



THE GRANGE
SCHOOL

The Grange School

Rowing Coach



Our School

The Grange School has been one of the great success stories of independent education over the past forty years. The school was founded in 1933 as a Kindergarten and Preparatory School. In 1977, the Governors took the major step of developing secondary education and since 1978 the school has grown steadily and developed an outstanding academic reputation. Today, The Grange has a total enrolment of 1196 students with 436 in the Junior School (4-11 years) and 760 in the Senior School including 168 in a thriving Sixth Form. It is consistently the best performing school in Cheshire and undoubtedly among the very best independent co-educational day schools in the country.

Our academic results speak for themselves, as we are consistently placed uppermost in the national independent school tables. In the last public examinations in 2019, 56.4% of GCSE candidates achieved 8-9 while at A Level 80.5% gained A*/A with over 88.5% getting into their first-choice university. In 2020 and 2021 we are very pleased with our teacher Assessed Grades awarded to both GCSE and A Level students. They reflected the hard work shown by our students in a difficult period.

More importantly we are a very happy school. The relationship between staff and students is exceptional; although very busy and, at times, pressurised, it is a pleasure to work and study in such a friendly environment. Expectations of teachers and pupils are high, but this serves both to stimulate achievement and provide reward.

We understand our chief purpose to be to help produce young people who truly flourish and find fulfilment as adults. We try to do this by helping them to identify and develop their unique combination of strengths, talents and passions, and to challenge them to find a purpose for their lives which such attributes can serve.

The Place

The Grange is situated in Hartford, a thriving village in its own right but also, in effect, an extension of the town of Northwich. Part of the Vale Royal of Cheshire, equidistant from Manchester and Liverpool, with Chester only 15 miles away, it is a delightful area to live in. Nowhere is more than a few minutes from lovely countryside; hills, coast, even mountains, are within easy reach; and the nearby cities provide terrific opportunities that supplement the cultural, sporting and commercial life of the area. There is a good variety of housing available to suit all tastes and budgets. Both staff and pupils travel to the school from a wide area and a variety of both urban and rural locations. In short, the standard of living in the area is attractive and sought after.



Our Values

At The Grange we take pride in the quality of relationships between all those within our community. We expect and encourage the following values and behaviours from all who learn and work here: -

- Caring and respectful, embracing differences and sensitive to the needs of all.
- Straightforward, demonstrating integrity in all that we do.
- Wholehearted, showing commitment in all areas of school life.
- Ambitious, aspiring to be the best that we can be.
- Adventurous, seizing opportunities and becoming resilient through challenge.
- Supportive, celebrating talent and creativity to build character and confidence.

Job Description

The Role: Rowing Coach

Reporting: Head of Rowing

Hours: 20 – 37.5 hours per week in school term time only (hours to be agreed), including early evenings, plus some additional time during the peak competition periods.

Most weekend mornings, along with full weekend days for competitions. There will also be a requirement to work some days of the school holidays for both camps and competitions.

There will be flexibility to take time off during the standard working week to balance out these hours.

Salary: £11,123 per annum (based on 20 hours)
£20,857 per annum (based on 37.5 hours)

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

Job Purpose

The Role

We currently have an exciting rowing coach position available to start as soon as possible, working with designated year groups to be agreed upon appointment. You will be passionate about rowing and ideally possess a rowing coach and first aid qualification (training for suitable applicants may be provided). You will have experience of rowing and sculling, ideally in a school setting, be flexible and able to commit to working weekends, after school hours and during holiday periods.

Duties include coaching week days during PE and Games lessons, after school, Saturday mornings and some Sundays. You will also need to be available to attend regattas, heads, training camps and coach meetings. Duties will include practical coaching, planning, reporting and being part of the ongoing development of the whole rowing programme under the guidance of the Head of Rowing.

The appointed person will work under the guidance of the Head of Rowing in the day to day coaching and running of the rowing squads. This is an exciting period in the development of the rowing team, with a new state of the art training facility at the school and impressive fleet of boats at the two boathouses on the river Weaver.

We are looking for a team player who can bring energy, enthusiasm and cutting-edge coaching skills to inspire pupils to achieve their best. You should be flexible, ambitious and able to communicate diplomatically, while remaining focussed on the needs of individual participants. The appointee will be responsible for the ongoing development and retention of pupils of specified year groups within the rowing programme. This includes working with other coaches, both paid and voluntary to achieve a shared vision.

You should have excellent leadership and communication skills and have a professional approach in a demanding environment. The role interfaces with teaching staff, non-teaching staff, students and parents.



Responsibilities

- To take a lead coaching role with designated age groups at training, camps and competitions.
- To fulfil the requirements as directed by the Head of Rowing (technical, tactical, physical and psychological)

Duties

- To work hours agreed upon appointment (typically afternoons, after school and Saturdays)
- Uphold the safety requirements of the rowing club.
- Display the utmost duty of care to all pupils.
- Help with offloading the trailer and rigging/derigging boats
- Ensure that the training programme is adhered to.
- Keep all training and attendance records up to date on the school system.
- Communication and liaison with the Head of Rowing and other coaches.
- Basic boat maintenance and rigging skills.
- Support pupils to balance their academic and sporting activities.
- Communication and liaison with parents.
- Contribute to the sporting activities within the wider PE department.

In addition to the rowing duties you will also be expected to:

- Support and contribute to the friendly and supportive ethos of the School, in relation to all School staff, users and visitors.
- Maintain the highest professional standards.
- Participate in appraisal and staff development.
- Carry out any other duty commensurate with the post as may be reasonably required by the line manager.
- To be familiar with the School and Sports Department handbooks and support all the School's policies.
- To establish effective working relationships with professional colleagues and associated staff.
- To strive for personal and professional development through active involvement in the School's Individual Performance Management procedures.
- Assist the 'High Performance Programme' initiative and encourage applications for Sports scholarships at leading universities here and overseas



The Person

Key to recruitment activity: A = Application, I = Interview, E = Experience, T = Task, R = Reference

| QUALIFICATIONS: | How Assessed |
|---|--------------|
| Education - It would be beneficial if the successful candidate had the following. If not, you will be expected to gain them within an agreed time | |
| UKCC Level 2 (or equivalent) in rowing | A |
| Licence to drive minibuses and tow trailers | A |
| A first aid certificate | A |
| A full clean driving licence | A |
| Level 2 Strength and Conditioning | A |
| RYA Level 2 launch driving qualification (desirable) | A |
| EXPERIENCE | |
| | |
| Have experience of coaching rowing, preferably within a school setting. | A |
| Have a full understanding of the stress felt by pupils and parents during competitions around exam periods. | I |
| Have proven administrative and organisational skills with an ability to prioritise, manage and complete a variety of tasks during times of high pressure. | I |
| | |
| Knowledge and Skills | |
| | |
| Strong organisational and exceptional planning skills with an eye for detail | I |
| An ability to work under pressure to tight external deadlines | I |
| Someone who can manage their own time effectively and who possesses a willingness to work happily alone as well as with others. | I |
| Demonstrate the ability to engage all pupils across a spectrum of ability and ambition | I |
| A flexible approach to working hours to suit the varying peaks and troughs that the job entails. | I |
| Ability to create innovative, engaging and exciting coaching sessions. | I |
| Someone whom recognises that the pupils are our primary importance | I |
| Commitment to the safeguarding of our pupils | I |
| Ability to keep calm in stressful situations and maintain the integrity of the School. | I |
| Maintain confidentiality at all times. | I |
| Talk with clarity and credibility in individual and group situations. | |
| Ability to support and guide positive sports parents | I |
| Positive 'can do' approach | I |
| A friendly colleague who may also wish to contribute to the rich enrichment programme offered at the School. | I |
| A good sense of humour. | I |

The Process

To apply for the role of Rowing Coach, please write a letter of application to support a fully completed application form and names of two referees to:

**The Head
The Grange School
Bradburns Lane
Hartford
Cheshire
CW8 1LU**

Please mark the envelope 'FAO: Mrs Lynn Geary' in the top left hand corner. Applications are also accepted via e-mail to recruitment@grange.org.uk.

Closing date for applications is **4pm on Friday 29th October 2021**. Interviews to take place week commencing Monday 1st November 2021.



The Grange School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a DBS check. This post is exempt from the Rehabilitation of offenders Act 1974.

The Grange School
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