



STAHS

PREP **SENIOR** SIXTH

Swimming Coach

St Albans High School for Girls
Candidate Information Pack

THINK
BEYOND

WELCOME TO STAHS!



We are very proud of our warm and vibrant community of ambitious young people, caring and talented staff and supportive alumni and parents.



Thank you for your interest in joining St Albans High School for Girls (we call it STAHS), one of the UK's leading independent schools, educating over 1,100 girls aged 4 to 18 and consistently ranked among the country's best schools.

At the heart of STAHS is our Teach to 25 philosophy, which prepares students not only for academic success but for life beyond education. Through outstanding teaching, our Skills for Life programme, SuperCurriculum and extensive co-curricular opportunities, pupils develop the confidence, resilience, creativity and communication skills needed to thrive in a rapidly changing world.

Academic excellence is a hallmark of STAHS, but it is only part of the story. We encourage girls to think deeply, embrace challenges and approach new experiences with confidence, while fostering a culture of kindness, respect and individuality. Beyond the classroom, pupils enjoy a wealth of opportunities in sport, the arts, leadership and service, enabling them to discover new passions and make a positive impact on the world around them.

The School operates across two sites: STAHS Prep in the village of Wheathampstead and STAHS Senior in the heart of the historic city of St Albans.

It is my privilege to lead a team of outstanding colleagues who share a commitment to helping every pupil flourish. We work together in a warm, supportive and ambitious community that is uniquely STAHS.

Please visit our website to discover more about what makes STAHS such a special place to learn and work.

Mrs Ann Massey MA Oxon, MEd
Head of STAHS Senior

THE SCHOOL

STAHS opened in 1889 in a converted hospital on Holywell Hill, St Albans, one of many similar schools which were being established towards the end of the 19th century. We transferred to our current site on Townsend Avenue in the heart of the city in 1908, with the Prep School subsequently moving to the village of Wheathampstead in 2003. STAHS has close links with the diocese of St Albans through the Bishop and the Dean, the latter being an ex-officio governor of the School. We are affiliated to the Church of England, and we warmly welcome pupils and staff of all faiths or none.

At STAHS we are always thinking beyond; that's why everything we do is geared towards preparing our pupils for their next steps. We call this our Teach to 25 philosophy. Our vision is for each child to become a happy, resilient young person who embraces opportunities. It's how pupils at STAHS are prepared to live lives of consequence.

From Forest School and FutureSTAHS in Prep, to our SuperCurriculum that stretches pupils beyond the limits of exam specifications, Teach to 25 runs through every aspect of a STAHS education. We equip pupils with the skills, independence and knowledge needed to navigate their path in the critical early years of adult life. Our staff are the beating heart of the School, and deliver our Teach to 25 strategy through the intellectually challenging and engaging lessons and co-curricular they lead.

We are always developing our facilities to ensure that we provide an inspiring learning environment for our entire community. Since 2020, we have opened our stunning state-of-the-art Sixth Form Centre, modern Dining Hall, new classrooms at Prep and Senior, new Prep IT suite and Art and Design studio, a beautifully refurbished Prep Library, a Wellbeing Centre and an all-weather Astro turf pitch at the Senior School..

We have ambitious plans for further development of our facilities over the next decade to provide an even more inspiring and welcoming learning environment.

As a member of staff, you will be encouraged to develop your skills and experience through our extensive professional development programme, which includes opportunities to engage in school exchanges, action research, academic partnership with local and regional schools and institutions and a variety of outreach programmes. You will be a member of a friendly and welcoming school community, and benefit from employment at a school that prioritises staff welfare.



OUR LOCATION



OUR STUDENTS



of all GCSEs awarded were at grades 9-7 in 2026



of all A levels awarded were at grades A*-B in 2026



student clubs and societies



languages spoken in the STAHS community



students accepted Oxbridge places in 2026



of Year 7 students take part in at least one club or society



THE ST ALBANS EDUCATION GROUP

St Albans High School for Girls is part of The St Albans Education Group (STAEG).

STAEG is a growing, charitable group which provides strategic leadership and operational resilience for our schools, while ensuring each retains its own distinct identity and ethos.

Our group brings together schools of different sizes, characters and geographies. STAEG was formed in 2024 following the merger of St Albans High School for Girls (STAHS) Prep and Senior Schools with Stormont School, and this year we have welcomed St George's School Windsor Castle and St George's Ascot to the group.

Each prospective school is carefully assessed to ensure it will demonstrably benefit from being part of STAEG, and will in turn enhance our educational excellence, values and thought leadership. A diverse group amplifies our voice nationally and strengthens our collective resilience.

Across STAEG, staff benefit from rich professional networks, shared expertise and continuous collaboration. This ensures that pupils experience an academically ambitious, values-led education in inspiring environments.

For families, STAEG offers stability, continuity and a consistent educational journey from early years to Sixth Form. As a charity, every surplus penny is reinvested in our schools and the outcomes of our pupils.

St Albans Education Group (STAEG) is a charitable group of leading independent schools.

OUR MISSION

STAEG supports and strengthens our schools to ensure pupils flourish and make a positive impact on society.

OUR VISION

To shape independent education for the future through bold leadership and sector-leading expertise.

OUR VALUES

Excellence: We uphold the highest standards in all we do.

Integrity: We act with honesty, kindness and respect.

Diversity: We celebrate difference and build inclusive communities.

Innovation: We think boldly and creatively to meet challenges.

Leadership: Our leaders demonstrate courage, compassion and purpose.

Joy: We believe education should be exciting, fulfilling and life-enriching.





It is my privilege to lead an outstanding group of colleagues across the St Albans Education Group, all of whom are devoted to preparing young people in our care to live lives of consequence and make a meaningful impact upon the world.



STAEG seeks to bring together schools that will provide a leading voice in the sector. We believe that excellent education is the bedrock of pupils' future success and happiness and want our schools to provide progressive, outstanding education for our learners. We have the highest of expectations for our pupils and our staff alike.

In a rapidly changing and challenging environment for schools the St Albans Education Group looks to the future with confidence.

Amber Waite
Principal and CEO, STAEG

ST ALBANS EDUCATION GROUP

OUR STAFF BENEFITS



COMMITMENT TO DEVELOPMENT*

a strong commitment to professional development, including whole-school training, and support with personal development projects



FREE LUNCH*

free daily hot lunch and beverages during term time



TUITION FEE REMISSION*

for children of STAHS employees



LEISURE FACILITIES*

free use of the STAHS fitness suite, swimming pool, pitches and courts



PENSION

generous pension scheme



FREE COACH TRAVEL AND CAR PARKING*



CYCLE TO WORK

subsidised cycle to work scheme



ANNUAL FLU IMMUNISATION

reimbursement scheme provided for annual flu vaccines



PRIVATE HEALTH INSURANCE*

subsidised private medical insurance

*conditions apply

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. Students are provided with a high standard of experience which does not favour one area of the programme at the expense of another, this is delivered through the Active STAHS & Team STAHS co-curricular programmes. Both programmes enable students to develop confidence, character and resilience and as a result, aim to reduce stress and anxiety whilst improving determination and motivation. We also have a full strength and conditioning programme with a specialist S&C coach to support.

Recreational physical activity and competitive sport are both highly valued, and we strive to ensure that every individuals' experience of competitive sport is both aspirational and inclusive. STAHS has a tradition of producing sportswomen who perform at both National and International level in a variety of different sports and those competing at this level are supported through the Talented Athlete Support Programme. Individuals who are aspiring to represent their county or region in their respective sports can opt into the Talented Athlete Support Programme.

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 level in Netball, Lacrosse, Football, Aesthetics (Gymnastics, Trampolining and Dance), Swimming, Athletics, Tennis and Skiing. Sport Scholarships are available in Year 7, Year 10 and the Sixth Form. The Physical Education department is heavily involved in the organisation and running of major sporting trips and tours. In recent years, students have had the opportunity to experience sporting culture in the USA.

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. Our 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. These facilities enable us to deliver a dynamic programme of co-curricular sport and physical activity, alongside a diverse and modern curriculum of core PE and Games. Year 11-13 participate in a weekly programme of physical activity that allows them the independence and flexibility to choose what they do.



THE ROLE

We are seeking an ambitious and enthusiastic Swimming Coach to play a key role in the continued growth and success of swimming at STAHS.

Working closely with the Head of Swimming, the successful candidate will lead performance squads and deliver a high-quality coaching programme across the swimming pathway, ensuring consistency and excellence in line with the PE Departments philosophy and values.

The Swimming Coach will support the school's extracurricular swimming programme, including training sessions, competitions, and the annual schedule of swimming galas held during the week and at weekends.

The role will involve planning, leading, and delivering engaging squad training sessions, while helping swimmers achieve their full potential in a positive and supportive environment.

Hours of Work

- Approximately 4 hours per week, with additional hours available for galas, trials and other swimming-related activities as required. Working days can be agreed with the successful candidate. Availability on Mondays from 4:00–5:30 pm and Tuesdays from 12:30–1:30 pm would be advantageous, but we can be flexible.

This position start is for January 2027.



RESPONSIBILITIES

The key responsibilities for this post are detailed below;

- Lead and deliver performance squad training sessions.
- Plan and implement structured training programmes aligned with the school's swimming pathway.
- Support the extracurricular swimming programme and competitive calendar.
- Attend and coach at school swimming galas, competitions, and trials as required.
- Work collaboratively with the Head of Swimming to develop and enhance the swimming programme.
- Promote a positive, inclusive, and high-performance culture amongst swimmers.
- Promote developments within PE and Sport using recognised departmental channels, such as Instagram.
- 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



PERSON SPECIFICATION

STAHS is a vibrant school supported by a diverse and enthusiastic community of staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities.

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

QUALIFICATIONS & EXPERIENCE

- Excellent team leadership skills with the capability to inspire both staff and pupils.
- Outstanding knowledge of the sport.

SKILLS AND KNOWLEDGE

- Exemplary communication skills both orally and in writing.
- Ability to multi-task.
- Ability to work effectively as part of a hardworking department.
- Exceptional organiser and administrator with the ability to prioritise workloads.

PERSONAL QUALITIES

- Be flexible and adaptable.
- Ability to think creatively and demonstrate initiative.
- An ability to build trust and work in partnership with colleagues.
- Creative ideas person.
- Strategic thinker with vision to develop strategic goals and implement them.
- Highly driven and determined to succeed.
- Committed to the development of sport.



PERSON SPECIFICATION

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people and to follow the child protection procedures detailed in the School's safeguarding policy.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- Contribute positively to the overall ethos, objectives and aims of the School.

HEALTH AND SAFETY

- Support health and Safety training initiatives and to actively participate in this area.



APPLICATION PROCESS

STAHS is a vibrant school supported by a diverse and enthusiastic community of governors, staff, pupils, parents and alumni. It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientations, those from Black, Asian and other minority ethnic backgrounds, and those with disabilities. We recognise the importance of recruiting high calibre staff in order to provide the highest quality of education for our students.

STAHS 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.

STAHS recruits staff that understand and share our commitment to safeguarding and the provision of a happy, nurturing and supportive environment for all members of our community. We act to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equalities Act 2010.

To apply for this position, please complete the application via My New Term on the Vacancies page of our website:

www.stahs.org.uk/vacancies

Please note CVs alone will not be accepted.

Deadline for applications: 9am on Friday 23 October 2026

Interview date: Wednesday 28 October 2026

All questions regarding the STAHS application and recruitment process must be directed to the School's Human Resources Department on recruitment@stahs.org.uk.

Applications will be reviewed upon receipt and interviews arranged accordingly; early applications are therefore encouraged. We reserve the right to withdraw the advertisement once a suitable candidate is found.





St Albans High School for Girls Prep

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Wheathampstead
Hertfordshire
AL4 8DJ

Tel: 01582 839 270

St Albans High School for Girls Senior

Townsend Avenue
St Albans
Hertfordshire
AL1 3SJ

Tel: 01727 853 800

<https://www.stahs.org.uk/vacancies/>