



Appointment of Director of Sport

September 2020



Director of Sport

Lead an exciting and progressive sporting programme at a world leading school and shape its future for the 21st century.

As Director of Sport, your leadership, your knowledge of and love for sport and your commitment to diversity and inclusion are your most valuable qualities. These will help you build our vision for the future.

We are looking for an experienced individual who understands first and foremost the value of education through sport. Eton has a long and proud history of sporting endeavour, but we recognise that the role of sport in society is changing. We want a leader who will head a collaborative process to ensure that Eton stays at the forefront of school sport. We also want to look to new opportunities to share our facilities both locally and nationally.

This role will suit a highly skilled enabler who is good at getting the best out of others. At the centre of our thinking though, is the need for someone to develop a vision of what world-class sporting provision looks like in a school like ours. Sport, for us, is not about win/lose ratios. Our concern is to develop a much deeper and more sophisticated sporting provision that ensures that sport plays a key role in developing the character and outlook of our pupils, allows us to share our facilities with people more widely and ensures that everyone has some fun along the way.

This is a role that may well define your career and will certainly shape the future of Eton sport for the next century.

SIMON HENDERSON // HEAD MASTER





Sport at Eton

We are in the process of building two state-of-the-art indoor sports facilities to complement our already outstanding outdoor facilities.



Sport plays a central role in the Eton Curriculum. Every boy is offered a full sporting programme and almost all members of the teaching staff (as well as external coaches) are involved in delivering sport in some form or other. The range of possibilities is unmatched in any school, from the opportunity for our top cricketers to compete at Lords and our rowers competing at Henley Royal Regatta, to boys who are inexperienced and want to try as many different activities as possible.

We can say with confidence that Eton and Etonians have played a very important role over the centuries in the creation of British sport - from the development of Football to the creation of Eton Fives and the growth of competitive rowing. However, we have no interest in resting on past glories – we are ambitious for the future. Our new facilities mark a turning point where we seek to share our facilities with our locality more widely and to be a national resource to help support the development of sport.

Quick facts

- *2 state-of-the-art indoor facilities in development*
- *38 winter pitches*
- *20 cricket pitches (8 artificial) and 16 cricket nets*
- *20 bespoke artificial tennis courts (54 using all-weather surfaces)*
- *4 floodlit all-weather pitches*

Eton has a great track record of success in many sports. However, we regard breadth of participation and the opportunity to learn lessons and skills that will sustain people in a healthier and happier life as being even more important. We are looking for someone to develop a vision for this future who has the skills to deliver this.



*Sport at Eton
College is hugely
varied allowing
boys to achieve at
every level of ability.*







Eton today

The Eton College of the 21st century is focused on the future while valuing its heritage.

Eton might not be what you expect! Today's school is a progressive and increasingly diverse community. Our approach to teaching is innovative and we seek to be at the forefront of developments in teaching practice. We see the teaching of sport as central to this and are looking for someone to help build our strengths in this area.

We want to develop the very best practice among our coaches. The majority are professional teachers of academic subjects with a strong specialism in one sporting area. One key challenge will be to encourage colleagues to develop and extend their range in coaching sport. This will involve a keen understanding of the challenges all teachers face in balancing competing responsibilities in their professional life.

We are also at the forefront of partnership between the independent and maintained sectors. Our partnership work is led by one of our Deputy Heads and is supported by significant resources. We are committed to providing access to our new sports facilities for the local community.



Sports facts

- *2km rowing lake which was the Olympic venue in 2012, with world-class land-training facilities and boat house*
- *16 Eton Fives Courts*
- *2 historic Rackets Courts*
- *Use of 8 lane athletics track and indoor athletics training facility at the Thames Valley Athletics Centre (TVAC)*



Partnership

Eton prides itself on the depth and range of its partnerships with the wider educational commonwealth.

We place great emphasis on extending Eton's educational reach as far as possible by making Eton accessible to those who could not otherwise afford to come here and by making our expertise and facilities available to students who are not our pupils.

Eton has made places available free of charge since its foundation in 1440 and we remain committed to making an Eton education accessible to talented students from all backgrounds. For pupils in receipt of 100% bursaries, attending the school can be a

life-changing opportunity. We work in partnership with specialist organisations such as Royal SpringBoard to provide these transformative experiences.

We also have one of the largest and most effective partnership programmes of any independent school in the country, with annual interactions with over 100 state-funded primary and secondary schools. These include the two free schools that Eton was involved in establishing, both of which offer an Ofsted 'outstanding' education to their pupils: Holyport College, and the

London Academy of Excellence. Eton's staff and pupils benefit greatly from these relationships.

Our programme encompasses a wide range of activities including teaching provision, sharing sports facilities with local schools and community groups, student mentoring in numeracy and literacy, a Universities Summer School, an annual Community Fair fund-raising for charities, and voluntary service in the local community.

Did you know?

We set aside nearly £8 million a year for financial aid. Currently over 90 students receive 100% bursaries and a further 200 receive significant financial support.



Our new facilities will include..

- *Floodlit 4G pitch for rugby and football*



School Sports Centre (SSC)

- *Large Sports Hall (to fit 9 Badminton Courts)*
- *8 Squash Courts*
- *Climbing Wall*
- *Strength and Conditioning Suite*
- *Fitness Suite*
- *Two large studio spaces*
- *Dojo*





Eton Sports and Aquatics Centre (ESAC)

- 25m, 8-lane pool with moveable floor
- Large sports hall providing a flexible, multi-activity space



“It is fantastic to see the range on offer – with unexpected sports like Water Polo being real areas of strength.”

// AN ETON PARENT





Life at Eton College

Life at Eton is rich, varied, exciting,
challenging and immensely
rewarding – for pupils and staff alike.

The school was founded by Henry VI in 1440, and is today the largest boys' boarding school in the UK. In keeping with the charitable intentions of our founder, we welcome pupils from all backgrounds. This year pupils joined us from over 120 different schools from across the country. 10% of pupils come from overseas.

Academic standards are high: over 90% A*/A passes at GCSE, and over 95% A*/A/B passes at A-level or Pre-U equivalent.

Individual development and personal achievement are as important as academic results. Our diverse and busy co-curricular programme enables pupils to identify and develop skills and strengths through a huge variety of activities – from sports to music to theatre.

Sport is central to Eton's curriculum, not just because pupils enjoy it, but because it helps to develop many of the qualities in which the school believes.

The range of sports available is wide and includes football, rugby, hockey, cricket, rowing, athletics, squash, rackets and fives.

On some match days, there may be as many as 30 games and more than 40 teams playing. Our aim is to offer opportunities for every student to take part in and learn through sport.

Music thrives at Eton. A very generous building programme has doubled the size and scope of the music department in recent years. There are currently 122 Music Scholars and Exhibitioners and more than 1,000 music lessons are taught each week.

In the creative and performing arts, pupils participate in over 20 theatrical productions each year, and Eton productions regularly appear at the Edinburgh Fringe Festival.

CARING FOR OUR PUPILS

The school provides outstanding pastoral care for pupils. We are a full boarding school with 25 boarding houses, each home to 50 boys aged 13-18. The houses are the heart of life at Eton.

Each house is run by a dedicated team which includes members of the teaching staff. New staff members can expect to be attached to a house and to carry out a fortnightly duty evening as a House Assistant.

All teachers tutor one or two small groups of pupils, meeting them regularly and taking an interest in their academic progress and wellbeing.

*// We care about the individual
and pride ourselves on the warmth
of a community in which all our
pupils feel valued. //*

SIMON HENDERSON // HEAD MASTER



Candidates

We welcome applications from candidates with significant experience of managing sporting programmes in a variety of environments. An appreciation of the role of sport in education is important, but is not the only criteria we value.

ABOUT YOU

First and foremost you will be a fantastic 'people person'. The successful candidate will be able to build strong relationships at every level in the College.

You will have a clear vision for the role of sport in education, and will be equipped to develop a coherent sports department at Eton.

You will understand how to succeed at the highest level of competition, but will also understand that our relentless focus is on the success and wellbeing of every pupil, not a select few.

Eton's clear philosophy of education through sport encourages bringing the best teaching knowledge to the task of creating an effective team – it's never just about winning.

You will be highly disciplined and organised and able to manage a complex network of different relationships within the structure of a large organisation.

You may have experience as an effective participant yourself, but will understand that your credibility will be rooted in your ability to deliver as a leader. You will inspire people and be a good listener and reflective about your own practice.

Do you thrive on innovation, leadership and collaborative working?

Key Relationships

As Director of Sport you will work with:

- The Deputy Head (Co-Curricular) to re-shape to the delivery of sport both within the school and through our partners;
- The Sports Operational Manager, a colleague charged with the operational management of the sporting facilities and support staff across the whole site on a year-round basis;
- Our professional coaches in sports as diverse as rowing, cricket and rackets;
- The facilities management team, liaising with the Director of Buildings and Facilities, working closely with the Facilities Manager and their team;
- The Deputy Head (Partnerships) in realising our partnership goals;
- Colleagues throughout the school who will look to you for clear leadership and a vision for the future.



The job description

Shape the future of sports education
at Eton and beyond.

A VISION FOR ETON SPORT

You will:

- Work collaboratively to forge a clear vision for the future of all sporting activities at Eton;
- Articulate that vision both internally and externally with clarity, vigour and enthusiasm;
- Ensure that Eton sport is inclusive and provides opportunities for every pupil at the right level;
- Create the conditions for top teams to thrive without this distorting our overall programme;
- Act as an ambassador for Eton sport both local and nationally, with a view to widening collaboration and partnership;
- Promote our plans with potential donors and build enthusiasm for the future of Eton sport.

MANAGEMENT RESPONSIBILITIES

You will:

- Ensure that our safeguarding responsibilities are front and centre of all we do;
- Manage risk in the school's sporting programme, ensuring that risk assessments are carried out and updated in conjunction with the College's health and safety officers;
- Deploy our team of professional coaches and sports staff, both employed directly and as contractors;
- Oversee the staffing and timetabling of the school's sporting programme, ensuring that it dovetails with other users of the school's facilities;
- Work closely with the Sports Operational Manager to support the school's programme of sport;
- Take the lead in developing colleagues' skills and aptitude as sports coaches by leading a culture of continuing professional development and providing training opportunities and courses to support the school's sporting aims;
- Oversee the appropriate provision of support services, such as catering and parking, to support the school on match days.

LOOKING OUTWARDS

You will:

- Head up a sporting partnership programme that makes Eton's facilities available to the local and national sporting communities, in accordance with the College's charitable goals;
- Liaise with the Deputy Head (Partnerships) to ensure that Eton's sporting facilities are used in accordance with our policies and charitable aims;
- Design and deliver a programme of sporting opportunities using the College's resources to partner schools;
- Liaise with local partners and play a role in developing sporting opportunities in the local area and ensuring that Eton has a voice in the deliberations of the local council and other organisations when these issues are discussed;
- Assess the impact of our partnership activity in sport.

We are committed to creating and sustaining an environment that values and celebrates the diversity of both staff and pupils. We believe in equal opportunity for everyone, irrespective of age, disability, gender, gender-reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sexual orientation or socio-economic background.



AS AN EDUCATOR

You will:

- Play a full role in the life of the school during the course of each term;
- Set an example by coaching a range of teams and assisting colleagues in their work;
- Contribute to the wider educational life of the school as a tutor, assistant in a boarding house and, as appropriate, in the classroom.



YOUR SKILLS AND COMPETENCIES

You will be an effective leader and manager with a strong background and breadth of experience in sport and the provision of sport – whether at school and/or professional level.

You will be a confident and self-reflective leader who:

- Is passionate about the role of sport in education, understands how it can positively affect all pupils and has a clear vision as to how this can be achieved;
- Is able to put people first and will always act in the best interests of our pupils and any young people associated with Eton sport;
- Has the credibility through your own experience in sport to speak with authority and confidence;
- Can think strategically and will develop and strengthen sport at Eton College;
- Has personal integrity and will lead by example;
- Is prepared to challenge and to ask questions;
- Has excellent interpersonal skills and can build relationships with a wide range of people, from pupils to parents, and from colleagues to external contractors;
- Has a strong sense of ownership and professional accountability, with an understanding of when to consult and when to act;
- Has excellent judgement in managing sensitive and complex situations and understands the value of clarity, care and flexibility when doing so;
- Is well organised and is capable of juggling a broad portfolio of tasks giving due weight to each;
- Is a very effective communicator, able to enthuse and motivate;
- Has an ongoing and demonstrable commitment to their own professional development;
- Has the capacity to be both flexible and firm, and the ability to know when to be which;
- Has a positive attitude and approach to change and development;
- Has a strong sense of self-awareness and willingness to learn;
- Has a balanced sense of perspective and a sense of humour.



The benefits

We believe that all our staff deserve the fullest support in achieving their own potential and unlocking that of their students.

ETON – TOWN AND SCHOOL

Eton College is a friendly community with a family atmosphere. We are situated in a beautiful Berkshire town that offers excellent local schools and amenities. Historic Windsor is just across the river, and London is easily accessible by rail or motorway.

There is enormous collegiality at Eton. As one new teacher said: “This is my fourth school and I’ve never been made to feel so welcome”. Colleagues relish being part of a school with a holistic ethos and many regard their sporting contribution as a highlight of their week – there is a strong sense of community and collaboration.

ACCOMMODATION

This role comes with the benefit of school-provided accommodation for you and your family. Many of our teaching staff and their families are accommodated at the school in flats and houses around Eton. Accommodation is provided free of rent, council tax, buildings insurance and general maintenance costs, so staff only need to pay for their utilities and other bills.

PROFESSIONAL DEVELOPMENT

We believe that all our staff deserve the fullest support in achieving their own potential and unlocking that of their students. We have a structured and well-funded professional development programme for our staff and we are currently developing our provision in the co-curricular sphere. For all new staff, there is an induction and mentoring programme and a tailored programme for those in leadership roles.

SALARY AND BENEFITS OF SERVICE

Salary will be appropriate to the seniority of the role.

The appointee will work a full timetable during term time, but will be expected to be available for periods during the school holidays as required, particularly just before terms begin and after the end of the school year.

Besides a generous salary the school offers considerable benefits of service, including:

- A generous pension scheme
- Bike-to-work scheme
- Counselling and legal advice services
- School fee reduction (means-tested)
- Eyecare plan
- Free use of sports and leisure facilities
- Discount at local shops and amenities



Your application

For more information or to discuss the role, please contact the Deputy Head (Co-Curricular), Justin Nolan: j.nolan@etoncollege.org.uk

Eton College is committed to creating and sustaining an environment that values and celebrates the diversity of its staff and pupils. We are looking for people who can bring new perspectives, life experiences and skills that will enrich our community and the learning of our students both inside and outside the classroom. If you share our holistic vision of education and are keen to embrace the challenges and rewards of life in a full-boarding school, we would love to hear from you.

Please apply online and ensure that you fill out your personal details, career history and reference details in full as part of your online candidate profile, in addition to completing the application form for the post in its entirety. We also require the names and contact details of two referees, at least one of whom is a current employer. You must ensure your referees can provide references shortly after you apply for this role. We cannot accept testimonials.

Please apply online at www.jobsearch.etoncollege.com

Closing date for applications:

Initial interviews:

Final interviews:

Thursday 27th February 2020 (11.59pm)

week beginning Monday 9th March 2020

week beginning Monday 16th March 2020



Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an Enhanced Disclosure from the Disclosure and Barring Service.

www.etoncollege.com

