



Appointment of  
**Netball Coach**

Part time, term time only  
Fixed term contract for two terms  
Information for Applicants

# Letter from the Head

## Dear applicant

Thank you very much for your interest in the position of Netball Coach here at Alleyn's. I am delighted that you are considering it and I hope to give you a sense of our school and why it is such a wonderful place to work! Our ROCCK values (Respect, Opportunity, Curiosity, Courage, Kindness) will also tell you what we are seeking to achieve here.

So, why Alleyn's? I started as Head here in January 2021, so I feel in a good position to help you answer that question, having asked it myself not that long ago! You'll know from the website, most of the key facts. We are an academic, co-educational through-school; (our Junior School is also on our site and we love the fact that many of our pupils learn here from 4–18). We are situated in an inspiringly leafy part of SE London, on a beautiful and well-resourced site with the City of London twinkling enticingly on the horizon, just about four miles away.

As one of the three Dulwich Foundation Schools, Alleyn's is part of a historic foundation which has been educating young people for 400 years. Our namesake and founder, Edward Alleyn, was one of the great Elizabethan players and playful academic exploration and discovery is something we very much welcome here. I won't go into the less reputable activities he was famous for, but as well as acting, Edward Alleyn was also a philanthropist and a philosopher. His "College of God's gift" was established to change the lives of children – initially, "12 poor scholars". It is rather wonderful that the original 12, has grown into our large, thriving community of more than a thousand children. Alleyn's has been honouring the founder's legacy, as one of this country's leading co-educational schools, for generations.

We are very over-subscribed and entrance to the school is intensely competitive. Our pupils are gifted and ambitious and, unsurprisingly, they do extremely well in exams. We were 16th in the national league tables for GCSE results this year, for example. I can't pretend that we are not proud of our pupils' results, we are, of course, but they are a by-product of an Alleyn's education, not the reason for it. The 'outcomes' we most care about are the incredible young men and young women who leave us. They are engaging, grounded, passionate and interesting individuals, who cross the stage at graduation, aware of who they are and what they care about and very ready to go out into the world and make it better.

The really lovely staff/pupil relationships here are critical and they underpin all we do. The strength of the relationships was one of the things people told me about before I started at the school and the other thing was how delightful Alleyn's pupils are. And they were right on both counts! Our students are grounded, engaged and enormous fun; they wear their talents lightly, they support each other, they are often impassioned and keen to fight for important causes and they are (mostly!) very engaged by the adventure of learning. They also make us laugh a great deal (You can see lots of evidence of all of this in our latest ISI report, do have a look at the highlights online).

Pretty much all our pupils are involved in the co-curricular life of the school and in our partnership and outreach programmes. This matters to us and we do ask all our teaching staff to play an active part in the co-curricular and enrichment programmes partly because so much of the fun and friendship here stems from this. Equally, of course, most staff will play a role in the pastoral care and education which is delivered through Year Groups, School Sections and Houses. The Outreach programmes at Alleyn's are a big part of who we are and a critical part of an education here.

I hope this summary has been helpful and that you feel excited by this opportunity and keen to apply. If perhaps you are thinking that a historic, academically selective independent school might be a bit daunting or might not be the right place for you, can I urge you to reconsider this? We are emphatically not a 'one-size-fits-all' community and we take great pride and delight in individual differences and the successes these bring. And of course, our pupils benefit from seeing a varied team of adults working together successfully and happily as part of a diverse and inspiring team. If you join us, we hope that you will quickly feel part of the school community and we will warmly encourage you to make the most of the many opportunities for personal and professional development on offer.

I very much hope that you will be able to get a sense of the energy and fun at the heart of our school during this recruitment process. We are, of course, delighted to answer any additional questions you might have in making your application.

Finally, I do hope you still feel inclined to apply for this position! The informality, the warmth and the unpretentious approach at Alleyn's really is infectious and I hope you will feel it, as I did, the moment you walk through the doors. There is nothing entitled, stuffy or pompous about this school. And we very much hope that you will enjoy applying for a role here and getting to know us a little bit.

May I wish you the very best of luck.

Yours Faithfully



**Mrs Jane Lunnon**  
The Head



# About The Role

We are seeking to appoint a part-time, term time only Netball Coach to start in September (once satisfactory employment references and checks are complete) until 28 March 2025. The post holder will deliver high quality netball coaching to school teams across the full age range (11-18), to a range of abilities, but with an emphasis on our most able students, working over the Lent term.

## Aims of the Role are:

- Take a lead role, working closely with the Head of Netball, in coaching Netball in games lessons, co-curricular clubs, fixtures and pre-season.
- Motivate and inspire all pupils to develop their netball skills, and game awareness, through well planned sessions – promoting a love of netball and physical activity in general.
- Umpire Netball fixtures against external opposition as required.
- Work with the Head of Netball to identify potential ‘performance’ athletes and assist with guiding their development.
- Take responsibility for an age group(s) as required by the Head of Netball.
- Work with the Head of Netball to develop the coaching expertise amongst the teaching and coaching staff.

## General:

- Be aware of and work in accordance with the School’s Health & Safety Policy.
- In conjunction with all staff of the School, support, promote and act within the School’s policies and practices about Data Protection.
- Promote the School’s eco-agenda and ensure all work is carried out with a view to reducing waste and protecting our environment.
- Ensure the safety and well-being of all pupils by implementing and adhering to health & safety and Safeguarding policies and procedures.

Undertake any additional duties, as directed by the Assistant Director of Sport and Director of Sport, which are within the reasonable capability and responsibility of the Netball Coach.

## Line Management:

The Netball Coach is supervised on a day-to-day basis by the Director of Sport. The role holder will also have free access to the Chief Operating Officer who is ultimately responsible for Operational Support Staff.

Our Values (the Alleyn's ROCCK!)

Respect

Opportunity

Curiosity

Courage

Kindness

# Person Specification

The table below sets out the requirements and qualifications for the role.

<b>Experience/Education</b>	Minimum 6 months experience of teaching netball to a wide range of ages and abilities. It would also be an advantage to have competed at a high standard and/or have experience coaching in a performance environment. The candidate will hold a netball qualification (ideally Level 2 or above) and be able to umpire to 1st team level. Ideally candidates will also have experience of working in a school or working with children.
<b>Physical Attributes</b>	A good level of fitness allowing the person to move freely throughout much of their work.
<b>ICT</b>	Basic knowledge of administrative ICT.
<b>CPD</b>	Willingness to learn new skills and develop.
<b>Managing Relationships</b>	Ability to assist and work well with colleagues and students.
<b>Ability to work with Children</b>	Ability to regularly coach and advise children.
<b>1:1 Oral Communication Skills</b>	Ability to communicate professionally in spoken English.
<b>Group Oral Communication Skills</b>	Ability to communicate basic information to a group of people.
<b>Written Communication Skills</b>	Ability to draft e-mails, letters etc to a basic standard.
<b>Organisational Skills</b>	Ability to follow general instructions (working closely with a manager/supervisor) and able to organise and prioritise work on a day-to-day basis.
<b>Time keeping &amp; Flexibility</b>	Ability to be punctual and reliable, and occasionally adapt working hours to suit the needs of the School.
<b>Enthusiasm/Motivation</b>	Enthusiastic and self-motivated, actively seeking to further the School's best interests.
<b>Awareness of whole-School Activity</b>	Awareness of activities taking place both within the Department and across the School.
<b>Confidentiality &amp; Discretion</b>	An awareness that the role holders position regularly gives them access to information which cannot be shared externally or internally and an understanding of the importance of safeguarding data.
<b>Analytical/Judgement skills</b>	Ability to analyse data or use own judgement to determine the correct course of action.
<b>Problem Solving Skills</b>	Ability to solve problems that may significantly impact on others.





# Working at Alleyn's

## Terms and Conditions

The Netball Coach role is available on a part-time basis, term time only on a fixed term contract for two terms. The role is available from as soon as possible in September (once satisfactory employment references and checks are complete). The core hours are based on a maximum of 25 hours per week, working Monday to Friday from 1pm to 5:15pm, with flexibility, and Saturday from 8am to 12pm. There may be occasional school events that also require the role holder's presence.

A competitive salary will be offered based on skills and experience and will be paid monthly.

The School offers additional benefits to its staff, including the use of the School swimming pool and gym, subsidised yoga and Pilates classes, a holiday purchase scheme, access to the library, free tickets to School performances, and the opportunity to join one of two private healthcare plans. Staff also enjoy discounts with local businesses and may use holiday sports camps for the children of staff at a preferential rate.

The role holder will have access to, and may be automatically enrolled into, the School's Group Personal Pension Plan. This plan may involve contributions being made via salary sacrifice based on matching 5% contributions from the employer and employee and is currently run through Legal & General.

On completion of the required recruitment checks, the post would be available to the successful candidate from September 2024.

## Commitment to Safeguarding

We are fully committed to providing a safe environment for children, staff and visitors.

We promote a climate where anyone in the community can freely share their concerns about themselves, or others, in terms of individual safety and well-being.

We protect the interests of the children at Alleyn's through awareness among all members of staff of the kinds of issues of abuse, maltreatment and neglect that would impair a pupil's health or development.

In this way, Alleyn's supports its pupils' development by fostering security, confidence and independence.

We provide an environment in which children and young people feel safe, secure, valued and respected, and know how to approach adults if they or those whom they know are in difficulties, with the assurance that they will be listened to.

Everyone in the staff community at Alleyn's takes responsibility for safeguarding, and we always aim to act in the best interests of the child.



# Arrangements for the Appointment

## Applications

The application form can be downloaded from our website, <https://www.alleyns.org.uk/all-about-alley-n-s/join-our-team#vacancies>

Candidates should complete all sections of the form and submit it together with a completed Equal Opportunities Monitoring Form, full CV and covering letter.

Please address your covering letter to the Director of Sport, Ryan Shedwick, **explaining in your letter why you are interested in this particular position at Alleyn's and why you think it would suit you at this time in your career.**

**The deadline for applications will be Monday 2 September.**

All documents should be emailed to [jobs@alleyns.org.uk](mailto:jobs@alleyns.org.uk).

Alternatively, they can be posted to:

HR Department, Alleyn's School, Townley Road, London SE22 8SU.

If you have any questions you are very welcome to contact the Recruitment Manager, Karolina Walicka, by email at [jobs@alleyns.org.uk](mailto:jobs@alleyns.org.uk) or by phone on 020 8613 5016.

## Interviews and Appointment

Interviews will be conducted at the School. This will consist of interviews with relevant colleagues including the Director of Sport. There will also be an opportunity to meet with other relevant staff. Please note that references may be taken up before the interviews. If you would prefer to be contacted first please state this.

Suitable candidates may be interviewed before the closing date, and we reserve the right to withdraw the position if an early appointment is made

## Safeguarding Checks

The 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 must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced DBS check.

## Equal Opportunities

As an Equal Opportunities employer we welcome applications from all applicants who meet the requirements for the position. However we are especially keen to receive applications from those in minority groups for which the School is currently underrepresented. We celebrate diversity and thrive on the benefits it brings.



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