



# HEREFORD CATHEDRAL SCHOOL

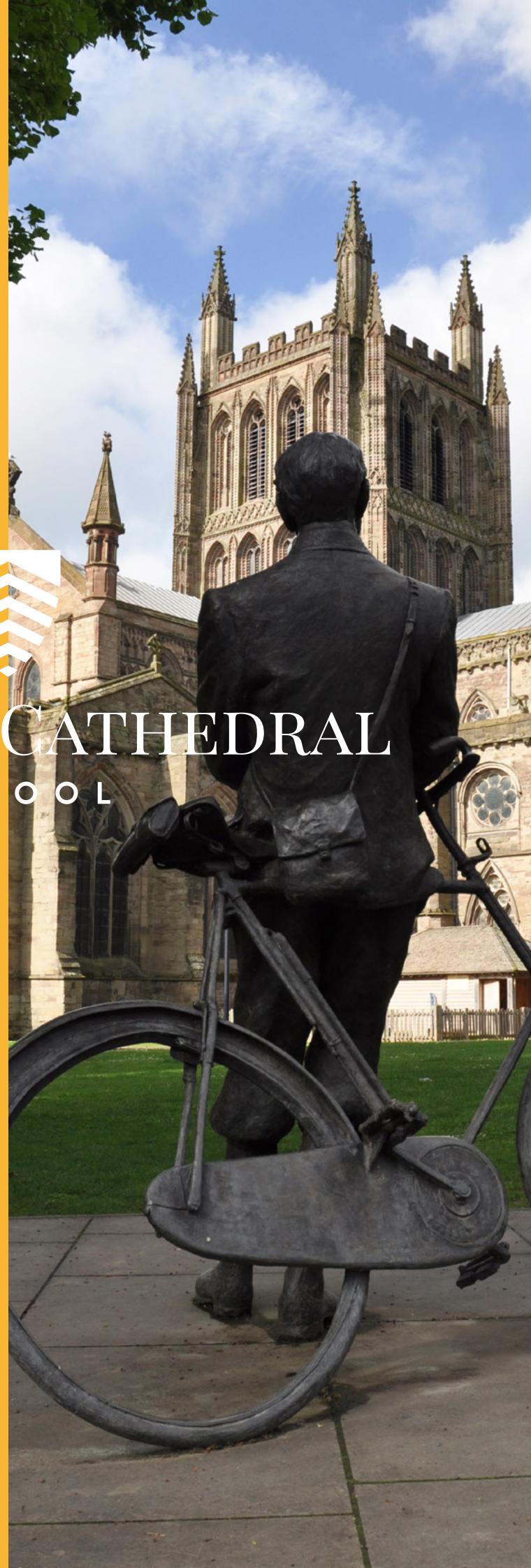


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CANDIDATE INFORMATION  
PART-TIME OR FULL-TIME

## Head of Strength & Conditioning

01432 363500 | [HEREFORDCS.COM](http://HEREFORDCS.COM)





## SPORT AT HCS

The aims of HCS Sport are based on our desire to facilitate outstanding sporting experiences for all pupils. In particular, we aim to offer appropriate support and challenge for each individual, so that they may enjoy sport and realise their own potential. We recognise that every pupil is different, and our aim is to get to know each one; their strengths and their weaknesses. At HCS, the profile of sport is as much about the care that we provide for each individual, as it is our team success.

We offer a range of sports including cricket, football, hockey, netball, rugby, and rowing as well as athletics, basketball, badminton, fencing, equestrian, rounders and tennis. We also provide support to athletes who are involved in other sports outside school, to help them achieve their ambitions. We are deliberate in our alignment with national sporting pathways, to ensure that our aspiring young sportsmen and women have the very best chance to advance in their chosen sports. In this regard, a number of pupils are selected in county and regional sides each year, with some competing at a national level.



Pupils are encouraged to take advantage of the extensive and valuable opportunities on offer in sport. We ask pupils and parents to join us in recognising the benefits of representing the School, and of competition in general, whether the focus is on self-improvement of a personal best or on team success in a fixture. There is also a thriving House sport competition, which reflects and strengthens our inclusive approach to sport.

Our dedicated staff recognise the important role that a sport plays in the development of character and of the moral, social, emotional and spiritual values of our pupils. Whether a pupil is encouraged to venture out of their comfort zone or experience the camaraderie of a team, the engagement of body, mind and heart are integral to all sport programmes at the School.

We also encourage a lifelong commitment to a healthy lifestyle, promoting the physical and mental benefits of regular exercise. All years have a weekly games session (1.5hrs) during curricular time. In addition to games sessions, Years 7-9 receive an additional hour of Physical Education during the week, the syllabus of which not only underpins the sport programme in terms of physical literacy and fundamental movement quality, but also offers an element of variety in its practical content. Physical Education is also an option at GCSE and BTEC, for those pupils with an academic interest in sport.



# JOB DESCRIPTION: HEAD OF STRENGTH & CONDITIONING

**Post title:** Head of Strength & Conditioning

**Hours/weeks:** Part-time or Full-time

**Salary:** Competitive

**Start date:** September 2022

**Location:** Herefordshire (based at Hereford Cathedral School)

## OPPORTUNITY

We are seeking an outstanding specialist to deliver Strength & Conditioning to pupils across the Senior School alongside supporting our sports programmes, Heads of Sport and Sports Scholars and Athlete Development Programme.

The successful applicant will provide a diverse physical activity and wellbeing schedule that is available to all and provide strength & conditioning knowledge and expertise for our sports coaches, including designing, instructing and evaluating warm-up and cool down protocols.

The role will require individual and small group sessions across a wide range of pupils throughout the School, ranging from pupils and staff wishing to improve their general health through to aspiring elite sports people.

The role is flexible in terms of hours and can be tailored to fit the right applicant. There is an opportunity to combine the role with other positions such as sports coaching or as a graduate role with accommodation and responsibilities in our boarding house.

## OVERVIEW

Strength & Conditioning is an integral part of our School Sports Programme. Supporting Heads of Sport & PE teachers from basic movement patterns through to designing and implementing programmes for individuals and small groups. We would be looking for the right candidate to run sessions, before school, lunchtime, afterschool as well as delivering during PE and Games sessions during the day.

## OUR OFFER

- Valuable, on the job training, work experience and professional development
- Lunch provided in term time
- Competitive salary
- Opportunity to join a wonderful team of people
- A beautiful place to work in the most idyllic settings

## REPORTING LINES

The post holder reports to the Director of Sport

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SCHOOL'S YOUTUBE CHANNEL](#)

# THE ROLE: HEAD OF STRENGTH & CONDITIONING

SEPTEMBER 2022

## **Job Purpose:**

- Lead the Strength and Conditioning programme within Curriculum PE and Games
- Deliver and develop the strength and conditioning services to the HCS representative teams and clubs
- To work with the Sports Department to ensure all our sportsmen and women are given the best opportunity to develop within their chosen sport(s)
- To design and implement programmes suitable for a wide range of ages and abilities

## **Responsibilities:**

### **Fitness Suite & Equipment**

- Undertake and record regular safety checks of all strength & conditioning equipment and facilities, ensuring equipment and training facilities are well-maintained
- Manage and update resources assigned to the Fitness Suite to meet demand and current trends in the fitness industry
- To maintain good order and discipline among pupils and safeguard their health and safety in the Fitness Suite, utilising the school sanctions and rewards system when necessary

### **Testing, Monitoring & Reporting**

- Overview of all fitness testing assessments, testing equipment, protocols and staff training
- Continually monitor the effectiveness of strength and conditioning programmes on sports performance
- Conduct field based fitness testing and physical competence assessments and maintain a database of results - e.g. sport scholar assessment days

### **Sports Scholars & Pathway Programme:**

- Develop individualised training programmes for sports scholars and elite athletes in conjunction with coaches, NGBs and appropriate support personnel
- Provide strength and conditioning coaching to sports scholars and pathway athletes
- Coordinate with sports science and sports medicine practitioners to ensure the integrated delivery of athlete services to sports scholars and pathway athletes
- Prepare regular reports for the Director of Sport on the development of sports scholars and pathway athletes
- Work with key stakeholders (e.g. NGBs, Professional Clubs, High Performance Coaches) to ensure appropriate training is provided for pathway athletes

# THE ROLE: HEAD OF STRENGTH & CONDITIONING

SEPTEMBER 2022

## **Education**

- Provide staff and pupils with the appropriate induction training
- Design policies and deliver education programmes to staff and pupils on the topics of athlete development, S&C, supplementation, health-related fitness etc in order to improve wellbeing and performance standards and raise the culture of high performance sport at HCS

## **Pastoral Responsibilities:**

- To encourage the development of character, soft skills and sportsmanship
- Ensure compliance with the School's Safeguarding and Child Protection Policy at all times
- Report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead
- Liaise with Medical, Academic Support and any other professionals as and when necessary

## **General Responsibilities:**

- To maintain good standards of behaviour amongst students, both when they are on School premises and when they are engaged in authorised School activities elsewhere
- To supervise, as required, groups of pupils engaged in private study, and the classes of absent staff
- To support through involvement in the School's extra-curricular activities
- To attend, and participate in as required, general school functions, meetings, cultural and social events, including those held out of school hours during term time
- Undertake whole school duties as outlined annually
- To take part in the School's professional development programme and take responsibility for own professional development. Actively seeks to reflect on and enhance own practice

## **Whole School Responsibilities:**

- Safeguard and promote the general well-being of pupils and to be a role model for pupils at all times
- To assist in the promotion of the School's reputation and in marketing activities as required
- To adhere to all the School's Policies
- To carry out any additional task reasonably required by the Headmaster
- You may also be required to undertake such other comparable duties as the School requires from time to time

# SAFEGUARDING AND PROTECTION OF CHILDREN AND YOUNG PERSONS

In accordance with the Children's Act 1989, on appointment post holders will be required to commit to their responsibilities with regards to safeguarding. In addition, offers of appointment will be subject to an Enhanced criminal record check from the Disclosure and Barring Service (DBS).

These checks will highlight cautions, reprimands and final warnings as well as any convictions. The post holder must not have any spent or unspent convictions that would prevent them from working with children. Staff must inform the school if they are subject to criminal investigations or convicted while in the employment of the School.

## HEALTH AND SAFETY

### As an employee you are expected to:

- Take reasonable care of your own health and safety
- Take reasonable care not to put other people - fellow employees and members of the public - at risk by what you do or don't do in the course of your work
- Co-operate with your employer, making sure you get proper training and you understand and follow the company's health and safety policies
- Not interfere with or misuse anything that's been provided for your health, safety or welfare
- Report any injuries, strains or illnesses you suffer as a result of doing your job
- Tell your employer if something happens that might affect your ability to work (e.g. becoming pregnant or suffering an injury)
- If you drive or operate machinery, to tell your employer if you take medication that makes you drowsy

Wilmot House opened in 2019 and provides a wonderful home for our boarders



Person Specification		
	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<p>Completed a broad education with GCSE grade C or above in English Language and Maths (or equivalent)</p> <p>Strength &amp; Conditioning Graduate or minimum Qualified Personal Trainer (Level 3)</p>	<p>Other relevant professional qualifications</p> <p>NGB Coaching Qualifications</p> <p>A qualification at degree level (or equivalent) in sports science or related area specialising in the area of physical preparation of elite athletes</p> <p>UK Strength and Conditioning Association Accreditation</p>
<b>Experience and knowledge</b>	<p>Sound knowledge of athletic requirements in different sports</p> <p>Considerable experience in the provision of strength and conditioning services to athletes and coaches to improve performance</p>	<p>Experience of working in an educational environment</p> <p>Experience of working with both boys and girls</p> <p>Experience of supervising groups of children or young people</p> <p>Understanding and experience of working in inclusive settings</p>
<b>Skills and abilities</b>	<p>Ability to supervise and manage groups of children and young people with confidence</p> <p>A positive attitude towards children and young people including the ability to demonstrate and promote positive values, attitudes and behaviour</p> <p>Build and maintain relationships through effective interpersonal skills</p> <p>Strong organisational and administrative skills</p> <p>Excellent communication skills to inspire, challenge, motivate and empower others</p> <p>Think creatively to anticipate and solve problems</p> <p>Inclusive approach to education</p> <p>Ability to manage own time effectively</p> <p>Good IT knowledge in Microsoft Office applications to include Word, PowerPoint, Excel</p>	<p>Motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school</p> <p>Ability to deliver feedback effectively</p> <p>Able to contribute to the School's extra-curricular activities programme</p> <p>Awareness of HR policies and procedures</p> <p>Qualifications and/or ability to coach another one of the Schools major sports (Hockey, Rugby, Cricket and Rowing) and/or be able to deliver Strength &amp; Conditioning sessions</p>
<b>Aptitude</b>	<p>Self-supporting with the ability to work as part of a team</p> <p>Naturally demonstrates a 'can do' helpful attitude</p> <p>Positive, enthusiastic, energetic and flexible</p> <p>Work under pressure, maintaining a sense of perspective and humour</p> <p>Reliability and integrity</p> <p>Resilience and tenacity</p> <p>Commitment, honesty and dedication</p> <p>A sense of humour and a genuine understanding and liking of young people</p> <p>Shares the School's values and vision and committed to the School's vision for learning experience and outcomes for pupils</p>	

Person Specification		
	Essential Criteria	Desirable Criteria
<b>Circumstances</b>	Able to work flexibly, earlier starts, evenings and weekends will be required.  A strong commitment to support the School's extra-curricular activities programme	Full UK Driving Licence  D1 Driving Licence (and ability to drive a school minibus)
<b>Safeguarding Children, Young People and Vulnerable Adults</b>	Understands their role in the context of safeguarding children, young people and vulnerable adults  Ability to form and maintain appropriate relationships and personal boundaries with children and young people	
<b>Equal Opportunities</b>	Understanding of the requirements of Equality and Diversity	

### Purpose of this Job Description:

Hereford Cathedral School considers this document as a "snapshot" of the job. It aims to provide a clear guide at the time of writing to all that is involved about the requirements of the job. It will also be used to communicate expectations about performance and will be used to monitor effective performance. It is not possible to present a definitive list of responsibilities for the role as it will be developed around the skills and experiences of the successful candidate.

The job description above is not exhaustive and may, occasionally, be reasonably amended by the Headmaster

### How To Apply

An application form and information pack may be downloaded from the school website: [www.herefordcs.com/job-vacancies](http://www.herefordcs.com/job-vacancies)

**Completed applications should be accompanied by a covering letter and sent to Mrs Cath Knowles, Hereford Cathedral School, Old Deanery, The Cathedral Close, Hereford HR1 2NG or to c.knowles@herefordcs.com**

The closing date for applications is **11am on Wednesday 01 June 2022**.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references and other safer recruitment checks. Further information on the School's safeguarding can be found on [the school website](http://the school website).

Hereford Cathedral School is committed to being an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

The School retains the right to interview suitable applicants and appoint before the deadline.