



I am delighted to welcome you to Holmwood House School and Nursery, where I believe we provide a truly inspiring learning environment and boundless opportunities for discovery and exploration, that enables our pupils to develop their individuality, confidence and tenacity.

Holmwood House is an independent co-educational school with thriving Nursery, Early Years, Pre-Prep and Prep departments and has recently announced its expansion to 16. The school is set in beautiful grounds a few minutes from the centre of Colchester, giving over 300 boys and girls access to a huge range of academic, sporting, creative and scientific facilities.

We believe that the quality of our teaching, nursery, boarding and support staff is paramount. At Holmwood House we pride ourselves on having excellent staff who ensure our pupils are provided with the very best learning environment during their time here.

Thank you for taking the time to prepare your application and for your interest in Holmwood House. Further information can be found on our website: www.holmwood.house

Edward Bond
Headmaster



Job Description and Person Specification

Job title:	Swimming Lead and Coach
Reporting to:	Head of PE
Hours:	25 hours a week Monday, Tuesday, Wednesday and Thursday, term-time only (35 weeks + 5.6 weeks holiday) Monday - 0930 - 1430 (5 hours) Tuesday - 1300 - 1600 (3 hours) Wednesday Morning sessions (1.5 hours) Wednesday Afternoon 1300 - 1600 (games coaching) (3 Hours) Thursday - 0845 - 1600 (8 hours) Administrative Tasks (4.5 hours)
Start date:	ASAP
Salary:	£20 per hour
Annual Salary:	£20,300

We are looking for a Level 2 Swimming coach to provide teaching and coaching support throughout the school (Preschool to Year 10).

The duties include, but are not limited to:

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- **Swimming Programme Leadership**
 - Take overall responsibility for the organisation and development of swimming provision across the school.
 - Lead the planning and delivery of a high-quality swimming programme from beginner through to advanced and competitive levels.
 - Develop a clear swimming pathway for pupils, supporting progression from learning to swim through to competitive swimming.
 - Work closely with teaching staff, coaches and school leadership to ensure swimming is embedded as a key part of the school's sporting provision.
 - Take ownership of the school swimming calendar, including lessons, training sessions, fixtures, galas and competitions (accompanying the team to those will be overtime).
 - Identify opportunities to further develop swimming at Holmwood House and raise the profile and standard of the sport within the school.
- **Planning & Delivery of Lessons**
 - Implement age-appropriate swim training programmes.
 - Deliver engaging, safe and effective swim sessions.
 - Adapt coaching methods to suit different ages, abilities and levels of experience.
 - Support pupils who are developing their confidence and core swimming skills, as well as those aspiring to compete at a higher level.
- **Technical & Skill Development**
 - Teach and refine stroke technique, starts, turns and finishes.
 - Develop swimmers' endurance, speed and overall fitness.
 - Provide constructive feedback to enhance individual performance.
 - Identify talented swimmers and support their progression through appropriate training and competitive opportunities.
- **Swimming Galas & Competitions**
 - Take the lead in organising and delivering the school's swimming galas throughout the academic year.
 - Plan and coordinate interschool swimming competitions, races, aquathlons and fixtures.
 - Develop relationships with other schools to create a strong programme of competitive swimming/aquathlon opportunities.
 - Organise race schedules, teams, entries and event logistics.
 - Prepare pupils for competitive events and ensure they are appropriately supported before, during and after competitions.
 - Attend school swimming fixtures and competitions as required.
 - Develop a strong culture of participation, competition and sportsmanship across the school.
- **Safety & Supervision**
 - Ensure the pool environment is safe, well managed and appropriately supervised at all times.
 - Enforce pool rules and safeguarding practices.
 - Ensure swimming activities are delivered in accordance with school policies and relevant safety guidance.
 - Maintain current lifeguard, CPR and first aid certifications where required.
 - Not necessary but valuable - play a role in the pool testing rota
- **Performance Monitoring**
 - Track and assess swimmers' progress against agreed goals.
 - Record attendance and maintain appropriate training records.
 - Identify strengths and areas for improvement.

- Monitor competitive results and use these to inform future training and development.
- **Competition Preparation**
 - Prepare swimmers for galas, meets and interschool competitions, including mental and physical readiness.
 - Set race strategies and provide support and encouragement during competitions.
 - Analyse race performance and provide constructive feedback to pupils.
 - Help pupils develop confidence, resilience and a positive approach to competition.
- **Motivation & Mentorship**
 - Foster a positive, ambitious and inclusive swimming culture across the school.
 - Motivate pupils to achieve personal and team goals.
 - Mentor young athletes in discipline, teamwork, resilience and sportsmanship.
 - Encourage pupils to take pride in representing Holmwood House.
- **Administration & Communication**
 - Manage the swimming calendar and coordinate lessons, training, galas and competitions.
 - Liaise with parents, guardians, school staff and external schools/clubs.
 - Communicate schedules, expectations and competition information effectively.
 - Assist with swimming camps, events and team-building activities.
 - Maintain accurate records relating to participation, progress and competitions.
- **Professional Development**
 - Stay up to date with the latest swimming coaching methods, training approaches and sports science.
 - Attend relevant training courses, workshops and conferences.
 - Maintain relevant coaching and teaching accreditations.
 - Bring new ideas and best practice to the school's swimming programme.

Qualifications/skills/Experience

Essential

- Enthusiasm for working with children.
- Swim England Level 2 Swimming Teacher, or
- STA Certificate in Teaching Swimming
- First Aid qualification or willingness to attain qualifications.
- Hardworking, initiative led approach to working.

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. Any job offer would be conditional upon suitable references and DBS disclosure. The School's Safeguarding & Child Protection Policy can be found by clicking [here](#).

How to Apply

If you would like to apply for the position of Swimming Lead and Coach you will need to complete an application form. The information you provide will be used as the first stage of the selection process to decide whether or not you will be shortlisted for an interview. It is very important that you complete your application as accurately and fully as possible, including all the information you think is relevant.

Completing an application form

- Please read through all information provided before completing your application form;

- We require information about all applicants to be presented in a consistent format: **Please do not submit a CV;**
- Complete all sections; do not leave any blanks. Enter N/A if not applicable and provide as much information as possible;
- Continue on a separate sheet if you require more space to complete any section.

References

All offers of employment are subject to the receipt of a minimum of two satisfactory references. One of your references must be from a current or most recent employer. Neither referee should be a relative or someone you know as a friend.

- Shortlisted applicants are advised that references may be taken up prior to interview. Unless you ask us not to, we will assume it is acceptable to contact your referees at any time.

Holmwood House School is an equal opportunities employer. A copy of the School's equal opportunities policy is available on request.

Submitting an application

Applications should be submitted via the school's [online application form](#)

Application forms received electronically will be required to be signed by the candidate if they are selected for an interview.

Please be aware that if you have not heard from us within 21 days, unfortunately your application has been unsuccessful. Due to the response to advertised vacancies, we provide feedback only to those applicants who are interviewed.

The application forms of unsuccessful candidates will be held confidentially by the School and destroyed after three months.

Interviews

We will contact shortlisted candidates with further information about the exact format of the interview process but candidates should expect to be interviewed by several members of staff and may be required to undertake some form of practical assessment.

If you are invited to attend an interview you will be required to provide the following:

- Evidence of eligibility to work. For all posts, we are legally obliged to confirm that the appointee is eligible to work in the UK before they start working with us.
- Original documents confirming any educational and professional qualifications referred to in your application form.

Conditional offer of appointment

Your employment with the school will be subject to the school being satisfied with the following:

- the enhanced disclosure received from the Disclosure and Barring Service;

- that you are not barred from working with children;
- information about whether you have ever been the subject of a direction under section 142 of the Education Act 2002 which renders you unable or unsuitable to work at the School;
- verification of your medical fitness;
- verification of qualifications and identity;
- confirmation of your right to work in the United Kingdom;
- the two references received; and
- such other pre-employment checks as the School is required to complete in accordance with its statutory or regulatory obligations including such other overseas checks as necessary
- Completion of child protection training

Disclosure and Barring Service (DBS)

As the school meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, any offer of employment will be subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

Candidates attending an interview are required to provide three forms of ID from the list below.

- Passport
- UK driving licence
- A UK Birth or adoption certificate
- EU photo identity card
- A utility bill, bank / building society or credit card statement that is less than three months old and which shows your name and current home address This must be an original document and cannot be printed from the internet.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient. In the event that you are unsuccessful please be assured that photocopies of documents taken by the school will be destroyed immediately.

A full list can be found on the DBS website:

<https://www.gov.uk/disclosure-barring-service-check/documents-the-applicant-must-provide->

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

Where a candidate is found to be on the DBS Children's Barred List, or the DBS disclosure shows he / she has been disqualified from working with children by a Court; or found to have provided false information in, or in support of, his / her application; or the subject of serious expressions of concerns as to his / her suitability to work with children the facts will be reported to the Police and / or the DfES Children's Safeguarding Operation Unit.

If you have any queries about your application or the recruitment process, please contact the front office on 01206 574305 or email hr@holmwood.house