



Heathfield School  
Ascot

Appointment of a Physical Education Teacher/Coach  
(Maternity Cover)  
September 2026 or January 2027

## Welcome to Heathfield

Thank you for your interest in Heathfield. The opportunity to join the physical education department comes at a transformative moment in our distinguished history. Having joined the Mill Hill Education Group, Heathfield continues to offer bespoke provision in the context of a close-knit community, whilst having greater stability, resources and expertise than ever before. In addition, boys will join the student body for the first time as they are welcomed into the Sixth Form from September 2026 and into Year 7 in 2027.

Our 'small school, BIG opportunities' ethos is at the heart of our identity and aspirations. We are very proud of our students, who are undoubtedly the best advert for the School: wonderfully welcoming and diverse, yet typically happy, healthy and hungry to succeed. Combined with the excellence and support of a committed staff body, our Value Added scores are outstanding, exemplified in our 2025 GCSE cohort achieving an average of 1.24 grades higher than their target grades across every single subject.

I am convinced that the greatest asset of any school is its staff, and we are excited to appoint a Teacher of PE (maternity cover) to our team. We are an intentionally smaller school, meaning that staff can genuinely focus on individuals, supporting and inspiring them to strive and achieve, whatever their starting point. If you believe you have the character, attributes and expertise to be part of the department and make a meaningful difference, then I look forward to hearing from you.

All the very best,

Jonathan Williams  
Headmaster



## Heathfield School

Heathfield is a vibrant independent boarding and day school for girls, introducing a co-ed Sixth Form in 2026. It is a member of GSA and BSA. There are approximately 200 students on site, aged 11–18, approximately 60% of whom are boarders. Recent developments in the boarding model have created a modern, integrated community of full and weekly boarders, alongside day girls. The result is a warm, inclusive and friendly community, where all can flourish.

The School occupies an attractive, 36 acre site on the edge of Ascot. Extensive outdoor spaces and woodland provide an inspiring, rural environment, though only half an hour from Heathrow airport and on a direct train line to Central London.

Resources for learning are excellent and constantly evolving. A modern theatre was completed in 2009, followed by a STEM Centre in 2015. Most recently, the new, multi-million pound Cadogan Sixth Form Centre has provided dedicated learning accommodation for A Level students, alongside the most modern of social spaces.

Technology is embedded within the academic life of the school, including through a multi-media recording studio.

There are extensive facilities for sport and exercise. In addition to playing fields, there is a Sports Centre including modern fitness gym, dance and spin studios alongside a 25m indoor pool. Wellbeing has a high profile in the life of the community.

There is an extensive programme of co-curricular activities, in which all students are encouraged to take part. This includes a vibrant and varied programme of weekend activities in which both boarders and day students participate.



# The Role of the Physical Education Teacher / Coach (Maternity Cover)

Line Manager: Director of Sport

Start Date: September 2026 or January 2027

## The Department

Heathfield is renowned for its commitment to educational excellence, superb pastoral care and exceptional co-curricular enrichment for our pupils through Sport. There is an exciting future ahead of Heathfield to build on great foundations with forward thinking and innovative support through the Mill Hill Education Group. Sport is a key part of the culture at Heathfield School and all girls take part in a highly engaging and inclusive curriculum full of variety and excellence. Our competitive sports in the Michaelmas and Lent terms are Netball and Lacrosse, and in the summer term, Athletics, Cricket and Tennis. To supplement our main sports, we teach a broad curriculum a compete in additional sports such as Gymnastics, Swimming, Football and Badminton, to name a few. The current department consists of passionate PE practitioners who are specialists in a range of sports to ensure the delivery of a strong and inspiring holistic PE programme.

## The Role

We are seeking a Maternity cover Physical Education Teacher or Coach with specialism in one of our main sports, or Strength & Conditioning, to be part of a department that is passionate, forward thinking, and committed to developing Sport to an excellent standard. The right candidate will support with the implementation of a programme that is full of variety and brilliance, supporting the participation and performance of our pupils. Specifically, we are looking for an individual who is passionate and about Sport and physical activity with a breadth of experience who can be part of our team to enhance our programme. With a fantastic working environment and outstanding benefits, this is your chance to be a part of Heathfield Sport at a really exciting time for our future.

This role is can be adaptive to the strengths of the candidate. The role would be attractive for an experienced teacher, an ECT or a graduate assistant/coach.





## Main Duties

- To support the department in the delivery of a thriving and exciting Physical Education Programme, as well as believing in and promoting the school sporting vision.
- Assist with the organisation of weekly fixtures for our pupils against local opposition, cup competitions and tournaments for a variety of sports.
- To umpire and coach at fixtures as directed by DOS, both within the week and Saturday matches.
- Be willing to teach a broad range of sports at Heathfield and be able to both stretch and support pupils of all abilities.
- To coach in the after-school clubs and activities programme at Heathfield.

## Person Specification

The School welcomes applications from aspirational, enthusiastic and committed individuals who are seeking to further their careers and who believe that they can make a positive impact on Sport at Heathfield. Although we are a small schools our vision and our pupils' aspirations are big.

Role can be adapted for the strengths of the candidate – Opportunities to teach a second subject or include the teaching of Academic PE – GCSE/ A Level.

- Secondary PGCE with QTS/or extensive coaching qualifications and experience in Lacrosse, Netball or Strength & Conditioning.
- Experience teaching/ coaching in one of our major sports or a breadth of experience in Physical Education is essential.
- Ability to deliver both developmental and performance coaching sessions.
- Ability to umpire and manage teams.
- Commitment to developing excellence in the sport programme.
- Highly effective communication skills with pupils, parents and staff.
- Willingness to assist with after school activities
- Good organisational skills.
- Ability to work as a team.
- Committed to promoting PE and Sport across the whole school (Prepared to attend internal and external training days)
- Be enthusiastic and able to motivate and inspire pupils of all abilities and ages.

## Terms

### **Salary**

Competitive.

### **Pension**

Eligible staff will be automatically enrolled onto the contributory pension scheme.

### **Meals and Refreshments**

We provide nutritious meals in the Dining Hall during term time and refreshments are available throughout the day, both are free of charge.

### **Personal Accident Insurance Scheme**

The School currently participates in a Personal Accident Insurance Scheme.

### **Fee remission**

The School currently offers a discount on fees should their child attend the School.

### **Parking**

Free parking is available on site.

### **Welfare**

Welfare initiatives available to staff include free use of the School's swimming pool and gym, access to discounted massage and reflexology sessions, spin bike and yoga classes. The School has free 24/7 onsite medical care with the addition of access to a counsellor.

### **Equality and Diversity**

Staff are expected to promote equality of opportunity for all pupils and colleagues, both current and prospective, and support an environment that values diversity.

### **Promoting British Values**

Heathfield recognises the importance of placing emphasis on fundamental British values in the curriculum and all other aspects of school life. These values reflect the ethos of the School and all members of the community have a role to play in delivering the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. All staff are responsible for promoting these values when opportunities arise.

## Application Process

Applications should be submitted on the school's forms, which can be accessed by [clicking here](#). The completed form should be accompanied by a letter of application (not more than 1000 words) to Mr Williams, Head. Applications should be submitted by email to [recruitment@heathfieldschool.net](mailto:recruitment@heathfieldschool.net).

Closing date for applications: 17 April 2026

Applications will be acknowledged and will be evaluated against the selection criteria. We reserve the right to call suitably qualified candidates to interview before the closing date. Early applications are therefore encouraged. Heathfield School welcomes applications from all sectors of the community.

Right to Work in the UK is essential; the School does not support working Visa applications.

### **Safeguarding and Child Protection**

Heathfield 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 Enhanced Disclosure and Barring Service check. Heathfield expects all staff to share this commitment and adhere to, and comply with, the School's Safeguarding Children and Child Protection policy and procedures at all times.

Heathfield School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristics.



Heathfield School  
Ascot

Inspiring tomorrow's generation to live and lead with integrity, ambition, and innovation

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