



Heathfield School Ascot

Appointment of Director of Sport

September 2023

Welcome from the Headmistress



Welcome to Heathfield School. Founded in 1899 on its current site close to Ascot, it is one of the oldest girls' schools in the country. Having been one of the few remaining full boarding school for girls in England, Heathfield has welcomed day pupils since 2015 and is a vibrant community where full and weekly boarders still make up the majority of the pupil roll. As such, it is a lively and active community where sport, and other co-curricular activities, make up an important part of the week for all students.

My aim is that Heathfield will continue to grow as an active community, in which all pupils value healthy lifestyles and have the opportunity to experience high quality sports and games. For some, this will be competing at national level and for others it will be the fun and belonging of playing with friends.

Sport and exercise are important to the school, and an area which we continue to support enthusiastically, and wish to see thrive. We are on a journey and looking for an enthusiastic and talented new Director of Sport to lead the way, with the full support of the school's leadership.

I believe that there is an exciting future for physical wellbeing and competitive sport to co-exist at Heathfield. I am keen to work with an aspiring professional to ensure an exciting, modern, and thriving programme that provides inspiring opportunities for all pupils to love being active.

Sarah Wilson
Headmistress





Sport at Heathfield

All students are involved in PE, Games and exercise throughout their career at Heathfield. A combination of lessons, clubs, team training and matches ensures that there are opportunities for sport every day. Traditional games, particularly Netball, Lacrosse, Swimming, Athletics, Cricket and Tennis dominate the programme for younger pupils, with teenagers offered a wider choice of activities and exercise opportunities. Team practices and other co-curricular opportunities take place after the school day.

Dance and performing arts are extremely popular, with pupils working with specialist teachers in a wide variety of styles. Many take national examinations. Gymnastics is a recent addition to the co-curricular programme and is gaining strong support. There is a strong history of equestrian success in polo, dressage and show jumping, as well as simply learning to ride. The school has an Equestrian Co-ordinator who collaborates with local stables and their instructors.

There is an extensive programme of inter-school competition. Regular fixtures take place against a range of schools across a wide area of the south east. These take place both midweek and on Saturdays. Additionally, the school enters local and national competitions in its principal sports to extend the opportunities available. Other activities such as football and trampolining engage smaller numbers of equally enthusiastic pupils and enjoy considerable success.

Examination PE is offered each year at both GCSE and A Level, and taught in dedicated facilities including a specialist classroom. Several members of the PE Department are involved in teaching these classes: results are consistently good and often excellent.

Resources for Sport

Sport is well-resourced at Heathfield, with high quality facilities indoors and out. The 36 acre site has extensive playing fields which provide six lacrosse pitches, as well as summer facilities for athletics, cricket and rounders. The site is surrounded by mature woodland, which provides secure running trails. Additionally, there are three separate areas of netball courts, including two which are floodlit. These translate into tennis courts in the summer.

The Sports Centre features a large, multi-purpose sports hall, together with two separate gym areas with modern fitness equipment and a dedicated classroom for examination PE. There is a bright, indoor, six-lane 25m swimming pool in its own building. Additional off-site facilities are used locally for other activities, including Polo and other equestrian activities. Equipment is plentiful and well-maintained.

The Sports Department is well-staffed. There are six PE teachers, assisted by sports coaches and other staff. Visiting coaches provide additional opportunities including dedicated, year-round coaches for sports such as tennis and trampolining.

Trips and tours are a developing and important part of Heathfield sport. They provide additional opportunities to be active, take part in further sport and to compete at higher levels. These include ski trips, overseas tours and residential national competitions.

Ascot is conveniently situated for M3, M4 and M25 motorway networks. This ensures that most sports fixtures take place within a relatively local area. It also enables fixtures to be played midweek as well as Saturdays. School teams are enthusiastically supported by both pupils and parents.





Director of Sport Role

The Director of Sport will lead all aspects of sports, games and physical activities at Heathfield. They will work closely with the Headmistress and other school leaders to develop a strategy for the future of sport and exercise that will impact positively on all students. An awareness of current trends and directions in school sport will be important in order to lead discussions and communications and to be a passionate ambassador of what might be possible for female sport.

Inspiring pupils to love sport and activity will be an important dimension of the role. This will require a high profile around the school, credibility with all staff, positive relationships with parents and outstanding communications.

The successful candidate will manage the staff and facilities on a daily basis, delegating responsibility within the department, as appropriate. This will include oversight of the internal programme of Games and PE, as well as guiding and administering participation in inter-school sport.

The Director of Sport will be expected to be fully involved in school sport, including a regular weekend commitment. Trips and tours may also occur in school holidays. Participation in the Saturday programme is acknowledged with a half day off for sports staff during the week.

Examination PE teaching is available for suitably qualified and experienced candidates, though this is not essential.

The Director of Sport is a high profile – and significantly valued – member of the Heathfield community, who will be given the support and resources necessary to succeed in this important role.

Person Specification

Heathfield seeks to appoint an ambitious and enthusiastic professional who has the drive and commitment to lead the next stage of the development of sport within this thriving school. This position will work directly with the Headmistress, who is keen to support the successful candidate to build industry-leading provision for physical activity.

Enthusiasm for leading the journey and for developing a genuinely outstanding sports programme is the most important requirement.

The ability to inspire enthusiasm and commitment from staff, pupils and parents will be important. The capability to display or develop leadership skills will be equally significant. It will be vital that s/he is ambitious and competitive, though also sensitive to the needs of pupils not engaged by competition.

The successful candidate will be educated to degree level, and will have recent experience of sport as a player, coach or teacher. The ability to contribute significantly to at least one of the school's competitive team sports is essential. Coaching qualifications would be an advantage, as would experience of responsibility in school sport. The capacity to build positive relationships is crucial, as well as an ability to liaise successfully with outside agencies, including performance pathways and feeder schools. An awareness of, or willingness to be trained in, compliance and risk management will be expected.

The Director of Sport will be a role model for pupils, with high personal standards and meticulous attention to detail. The appointed person will be a dedicated ambassador of the values and reputation of the school, willing to work hard and remain cheerful, composed and committed to achieving outstanding pupil outcomes.





Application Process

TERMS AND CONDITIONS

The salary for this post will reflect the level of experience of the successful candidate. It will also include membership of the school's pension scheme. The job will attract a significant fee concession for the daughters of the appointee. Single accommodation on the school site may be available.

NEXT STEPS

The school is working with Independent Coach Education on this appointment. Prospective applicants who would like to discuss this role further should contact Dan Scargill, Recruitment Director, dan@independentcoacheducation.co.uk to arrange an informal discussion.

The closing date is Thursday 2 February, at 10.00am. Shortlisted applicants will be invited to a selection day at the school on Thursday 9 February. Heathfield School reserves the right to make an appointment at any stage of the process.

Applications should be made to the Headmistress, Sarah Wilson, complete application form and include covering letter.

The application form can be downloaded by [clicking here](#).

SAFEGUARDING

The school is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS check, and the receipt of two satisfactory references, including one from current employer.

EQUAL OPPORTUNITIES

The school is committed to the principles of equal opportunity, diversity and inclusion. It seeks to attract and retain the very best staff, ensuring that our staff body reflects the diversity of our students and the local community.



Heathfield School
Ascot

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