



BRADFIELD COLLEGE

LACROSSE COACH

## The opportunity

Due to a growth in the number of pupils wanting to play the sport at the College, we require a knowledgeable and enthusiastic lacrosse coach to support our girls' programme across both the Michaelmas and Lent Terms. The role will involve working with both small groups of pupils to improve their technical skills and team units to develop their tactical understanding. Coaching hours will be on a Tuesday and Thursday afternoon between 2 and 4pm. You will be required to both lead practices and to support sessions run by teaching staff involved in the lacrosse programme.

## The College

Founded in 1850 by Thomas Stevens, and set in a village amidst unspoilt Berkshire countryside, Bradfield College enjoys a well-established reputation for being one of the country's leading co-educational, independent schools through its provision of academic excellence and a well-rounded education.

The College is characterised by a relaxed unpretentiousness and has a strong family atmosphere. These are central to the enjoyment of school that we believe is the foundation of successful education. The people who work here are deeply committed to the progress and wellbeing of the children in their care. A talented and diverse team of specialists and all-rounders, the staff bring expertise and dedication to their role and have an easy rapport with the young.

Pupil numbers are currently over 800 (with a 60:40, boy/girl ratio) following completion of an expansion programme which began with the introduction of full coeducation at Bradfield in 2004 (girls were first admitted to the sixth form in 1989). Approximately 90% of the pupils are boarders; many spend Saturday nights at home following matches but there is a full weekend programme and approximately 25% of the boarders stay in. A majority of the pupils are relatively local, coming from within a 30-mile radius. There are also a good number of British and international pupils (approximately 10% and more than 30 nationalities) who are based in London and overseas.

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Bradfield's curriculum facilitates interdisciplinary thinking and also promotes excellence through specialisation. Inspirational teaching and high expectations go hand in hand in creating a culture of learning and ambition. As well as an extensive (i)GCSE programme, the College offers both the IB Diploma Programme and A Levels in the Sixth Form. Results are strong with 61% of all (i)GCSEs sat graded 9-7 or A\*/A, 75% A\*-B grades at A Level and an IB Diploma average of 35.9 points over the last two years and almost a quarter of pupils scoring 40 points and above in the most recent cohort.

Bradfield's outstanding pastoral care is rooted in its house system, beginning in Faulkner's, a Year 9 boarding house specially designed to help all girls and boys make a happy and successful transition to senior school before moving into one of 11 senior houses. As they make their way through the school, our pupils learn about themselves and about others and take increasing responsibility for their own lives, their choices and their wellbeing. Simultaneously, we help them to become more aware of the views, needs and rights of people of all ages.

Bradfield offers a remarkable range of co-curricular activity. Participation across this range is fundamental to a Bradfield education and means taking part in sport, music, drama, creative arts and the whole array of activities available. Our pupils throw themselves into co-curricular activity with enthusiasm and learn about themselves whilst honing skills and developing interests which will remain with them throughout adult life.

Bradfield seeks to develop attributes that will enable pupils to thrive personally and professionally and to offer an education for life. This means a great deal more than securing strong grades and making a convincing application to higher education. It also entails the ability to embrace change, openness to a globalised world and the readiness to adapt and innovate. Each of these is nurtured in our diverse community and through our rich curriculum. We encourage pupils to understand the world around them and their place within it. In the same way, Bradfield itself continually looks forwards and outwards, embracing new opportunities whilst remaining true to its values.





## Principal Accountabilities

- Be available on Tuesday, Thursday afternoons during term time, for the duration of the agreed hours
- Both lead and support the coaching of training sessions with pupils with a wide range of abilities. You should be prepared to coach players ranging from beginners through to those in our 1st Team.
- Demonstrate a knowledge and love of the game that will enthuse pupils and teaching staff with whom you are working.
- Communicate with the Head of Lacrosse so that you know who you will be coaching each week and can plan appropriate technical and tactical sessions, suitable for the age and level of those pupils.
- Be proactive in liaising with teaching staff when you are coaching together, to ensure what you are coaching the pupils ties in with their needs as individuals and as a team.
- Use your specialist knowledge to improve pupils' technical proficiency in the full range of skills.
- Support teaching staff to develop suitable tactics for the team, whilst working in line with the Head of Lacrosse's overall vision for the sport.
- Be prepared to be flexible, stepping in to cover the coaching of teams in both practice sessions and matches when their normal coach is absent.
- Support the delivery of midweek matches as an umpire when necessary.



## Person Specification

- Committed to safeguarding and promoting the welfare of children and young people
- Prepared to familiarise herself/himself with formal procedures and to implement school and statutory policies.
- Demonstrate suitability for working with children and young people, including the ability to form and maintain appropriate relationships and personal boundaries.
- An excellent knowledge of lacrosse, gained through either previous playing or coaching experience.
- Excellent interpersonal skills, with the ability to communicate successfully with people at all levels.
- The ability to plan and implement structured and progressive training sessions.
- Capability to monitor sessions and the confidence to adapt them dependant on their progress and the needs of the students.
- A willingness to work as part of a coaching team, with a positive, open and consultative style.
- The ability to work both individually and as part of a team.
- Sufficiently confident and mature to act as a positive role model to young people and to maintain a motivated environment within coaching sessions.

## Qualifications

- Level 1 Award in Coaching Lacrosse or equivalent
- First Aid Qualification (not essential)

## Terms of appointment and process

The successful candidate will be offered a competitive salary reflecting the role and the experience of the candidate.

Letters of application, along with a completed application form, a Curriculum Vitae and the names and addresses of two referees should be sent to the HR, Bradfield College, Bradfield, Berkshire RG7 6AU by the advertised closing date. Applications can also be made by email to [recruitment@bradfieldcollege.org.uk](mailto:recruitment@bradfieldcollege.org.uk).

Short-listed candidates will be invited to Bradfield for interview and a tour of the College will be offered.

Bradfield College reserves the right not to appoint to this post should a suitable candidate not be identified.





## **Safeguarding**

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

The post-holder is responsible for promoting and safeguarding the welfare of children and young people for whom he/she is responsible, or with whom he/she comes into contact, and ensuring compliance with our child protection policy statement.

## **Disclosure and Barring Service, references and right to work in the UK**

As Bradfield College is registered to ask ‘exempted questions’ under the Rehabilitation of Offenders Act 1974, successful applicants will be subject to the required and satisfactory DBS (Disclosure and Barring Service) clearances before the appointment is confirmed.

This post is also subject to receipt of written references which must be satisfactory to Bradfield College and documentary evidence of qualifications. A copy of the reference request form is included at the end of this document for information purposes.

Successful applicants will need to provide confirmation of permission to work in the UK. Please note that under the Immigration Asylum and Nationality Act 2006, Bradfield College has an obligation to ensure applicants have the right to work in the UK prior to commencement of employment. (This is carried out at the interview stage; if applicants fail to produce the required genuine documents prior to commencement of work for the College, or if it is found that those documents do not meet the legal requirement, an offer of employment will be withdrawn).

## **Health and Safety**

All staff are required to refer to their individual responsibilities as defined in the Health & Safety Manual and ensure they are competent to implement them and agree to abide by them. Staff health, safety and welfare at work are protected by law. The College has a duty to protect staff and to keep them informed about health and safety. Staff have a responsibility to look after themselves and others. If there is a problem, employees are expected to discuss it with their line-manager or with the College’s Health and Safety Manager.



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