior Schools share extensive sporting facilities.

The Junior School comprises 2 parts: the First School (Reception, Y1 and Y2) and the Lower School (Y3, Y4, Y5 and Y6). 40 girls are admitted into 2 parallel Reception Classes at 4+. At 7+ there is an additional intake of 8-10 girls into Year 3. Years 3 to 6 are generally made up of two forms each of 24 pupils.

The entry is selective, the pupils are academically able and the pace of work is fast.

It is expected that girls will move from the First School to the Lower School and from the Junior School to the Senior School. There are two classes in each layer so the ability to contribute and work as part of an effective team is vital.



DIRECTOR OF JUNIOR SCHOOL SPORT

SPORT AND EXERCISE AT NLCS

NLCS provides extensive opportunities for girls to be active. This includes a programme of traditional competitive games (netball, lacrosse, cricket and some football), with 18 different sports and activities on offer. All girls take part in timetabled lessons, and many in a range of co-curricular opportunities. These take place before and after the school day, and at lunchtimes. There is a programme of inter-school competition which takes place on weekday afternoons and Saturday mornings. All specialist staff play a full part in these activities.

There is a broad and varied PE programme, with continuity from Reception to Year 13. All specialist staff teach throughout the age range. The School's principal team sports are Lacrosse, Netball and Cricket, though there is an extensive variety of other opportunities.

Sport, PE and Exercise has a large department of 11 full time, and four part time, teachers. This is supplemented with additional coaches, including the staff of the Canons Sports Centre, through which the school provides community access to facilities. There is a dedicated departmental office, with excellent IT facilities and analysis software. Staff are provided with a range of devices, which can be used in tandem with smartboards. Technology is used within lessons, team training and school matches.

Facilities for sport and exercise are extensive, and all contained within the school campus. This includes five lacrosse pitches and up to eleven Netball courts. An allweather, synthetic turf pitch accommodates Lacrosse and Netball in the winter and Tennis in the summer. Extensive grass pitches enable Lacrosse, Cricket and Athletics, at different times of year. Indoors, facilities are equally extensive, with the Canons Sports Centre providing a multi-purpose sports hall, swimming pool, fitness and dance studios and a well-equipped gym. The school is hoping to refurbish the Sports Centre as part of Phase II of its masterplan.

THE ROLE

The Director of Junior School Sport will have leadership responsibility, playing a significant role in supporting the Director of Sport in the strategic planning to shape the future of this important area of school life.

This is a distinctive opportunity to make a real impact on the girls' school sector, and to re-imagine what industry-leading sport and exercise can be. The school believes that physical activity can impact positively on all girls, and that attitudes to sport and exercise, inspired at school, can last a lifetime. The appointed person will work with the Director of Sport to help build a culture that encourages this, and a programme through which these outcomes are delivered.

Competitive sport will be important and is an area where the school is ambitious. However, ensuring an appropriate, high-quality experience for all pupils will be central to the strategy. Creating an environment where all girls participate enthusiastically, and some seek to excel is vital. The Director of Junior School Sport will assist with the day to day running of the Department and deputise together with the Assistant Director of Sport when the Director of Sport is absent. Planning, quality control and a culture of accountability will be at the heart of this. Strong, supportive relationships will be necessary with a range of internal colleagues.

THE CURRICULUM

The department follow a wide-ranging programme of physical activity, teaching the full age range from Reception through to Year 6 with some teaching in the senior school. The main sporting activities include, but are not limited to, athletics, badminton, dance, football, gymnastics, lacrosse, netball, swimming, tennis, basketball, cross-country and water polo.

The department has a full fixture list playing regular matches both during the week and on Saturday mornings. A wide programme of physical activity and wellbeing is enjoyed by all students who are also encouraged to strive for excellence and there is a history of students representing in their chosen sport at county, regional and national levels. Recreational club activities and team practices are held during the lunch hours and after school, and there is a tradition of strong support from the Sixth Form with Junior School classes.



PROFESSIONAL DEVELOPMENT & ENRICHMENT

PROFESSIONAL OPPORTUNITIES & DEVELOPMENT

There is a strong culture of professional development at the School, rooted in the expectation that all staff proactively seek to develop their practice throughout their time with us.

A fortnightly Teaching and Learning Forum offers staff the opportunity to present and discuss pedagogy, while the active Journal Club encourages colleagues to keep abreast of the latest research discourse.

In addition to this, there are regular guided lesson observations with senior members of staff, to encourage colleagues to think critically about their own teaching and experiment with new approaches.

Internal promotion and professional development posts are advertised to all staff. In addition, the School also offers a number of generous external opportunities for staff, to expose them to wider educational experiences.

The School works closely with The Prince's Teaching Institute, investing in "unlimited" membership of the PTI, which offers our staff the opportunity to attend their full programme of events.

It is important for our teachers to refine their knowledge to further enhance the academic rigour of their lessons. To this end several of our academic staff lead PTI sessions in their own specialist areas.

As part of the wider Senior School, staff benefit from being able to attend the Senior Societies lecture series given by eminent speakers. Staff are also encouraged to share their passions through our Nicholson Lectures series. Colleagues present their own research on areas of academic or personal interest. These lectures occupy a prestigious place in our academic calendar, occurring fortnightly and are well attended by staff and students alike.

Following the opening of five partnership schools, NLCS Jeju (South Korea), NLCS Dubai, NLCS Singapore, NLCS Vietnam and NLCS Kobe, staff in the UK have opportunities to be involved in monitoring visits to these overseas schools, and to be involved in the recruitment and training of their staff.

Teaching departments in all the schools are linked via Communities of Practice, which provide a forum for collaboration on projects between teachers and students, sharing of good practice and exchange of ideas.

All of these opportunities enable colleagues to become better and more rounded academics and teachers, and our staff relish the chance to get involved in such activities.

ENRICHMENT

The Department provides a wide range of extra-curricular opportunities and all members of the PE Department are expected to take a full role in all lunchtime, after-school and weekend activities. We run an extensive programme of sports-based trips within the UK, and abroad throughout the year.



KEY RESPONSIBILITIES & PERSON SPECIFICATION

LEADERSHIP & MANAGEMENT

Work with the Director of Sport and the Head of Junior School to ensure teaching and coaching throughout the Junior School is of the highest quality, and that best practice is shared.

Overseeing and supporting the Director of sport to implement a diverse and broad curriculum throughout the First and Junior School.

Take responsibility for the logistical and organisational aspects of managing a busy Sports Department or to be able to delegate where appropriate.

To drive Junior School sport to be in line with the school's academic success.

CURRICULUM

To make decisions, in collaboration with the Director of Sport and the Senior Team, about the Sports offered at NLCS.

To ensure that effective schemes of work are in place, and effective coaching programmes.

To keep the school leadership apprised of any national or international developments and their implications for PE.

To ensure, in conjunction with the SEND Adviser, that the provision for students with Additional Learning Needs in PE is in place and is effective.

TEACHING & LEARNING

To support and help shape and deliver a whole-school vision and strategic plan for Sport to fulfil the school's ambition to be one of the best schools for girls' sport in the country.

To deliver outstanding lessons of their own and be a role model and team player to other members of the team.

To monitor and report on pupils' progress, and to ensure records are kept of co-curricular participation as well as progress in timetabled lessons.

To support the monitoring and evaluation of the progress of all students in PE and to report to the Director of Sport.

To liaise with Learning Support with respect to any specific Additional Support Needs issues or developments.

PASTORAL

To act as a form buddy to a year group in the Junior School, supporting the girls and the form teachers

To carry out some supervision duties in the Junior School

STAFFING

To support and nurture staff development and wellbeing in conjunction with the leadership of the School.

To ensure that all staff are appropriately trained to perform their roles, specifically in relation to the safe operation of the facility.

THE PERSON

The School seeks to appoint an outstanding individual, who will support the next, exciting, stage of development of sport and exercise at NLCS. Strong leadership qualities will be essential.

The ability to clearly envisage how an excellent modern, programme can impact positively on all girls, is essential. The capacity to enthuse colleagues about what may be possible, and to inspire their effort, will be vital.

The appointed person will have a range of skills: some will be technical, but many will be personal. Enthusiasm, hard work and high standards are essential. A love of sport, and the personality to encourage engagement and commitment are at the heart of this position. They will also play a part in the pastoral life of the Junior School, potentially as a Form Buddy for a particular year group.

The Director of Junior School Sport will have the ability to help build an environment that people want to be a part of, as well as the capacity to remain calm, efficient and positive at the centre of a complex pattern of sporting activities.

This position will require clear thinking, an ability to analyse problems, awareness of compliance and safeguarding, and an eye for detail.

The school invites applications from candidates of all backgrounds. The role is suitable for existing sports leaders within schools, or those aspiring for a middle management position. The potential to make an impact is more important than any specific previous experience. A degree in a relevant subject will be essential, and teaching/coaching qualifications are desirable. The ability to contribute to the coaching of one or more of the school's principal sports, Lacrosse and or Netball will be a significant advantage, as will knowledge and experience of health and fitness.

Most important is the drive to be part of an exciting journey to develop an outstanding programme of sport and exercise that will impact on the entire school community.

The postholder will also be required to undertake any other duties as reasonably required by their line manager, the Head of Junior School, the Headmistress or Deputy Heads.



EQUALITY, DIVERSITY & INCLUSIVITY



North London Collegiate School condemns unequivocally discrimination and inequality in all its forms.

Our School was founded on the principles of respect and compassion, service to others, and active, positive participation in society and the wider world. We cannot change the past, but we must learn from it. It is not sufficient to say that we are not racist – we must be actively anti-racist in our actions, policies and educational delivery.

As a school, we are proud of our heritage of supporting, embracing and celebrating all the members of our community, as exemplified in our School Aims.

We recognise and celebrate the benefits of having a diverse school community, in which individuals value themselves, one another, and the different contributions that everyone can make to the school, our wider community and the world.

Our students are taught to value and respect themselves and others as they work hard to prepare to take leading roles in our future society.

In the provision of equal opportunities, the School recognises and accepts its responsibilities under the law and opposes discrimination based on the protected characteristics under the Equality Act 2010.

We oppose all bullying and unlawful discrimination on the basis that a person

has a special educational need or learning difficulty, or because English is an additional language. We are committed to being an equal opportunities education provider, and to equality of opportunity for all members of our school community.

North London Collegiate School aims to ensure that all policies and practices conform with the principle of equal opportunities and comply with the public sector equality duty set out in section 149 of the Equality Act 2010.

We will tackle inappropriate attitudes and practices through our staff leading by example, through the Personal, Social and Health Education (PSHE) programme, through our supportive school culture and through our school's policies. Our teaching will reflect the diverse nature of our modern world and we will seek through our extracurricular activities, partnerships and School societies to challenge inequality and inequity, promulgate fairness and equality for all and to celebrate the differences that make us all unique and valuable members of society.

We believe that our School community is an agent for change in the world, and we continue to seek to ensure that more generations of young people leave North London Collegiate School empowered and enabled to take the next steps forward in their education and lives for their own benefit and for the good of society as a whole.

TERMS & CONDITIONS

KEY DATES

Closing date for applications:
Monday 26th January 2026 at 7.00am

Interview date:
Monday 2nd February 2026

SALARY

Highly competitive salary, paid according to experience and qualifications

START DATE

Required for September 2026

PENSION

All teaching staff members are currently eligible to join the Teacher Pension Scheme.

LOCATION

NLCS is a short walk from Canons Park or Stanmore stations.

Staff arriving at Edgware Station on the Northern Line can use our free Station Shuttle-bus service.

For further information please visit our Travelling to School page [HERE](#).

MEALS

A free lunch is available for all staff during term time. Thomas Franks, our dedicated caterer, accommodates all dietary requirements.

EYE CARE SCHEME

We partner with Specsavers and all staff are eligible for a free two-yearly eye test. Should you require glasses following your test, specifically for the use of a VDU, you will receive a reduction on the cost of a pair of glasses.

CYCLE TO WORK SCHEME

The School is a member of the Cycle to Work Scheme, which allows staff to make Tax and National Insurance savings when purchasing a bicycle.

ELECTRIC VEHICLE SCHEME

We partner with Tusker to bring staff a tax efficient way to get behind the wheel of a brand new car that's not only good for your wallet but also the environment.

HEALTH CARE SCHEME

Staff are eligible to be part of a discounted health insurance scheme.

DISCRETIONARY LEAVE

To support your work life balance and well being, we offer generous paid Dependency, Religious Observation and Special Leave.

FEE REMISSION

A teacher's daughter that meets the entrance criteria is eligible for 60% fee remission (up to two daughters). The remission is pro-rated for part time staff.

CANONS SPORTS CENTRE

Canons Sports Centre is located in the beautifully landscaped grounds of NLCS. Staff have free access to the Sports Facilities at designated times. This includes the Fitness Studios, Swimming Pool and Multi-Purpose Sports Hall.

PERFORMING ARTS CENTRE

Our Performing Arts Centre which has a 350-seat theatre holds up to 40 productions and concerts each year. Tickets are available to staff with the majority of performances being free or at a discounted price.

SAFEGUARDING

NLCS is committed to safeguarding and promoting the welfare of young people and expects all members of all staff to share this commitment.

Applicants must declare any criminal convictions as the post is exempt under the Rehabilitation of Offenders Act 1974.

Appointments will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service and references from previous employers.

We are an Equal Opportunities employer.



