



SEDBERGH
SCHOOL

FOUNDED 1525

APPOINTMENT OF

Assistant Director of Sport

September 2020



INTRODUCTION

Sedbergh School seeks to appoint an Assistant Director of Sport with effect from September 2020. The person appointed will be part of the Sports Leadership team and have direct responsibility for all aspects of sport and physical activity for girls. This vacancy arises from the departure of the current Head of Girls' Games, Lucia Sdao, who will be leaving the School in July 2020, following 8 years of outstanding work. Girls' sport at Sedbergh is a vibrant part of the school culture, and a visionary leader is required to maintain and develop the momentum of recent years. Dramatic progress has been made in the 18 years that girls have been part of the School. This is a sound foundation for the next phase of development; Sedbergh is ambitious for the future of girls' sport, both in its provision for female athletes and as an environment in which all girls are enthusiastic about physical activity, and value healthy, active lifestyles. This is a rare opportunity for a dedicated enthusiast to make a substantial impact on the ever-improving provision of sports and exercise opportunities for girls.

Sedbergh School is uniquely situated in the Yorkshire Dales National Park. It enjoys a spectacular location at the foot of the Howgill Fells. It is a community of 550 pupils (age 13-18) and 80 staff. Its prep school (Years R-8) of 200 pupils is situated 15 minutes away at Casterton. The School is a vibrant, demanding and supportive community which encourages pupils and staff to be involved in as broad a range of activities and interests as possible.

Almost all pupils are boarders, within the nine houses. All staff contribute to the wider life of the School.

In May 2017, the School was graded 'Excellent' in every category of provision by an ISI Inspection; pupils' personal awareness and the provision of extra-curricular opportunities were identified as particular strengths.

SPORT AT SEDBERGH

Sport has always been an important part of life at Sedbergh School. All pupils take part in physical activity on at least four afternoons every week, in addition to an extensive programme of competition, predominantly on Saturdays. There is an additional framework of individual support for outstanding athletes who aspire to become elite performers. This takes place within and beyond the timetable, with one-to-one coaching for promising pupils common in most sports. The School works closely with academies of professional clubs to provide opportunities for the best players to stretch themselves, and to achieve international honours. The list of pupils and former students who have played for their country is extensive.

Sedbergh sport is about much more than high performance. There is a wide programme of activities, and considerable choice, available to all pupils. Enthusiastic participation, regardless of ability or activity, is central to the spirit of the School. An unusually large number of girls and boys choose to participate in traditional team games at a variety of levels. There are multiple teams in all age groups, allowing all who wish to play in school teams. For those who prefer alternatives, the options are wide. Individual activities are strong, with Running especially popular. Swimming, Basketball, Badminton, Squash and Fives have high quality programmes, run by dedicated coaches in outstanding facilities. The School makes good use of its unique location, and activities such as sailing, canoeing, mountain biking and shooting are enjoyed by pupils of all ages.

Equally important are the standards that surround Sedbergh sport. Pupils are encouraged to demonstrate commitment, loyalty, selflessness and teamwork. High standards of discipline, appearance, punctuality and sportsmanship are strongly encouraged; visiting teams are warmly welcomed and hospitality is a valued part of the sporting culture. Pupils respond positively to high expectations: senior boys and girls are encouraged to be role models to juniors. Parental support for sport is extremely strong.



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GIRLS' SPORT AT SEDBERGH

Sedbergh School became fully co-educational in 2001, and demand for girls' places is very high. There are currently 200 girls in the School. Like the boys, girls are strongly committed to all aspects of physical activity, and participate enthusiastically. Recent years have seen exponential growth in the number of teams, successes in national competitions and individual representative honours.

The School has reached National Finals for Netball, and regularly participates in the Regional Finals at all age groups. A number of girls have been selected for Superleague Academy teams at Manchester Thunder and Leeds Rhinos, and some at international level. The School participates in England Hockey Tier One competition, with fixtures against Repton, Trent, Oakham and other nationally ranked schools. Sedbergh Hockey teams have been in National Finals regularly in recent years, and are frequent participants in North Finals. There are nine school teams participating in an extensive fixture programme each weekend, against the strongest teams in the north and beyond.

Sedbergh girls have competed in the National Track and Field Cup Finals for the last three years, been regularly placed in the top six in the King Henry VIII Relays and been Aberdare Cup Finalists in Tennis. The Shooting and Equestrian teams regularly succeed in national events.

Girls' sport is enhanced by regular long haul tours to destinations such as the Caribbean, the Far East and most recently (in the summer of 2019) to Australia. These trips are highly valued by pupils, and enthusiastically supported by parents.

Perhaps more significantly, and indicative of the culture of Sedbergh girls' sport, almost all eligible Sixth Formers choose to voluntarily take part in the annual Wilson Run. This is a demanding ten mile undulating run over open fells, and is no light undertaking. Qualifying times have to be achieved before race day. Both performance and participation in this event are recognised as significant achievements in the school community.

RESOURCES FOR SPORT

Facilities for sport are outstanding. The newly opened Hirst Centre provides a double sized sports hall with sprung floor and bleacher seating. It is an ideal environment for Netball. It also has a state of the art gym and a hospitality suite that overlooks the courts and the Rugby fields. There is an additional sports hall, free weights gym, 25m swimming pool, courts for Squash, Fives and Tennis, an astroturf Hockey pitch, all weather athletics facility and extensive, high quality playing fields. An additional, floodlit Hockey pitch is available at Sedbergh Prep School in nearby Casterton. Extensive use is made of nearby Sedbergh Golf Club. First Class Cricket is played on the Sedbergh ground, and the senior England Netball squad recently based a week long training camp at the School. There is dedicated sports medical support, including access to doctors and physiotherapists.

Extensive use is made of performance analysis, on an individual and team level. State of the art recording and projection equipment is available, and the school has its own analysis suite to support this. Strength and conditioning programmes are equally extensive, with equipment and specialist coaching of the highest order. Many high performing pupils are very committed to their personal programmes. Other girls pursue their own fitness goals within and beyond formal games time.

PE is a very popular exam subject, with two sets each year at A Level, four sets at GCSE and a thriving BTEC course. Academic PE is run by the Head of PE, assisted by 8 other PE teachers. Results are consistently outstanding. There is a specialist PE teaching facility in a separate block, with dedicated classrooms and resources.

A significant number of staff contribute to games coaching. There is a large, specialist staff of PE teachers and Sports Coaches. Many have played and coached at the highest level, and all contribute widely to team coaching. Many are also involved in supporting individual athletes, and maintaining partnerships with elite sports academies. Classroom teachers – male and female – are heavily involved in coaching and team management.





ASSISTANT DIRECTOR OF SPORT

The Assistant Director of Sport will assist the Director of Sport in delivering the strategic plan for Sedbergh sport, and will have direct responsibility for the provision of all physical activity for girls. S/he will be an ambassador for the values of Sedbergh sport, and a role model for both staff and pupils. The successful candidate will be ambitious and energetic: they will develop all aspects of sport and physical activity, and establish a sector-leading culture of participation and ambition.

The appointed person will maintain an environment in which all girls participate enthusiastically in a variety of forms of physical activity, and recognise the value of a healthy, active lifestyle. Alongside this, most girls will be committed to school sport, and many will strive to excel. High quality provision will be important for all these constituencies.

There will be an important leadership function in this position. The successful candidate will be confident in inspiring and managing a diverse staff, and in controlling the quality of provision between sports. Efficient structures and processes will ensure a consistent, high standard offering for pupils of all aptitudes and abilities, including the most able. They will remain calm, efficient and smiling at the centre of a complex pattern of sporting activity.

It is important that the Assistant Director of Sport is an experienced and recognised coach of either (or both) of the School's major winter games, which are Netball and Hockey. Qualified Teacher Status is desirable, but not essential, as is a contribution to exam PE. A Level teaching will be available, though is not a requirement. Most important, however, is the ability to manage a forward-thinking programme, to inspire high standards of performance and participation and to enhance the Sedbergh reputation. Applications from candidates of all sporting backgrounds are welcomed.

WORKING AT SEDBERGH

Sedbergh School is a vibrant and welcoming community. The vast majority of teachers live in the town, many in school accommodation, which contributes to a close collegiality. There is a lively social life, in which most teachers choose to participate. Quality of life in Cumbria is high, and this is reflected in a low rate of staff turnover.

The School is situated in a spectacular location within the Yorkshire Dales National Park. Sedbergh is a thriving market town, with its own range of shops and leisure amenities. The School is central to the community, without dominating it. It is popular with tourists, and a regular stop for Dales Way walkers. Although it is located in a stunning rural environment, there is ready access to both motorway and rail networks. The M6 (J37) is ten minutes' drive, and Oxenholme Station, on the outskirts of Kendal, is 2 hours 37 minutes from London, and 2 hours from Edinburgh. The central Lake District is half an hour away.

Sedbergh is one of a small number of full boarding schools in the UK, and the only one in the north. As is usual in this type of school, all staff participate fully in the wider life of the organisation. All teachers, regardless of subject, are expected to contribute to games, extra curricular activities, academic tutoring and boarding duties. Term times are busy, but rewarding, and holidays are usually longer than other independent schools. Staff have wide access to the School's sports facilities, and many make regular use of the various gyms and swimming pool. The location is perfect for walking, cycling, mountain biking and other outdoor pursuits. It is an outstanding environment for bringing up children.

Salaries reflect experience and qualifications, and school accommodation is often available. Children of staff can be educated at Sedbergh School, Sedbergh Prep School and Mulberry Bush Nursery at heavily discounted rates. There is excellent Early Years provision locally, and high quality maintained schools are available in the area.





NEXT STEPS

Please note that we are working with Independent Coach Education on this appointment, who are able to answer any enquiries from prospective candidates. To arrange an informal discussion prior to applying, please contact Daniel Scargill by email to arrange a conversation:
dan@independentcoacheducation.co.uk

Applications must be made on the School's application form, which can be obtained via the School website, or directly from hr@sedberghschool.org

Closing date for applications: Monday 4 November at 9.00 a.m.

Interviews: Thursday 14 and Friday 15 November. Shortlisted candidates will be required to attend both days, and will be accommodated at the School overnight.

Sedbergh School is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Issues relating to safeguarding and promoting the welfare of children will be discussed at interview.



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www.sedberghschool.org

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