



FRANCIS HOLLAND SCHOOL
SLOANE SQUARE



THE SUNDAY TIMES
**SCHOOLS
GUIDE
2023**

INDEPENDENT
SECONDARY
SCHOOL
OF THE YEAR

DIRECTOR OF SPORT

Maternity cover from January 2025

CANDIDATE INFORMATION

ABOUT THE SCHOOL

Founded in 1881, Francis Holland School, Sloane Square is a highly sought-after, independent selective day school for girls.

Francis Holland is located on a spacious site in a beautiful residential part of Belgravia. Since its foundation, the School has grown dramatically, especially so in recent years aided by significant building developments, and now has an enrolment of around 740 girls; 170 Juniors and 570 Seniors including over 140 in a fast-growing Sixth Form.

From September 2024, Francis Holland's Junior School will relocate to an iconic Victorian Grade II listed building, just off the King's Road. The transition provides advantages for the Senior School who will naturally benefit, not only from greater space at Sloane Square, but also from the opportunities created for senior curriculum enhancement.

The School recently received a prestigious accolade from The Sunday Times as "Independent School of the Year" (2022) and was ranked 13th in their list of Top 100 Independent Schools based on examination results.

The main entry points to the School are Year 7 (11+) and Year 12 (16+) and are highly competitive. For entry to the Senior School, girls are selected via entrance examination and interview. In addition to art, classical ballet, drama, music and

sport scholarships, the School offers a large number of means-tested bursaries up to 100% of the fees.

Public examination results have shown improvements year on year, exhibiting exceptionally strong value-added performance at both GCSE and A Level. Leavers go on to further education in the US, Canada and Europe, as well as Oxbridge and top Russell Group universities.

FHS is a vibrant international community, and families from major cities abroad often seek places for their children here as a priority. Each member of staff is involved in the pastoral life of the School, normally as a Form Tutor, and the care of the children is renowned and exceptional. A team of counsellors provide constant support to the pupils and staff, reflecting our emphasis on supporting wellbeing.

A very wide range of co-curricular opportunities is offered to the pupils, and all staff contribute to this vibrant dimension of the School. Over sixty clubs and societies, outstanding music and drama opportunities and renowned art department are complemented by an exceptional sporting reputation which benefits from the superb facilities of nearby Battersea Park. Overseas trips and annual expeditions for all pupils build resilience and independence. The School

has a distinctive emphasis on creativity and innovation, and all pupils learn to use their 'time, talent and treasure' in the service of the local and wider community. Volunteering and fundraising are strong, and all girls develop an understanding of social enterprise, with many setting up their own business ventures. The School has several energetic partnerships, including a link school in Tanzania.

The School is one of two schools by the same name, governed by the Francis Holland Schools Trust. Its sister school, founded in 1878, is located near Regent's Park in London. The two schools share strong bonds and similar values. However, each school has its own individual characteristics and identity.

Francis Holland School, Sloane Square is just a short walk from Sloane Square underground station and Victoria railway station. Its central location makes it easy to reach by public transport and, for its students and staff, this facilitates fast and easy access to London's many famous cultural and historic attractions.



SPORT AT FHS

Francis Holland has an exceptional sporting reputation and promotes active participation in both competitive and recreational sports. The School believes that developing the skills to lead a healthy active lifestyle is vitally important. Pupils have the opportunity to develop their sporting talents in a number of fields, representing the school in regular netball, hockey, swimming, tennis and cricket fixtures against other schools. In the Winter the pupils train in netball, hockey, athletics and swimming and in the Summer pupils are coached in tennis, cricket, athletics and swimming.

ON-SITE FACILITIES

Given our central London location, we are fortunate to have on-site - a netball court, a large well-equipped gymnasium and a specialist dance studio, with a sprung floor. The Sixth Form have a state-of-the-art Fitness Suite with Technogym equipment available for use throughout the day.

OFF-SITE FACILITIES

Most outdoor sports take place at Battersea Park, where there are superb facilities: extensive grass and all-weather pitches, seven all-weather netball courts and 19 all-weather tennis courts. Many of the courts are floodlit, as is the all-weather hockey

pitch, and this allows for after-school matches throughout the year.

The Millennium Arena at Battersea Park hosts our annual Senior Sports Day and all years use the track and field facilities for athletics/cross country training and as part of the curriculum. We operate an efficient bus service to transfer pupils to and from various off-site facilities - Battersea Park is just 6 minutes away.

Swimming lessons take place at the Queen Mother Sports Centre in areas of the pools set aside for the School's exclusive use at that time. The School has a large and well-equipped gymnasium on-site, and this is used for both Junior and Senior lessons.

CO-CURRICULAR

The Sports department offer an extensive co-curricular programme. Aside from the competitive sports such as netball, hockey, football, gymnastics, tennis, swimming and athletics, the department also offer opportunities to participate in table tennis, fencing, judo, rowing, or horse riding.

11+ SPORTS SCHOLARSHIP

Sport scholarships are available to girls entering Year 7 who demonstrate excellent achievement and success, either as an all-rounder or in particular disciplines. After a written application, a selection of girls are invited to a scholarship assessment day.



THE ROLE

Francis Holland School is seeking an outstanding and dynamic **Director of Sport** to lead our thriving PE and Sport Department. This is a key leadership role, with responsibility for the strategic development of both curricular and co-curricular sport across the school.

The successful candidate will manage a team including the Heads of Co-Curricular and Curriculum Sport, PE teachers, and coaches. They will champion high participation, excellence, and wellbeing through sport while upholding the school's values and ethos.

Key responsibilities include:

- Overseeing sport curriculum and co-curricular provision
- Leading the Sports Scholarship and Athlete Development programmes
- Managing staff, facilities, and departmental planning
- Liaising with the Junior School and attending termly partnership meetings
- Ensuring high standards of health, safety, and wellbeing in all sporting activities

This is an exciting opportunity to make a meaningful impact in a school where sport is integral to student life.



THE ROLE

This is a key leadership role, ideal for an energetic and visionary professional with a passion for promoting girls' sport and physical wellbeing. The successful candidate will have the opportunity to shape the strategic direction of sport at the school, overseeing both the curriculum and a wide-ranging co-curricular programme.

The Director of Sport will line manage the Head of Co-Curricular Sport, the Head of Curriculum PE, PE teachers, and a team of coaches. They will lead with vision and clarity, fostering participation and excellence, and ensuring the highest standards of teaching, coaching, and student experience.

KEY RESPONSIBILITIES

- Provide strategic leadership of all sport and PE across the school.
 - Oversee the curriculum and co-curricular programmes, including team sports, fitness, and recreational activities.
 - Lead and develop the Sports Scholarship programme at 11+ and 16+, including assessment processes, planning, and mentoring of scholars.
 - Coordinate the FHS Athletes Programme, including selection, enrichment events, and policy development.
 - Ensure a safe and inclusive sporting environment through the management of health and safety procedures, risk assessments, and staff training.
 - Collaborate with the Junior School, attending termly meetings and fostering cross-phase sporting opportunities.
 - Promote CPD, support staff development, and uphold a consistent and inclusive coaching philosophy.
 - Oversee departmental administration including kit reviews, equipment, coaching handbooks, and staffing structures.
 - Contribute to the whole school's commitment to health and wellbeing, including nutrition and fitness initiatives.
- ### THE IDEAL CANDIDATE WILL HAVE:
- Proven experience in leading sport in a school or educational setting.
 - A passion for girls' sport and physical development.
 - The ability to inspire students of all abilities and to foster high participation.
 - Strong organisational and leadership skills with the ability to manage people, programmes, and resources.
 - A deep understanding of safeguarding, risk assessment, and pupil welfare in a sporting context.
 - Excellent communication skills and the ability to work collaboratively with colleagues across the school.



PENSION & BENEFITS

All new members of teaching staff are automatically enrolled in The Francis Holland Schools' Trust Group Pension with Aviva (salary exchange scheme) to which members will contribute 10% (the 'Employee' Contribution) and Francis Holland Schools contributes 20% (the 'Employer' Contribution).

The new Aviva (salary exchange) scheme offers tax advantages with the flexibility to reduce one's own contribution (without affecting the 'Employer' Contribution), and the ability to opt for a lower 'Employer' contribution in favour of a higher salary, as well as the added benefit of Income Protection.

Further information about the benefits package is available from hrpayroll@fhst.org.uk

Our benefits package includes:

- Wellbeing Scheme
- Cycle to Work Scheme
- Life Cover
- Free school lunch during term time
- Interest free travel and computer purchased loans
- The Francis Holland Schools Rewards Hub offering a vast range of retail and entertainment discounts
- Enhanced Maternity Pay
- 50% fee remission for own daughters
- Outstanding professional development opportunities
- Accredited ECT induction with reduced timetable and mentor support
- Approximately 20 fewer teaching days per year compared to the maintained sector
- Smaller class sizes compared to most maintained schools

APPLICATION PROCESS

Interested candidates are invited to submit an application via [My New Term](#). The closing date for applications is 8am on **Monday 13th October**. First round interview times are TBC. Applications will be assessed upon receipt and the Trust reserves the right to appoint at any stage in the recruitment process. The first round of interviews is to be confirmed.

Francis Holland Schools Trust 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 our safer recruitment checks and child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). This role is classed as regulated activity with children as it involves teaching, training or supervising children on a day-to-day basis and is exempt from the Rehabilitation of Offenders Act, 1974. Francis Holland Schools Trust champions diversity and inclusion in the workplace and strongly encourages applications from all sections of the community. Registered Charity: 312745

