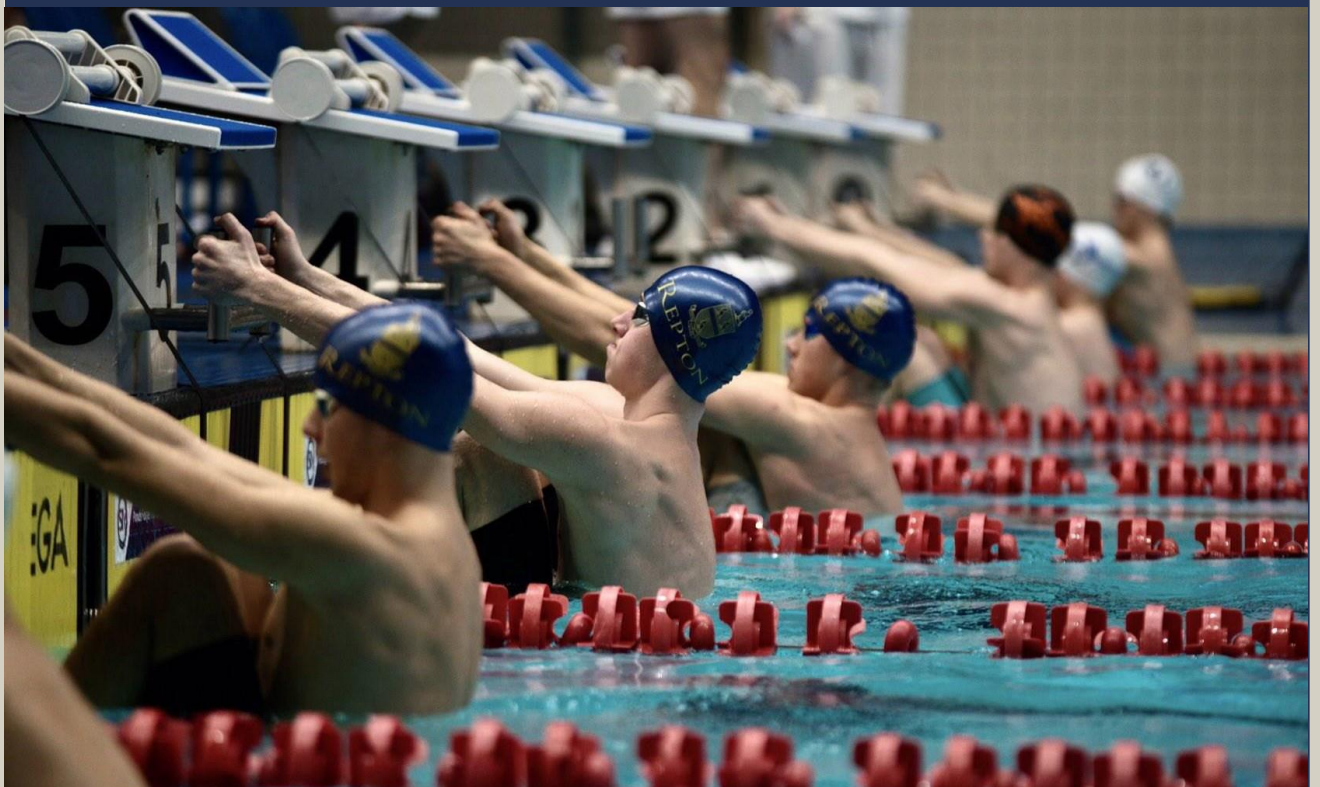




# REPTON

## Repton Swimming Performance Coach

*August 2022*



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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.

We are looking for an outstanding Performance Coach who will work closely with the Director of Swimming, Scott Talbot to continue to build Repton Swimming as we aim to become a nationally and internationally recognized club.

Following an affiliation to Swim England the success of the club rests with the fully integrated nature of the school, community and Learn 2 Swim programmes, whilst ensuring our performance swimmers receive the quality of coaching that will enable them to compete successfully in national and international school and club competitions.

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 Singapore, 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. Accommodation may be provided, and with 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



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# 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 7<sup>th</sup> 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

Repton was one of the first British schools to expand overseas, with the establishment of Repton Dubai in 2007. The development of a community of international schools being key to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China, Malaysia, and Singapore with plans to open a further four more over the next few years.

The additional income generated by our overseas schools provides financial support, that will enable Repton to select pupils simply on merit and without regard to their parents' financial means. The Headmaster and Senior Management Team play a key role in helping to shape the development of Repton as a leading, global educational brand.

Repton also currently has three schools in the UK (Repton, Repton Prep and St Wystan's) with the ambition to grow its UK family of schools.



# The Role

We are looking to recruit a suitably qualified, enthusiastic and energetic Performance Coach who can provide and support the delivery of Performance and Community Swimming. S/he will provide exceptional coaching and have the commitment and management skills to deliver the aims for Repton Swimming within a clear timeframe.

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 Swimming encompasses both pupils at the schools and community members, who now under the direction of Double Olympian and International Coach Scott Talbot, create the club known as Repton Swimming.

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 coaching to a specific group of athletes within Repton Swimming, which will progress athletes to the next level in the programme. The candidate will also be expected to contribute to Repton's excellent standards both in training and competition. All coaches in the Repton Swimming Programme report to, and work closely with, the Director of Swimming, who is responsible for overseeing the culture, progression, and management of all Repton Swimming.



# Key Areas of Responsibility

## Coaching

- Be the lead coach for a specific squad or age group swimming sessions, working closely with other members of the coaching team to provide the best coaching provision at all times
- Provide excellence in coaching through the recognised best practice (in line with the British Swimming OADF) that will improve performance outcomes for swimmers at all levels.
- Ensure the Repton Swimming Programme operates at the leading edge of training development and theory, ensuring an excellence in coaching and training, as well as being able to utilise the full range of methodologies in both squad and individual sessions.
- Provide technical video analysis for individuals whilst upholding Repton's safeguarding policies, if or as required.
- Support the delivery with other squads and groups across the age ranges as appropriate.
- Support any outside term-time Swim Camps to ensure swimmers are effectively prepared for the English & British Championships & other high-profile competitions.
- Encourage the development of swimmers across all age groups.
- Support the identification of talented swimmers within the Repton Learn 2 Swim programme, to assist with the transition into the club squads as appropriate
- Support the delivery of swimming within co-curricular sport and Physical Education lessons as/if required across Repton School and Repton Prep
- Contribute to the coaching provision at all appropriate competitions throughout the season
- In collaboration with Strength & Conditioning staff, establish optimum delivery of land-based training for the relevant squads and age groups.

## Planning and Goal Setting

- Complete annual planning for your training group with a focus on the Regional & National Championships
  - Undertake goal setting sessions in conjunction with the Director of Swimming for the squad and the individuals in that squad, that outline process and outcome goals for each person.
  - In the case of absence (injury, illness, holiday, duties away from the programme) work with the Director of Swimming to ensure adequate cover is in place
  - Preparation of annual, monthly and weekly training cycles must show progression and should be able to be shown to relevant stakeholders as required.
  - Advise the Director of Swimming on concerns in relation to squad guidelines
  - Fully support national & regional athletes selected to national/regional pathway competition/camps by preparing any relevant documentation required
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### Accountability and Leadership

- Assist the Director of Swimming by supporting the desired tone and ethos of the Repton Swimming Programme.
- Actively promote the Schools' behavioral values and expectations amongst swimming squad members.
- Assist with Encouraging Strong links with the Repton Sports Centre staff.
- Build professional relationships with staff associated with Repton Swimming across Repton School and Repton prep to ensure best pastoral care, academic and swimming performances for the athletes in our care.
- Assist with club wide managerial processes to include training, competitions, staffing, meet entries and attendance records.
- With support from The Executive Committee, lead the management and education of a team of swimming volunteers, including marshals, poolside officials and team managers.
- Assist with the ordering of kit and management of statistical records as required.
- Organise and promote two licensed competitions per calendar year to be hosted by Repton Swimming.
- Support the Director of Swimming in the planning and organising of any necessary training camps.
- Maintain a suitable log of all sessions undertaken
- Attend relevant staff gatherings/meetings as outlined by the Director of Swimming.
- Provide reports in a timely manner to be uploaded onto club media channels following relevant events, competitions or individual achievements.
- Update the Director of Swimming, with matters of importance regarding swimmers and parents in your squads when required

### Repton Enterprises Ltd

- Working with Repton Enterprises to deliver on commercial revenue opportunities for Repton Swimming.
  - Contribute to Open Days and swimming assessments where appropriate, as well as contributing to recruitment with initiatives and marketing opportunities.
  - Contribute to recruitment with ideas, initiatives and marketing opportunities.
  - Contribute to open days and swimming assessments when appropriate
  - Be willing to contribute to key commercial and revenue generating activities delivered by Repton Enterprises.
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**Pastoral Welfare**

- Assist with the daily wellbeing & safeguarding protocols surrounding the swimming team and all individual swimmers within the programme.
- Assist with the movement of swimmers across the site at Repton & Repton prep
- Ensure pupils are appropriately provided for in terms of travel to and from competition or training if required.
- take responsibility for the wellbeing of all swimmers, covering the athletic, pastoral and academic perspectives by working closely with the relevant pastoral staff.
- Liaise with the assistant Head of Operations in the planning and booking of accommodation and transport as required
- Liaise with the assistant Head of Operations with regard to risk assessments for travelling teams.

# Candidate Qualities

## Qualifications and Experience

Proven track record of progressing Regional and National Level swimmers

Swim England Level 2 Coach (or equivalent)

A minimum of three years coaching experience

Sports Science degree or similar (desirable)

Strength and Conditioning experience (desirable)

UK Driving License (desirable)

Experience of management systems eg Team Unify, Hy-Tek, Sports Systems (desirable)

First Aid certification (desirable)

## Knowledge

An appreciation of the protocols of swimming in the UK

Awareness of recent coaching methodology

Understanding of effective pastoral care

Knowledge and understanding of independent school sports 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 age group swimmers across both swimming and school life.

Ability to organise and manage events including meets, travel logistics, competition entries and competition staffing.

## Personal qualities

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

Aspirational and empathetic

An effective and collaborative team player

Flexible and resourceful

Able to see the potential in every swimmer



# Working and living 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

- Competitive salary
- The potential for on-site accommodation
- Generous annual leave that will include a mandatory 2 week leave period in August

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.

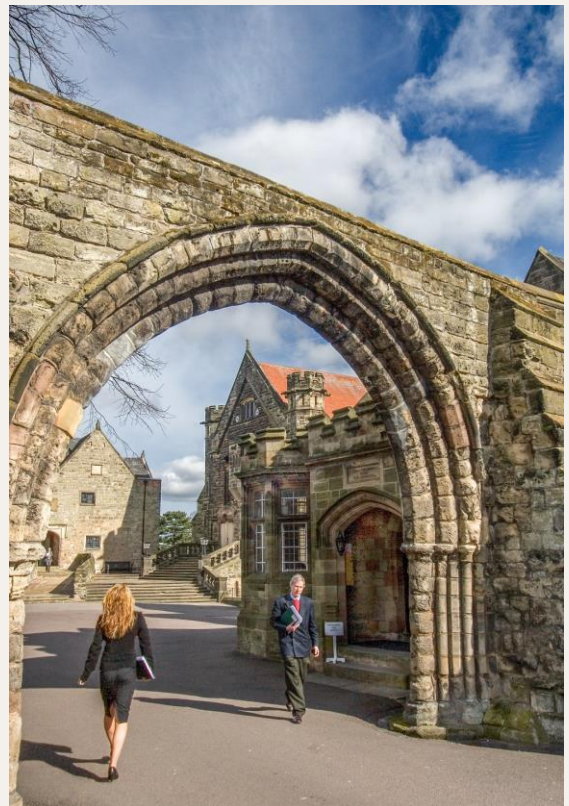
Many of the sports facilities are either new, or recently refurbished and include:

- 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

The closing date for applications is 1<sup>st</sup> July 2022. Candidates should apply via our website: [Job Search \(repton.org.uk\)](https://repton.org.uk)

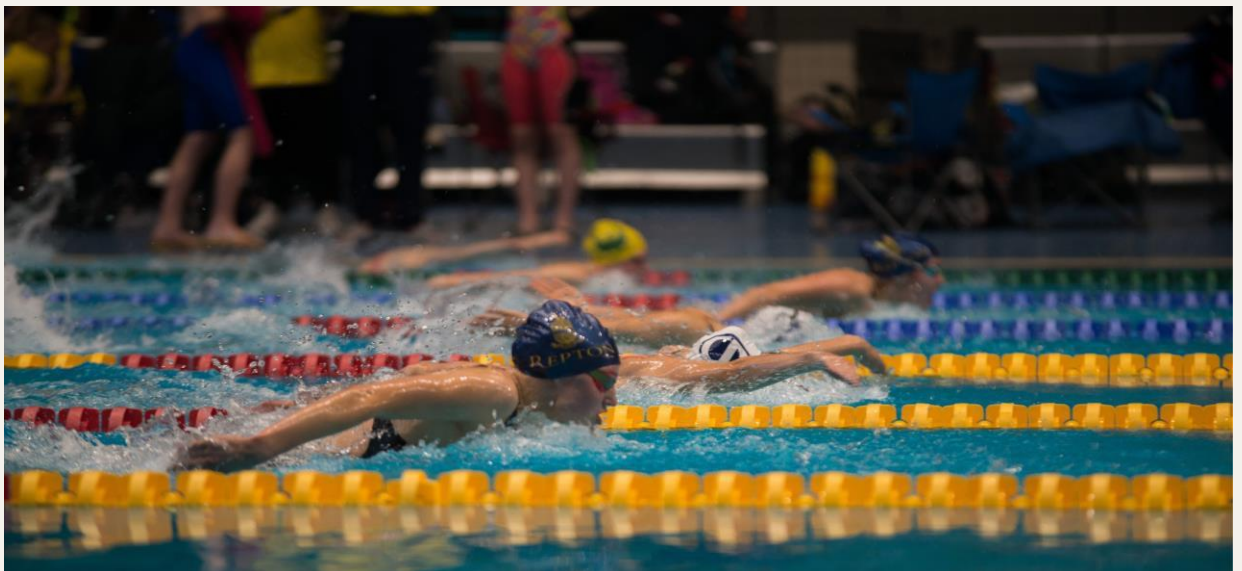
Applicants will be contacted for interview if they have been successful in the short-list process. Interviews are likely to be held week commencing 4<sup>th</sup> July 2022.

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 candidates' 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

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