



#### BEDFORD SCHOOL

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#### BEDFORD SCHOOL

I am delighted that you are considering Bedford School, and I hope this booklet provides you with some of the answers to the many questions you will certainly have. I do not doubt that it will also provoke a few more, many of which you may find the answers to on our website but, if not, please do get in touch, and we will do our best to answer these for you.

I am always very proud to lift the lid on our school, and so it seems fitting for our boys, our staff and our wider community to share their thoughts of Bedford School with you in the pages that follow. While we are proud of our buildings, facilities and extensive estate, it is people that make a community, and ours is one very much shaped by boarding. To have over 200 boys and 40 or so staff living full-time on site gives a heartbeat to the school in a way that nothing else can. To quote one of our boys featured in this booklet, "You don't learn it. You live it."

I am also pleased to say that our school is full. We have approximately 700 pupils in the Upper School aged 13 to 18, with roughly 280 in the Sixth Form. Around a third of the boys are boarders who live in our six boarding houses, each of which is 'twinned' with a day house. Our Prep School, with 400 boys, caters for the 7 to 13 age group and has its own junior boarding house.

Academic excellence is central to life at Bedford School, and we encourage boys to aspire to the highest possible standards and exceed their expectations. Our success is demonstrated by a long history of impressive exam results at GCSE, A-Level, and in the International Baccalaureate Diploma. The vast majority of our leavers go on to higher education, and each year an impressive 75% of our Upper Sixth boys accept places at Times Higher Education Top 30 universities, including Oxbridge and clinical courses in medicine and dentistry. In recent years, we have also seen boys diversifying their applications, with more expressing an interest in degree-level apprenticeships and attending universities in the USA and Europe and beyond.

We place great emphasis on the value of sport, music and the arts for the camaraderie, teamwork and self-motivation they instil and encourage boys to explore their individual talents as far as they can take them. Our extensive co-curricular activities programme is wide-ranging and offers boys the opportunity to learn new skills and discover new interests outside the classroom.

I invite you to explore our school through the news stories we regularly publish on our website and on social media; these provide an insight into our boys, their stories and successes and a strong sense of the enviable community that is Bedford School. Above all, I hope that it shows boys and staff are happy and successful and, importantly, in that order.

**James Hodgson** Head Master

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# About Bedford School

Bedford School was founded in 1552, thanks to the generosity of Sir William and Dame Alice Harpur. The school remains a part of the Harpur Trust, which sustains the founders' vision, including through the provision of scholarships and bursaries.

The Harpur Trust also owns and manages three other independent schools — Bedford Girls' School, Bedford Modern School and Pilgrims Pre-Preparatory School — sponsors the HEART Multi-Academy Trust and supports state schools, educational initiatives and other social projects and services in Bedford

Bedford School is a boarding and day school for up to 1,100 boys aged 7-18. It aims to provide an outstanding all-round education by:

- stimulating boys intellectually inside the classroom, through an integrated curriculum that stretches across disciplines, age levels, social backgrounds and nationalities;
- challenging boys outside the classroom, through a broad range of co-curricular activities;
- empowering boys to be confident, articulate and resilient in every situation, through their experiences across all parts of school life.

Bedford School is recognised as one of the leading independent boys' schools in the UK. It is strongly committed to single sex education, but cooperates closely with its sister school, Bedford School for Girls, in joint initiatives.

While the school is a day and boarding school, it is boarding that shapes the school: there are more than 200 boys and 40 staff living full-time on campus, and each boarding house is twinned with a day house as a means to strengthen the community focus that underpins the holistic ambitions of the school.

Academic excellence is central to Bedford School. Boys are encouraged to aspire to the highest possible standards and to exceed their expectations. This aspiration is reflected in impressive GCSE, A-Level, and IB Diploma results. In 2020, 87% of leavers accepted places at either Russell Group or Times Top 30 universities.

Alongside academic excellence, the school places great emphasis on the value of sport, music and the arts for the camaraderie, teamwork and self-motivation they instil and the opportunity for pupils to explore their individual talents. The co-curricular programme is wide-ranging with more than 70 clubs across the prep and senior schools.

The school's strategic planning flows from its mission and vision, with a concentration in three main areas: developing the young man within, realising his academic potential and the school's sustainability over time. The Governors have considered where attention is most needed in the context of the challenges that Bedford School alumni will face in the world. This has led to a strengthened focus on digital technology, community partnerships and entrepreneurship.



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# Sport at Bedford School

Bedford School is renowned for sport. Our proud history includes a long line of Old Bedfordians representing their country in various sports.

Today, boys can choose from 34 different sports; they compete in over 1200 fixtures each year, often reaching national finals. Sport is embedded in our ethos and the school week.

We believe in 'sport for all,' giving every boy the chance to participate, compete and grow, starting in Year 3 to Year 13.

Boys have dedicated Games and PE lessons during the school week, plus an extensive co-curricular programme with 108 sessions across different sports, spread over six days.

## **Our Sports Programme**

Sport is integral to life at Bedford School and fosters a culture of excellence and personal growth. Our values of Endeavour, Responsibility, Integrity, Curiosity and Kindness are woven into our sports programme, helping boys develop both on and off the field

Through sport, we cultivate character, discipline, and camaraderie, whether boys are playing for fun or aiming for high-level performance. Our balanced programme maximises both participation and potential.

We offer structured Performance Pathways for top athletes, including specialist coaching, video analysis, sport psychology support and Strength & Conditioning programmes to help boys reach their best in their chosen sport.

Regular Saturday block fixtures provide competitive opportunities, and major tours and pre-season camps further enhance player development.

An extensive co-curricular programme of clubs, activities, specialist coaching sessions and House competitions also play a vital role in fostering participation, teamwork, and friendly rivalry within the school community.

## Physical Education and BTEC Sport & Exercise Science

Physical Education is a key part of our curriculum, with compulsory lessons up to Year 10. The lessons provide a strong foundation in fitness, movement skills, and healthy lifestyles.

In Sixth Form, boys can pursue a BTEC National Certificate in Sport and Exercise Science, including anatomy, sport psychology, coaching and biomechanics.

## A Legacy of Excellence

Bedford School has a proud history of producing top athletes at national and international level, including Olympic gold medalist Harold Abrahams, five-time Olympic rowing medalist Jack Beresford, England cricket captain Sir Alastair Cook and current England rugby players George Furbank and Fraser Dingwall.

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## Leadership, Coaching and Partnerships

Our Sport department provides strong leadership and expert coaching. The Director of Sport sets the vision, supported by a team of staff who lead PE and Games across the Prep and Upper School.

Directors of our major sports coordinate training, fixtures, and development pathways, while Masters in Charge of minor sports ensure high-quality delivery and competitive opportunities.

The team is further strengthened by PE teachers, full-time coaches, and part-time external specialists. A dedicated Co-Curriculum Coordinator organises transport, trips and 1-2-1 lessons for golf and tennis. The department currently has fifteen full-time staff, with many more visiting coaches.

We are proud to have elite sports partnerships that ensure our highest-achieving boys benefit from outstanding development opportunities at Bedford and beyond.

Through Northamptonshire County Cricket Club, boys benefit from elite training, professional coaching and talent identification pathways that offer potential progression into county and national squads.

Similarly, our Elite Community Partnership with Northampton Saints Rugby Club provides structured pathways for rugby development, including professional coaching, strength and conditioning support and mentorship from top-level players.

Our collaborations with Woburn and John O'Gaunt Golf Clubs, as well as Bedford Blues Rugby Club, Bedford Hockey Club, Bedford and Star Rowing Clubs and Bedford and County Athletics Club, all work to ensure pupils have exceptional opportunities to excel in their chosen sports.

## **Outstanding Facilities**

Our facilities are outstanding. We have 15 acres of grass pitches, two floodlit hockey Astros, 28 tennis courts, a climbing wall, squash courts, cricket pavilions and 18 cricket nets (grass and artificial).

Indoors, we have Performance Centres for rowing and golf, a boathouse (a ten-minute walk away), fitness suite, multi-purpose sports hall, fives courts, a rifle range, 25m swimming pool and indoor cricket nets.

## Join Us

At Bedford School, we aim to raise good people first and foremost, helping them flourish as academics, sportsmen, artists and individuals, so 'That they be good men.'

Sport plays a disproportionate role in this development—playing as part of a team, competing for the school, training with others, being coached and learning from professionals — all these elements of the sporting curriculum help to develop our boys as young men.

If you would like to contribute and believe you can help us in our ambition, please get in touch with Ayden Duffy, Assistant Head (Co-Curricular and Partnerships) by emailing aduffy@bedfordschool.org.uk.



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# Job Description

#### Summary of the role

Job Title: Senior Boys Rowing Coach

Department: Sport

Location: Bedford School, De Parys Avenue, Bedford

Reporting Line: Director of Rowing

Hours: An average of 37 hours per week across the year. This includes extensive time during school holidays

for trips, camps, GB trials and regattas. The successful candidate will be willing to contribute fully to

the life of the school including weekend commitments.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

#### **Role Summary**

The Senior Boys Rowing Coach is responsible for coaching and developing the school's senior boys' rowing crews, ensuring they compete at the highest possible level in national and international school rowing events. The role focuses on high performance coaching, athlete development, and technical refinement, while supporting the broader rowing programme as directed by the Director of Rowing.

The role operates within an established coaching structure that includes the Director of Rowing and the Master in Charge of Rowing and is supported by a group of external specialist coaches. The role is based around approximately 30 hours per week of rowing coaching, planning, preparation and competition support. The remainder of the working week contributes to the wider life of the school, including PE and co-curricular support and one evening per week of boarding duty. This forms part of the normal working week for full time coaching staff at Bedford and supports meaningful involvement in the school community.

#### Main duties and responsibilities

This job description does not form part of the contract of employment and may be varied in accordance with the demands of the appointment. You are expected to act in accordance with the aims, policies and administrative procedures of the School.

#### **Performance Coaching & Training**

- Work under the direction of the Director of Rowing to align coaching methodologies and competition preparations
  with the strategic vision of the rowing programme.
- Lead the coaching, planning, and execution of training for the Senior Boys' squad, primarily the 1st VIII.

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- Support Prep School rowing and coach across other year groups when required.
- Design and implement technical, tactical, and physiological training programmes to optimise performance.
- Provide 1-to-1 and small-group coaching for elite pathway rowers across different year groups.
- Deliver on-water coaching, land training, video analysis, and feedback to enhance individual and crew development. Provide regular feedback to pupils and parents on performance, progress, and areas for development.
- Monitor athlete performance through ergometer testing, S&C programmes, and race preparation.
- Work closely with the Director of Rowing to ensure a holistic approach to athlete development.

#### **Competition and Event Management**

- Prepare the 1st VIII and Senior Boys' squad for key competitions (e.g., Schools' Head of the River, National Schools' Regatta, Henley Royal Regatta).
- Organise race strategies, crew selection, and regatta logistics.
- Ensure athletes are mentally and physically prepared for competition through race simulations, technical drills, and performance analysis.
- Provide support at training camps and tours, both domestically and internationally.

#### **Athlete Development and Pathways**

- Identify and nurture talented rowers, ensuring clear progression pathways within the rowing programme.
- Support pupils in national and international rowing pathways (e.g., British Rowing's World Class Start Programme, Junior GB Trials, and university recruitment).
- Mentor and support younger athletes in transitioning to senior rowing levels.

#### **Collaboration and Teamwork**

- Work under the Director of Rowing to deliver the school's rowing vision and long-term strategy.
- Collaborate with rowing coaches, PE staff, and academic tutors to balance students' academic and sporting commitments.
- Assist in developing the coaching team, offering mentorship to junior coaching staff.
- Support recruitment efforts by engaging with prospective rowers, feeder schools, and external clubs.
- Support PE lessons where required.

#### **Equipment and Safety**

- Ensure the maintenance and upkeep of boats, oars, and rowing equipment in collaboration with the boatman and Director of Rowing.
- Enforce safety protocols, including adherence to British Rowing safety guidelines and risk assessments for training sessions and regattas.
- Hold or obtain relevant qualifications for powerboat driving (RYA Level 2) and safeguarding procedures.
- Drive the school minibus to events and training as required, which may include towing a trailer and assisting
  with loading/unloading boats and equipment for competitions.

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#### Co-Curricular and Wider School Responsibilities

- Promote inclusivity and excellence in sport across both the Prep and Upper Schools, encouraging participation from all punils
- Assist in the coordination of school-wide sporting events, such as House competitions, sports days, and festivals.
- Support the supervision and welfare of pupils during training sessions, matches, and trips.
- Foster sportsmanship, leadership, and teamwork among pupils.

#### **Pastoral and Boarding Responsibilities**

- Take an active role in the boarding community, including one evening duty per week in a boarding house, to be reviewed annually.
- Offer mentoring and support to pupils, promoting personal development and well-being.
- · Provide regular communication with parents regarding their child's development and progress in rowing.
- Build positive relationships with pupils and act as a role model.
- Uphold safeguarding, health & safety, and risk assessment procedures at all times.
- Support wider school events and activities beyond sport.

#### Professional Standards

- Support the aims and ethos of the school.
- Treat all members of the school community with respect and consideration.
- Treat all boys fairly, consistently and without prejudice.
- Set a good example to boys in terms of appropriate dress, punctuality and attendance.
- Participate in the school's cocurricular programme, including before school, lunchtimes and after school.
- Take responsibility for personal professional development.
- Attend all departmental and staff meetings, parents' evenings, new parents' day and ensure that all deadlines are
  met as published in the online school calendar.
- Take responsibility for matters relating to health and safety.
- Undertake duties that may be reasonably assigned by the Head Master (directly or indirectly).

This job description is not exhaustive, and the job holder may also be expected to undertake such other comparable duties as may be required from time to time. These details may be amended at any time by agreement, but in any case, will be reviewed through the appraisal process.



Bedford School is on an ambitious journey to re-establish itself as one of the leading school rowing programmes in the UK. With a proud heritage that includes Henley Royal Regatta victories and Olympic success, the school has set a clear goal to win the Princess Elizabeth Challenge Cup by 2030.

Significant investment has already been made to support this vision. The boat fleet has been upgraded, a dedicated Rowing Performance Centre has been developed on-site, and telemetry systems are in place to support technical and performance analysis. The Brian Cawley Scholarship Fund is now being used as a targeted post-16 recruitment tool, helping to bring exceptional rowing talent into the Sixth Form.

The rowing programme is currently led by the Director of Rowing and the Master in Charge of Rowing, supported by a team of experienced external coaches. The appointment of a full-time Senior Boys Rowing Coach is a key development in the next phase of the club's progression. This role provides the structure and continuity to deliver more focused time with our senior boys, primarily the 1st VIII. It adds vital capacity to support high-level coaching, technical development and performance consistency, and plays an essential part in building a programme capable of competing for the top honours in school rowing.

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# Person Specification

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	<b>Essential</b> These are qualities without which the Applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of assessment
Qualifications	British Rowing Level 2 coaching qualification (or equivalent) or significant high-level rowing experience.  First Aid and Safeguarding certification (or willingness to obtain).  RYA Powerboat Level 2 qualification (or willingness to obtain).  A valid UK driving licence (or equivalent) is essential, along with a willingness to drive the school minibus as required	British Rowing Level 3 coaching qualification (or equivalent).  Strength & Conditioning certification (e.g., UKSCA, NSCA, British Rowing S&C courses).  Additional coaching qualifications in other sports to contribute to the school's wider co-curricular programme.  D1 minibus licence	Application form and certificates
Experience	Proven coaching experience at a high-performance level, ideally within a school, club, or university setting.  Experience coaching at national school regattas and Henley Royal Regatta level.  A strong background in technical rowing development, race preparation, and athlete progression.  Demonstrated ability to coach across junior and senior levels, adapting training to different abilities.	Experience working within an independent school setting, understanding academic/sporting balance.  Background in professional or highlevel club/university rowing, bringing valuable insights into elite-level coaching.  Experience coaching boys' squads at a competitive level.  Previous experience in coaching or managing multi-sport athletes, understanding the benefits of cross-sport development.	Application form and references

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Skills	High-level technical knowledge of rowing stroke mechanics, rigging, and race tactics.  Strong leadership and communication skills, able to inspire and develop student-athletes.  Knowledge of modern training methodologies, biomechanics, and performance analysis tools (e.g., video analysis, telemetry).  Ability to work collaboratively within a team of coaches to deliver a consistent and structured programme.	Ability to mentor and develop less experienced coaches, supporting their professional growth.  Strong networking skills, with links to clubs, universities, and governing bodies to enhance recruitment and player pathways.  Experience working with sports psychology and performance analysis tools.	Application form and references
Knowledge	Understanding of rowing performance pathways, including British Rowing's Talent ID and Junior GB Trials.  Awareness of S&C principles to support rowers' development.  Knowledge of British Rowing safety regulations and safeguarding best practices.	Awareness of university rowing scholarships and international rowing opportunities.  Understanding of multi-sport development and how rowing fits into a broader sporting curriculum.  Familiarity with admissions, marketing, and school branding, particularly in relation to sports recruitment.  Knowledge of injury prevention, rehabilitation, and recovery strategies specific to rowing.	Interview and references
Qualities	Passion for developing young rowers, fostering a competitive yet inclusive team environment.  Resilient, adaptable, and committed to supporting pupils' holistic development.  Strong work ethic and willingness to travel for competitions, training camps, and school events.  Enthusiastic and proactive in promoting school rowing within the wider sporting community.	A team player who can collaborate effectively across departments.  A strong ambassador for the school's rowing programme, able to promote and grow the sport.  Creative and forward-thinking, bringing new ideas to enhance the rowing experience for all pupils.	Interview and references

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# Staff Benefits

Bedford School has high expectations of its staff and therefore looks to reward them with generous salary scale increments and beneficial conditions of service. All teachers can be enrolled in a very generous pension scheme and have longer holidays than the maintained sector. Class sizes are small (maximum of 14 at Sixth Form and 24 at GCSE).

We believe we have a responsibility to keenly and pro-actively support all of our staff in their development and to make this an outstanding place to work. Each member of staff has a voice on professional matters via the Common Room Chair and a variety of staff run initiatives, and the Head Master has daily open-door sessions for staff (and pupils). A wide range of opportunities for professional development exist and staff are encouraged to further their skills and consider career options at all levels. There is a generous budget to support continued development and learning for our teachers. The Teaching and Learning Group host meetings and dinners throughout the year and staff run training sessions for one another in order to share best practice. The school recently hosted a TeachMeet evening for those who work across the schools of the Harpur Trust. There are also bursaries available for staff who wish to travel in order to develop their subject specific knowledge or understanding of different educational contexts. We fully fund and support teachers in qualifying through PGCEs and the assessment only route to qualified teacher status. In a recent quality assurance visit, we were considered to be a school offering best practice induction to newly qualified teachers (NQTs). There is ample opportunity to take on additional responsibilities here at Bedford School.

The school is set in beautiful grounds within a 50-acre site on the edge of a busy town centre that is well connected to London, Milton Keynes and Cambridge in particular. Staff are welcome to make use of the extensive leisure and sporting facilities on the site (which includes gym, swimming pool, tennis courts, squash courts etc.) for themselves and their immediate family.

The school has an incredibly friendly Common Room that provides support and puts on a variety of social events. Weekly football, yoga and mindfulness sessions are complemented by additions such as staff life drawing, a tennis evening, calligraphy club, and regular staff cricket fixtures with local clubs and schools.

Staff can also join a private health care scheme which includes an annual allowance towards health care costs (e.g. dental and optical expenses), money for other therapies and access to gym and shopping discounts. An employee assistance programme is also available to everyone within the school, which includes access to a free well-being app. Our staff receive free lunches, which are provided by our national award-winning catering team, refreshments during the day and can expect free on-site parking.

Bedford is a dynamic and incredibly rewarding place to work with a strong sense of community.

We very much hope that you will want to come and find out more about us.

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# Why Bedford? From our boys.

"We have the new rowing performance centre with all the ergs, the best sculls, a good river, perfect trainers (coaches) who really want you to evolve and get better."

Julian Lainck Upper Sixth Form, Boarder, Rower

Julian is the recipient of the Brian Cawley Rowing Scholarship





"With wicket keeping, my coach from Northants (CCC) teaches me a lot. We also have players from Northants, who bowl to me really well—that pushes me to the limit. They both play county as well, and because of their age they can bowl faster and they can swing the ball more, which challenges me."

Aveer Nagpal Year 6, Day Boy, Middlesex County Cricketer

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# **Useful Links**

**Bedford School website** 

**The Harpur Trust** 

**ISI Inspection Report** 

Good Schools Guide Review - Bedford Prep School

Good Schools Guide Review - Bedford School

**News Stories** 

**Bedford School Film** 

Facebook

**Instagram** 

'... while the trophy cabinets are bursting at the seams for all sports from rugby and cricket to rowing and golf, the overall ethos is far from elitist'

Good Schools Guide







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