

LEAD ROWING COACH

FIXED TERM

CANDIDATE INFORMATION



**King's
Worcester**

INDEPENDENT CO-ED DAY SCHOOL FOR AGES 2-18



Welcome

Thank you for your interest in the role of Lead Rowing Coach at the King's School Worcester.

The King's Foundation is made up of three schools: King's Senior School and two preparatory schools, King's St Alban's and King's Hawford. Together, they form a vibrant and nurturing educational community.

King's Senior School educates approximately 850 pupils aged 11–18 on our stunning city-centre campus. Sharing this site is King's St Alban's, a thriving prep school for around 150 pupils aged 2–11. Just north of the city, in the beautiful Worcestershire countryside, King's Hawford provides a dynamic learning environment for approximately 260 pupils aged 2–11. All three schools are united under a single governing body, ensuring a cohesive vision and shared values across the Foundation.

At the core of the King's Foundation is a steadfast commitment to delivering an outstanding education which is made possible by our exceptional staff. We are proud to foster a strong, supportive, and inclusive professional community built on trust, respect, and collaboration.

Our Schools are exciting and rewarding places to work, and we are delighted that you are considering joining us. Our professional family includes a wide range of teaching and support roles, each playing a vital part in the life of our Foundation. Central to our ethos is a friendly and welcoming atmosphere, underpinned by excellent relationships between staff and pupils who are encouraged to work hard, play hard, and look after each other.

Our search for the right candidate for this role is important to us, and we know it is important to you too. Please take the time to explore the details within this booklet. If this opportunity strikes a chord with you, we look forward to receiving your application, to meeting you in the weeks ahead, and—if successful—welcoming you to our community.

Thank you for your interest in King's Worcester. We hope this marks the beginning of a fulfilling and inspiring journey with us.

A handwritten signature in black ink that reads "Ben Charles". The script is fluid and cursive, with a large initial 'B'.

Ben Charles
Head of Foundation

Job Description

Rowing is a hugely popular sport at The King's School Worcester, involving both boys and girls from Year 9 to Sixth Form.

The stunning Michael Baker Boathouse stands within the school site overlooking the River Severn, providing year-round access to the sport.

There has been a fine tradition of Rowing at King's Worcester since 1877, with the Boat Club able to celebrate four Olympic oarsmen to date, the most recent being Zac Purchase, who won Olympic Gold and Silver in the lightweight double sculls. Many other pupils and former pupils have represented the Home Countries and Great Britain at international events, along with extensive and regular regional representation. In recent years our boys and girls have won national championships and medals at many major events.

We are extremely proud to have been named as one of the top eight schools in the UK for Rowing by The Good Schools Guide.

This position offers a fantastic opportunity to join an outstanding coaching team and a wonderful group of pupils.

Working pattern

Coaches are expected to work at selected sessions on a weekly basis, including Games afternoons from 13:50 to 17:30 on Monday, Wednesday and Thursday afternoons, Tuesday afternoons 15:45 to 17:30 and certain hours between 08:00 and 14:00 on Saturdays. There is also a requirement to attend

regattas/heads, Easter training camps and other events at additional times.

This position is fixed term for the 2026-27 academic year, commencing September 2026, 14 hours per week, term time only. The hours will vary during seasons and on a weekly basis.

Salary

The salary will depend on the skills and experience of the successful candidate, with regattas and Rowing camps paid in addition.

Duties and Responsibilities

- Coach both Games and after school sessions, including land training, sculling and sweep disciplines.
- Assist in crew selection and development of training programmes for the crews.
- Supervise pupils during each session and outing, and monitor the correct usage of the equipment.
- Assist in maintaining pupil records of assessment and reporting on individual pupil progress.
- Assist with entries and administration for events.
- Supervise the racking and removal of equipment from the boathouse to minimise damage.

- Assist in trailer loading/unloading, to attend regattas and head races, and to assist in transport, rigging and all other organisation related to such events.
- Assist the Boatman in maintaining the quality of the KSWBC fleet and equipment.
- Use and maintain club launches to ensure they are always safe.
- Carry out any further duties which the Head of Rowing or Head deem to be in the best interest of Rowing at The King's School, Worcester.
- Actively promote and safeguard the welfare of all pupils, reporting any concerns in a timely manner.



Person Specification

The rowing coach will be expected to:

- ♦ Have experience coaching children in a school or club environment.
- ♦ Demonstrate a sound knowledge of GB Rowing technique, enabling them to employ a broad range of coaching techniques to enhance the development of all rowers, both experienced and able as well as those with less aptitude for the sport.
- ♦ Be lively and enthusiastic, with a passion for Rowing and working with young people.
- ♦ Inspire and develop pupils so that they reach their full potential.
- ♦ Display initiative whilst following the School and Boat Club programmes and culture.
- ♦ Use effective communication skills with both pupils and adults alike.
- ♦ Actively promote Rowing within the school and help build successful rowing crews.
- ♦ Be an ambassador for the sport and for King's Worcester.
- ♦ Be professional in their dealings with staff, pupils, parents and others at all times.
- ♦ Have knowledge of safeguarding practices in an education setting is desirable, however training will be provided.

Desirable qualifications

- ♦ UKCC Level 2 Certificate in Coaching Rowing.
- ♦ RYA Level 2 Powerboat.



Safeguarding Responsibilities at King's Worcester

The King's Foundation is committed to safeguarding and meeting the needs of all children.

What is safeguarding?

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to ensure all children have the best outcomes.

(Definition from *Keeping Children Safe in Education, 2025*)

Our commitment to safeguarding

The King's School, Worcester ensures that safeguarding is given the highest priority and actively promotes the well-being of pupils. Safeguarding and child protection are at the forefront of, and underpin all relevant aspects of, process and policy development.

The Foundation's safeguarding culture supports good practice and enables issues to be addressed promptly and appropriately in the best interests of the children.

Safeguarding culture at King's

As we strive to maintain an open culture of safeguarding across the King's Foundation, we:

- Train our staff in safeguarding
- Work in partnership with King's families
- Liaise with external support agencies
- Follow the four Rs: Recognise, Record, Report, Refer
- Prioritise early intervention
- Listen to pupils
- Encourage professional curiosity
- Create a team around the child.

Responsibilities of the successful candidate

Staff are advised to maintain an attitude of "it could be happening here and probably is" as far as safeguarding is concerned and should always act in the best interest of the child. All staff must:

- Actively promote and safeguard the welfare of all pupils
- Have proper regard for the Foundation's Safeguarding Policy and related procedures
- Report any concerns in a timely manner
- Attend annual safeguarding training.



Application Process

In order to provide our pupils with a well-rounded and enriched educational experience which is truly representative of the world in which they grow up, the King's Foundation strives to place equity, diversity and inclusion at the heart of everything we do, ensuring that we build a community which is truly representative of all backgrounds and experiences. We believe that we will do that best if our employees come from different backgrounds and if we create an environment of inclusion and belonging for them.

All applications will be acknowledged and all applicants will be notified as to whether or not they have been invited to an interview.

Successful applicants will be advised of the date and time of the interview. References will be requested and candidates should be aware that referees will be asked to comment on a candidate's disciplinary record and whether or not the candidate has been subject to any child protection concerns. Proof of identity will be required at interview.

Candidates unsuccessful at interview will receive written notification.

The School is required to ensure that the successful candidate is checked by the Disclosure and Barring Service. Details of the School's policies on safeguarding and promoting the welfare of children as well as equal opportunities are available on request. References will be obtained and verified prior to the appointment being confirmed.

The King's Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. Shortlisted applicants will be required to complete a self-declaration form in relation to any criminal record or information that may make you unsuitable to work with children, and will be subject to an online search.

How to apply

Candidates should complete a downloadable application form which can be found on the Current Vacancies page of our website at www.ksw.org.uk/careers and should then be emailed to recruitment@ksw.org.uk

Please submit any queries regarding the role to the HR team at recruitment@ksw.org.uk

Closing date for applications: 9am Monday 14th September 2026

We reserve the right to interview suitable candidates and appoint to the role before the closing date, therefore early applications are encouraged.

Please visit the vacancies page of the School website www.ksw.org.uk/careers to find out more about the benefits of working at King's and to hear why our staff love being a member of the Foundation community.

