



ROEDEAN

Independent Girls' Education
11-18 Day and Boarding

Roedean seeks an
Open Water Swimming Coach



www.roedean.co.uk



ON SITE FARM	FOUNDED 1885	46% BOARDING
6 OFFERS FOR OXBRIDGE		BEST EVER GCSE & A LEVEL GRADES IN THE LAST 2 YEARS
ACADEMIC MENTORING PROJECTS	45 ACRES	
FLOOD-LIT ALL-WEATHER PITCH ON SITE	160 CO-CURRICULAR ACTIVITIES	355 -SEAT THEATRE
GIRLS FROM OVER 33 COUNTRIES	£11m BOARDING REFURBISHMENT	125 YEARS ON CURRENT SITE
ISI (NOVEMBER 2021) EXCELLENT IN ALL AREAS	ON THE CLIFFS OVERLOOKING THE ENGLISH CHANNEL	700 STUDENTS ON ROLL

Welcome to Roedean



Roedean is an extraordinary school on an extraordinary site – the girls play cricket and hockey with the sea's blue in front of them and the green of the South Downs behind them, the Maths and Humanities classrooms have perhaps the best views of any in the country, and which other boarding houses have been likened to a boutique hotel? But it is not just the location, but the strong academic focus with a genuine belief in the importance of creativity and an all-round education that makes Roedean unique.

This is an exciting time for Roedean which has just marked the 125th anniversary of the School on its current iconic site, although the School itself was founded in 1885. Ever since its foundation, Roedean has been renowned for providing girls with an exceptional holistic education, and this certainly remains the case today: the girls excel in many fields, achieving excellent academic results, while also playing music beyond diploma level, and throwing themselves into partnership work in the community. There are A-E teams in Key Stage 3 Sport, girls achieve Advanced 1 in Ballet, design and race their electric car at Goodwood, artists win undergraduate places at Central

St Martin's, and a team of 6 students successfully swam across the Channel to France in June 2022 and hope to repeat this in Summer 2024.

The School has grown from 360 students in 2013 to around 700 on roll in 2024, and about half of that number are day girls, joined by boarders from over 33 countries.

Roedean's trajectory is very clearly upward, and the findings of our exceptional ISI Inspection reports in 2016 and 2021 judged Roedean to be 'excellent in every category' – the school is certainly 'going places' (Good Schools' Guide), and where it will be in the coming years is an exciting prospect.

Roedean really is a great place to teach – we hope that you would like to join us.

Niamh Green
Head

The Role



Reporting to the Director of Sport, the Open Water Swimming Coach will be responsible for planning and running three weekly sea-swimming sessions with a view to training Roedean students in preparation for a Cross-Channel-Relay swim. The sessions will be based in the sea off Brighton Beach and will focus on cold water acclimatisation building to longer distance sea-swimming in sessions of up to 120 minutes, as well as a swim camp in May half-term. Support will be provided by Heads of Swimming and Beach Lifeguards.

The post holder will work proactively to ensure that high-level swimmers and their parents see Roedean as a positive environment in which their talent will be nurtured. They will actively work to promote Roedean sport at all times.

Sport at Roedean



The school aims to provide a balanced, challenging, relevant and enjoyable programme available to all pupils, irrespective of physical ability, which enables them to:

- develop and foster positive attitudes to physical fitness and support a lifelong healthy and active lifestyle.
- develop strong physical literacy skills and a positive self-image.
- develop physical potential through a range of recreational, developmental, and competitive experiences.
- develop life skills such as resilience, communication skills, responsibility, teamwork, tolerance and fair play, perseverance, and organisational skills.
- develop and demonstrate leadership skills and act as positive role models.
- understand how a healthy lifestyle can improve wider achievement.

The Department



Roedean sports facilities include a new floodlit all-weather full-sized Hockey pitch, multi-purpose sports hall, 25 metre Swimming pool, 11 Netball and Tennis courts and extensive grounds for Cricket, Athletics, Football, and other sports. A fitness suite and department offices are situated within the sports hall complex.

This enthusiastic, vibrant, very well-qualified department has been integral to the recent success of the school with full and part-time PE teachers, specialist coaches, a strength and conditioning coach, graduate assistants and Heads of Sport in Cricket, Hockey, Netball and Swimming. Several external coaches work part-time to provide additional professional tuition for girls who wish to excel in their specialist sports such as badminton, fencing, karate, tennis, horse-riding and sailing.

Each year group has dedicated games afternoons each week allowing squad practice to take place, with Key Stage 3 having an additional games lesson in the major sports throughout the year. There is also an option for the older pupils to select from a range of physical activities such as yoga, badminton, volleyball, spinning and strength and conditioning.

The department offers AQA GCSE PE as an option in years 10 and 11 and OCR A Level PE.

Main Duties



Swimming sessions

- Plan and deliver sea swimming sessions to a range of ability groups. This includes taking into consideration and adapting plans due to a range of factors including, but not limited to: the weather, tides, pupil and staff ability, staffing available, wildlife and water pollution in accordance with the risk assessment and event specific notes. Ensuring the advanced group are following a plan that is suitable for crossing the Channel.
- Communicating the plan to trip lead and lifeguards ahead of the session.
- Arriving ahead of planned meet time to ensure session and equipment is set up.
- Assisting with the planning of alternative sessions if the conditions are not conducive to swimming in the sea.
- Provide briefings as appropriate
- Provide professional coaching both in and out of the water to both pupils and staff.
- Communicate effectively with pupils, staff, parents, and lifeguards.
- Deliver all duties in accordance with the programme's objectives and briefings.
- Motivate and enthuse swimmers, parents and staff throughout the programme.
- Reflect on your own coaching practice and behaviour after each session.
- Be comfortable with leading and organising the May Half Term Channel Crossing camp which includes a night swim.

Safety

- Communicate effectively to staff and pupils to ensure the highest safety standards are followed throughout the sessions.
- Ensure that a coaching and teaching plan is followed to ensure safety and success of pupils at all levels
- Ensure that all sessions are safe and within the risk assessments

Open Water and Channel Relay Swim Programme

- Run open-water training sessions twice during the school week and on Saturdays to ensure open-water swimmers are suitably prepared for the Channel Relay Swim.
- Coach pupils of all abilities in open water swimming including cold water acclimatisation.
- Provide coaching during the Summer Half-Term Channel Swim Training Camp over 3-4 days

Person Specification



A passionate open water swimming specialist with the desire to lead the School's open water sea swimming training and lead a team of swimmers safely across the English Channel.

Essential

- Must hold as a minimum UKCC Level 2/ASA Coaches Certificate or equivalent.
- Proven experience as a practising coach of working with age group swimmers
- Outstanding knowledge of the sea, tides and weather
- A team player
- The ability to evaluate sessions and provide feedback to swimmers, parents and staff
- Tact and diplomacy in all interpersonal relationships
- Self-disciplined with a commitment to continuous service improvement
- Ability to think for yourself and use own initiative
- Committed to ongoing learning
- The ability to set priorities and work flexibly to meet outcomes required in a dynamic environment
- High levels of motivation and dedication

Desirable

- Open water qualification is desirable.
- Knowledge of the effective development of young athletes
- Good planning, interpersonal and communication skills (with swimmers, staff and home coaches)
- An outgoing personality with good interpersonal skills and be able to enthuse and motivate young people
- Experience of organising coached sessions for age group swimmers
- Experience of sea swimming and channel relay preparation

The School does not have a licence to sponsor migrants under the worker or temporary worker routes. Individuals who wish to work at the School will therefore need to hold or establish immigration status that allows them to work in the UK. The School is legally required to check that all successful job applicants hold the right to work in the UK before work can commence.

The Package



Salary: £38.02 per hour

Hours: 6am – 7am Tuesday and Thursday mornings and 8am – 12 noon on Saturdays, summer term time only. The ability to be flexible with timings is essential.

Other Benefits include:

- **Pension** – Contributory pension scheme
- **Remission of fees** for a daughter attending the school, in line with the current policy of the School Council, subject to the usual standards and procedures for admission (currently 40 % - pro rata for part time staff)
- **Dining and refreshment facilities** throughout the school day whilst on duty
- **Sports and Leisure** – use of the swimming pool, fitness suite and tennis courts (subject to availability). Weekly yoga classes are available after work
- **Wellbeing** – Staff have access to a confidential advice and telephone support service. Regular staff social events.
- **'Cycle to Work' scheme**

Safeguarding



The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Head and relevant agencies.

Roedean is committed to the safeguarding of children. In addition to normal pre-employment checks, this appointment will be subject to a prohibition order check, an enhanced DBS check and a safeguarding interview.

Roedean is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Roedean in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

How to Apply



Applicants must complete the application pack and return it to vacancies@roedean.co.uk or via post to Louisa Butler, Recruitment Manager, Roedean School, Roedean Way, Brighton, BN2 5RQ.

If you have any questions about the role, please email Louisa Butler in the first instance - vacancies@roedean.co.uk

Closing date for applications is 9am, 12 April 2024.

This job description may be reviewed from time to time in light of changing circumstances and if it is necessary to amend/alter this, those concerned will be consulted.

Why Teach at Roedean?



At Roedean, we are seeking talented and dedicated members of staff with a passion for their subject and for education per se; they will be teachers who are experts in their subjects and will challenge the girls to think for themselves and become independent in their learning. The enthusiasm of our teachers is complemented by regular opportunities for the girls to meet and hear from successful female role-models, such as at our annual International Women's Day Festival, when over twenty speakers come to Roedean, and Baroness Floella Benjamin, who addressed the entire School at a Black History Month Lecture, was a true inspiration. We also enjoy regular visits from our Ambassadors: Kate and Helen Richardson-Walsh, who won Olympic Gold in Rio 2016, are our Sports Ambassadors; Dr Suzie Imber, Professor of Space Physics, is our STEM Ambassador; and Anabela Chan, jewellery designer, is our Creative Arts Ambassador.

It is a genuine pleasure to teach the girls – they are engaged and motivated, and this is clear from their academic achievements. In 2023, the students achieved the School's best ever A Level and GCSE grades in non-Covid times: at A Level, 55.5% of all grades were A*-A, and 28.2% were A* grades; at GCSE, 74.3% of all grades were at Grade 9-7, and 32.1% were awarded Grade 9. We are delighted that the girls consistently achieve excellent

academic results, and this provides a strong springboard to success in Higher Education and beyond. It is noteworthy that nearly a third of last year's leavers went on to study STEM subjects at university, highlighting that the School bucks the 'girls can't do Science' stereotype.

In our teachers, we are looking for quality and enthusiasm, and a desire to spark the girls' intellectual curiosity and watch them grab whatever they discover and run with it. Our aim is for the students to become life-long learners and leaders, always keen to undertake new challenges and learn from their experiences, and Roedean has the same wish for its staff; the school is happy to provide support and training to facilitate professional development if needed.

Teachers at Roedean work excellently as part of a team, prioritising the girls' interests, and giving them support and space to develop their talents and interests. The staff enjoy strong and meaningful relationships with the girls, characterised by mutual trust and respect. If you are passionate about getting the best out of every single girl, and watching them grow into independent and resourceful young women, a job at Roedean is for you.



The School Today



Roedean now numbers around 700 girls, the result of an annual growth of 15 % since 2013, and it is enjoying markedly increased interest, both from local families and from those in London who are choosing to take advantage of the weekly and flexi-boarding opportunities. There has been an enormous growth in the number of pupils from Sussex and the UK, and there are about 310 boarders in the school.

Roedean brings together students from over thirty-three countries around the world and those who live very locally; these different cultures and experiences add a great deal to the girls' experience, particularly in our increasingly globalised society, and the ISI Inspectors remarked that 'the cultural development of pupils is excellent', and commented on the 'mutual tolerance and respect' which came from the integration between pupils from different countries, and between the day girls and those who board. 80 % of the girls in the first three years are now from the

UK, and, in recent years, many local girls have had the opportunity to join the Sixth Form from state schools nearby, benefitting from the School's Brighthelm Awards.

Our partnership with St Mark's Primary, in the Whitehawk estate, is hugely rewarding for the pupils at both schools – there are over 20 joint weekly activities, we fund-raised and built a Library on their site from scratch, and one year-group comes to Roedean each week for a morning of academic and sporting enrichment. Furthermore, the Roedean Academy, a programme of academic enrichment for Year 10 students, brings together academically gifted and engaged students from six local schools in the maintained sector with those at Roedean, to challenge their academic expectations and broaden their horizons.



ROEDEAN'S ETHOS

Founded in 1885 by three sisters to provide 'a thorough, physical, intellectual and moral' education with 'as much liberty as is consistent with safety', the School has always broken the mould. Today, Roedean is determined to empower the girls to challenge themselves to realise their considerable potential; they are given the opportunity to grow up at their own pace, not constrained by finite expectations, and they have the freedom to develop their talents and passions. Roedean's ethos is clearly focused on the remarkable benefits of a holistic approach to education, in which academic pursuits are complemented by a wide range of co-curricular activities, and the founding Lawrence sisters would be delighted with their legacy today. With over 160 activities on offer every week, the girls enjoy international travel awards, a Farm on the school site, the annual House Drama Festival, and our flood-lit all-weather pitch. Roedean girls excel in a range of sports, and many musicians and dancers perform beyond Grade 8 level – all such activities have their own intrinsic

value, but they also have huge benefits for the girls' academic endeavours. In 2021, the School introduced 'Wild Fridays', a programme which sees all of Year 7 spend every Friday afternoon outside, learning bushcraft skills and orienteering, looking after the animals on the Farm, and outdoor adventure – and they love it!

At Roedean, there can be no doubt that the girls' rounded education 'makes a considerable contribution to their personal development' (ISI Inspection), and it is precisely this which produces independent and creative young women who will make their mark in the world. In the same way that Roedean encourages the girls to pursue a variety of interests, we expect the staff to be committed to the busy life of this boarding school; it is wonderful when staff join the orchestra or play in the staff-student sports fixtures, and the girls love it when members of staff congratulate them on their role in the previous night's play or the goal they scored in the fixture at the weekend.

ROEDEAN'S CAMPUS AND FACILITIES

Roedean is located on a beautiful 45-acre campus, and owns a further 75 acres of land adjacent to the site. It is the only school in the UK to be set within a National Park and on a coastline, as well as being in the boundaries of a vibrant city. The Grade II listed main building and Keswick House were designed by the leading Victorian architect and Roedean parent, Sir John Simpson, who also designed the original Wembley stadium. The main building incorporates the four main boarding houses, the dining rooms, the Library, and the teaching and administration spaces. Later additions include the Chapel, Science Laboratories, the Theatre and dance studios, the Music wing, Keswick House and Lawrence House. We also have an indoor swimming pool, a Sports Hall, which includes a multi-gym, and numerous playing fields to the front and side of the school. The School has completed

a £11 million modernisation of the five boarding houses, which includes the significant and sensitive redesign of almost 300 bedrooms, communal spaces, and private study areas for both boarding and day girls, and both Tatler and the Sunday Times drew close comparisons with the accommodation in high-end hotels. With a £1½ million refurbishment of the Sixth Form facilities in 2019, a small Farm on site with sheep, chickens, ducks, and pygmy goats, a refurbishment of our 355-seat Theatre in 2021, and a new all-weather flood-lit pitch at the heart of the School, Roedean certainly has wonderful facilities and buildings. A transformation of the Library, which began in April 2023, promises to deliver an outstanding study, research, and exhibition space within the School's original school hall, further enhancing Roedean's academic provision.



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