



REPTON

DIRECTOR OF SWIMMING

January 2025





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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 Director of Swimming who will work closely with the Repton Swimming Executive Committee as we continue to establish Repton Swimming as a nationally and internationally recognised club.

After affiliation to Swim England in 2020, the exponential success of the club in the post-pandemic competitions 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 national top five placings in the National Arena League A Final and the Aquatics GB Summer Championships medal table in 2024, as well as the Olympic selection for Repton School pupil Eva Okaro and Paralympic selection for Repton Club Member, Megan Neave, 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 Family of Schools now consists of eleven schools in the UK and around the world educating nearly 10,000 pupils.

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



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 over one 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 establish overseas schools with the establishment of Repton School Dubai in 2007, and the development of a community of international schools is key to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China, Malaysia and Cairo with plans to open a further four more over the next few years.

The additional income generated by our overseas schools provides financial support and 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 four schools in the UK (Repton, Repton Prep, Vinehall and St Wystan's) with the ambition to grow its UK family of schools.





The Role

We are looking to recruit a suitably qualified, experienced, enthusiastic and energetic Director of Swimming who is able to lead the delivery of Performance and Community Swimming. The postholder 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 an exceptional opportunity for the right candidate. Based at Repton School and Repton Prep School, Repton encompasses both pupils at the schools and community members, who create the club now known as Repton Swimming.

Reporting to the Repton Swimming Chair (with a dotted line to the Director of Sport), the Director of Swimming will lead a team of coaches that has expanded significantly in the last four years. The Coaching team comprises of four full-time coaches in addition to the Director of Swimming: a Performance Coach, Assistant Performance Coach, Head of Development and Graduate Assistant Coach, as well as a part-time Administration Officer. They are supported by Repton School's Lead Strength & Conditioning Coach and Repton's Physiotherapist. The Director of Swimming will work closely with the Learn 2 Swim Co-ordinator, Sports Centre Manager and key school personnel, as well as serving on the 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 coaching to both the whole club and a specific group of athletes within Repton Swimming, which will progress athletes to the next level in the programme or as part of their individual development and pathway. The Director of Swimming will also set the standards for Repton's high expectations in both in training and competition and be responsible for overseeing the culture, progression, and management of all swimming related aspects of the club.

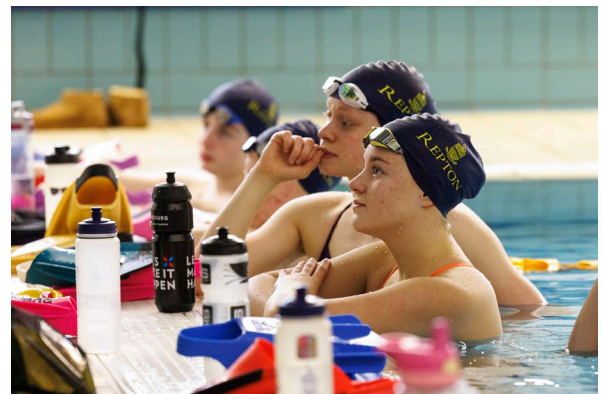




Key Areas of Responsibility

The Director of Swimming is responsible for the leadership, management and performance of Repton Swimming. As such, s/he will have overall responsibility for the following key aspects:

- The establishment and fulfilment of a clear vision for Repton Swimming and the creation of the Repton Swimming strategy.
- The quality of the swimming programme, ensuring coaching of the highest quality in all training squads.
- Instilling the values and philosophy for Repton Swimming, with the support of the Committee and Coaching Team
- The measurable progress of individual swimmers and the swim programme as a whole, judged against set targets
- The proactive management of fully collaborative relations with parents, ensuring clear and timely communication.
- The effective deployment and management of the coaching team, including CPD and career management.
- The recruitment of swimmers across the age and ability range, in collaboration with the School Admissions Office.
- The management of parent and various stakeholder relations, where necessary, in collaboration with school pastoral staff.





Coaching

- Be the lead coach for Repton's Elite Squad on a daily basis, 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 as required, whilst upholding Repton's safeguarding policies.
- Support the delivery with other squads and groups across the age ranges, as appropriate.
- Lead 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 and oversee the delivery of swimming within co-curricular sport and Physical Education lessons as required across Repton School and Repton Prep.
- Lead and organise the coaching provision at all competitions throughout the season.
- In collaboration with Strength & Conditioning staff, establish optimum delivery of land-based training for the relevant squads and age groups.





Accountability and Leadership

- Lead and set the desired tone and ethos of the Repton Swimming Programme.
- Actively promote the Schools' behavioral values and expectations amongst swimming squad members.
- Build professional relationships with all staff associated with Repton Swimming across Repton School and Repton Prep to ensure the best pastoral care, academic and swimming performances for the athletes in our care.
- Alongside the relevant members of the Executive Committee, lead, support or oversee the club wide managerial processes to include training, competitions, staffing, kit, statistic records, volunteering, meet entries and attendance records.
- Promote and oversee the organisation of three licensed competitions per calendar year to be hosted by Repton Swimming.
- Lead the planning and organising of any necessary on or off-site training camps, consulting with relevant staff as required.
- Lead Coaching Team meetings on a weekly basis and attend other relevant meetings as required, to include Headmaster's Briefings, Staff INSET and Swimming Club working group and Committee Meetings.
- Provide reports in a timely manner to be uploaded onto club media channels following relevant events, competitions or individual achievements.
- Report on the progress of the swimmers to Parents of Repton School pupils on a twice yearly basis, utilising an appropriate format that is in keeping with the expectations of the school.
- Update the Executive Committee and relevant school staff, with matters of importance regarding swimmers and parents in your squads, when required.
- Work with Repton Enterprises to deliver on commercial revenue opportunities for Repton Swimming by supporting and contributing to key commercial and revenue generating activities
- Lead Open Days and relevant scholarship & swimming assessments where appropriate, as well as on all elements of recruitment with ideas, initiatives and marketing opportunities.



Pastoral Welfare

- Lead the daily wellbeing and safeguarding protocols surrounding the school swimming squads and all individual swimmers within the programme.
- Liaise regularly with relevant Housemasters and Housemistresses across Repton School and Repton Prep to ensure we have the best possible wellbeing support for all swimmers across the schools.
- Assist with or oversee the movement of swimmers across the site at Repton and 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 Director of Safeguarding Compliance in the planning and booking of accommodation and transport as required.
- Liaise with the Director of Safeguarding Compliance with regard to risk assessments for travelling teams.

Planning and Goal Setting

- Complete annual planning for your training group with a focus on the Regional, National and any International Championships as required.
 - Lead goal setting sessions for both your 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 Executive Committee and Coaching Team 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.
 - Consult with the coaching team and relevant staff 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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Candidate Qualities

Qualifications & Experience

Proven track record of progressing Regional, National and International level swimmers

Swim England Level 3 Senior Coach (or equivalent)

A minimum of five years' coaching experience

Sports Science degree or similar (desirable)

Strength and Conditioning experience (desirable)

UK driving licence (desirable)

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

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 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 organize and manage teams of people and collaborate effectively

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 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.

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Benefits may include

- Highly competitive salary (circa £45,000 to £55,000 dependent on qualifications and experience)
- On-site accommodation
- Generous annual leave that will include a mandatory 2 week leave period in August
- Fee remission

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





In and Around Repton

The Repton Village community

Repton village itself is a thriving community. The village contains a number of shops, pubs, restaurants and takeaways. It also has its own Post Office and a butcher's shop.

There is an active village hall community which has its own community run café. In addition, Repton School has its own café at the School Sports Centre.

Places of Interest

Repton is situated in the heart of Derbyshire on the northern edge of the National Forest area in rolling countryside. There are many places for walking locally and the Peak District and White Peak area are within easy reach of the village. There are also a number of National Trust properties close by. Places of National interest, such as Chatsworth House, are less than an hour away by car.

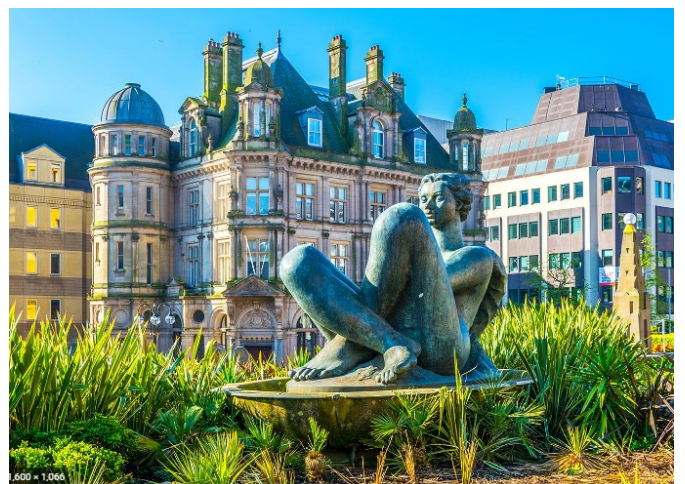
Transport Links

Both Derby and Burton-on-Trent have train stations which allow for fast connections to major cities. This includes direct trains from Derby to London. Lichfield Trent Valley also has a direct line to London.

There are also excellent links to local airports, including East Midlands and Birmingham.

Close to Major Cities

Repton is within easy reach of a number of major cities. These include Birmingham, Derby, Nottingham and Leicester.





Information for Candidates

Applications, which include the names and addresses of two professional referees, should be submitted via our website. [Job Search \(repton.org.uk\)](https://repton.org.uk)

Closing date for applications is Friday 4 October 2024 at midday.

Applicants will be contacted for interview if they have been successful in the short-list process. Interviews will take place on site at Repton in week commencing 7 October 2024.

For an informal discussion about the role, please contact Ian Pollock (Assistant Head Co-Curricular and Repton Swimming Chair): ipollock@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 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

Repton · Derbyshire · DE65 6FH