



GRADUATE ASSISTANT (STRENGTH & CONDITIONING)

CLOSING DATE FOR APPLICATIONS: 7th MARCH 2021

APPOINTMENT FOR THE ACADEMIC YEAR 2021/22

A message from the Warden

Thank you for expressing an interest in working at St. Edward's.

St Edward's is a refreshingly different kind of school. The deliberate emphasis on selecting young people based on attitude and ambition rather than simply on test results means that the community fizzles with diverse interests and enthusiasms.

Academic work is unquestionably the most important part of our pupils' education, but at St Edward's, there is so much more to school life. Talented scholars, musicians, sportswomen and men, performers, dancers, humanitarians, adventurers, entrepreneurs, filmmakers and artists – among many others – live and work together, inspire each other, and become lifelong friends.

Academically, St Edward's is forward looking and progressive: one of the few UK schools to offer both the A Level and the IB Diploma at Sixth Form, the academic programme was further enhanced in 2019 with the launch of pioneering alternatives to GCSEs. The new academic facilities will provide a range of university-style working environments to further support our pupils' academic ambitions. To find out more visit our website www.stedwardsoxford.org.

Beyond Teddies, our exceptional community volunteering and engagement programme, enables our pupils to stay in touch with real life and to play a meaningful part in the life of the city.

About the School

Founded in 1863, St Edward's is an independent, co-educational boarding and day school in the heart of Oxford for pupils aged 13 to 18 (year 9 to year 13); there are presently 735 pupils, of whom 85% are boarders. Our boy/girl split is 60:40 and overseas pupils make up 15% of our community.

There are 13 boarding Houses, most of which house around 60 pupils from all year groups. The school week includes lessons on Saturday mornings, apart from leave weekends or exeats which occur about every three weeks. The boarding and day arrangements offer flexibility for families: day pupils may leave at 6:30pm or 9:00pm (most opt for the latter), and boarding pupils may choose to go home on Saturdays after sport and other commitments - but with a rich and varied weekend programme, a significant proportion of the boarding community stays in school on Saturday nights.

Pupils take part in a wide range of sports and activities in the afternoons and at weekends. St Edward's has a national reputation for sport: both boys' and girls' teams have been county and regional champions in a variety of sports and at all ages.

All teaching staff play a full part in the boarding and co-curricular life of the school.

About the Sports Department

Sport is a key part of school life at St Edward's. We strive to develop opportunities for all of our pupils to enhance their physical development, through a wide range of team sports and other games options. All of our pupils are involved in games at least three days a week, on Tuesday, Thursday and

Saturday afternoons, when we play fixtures against a range of schools. In addition, second sports are available through the activity programme twice a week.

Sport is accessible to all of our pupils; some who are interested in playing at participation level and also to those who have ambition to compete at Regional and National level. Every pupil has the opportunity to compete for the school during their time here and the importance of physical activity, the development of leadership and resilience through sport is part of our ethos.

Our 100 acre school site is home to two astro pitches, a self-contained strength and conditioning facility, all weather netball/tennis courts, sports hall, multiple sports fields and a 6-hole golf course. Further afield, the school has it's on boathouse on the Thames and a fleet of sailing boats are available at Farmoor Reservoir. Pupils and staff are also able to make wide use of the Nuffield Health, Fitness and Wellbeing Gym at St Edward's, which includes, indoor tennis courts, squash courts, swimming pool, fitness arena, spinning room and exercise studios.

About the role

The Graduate Assistant (Strength & Conditioning) post offers an opportunity for a graduate to gain experience of the independent sector in education and of a boarding environment. Working alongside the Strength & Conditioning Lead Coach, the graduate will help to develop programmes, monitor sessions and progression and help support individual sports with their strength and conditioning requirements.

Graduate Assistants play a full part in the boarding and co-curricular life of the School. Their work is varied and that variety is, to some extent, determined by the personality, enthusiasm and skills of the individual. The post has become a successful springboard for those considering teaching or coaching as a career and over a number of years, graduate assistants have gone on to promising careers in major schools round the country.

The School encourages its Graduate Assistants to extend their experience by attending relevant training courses, at the School's expense. Successful candidates will be full members of the School's Common Room.

There may also be the opportunity for one or more of the successful candidates to live in a boarding house as a Resident Tutor. This will be discussed with candidates at interview.

Main responsibilities

- **Assisting the Strength & Conditioning Lead Coach with:**
 - Delivering an athletic development programme for all pupils that is inclusive, flexible and supportive of our pupils' physical needs
 - Ensuring Sport Award Holders receive a sport-specific athletic development programme
 - Delivering and monitoring standardised minimum fitness protocols and fitness testing
 - Liaising with the Director of Sport/Assistant Director of Sport to give feedback on pupil progressio
 - Exhibiting a willingness to learn and understand the requirements of each sport at St Edward's and supporting athletic development to ensure it is at the forefront of current trends in youth sports
 - Liaising with other School departments, including the Health Centre to help support the rehabilitation of injured pupils
 - Ensuring training is delivered in a safe and purposeful environment and pupil progress is monitored to provide feedback to Heads of Sport

- Working on optimal preparation and injury reduction strategies, ensuring pupils understand and apply safe and correct techniques when training
- Delivering sessions and providing feedback during Sports Award Assessment Days
- Maintaining good records and storing training programmes on the School's IT system (training to be provided)
- **Other duties**
 - To carry out a variety of duties in a designated boarding house, providing tutorial and pastoral support to the Housemistress or Housemaster
 - To assist with the pupils' weekend activities programme
 - On a rota basis, to manage pupils travelling from London on School transport on a Sunday afternoon

A flexible approach to working hours is required and weekend work will frequently be required.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be specifically identified. This job description is current at the date shown but, in consultation with the post holder, it may be changed by the Sub Warden to reflect or to anticipate changes in the job commensurate with the job title.

Duration of contract

The contract will be for the 2021/22 academic year which begins on 1st September 2021 and ends on 2nd July 2022. Employment will begin with a School induction session to be held at the end of August 2020 (date to be confirmed).

Salary

The basic salary for the period of employment will be £14,500 payable in ten equal monthly instalments of £1,450 on the 25th of each month between September 2021 and June 2022.

Accommodation

Accommodation and full board is provided by the School and monthly sum is deducted from net pay to reflect the cost of accommodation, meals, laundry and domestic services. The deduction is currently £300 a month.

Holidays

The Graduate Assistant (Strength & Conditioning) will not be required to stay at School during school holidays and half-terms. Paid holiday equivalent to 5.6 weeks pro rata to the length of the contract is included in the salary detailed above.

Pension

The role is eligible for membership of the School's pension scheme for support staff.

Sickness benefit

There will be an entitlement to four weeks' sickness benefit at full pay during the period of employment.

Miscellaneous non contractual benefits

- Free meals are available during times when the School's kitchens are in operation.
- Employees may use the Nuffield Health Fitness and Wellbeing Gym (which is situated on the St Edward's site). Membership is governed by the Club rules and may be withdrawn from individual members should the Club consider that there is good reason to do so.

- Car parking is available on-site.
- The School provides an employee assistance programme (EAP) which gives access to a comprehensive website and a dedicated helpline offering information, support and counselling around the clock. The EAP is completely confidential and the provider is independent of the School.

Termination of Employment

The minimum period of notice required to be given by either the post holder or the School is one month, or a period of notice terminating 2nd July 2022 whichever is the shorter.

About the Candidate

| Person Specification Characteristics | |
|---|-----------|
| A degree in an appropriate discipline (or an equivalent qualification) | Essential |
| Experience of working with young athletes aged 13-18 | Desirable |
| Good people skills including an interest in, and empathy with, young people | Essential |
| A good command of the English language and the ability to communicate with people of all ages and backgrounds | Essential |
| Ability to communicate with enthusiasm for their subject specialism and to practice and maintain high academic standards | Essential |
| Excellent organisational and administrative skills including competency in the use of MS Office | Essential |
| Flexibility to meet the demands of a busy boarding school and be willing to cover early mornings, daytime and evenings. | Essential |
| Able to work well as part of a team and to work under direction but also to use own initiative when required | Essential |
| A positive, enthusiastic and good humoured nature | Essential |
| The ability to maintain confidentiality | Essential |
| Willingness to be flexible and to carry out a variety of tasks and to develop and expand the role | Essential |
| Committed to safeguarding children and young people and willing to work within the School's child protection guidance and follow relevant School procedures | Essential |

Confidentiality and Data Protection

In the course of their employment, staff may have access to confidential information relating to pupils, their families and other members of staff and are required to exercise due consideration in the way such information is used. Staff should not act in any way which might be prejudicial to the School's interests. Information which may be included in this category covers both the general business of the School and information regarding specific individuals. A strict code of confidentiality must be adhered to at all times and staff must not use data held by the School for personal use or disclose such data to a third person/party without appropriate authorisation. All staff must take personal responsibility to help ensure compliance with the requirements of the General Data Protection Regulation (GDPR) and the School's Privacy Notice for Staff.

Child Protection at St Edward's

St Edward's is committed to safeguarding and promoting the welfare of children and young people and we aim to create and maintain a safe environment for our pupils, where they feel respected and supported. We expect all staff to share this commitment and to become familiar with our policies and procedures for child protection and security. It is a requirement of the Children Act and Care Standards Regulations that all employees of the School must receive enhanced clearance from the DBS.

Health and Safety

The School is obliged, so far as is reasonably practicable to provide safe and healthy conditions and safe systems of work for all employees which prevent risk to health, safety and welfare. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety of others. Employees must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in pursuance of any of the statutory provisions.

About the Selection Process

Those candidates whose applications we are pursuing will be contacted shortly after the closing date and invited to interview. At this stage we will take up references unless the candidate explicitly asks us not to contact a referee.

If we receive a large number of high-quality applications, then we may conduct preliminary telephone interviews in advance of a formal interview at the School. The formal interview will involve meetings with various colleagues and a sports coaching session with pupils and will seek to assess how well the candidate meets the requirements of the post. It will also include an assessment of the candidate's suitability to work with children.

Candidates will be asked to bring with them to interview any certificates relating to qualifications mentioned on the application form and identity and proof of address documents. Any discrepancies or anomalies in the application form will be taken up at interview. As part of the verification process, a candidate's present and past employers may be contacted, whether or not their name is given as a referee.

If you would like further information about this post, please contact Eve Singfield, Director of Sport, preferably by email: singfielde@stedwardsoxford.org

Application forms can be found on the School website: www.stedwardsoxford.org. Completed forms should be emailed to recruitment@stedwardsoxford.org or posted to Recruitment, St Edward's School, Oxford OX2 7NN.

Closing date for applications is 7th March 2021.

First round interviews are likely to be held during the week beginning 15th March 2021.