



REPTON

SWIMMING

DEVELOPMENT SWIMMING COACH

November 2025 (0.8 FTE)





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From the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools, located in the heart of the English countryside, yet within easy reach of major cities; strengthened by a history that goes back over a thousand years, yet with a keen eye on the challenges of the twenty first century.

Following the continued growth and expansion of Repton Swimming, we are looking for an outstanding Development Swimming Coach to work in the swimming curriculum and development pathway under the direction of Director of Sport at Repton Prep and Repton Swimming Head of Development. This is with oversight from the Director of Swimming, Jamie Main, as we continue to ensure Repton Swimming is a leading programme in Great Britain.

Following affiliation to Swim England in 2020, the exponential success of the club illustrates both the purpose and the ambition of the programme, where we ensure that our performance swimmers receive the quality of coaching and experience that will enable them to compete successfully in national and international school and club competitions.

Following medal success and international team selections at the AGB Championships as well as back-to-back West Midlands Regional Arena League Winners and subsequently finishing runners up nationally in the Arena League Final 2025, Repton Swimming has a clear direction and purpose, and this role is an outstanding opportunity for the right person.

A major programme of investment and expansion has been completed across both Repton and Repton Prep in recent years, and Repton International now has schools in Dubai (2), Abu Dhabi (2), China, Malaysia, and Egypt, with plans to open a further four over the next few years.

We are a school with ambition and purpose, eager to employ and reward those who share our values and aims. We have a commitment to invest in the professional development of our staff, Repton is a very attractive place to work.

I hope very much that you will read this document with interest and I encourage you to apply.



Mr Mark Semmence
Headmaster



An Introduction to Repton School

Repton is the ancient capital of Mercia, and the School, founded in 1557 from a bequest from Sir John Port of Etwall, was established on the site of a 7th century Anglo-Saxon Benedictine abbey and latterly a 12th century Augustinian priory.

The School today incorporates many of the original buildings from the estate, namely, the Guest Chamber and Prior's Lodging (which as the Old Priory currently houses the School Library and Common Room), Overton's Tower, Tithe Barn, and the Arch. The latter is all that now remains of the Priory's original gatehouse and which helped inspire the School's motto: *porta vacat culpa*.

Today Repton is a world class, modern, flourishing community with a clear sense of purpose and momentum. As a pre-eminent co-educational and boarding and day school, Repton provides an exceptional broad-based education, blending heritage with the pursuit of excellence in a 21st century context, offering world class facilities as well as high quality teaching and pastoral care.

The School has a thousand pupils across the Prep and Senior School, making it large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish. At Repton Senior, each pupil, whether day or boarding, is a member of a House, of which there are 10 (six for boys and four for girls).





A Global Family of Schools

The Repton Family of Schools represents a bold and ambitious extension of Repton's educational vision, combining tradition and innovation to create a global network of schools committed to excellence. The first international school, Repton Dubai, opened in 2007, making Repton one of the earliest British schools to establish an overseas campus. Since then, the family has grown to include schools in Dubai (2), Abu Dhabi (2), China, and Egypt, with a further four international openings planned in the years ahead.

Repton also currently has five schools in the UK: Repton, Repton Prep, Marlborough House Vinehall, St Hugh's, and St Wystan's - each one offering a distinctive local experience while sharing the core values and educational ethos of the wider group. There is a clear ambition to expand this UK family of schools, increasing access to a Repton education within the UK as well as overseas.

This growth is central to Repton's strategic development. The additional income and intellectual capital generated by the Repton Family of Schools (RFS) directly support the School's aim to widen access through bursaries, invest in outstanding facilities, and strengthen staff development. Furthermore, the group enables Reptonians and staff to participate in collaborative and cultural exchange opportunities across continents, deepening Repton's global perspective and reach.

The Headmaster of Repton School also serves as CEO of the Repton Family of Schools, ensuring strategic alignment, educational quality and a consistent commitment to values across the group. RFS provides a wide range of expertise - from governance and school design to teacher development and quality assurance - supporting both the integrity and ambition of Repton's global brand.





The Role

We are looking to recruit a suitably qualified, enthusiastic and energetic Development Swimming Coach who is able to lead the delivery of the prep curriculum lessons, activities programme and development pathway sessions at Repton Swimming. S/he will provide exceptional coaching and have the commitment, organisation and communication skills to deliver the aims for Repton Prep and Swimming.

Repton Swimming, founded in 2019, has grown exponentially, is a unique programme and is an exceptional opportunity for the right candidate. Based at Repton School and Repton Preparatory School, Repton encompasses both pupils at the schools and community members, who create the club known as Repton Swimming.

The Development Swimming Coach reports to the Director of Sport at Repton Prep, and Repton Swimming Head of Development. This is with oversight from Jamie Main who joined Repton from the Aquatics GB Bath National Performance Centre, recently overseeing the performance of Repton School pupils Eva Okaro and Jacob Mills that led to their selection in the Aquatics GB Team for this Summer's World Championships in Singapore.

Our team of coaches has expanded significantly in the last two years. The Coaching Team currently comprises of the Director of Swimming, Assistant Director of Swimming, Performance Coach, Assistant Performance Coach and Head of Development (all full time) and is supported by a Repton School full time Lead S&C Coach. The Development Swimming Coach will work closely with a number of stakeholders, including key Repton Prep personnel, Repton Swimming staff and Club Committee.

All Repton Swimming Coaches have a duty of care to all swimmers within the Repton Swimming programme. The primary focus of this role is to deliver the highest quality teaching and coaching to both the curriculum and development pathway, which will progress athletes to the next level in the programme or as part of their individual development.





Key Areas of Responsibility

The ideal candidate will be responsible for planning and delivering high-quality swimming sessions to individuals and groups of all ages and skill levels, ensuring a safe and enjoyable learning environment. Working within the Repton Prep curriculum swimming provision and coaching within the Repton Swimming development pathway, the candidate will have responsibility for developing the next generation of talent within the swim programme.

- Deliver engaging and progressive lessons and coaching tailored to the needs and skill levels of participants
- Monitor progress and provide constructive feedback and encouragement
- Ensure the safety of all swimmers during lessons/sessions by following proper safety procedures and maintaining vigilant supervision
- Prepare and set up equipment required for each session
- Maintain accurate records of pupil/swimmer attendance and development
- Communicate effectively with parents, guardians, and staff about pupil/swimmer progress and any concerns
- Participate in ongoing training and professional development
- Attend Repton Swimming meetings to provide progress reports and contribute to the continuous improvement of the programme
- During school holidays deliver community swim clinics to provide an increase in awareness of the Prep School and Repton Swimming
- Support the organisation and delivery of the Repton Swimming Race Nights and Open Meets
- Team Manage when required at competitions



Candidate Qualities

Qualifications & Experience

Proven track record of developing skillful swimmers

Swim England Level 2 Teaching and Coaching (or equivalent)

A minimum of 2 years' professional teaching and coaching experience

Sports Coaching / Science degree or similar (desirable)

Swim England Team Manager Qualified with at least 2 years experience

UK driving licence essential.

Experience of the UK Club swimming system, to include competitions and pathways

Knowledge

An appreciation of the protocols of swimming in the UK

Awareness of recent teaching and coaching methodology

Understanding of effective pastoral care

Knowledge and understanding of independent schools' sport provision (desirable)





Skills and abilities

Excellent organisational and administrative skills

Strong communication and interpersonal skills; both written and verbal

Set high standards for themselves as well as demanding high standards of others at all times

Ability to inspire, motivate, develop and mentor young swimmers across both swimming and school life, as well as the ability to build strong relationships with all key stakeholders of the school and club

Ability to collaborate effectively

Personal qualities

Willingness to be involved in the life of a busy school environment

Aspirational and empathetic

An effective and collaborative team player

Flexible, fully committed and resourceful

Able to see the potential in every swimmer





Working and living at Repton

Working at Repton

The School is committed to employing and rewarding staff who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Benefits include

- Highly competitive salary
- Generous annual leave (25 days, plus Bank Holidays and Christmas Closedown) that will include a mandatory 2 week leave period in August
- Group Pension Scheme
- Challenging mentoring and CPD
- Complimentary use of Repton's exceptional Sports Centre facilities

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics and PE Block.

Many of the sports facilities are either new, or recently refurbished and include:

- 25m 6 lane pool at Repton
- 25m 6 lane pool at Repton Prep
- Strength and Conditioning performance gym
- 2 sports halls
- Fitness suite
- Team room for video analysis and team briefings

Living in Repton

Repton itself is a thriving village with a fascinating past. Situated in the Trent valley between Derby and Burton on Trent, on one side of the village is the Old Trent, the remnants of the former course of the river, and on the other there is attractive rolling farmland. The village has a vibrant community with clubs, societies, shops, pubs and other attractive amenities.

It is close to the cities of Derby and Nottingham and major transport routes, and much of the wonderful Peak District National Park lies within Derbyshire itself.





Information for Candidates

Candidates should apply via our website. [Job Search \(repton.org.uk\)](https://repton.org.uk)

Closing date for applications is midday **Tuesday 18th November 2025**.

Applicants will be contacted for interview if they have been successful in the short-list process. First round interviews are likely to be held from Wednesday 19th November 2025.

For an informal chat regarding the position, please do not hesitate to contact our Director of Swimming, Jamie Main, at jmain@repton.org.uk

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidate's suitability to working in a post involving children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the following shall be deemed to be included, in addition to the duties that you may be required to perform:

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact

Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





REPTON

Repton · Derbyshire · DE65 6FH