

THE DEPARTMENT

The Physical Education & Sports department at St Albans High School for Girls has an aspirational and inclusive vision of sport and physical activity. Our objective is to provide an environment that enables every student to be physically active and understand the value of having a healthy, active lifestyle. We aim to support our students in developing a strong habit of exercise and an appreciation of its value, which is instilled through the delivery of a modern and engaging curriculum.

Working to deliver the department's strategic vision is a highly talented and experienced team of PE teachers and coaches. The department operates a full six-day sporting programme and enjoys an enviable record of sporting excellence at county, regional, and national levels in Netball, Lacrosse, Football, Aesthetics (Gymnastics, Trampolining and Dance), Swimming, Athletics, Tennis, and Skiing. Netball is a flagship sport within the school, with STAHS teams having reached National Schools Finals in each of the past four years. The school is committed to promoting strong levels of participation and ensuring valuable competitive opportunities for pupils across the full netball pathway, including B-E teams. The Physical Education department is heavily involved in the organisation and running of major sporting trips and tours. Last year students had the opportunity to experience a netball tour to Australia.

STAHS has excellent sporting facilities. On-site, our sports complex boasts a full-size sports hall, 25m indoor swimming pool, dance studio, and gym, as well as an outdoor netball court and astroturf. Off-site sports facilities include two lacrosse pitches, seven floodlit tennis courts, five floodlit netball courts, and a 3G football pitch. In addition, we utilise a number of local sports facilities including a 400m athletics track, floodlit astroturf, and full-size cricket pitch.



THE ROLE

The Head of Netball will report to the Director of Sport.

This is an exciting opportunity for a dynamic, enthusiastic and ambitious individual to lead and develop one of the school's flagship sports. The successful candidate will have the vision and drive to shape the strategic direction of netball at STAHS, maintaining the sport's strong tradition of success while continuing to develop a culture that is ambitious, organised, and inclusive.

The Head of Netball will oversee the structure and delivery of coaching across the programme and will be responsible for the organisation and long-term development of netball throughout the school. This will include designing and implementing the netball programme, coordinating coaching provision, arranging and managing fixtures, and liaising with key stakeholders. The Head of Netball will work closely with the other Heads of Sport to support the delivery of netball within the context of the school's wider sporting provision, ensuring a collaborative and complementary approach across all sports.

Netball is a major sport at STAHS, with a busy fixture calendar, high levels of student engagement, and strong performance outcomes at county, regional and national level. The successful candidate will be expected to lead a programme that supports broad participation while also driving high standards of performance, commitment and player development across all age groups.

The postholder will also be responsible for teaching and coaching a variety of sports within the PE and Games curriculum and for supporting the wider curricular and co-curricular life of the department. This includes participation in the school's programme of weekday and weekend fixtures, training sessions and events. There is an expectation that the postholder will work on Saturdays when fixtures, activities and/or training are scheduled.

Experience coaching one of our summer sports would be an advantage. Experience of teaching GCSE and/or A Level PE is desirable but not essential. Applications from ECTs will be considered. The preferred start date for this position is September 2026, although January 2027 may be considered for the right candidate. This position is being advertised on a permanent full-time basis and attracts RP2.

TEACHER RESPONSIBILITIES

All teachers are appointed by the Head and are expected to:

- Plan and prepare relevant material to teach classes allocated to them, according to the policies of the department(s) to which they are accountable.
- Participate in the arrangements for preparing and assessing pupil's work for public examinations.
- Work positively and co-operatively as a member of a team to include liaising and working with colleagues in operating mark schemes, researching materials, keeping abreast of new developments and developing new courses.
- Take part in professional development including training.
- Share in pastoral responsibility for all pupils in school and especially for those in their tutor or teaching groups, liaising where appropriate with pastoral staff.
- Maintain good order and discipline among pupils, safeguarding their health and safety at all times when they are the responsibility of the school. The teacher must be familiar with the school and departmental policies on discipline and health and safety.
- Share in supervisory and general duties; uphold good standards of behaviour and punctuality among pupils.
- Attend staff meetings and participate in working groups as required.
- Attend assemblies and as often as is reasonable other school functions, playing an active part in wider aspects of school life including extra-curricular activities.
- Promote and support sports activities and events throughout the school year.
- Fully participate in the provision of co-curricular activities during and after school and at weekends.
- Take a lead in the care of equipment and resources and report any damage to the Maintenance Team and the Director of Sport.
- Promote developments within PE and Sport using recognised departmental channels, such as Twitter and SharePoint.
- Attend Parents' Evenings.
- Be a part of the School's performance management programme.
- Adhere to School policies.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High School 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 child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

HEAD OF NETBALL RESPONSIBILITIES

The Head of Netball is appointed by the Head and will be expected to provide strategic leadership for one of the school's major competitive sports. The successful candidate will lead a netball programme that is both inclusive and ambitious, supporting widespread participation while driving high standards of performance, coaching and player development.

Strategic Leadership

- Lead the strategic development of netball across the school, ensuring a clear vision for the programme that reflects the aims of the PE department and the wider school.
- Develop and review annually a coherent netball pathway across all age groups and levels of involvement, from participation to performance.
- Ensure that the netball programme is inclusive, aspirational and appropriate for pupils of all abilities, while maintaining a strong culture of excellence and ambition.
- Review and evaluate the netball programme annually, identifying areas for growth and improvement.
- Update, review and develop schemes of work for netball on an annual basis.
- Meet with the Director of Sport at least once each half term to review the programme and its objectives

Provision and Performance

- Oversee the structure and delivery of coaching across the netball programme.
- Design and review a fixture and competition schedule that supports both participation and high-level performance, in discussion with the Director of Sport.
- Ensure that pupils are provided with high-quality coaching and competitive opportunities across all age groups.
- Oversee the provision and effective use of equipment and facilities for netball.
- Lead on the planning and organisation of netball tours, trips and other relevant opportunities.
- Support the continued development of netball as a high-profile sport within the school, building on existing success at county, regional and national level.

Management and Staff Development

- Line manage, support and communicate regularly with the netball coaching team.
- Work alongside the Director of Sport to oversee staffing for squads and teams.
- Keep abreast of current developments in netball coaching, officiating and performance, and disseminate relevant information to staff where appropriate.
- Promote and organise relevant INSET opportunities, including those related to coaching and officiating.
- Support consistency of approach across curriculum teaching, team coaching and player development.
- Select Sports Captains in consultation with the Director of Sport.
- Support with the administration of the county league, which is organised by STAHS, including the coordination and distribution of finals information.

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HEAD OF NETBALL RESPONSIBILITIES (Continued)

Pupil Development

- Identify, support and guide high-performing pupils towards appropriate performance pathways.
- Promote opportunities for excellence within and beyond school, including clubs, camps, academies and performance pathways.
- Encourage pupils to develop leadership, commitment and pride within the netball programme.
- Meet with Netball Captains at least once each half term and delegate responsibilities appropriately.

Administration

- Manage block fixtures, including umpire rotas, match rounds and key logistical arrangements for staff and pupils.
- Ensure that SOCS is kept fully up to date with fixtures, results and successes.
- Oversee stock checks for equipment and kit, ordering additional items where necessary in liaison with the PE Administrator.
- Collate information for weekly Sports Captain reports.
- Provide information for end-of-term reports at the request of the Director of Sport.
- Organise relevant inter-house netball competitions.
- Attend District and County AGMs, and other meetings relevant to the sport.
- Oversee decisions relating to Half Colours and Full Colours within netball.



PERSON SPECIFICATION

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS & EXPERIENCE

The following qualifications and skills are **essential**:

- Excellent team leadership skills with the capability to inspire both staff and pupils
- Outstanding knowledge of the sport
- Strong level of scholarship in the sport.
- Post graduate professional qualification e.g., PGCE

The following qualifications and skills are **desirable**, but not essential:

- First Aid and Lifesaving Qualifications.
- Ability to coach a summer sport including Tennis, Athletics or Cricket. Cricket is highly desirable.
- Strong individual academic record.
- Ability to teach examination PE at GCSE and/or A Level.
- Involvement in sporting activity outside the school environment.

SKILLS & KNOWLEDGE

- Excellent communication skills, both written and verbal.
- Exceptional organizer and administrator with the ability to prioritise workload in a calm manner during busy periods. Proven organisational ability.
- Ability to work effectively as part of a hardworking department.
- Ability to inspire pupils with a love of sport and enthusiasm for learning.

PERSONAL QUALITIES

- Flexible and able to accommodate changes in work priorities.
- High professional standards of oneself and pupils.
- Ability to think creatively and demonstrate initiative.
- Commitment to the development of the School's extra-curricular programme.
- Strategic thinker with vision to develop strategic goals and implement them

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- A commitment to the ethos and strategic direction of the school.
- Be a good role model.