



Walhampton

INDEPENDENT PREPARATORY SCHOOL

**Director of
Sport**

September 2024 or
January 2025



LETTER FROM THE HEAD

I hope you are already feeling something of the excitement I felt when presented with the opportunity to join this distinctive community. Walhampton is a vibrant place and it is fuelled by the inspiring energy that exists in our setting between the New Forest and the Solent. We are proud of our traditions, but with a new [vision and strategy](#) we have once again begun a new chapter. We are [radically traditional](#).

Our pupils are adventurous, pioneering and characterful. We have a devoted staff body; parents with interesting stories to tell; and governors who are generous with their time. We are a close-knit and nurturing community, where everyone belongs, but we are determinedly outward-looking, preparing young people to be independent thinkers in an ever-changing world. As soon as you step into Walhampton, you will be struck by its energy, but also by its warmth. The children revel in opportunities for outdoor learning, whether in the 'Forest School', in our equestrian centre, or building confidence on the water down on our lakes.

Difference and diversity are encouraged here, or as one pupil put it recently, we are a colourful school that 'caters for the unique'. It is a joy to behold. As soon as you step into Walhampton, you will be struck by its energy, but also by its warmth. The pastoral care is second-to-none and the sense of community is strong. We recently won Talk Education's '[Pastoral Care & Wellbeing](#)' Award for Innovation in Education. A future-focused approach to learning means that inquiry-based learning is part of the experience and, more recently, we have fully embraced the principles of the [Pre-Senior Baccalaureate](#) as a learning philosophy.

Before you choose whether to apply, I strongly urge you to look closely at our radically traditional vision. And if you buy into all this, then why should you be excited by the role of Director of Sport? It's simple: this is a superb opportunity to play the leading role in promoting sport and its role in educating beyond the classroom. Sport is an intrinsic part of a Walhampton education. The foundations have been laid on which a new Director of Sport can build. This is a superb opportunity for a person with the necessary drive, confidence and vision to take Walhampton on to the next stage of its development as a leading prep school for Sport.

In short, this is a great time to be joining the team. I hope this pack gives you an insight into life at Walhampton, and I wish you all the best for the next stage of the process.

Jonny Timms





AIMS & ETHOS

“This co-ed school brims with happiness and is friendly rather than imposing: there’s not a trace of arrogance despite Walhampton more than pulling its weight as a top prep ensuring pupils head to their first-choice senior school.”

TATLER

Walhampton’s motto ‘Let us all rejoice in our work’ is no empty aspiration and the School aims to:

- Promote the importance of moral, spiritual and social values, inspired by the School’s underlying Christian ethos
- Be a dynamic school in which teaching is exemplary and pupils develop both the discipline of study and the joy of learning
- Develop the academic, creative and sporting potential of each child, ensuring a broad and balanced education of the whole person
- Be a distinctly happy school to which children and adults feel a deep loyalty - a place in which children can laugh, feel safe and enjoy being children
- Inspire in every child a love of nature and the outdoors
- Be a school that is outward looking, building links with parents and the local community, as well as celebrating cultures from around the world
- Develop in every child resilience so they leave Walhampton as confident, capable, compassionate and independent-minded young people.

BACKGROUND

Founded in 1948 in an idyllic country house setting, surrounded by ancient woodlands and lots of space, Walhampton was merged with the nearby Hordle House in 1997. The house and grounds have a fascinating and well-documented history.

It is non-selective and children attend a trial day for informal assessment. Nursery and pre-prep pupils are housed in their own purpose-built building a short walk from the main house. There is Forest School in the woods for all pre-prep children and, throughout the School, there is a great emphasis on spending time outside and being prepared for mud and rain if necessary.

Lessons start at 8.55am and finish at 5pm, followed by clubs and activities. There is a Saturday programme for boarders and day children may join in the activities. There are no Saturday lessons, apart from optional sessions for Year 8 pupils approaching exams. On Friday afternoons, many parents join their children at the weekly chapel service before whisking them away for the weekend.



ACADEMIC

'Pupils achieve so well because the school is proactive in creating opportunities for them to do so and because of the pupils' entirely positive attitudes to learning ... Pupils described how the school has helped them feel more confident in their learning compared to their experience in previous schools.'

ISI INSPECTION REPORT

Walhampton prides itself on its top-quality teaching, effective learning and excellent academic results. Year 8 leavers go on to a wide range of schools: Canford, Bryanston and Sherborne head the list but Winchester, Eton, Radley, St Swithun's, Marlborough and King Edward VI Southampton are also popular. In recent years, many scholarships and awards have been won, approximately 15 per year.

The last ISI Inspection in December 2018 was unstinting in its praise for the pupils' academic and other achievements and for the emphasis on learning. In particular, it highlighted the development of their confidence that anything is possible and within their reach if they set their minds on it, responding to teachers' constant encouragement 'to have a go and do the best you can.' The inspectors noted the outstanding communication skills of the boys and girls as integral to their success in learning. 'The younger pupils are absorbed in a richly colourful and stimulating environment, rapidly learning new vocabulary, using it in conversations and applying it as they confront new situations and in solving problems. Older pupils are very articulate, responding well to the skilled, challenging questioning they receive in many lessons, and extending their expressive expertise through public speaking competitions or lively current debates, for example on current political issues.'

The Good Schools Guide (2019) described the teaching they observed as 'exciting and vibrant' and inspectors commented on 'the consistent and positive relationships between pupils and staff, excellent role-modelling, high expectations for pupils' personal and academic outcomes, and adherence to the School's core values and ethos which aims to nurture and inspire'. Physics, chemistry and biology are taught separately after Year 5.

Maths and English classes are set. Computing is taught throughout the School and pupils from Year 6 and above bring their own Chrome books

In the Juniors (Years 3-4) the focus of prep is on the core subjects. From Year 5, pupils have prep in each examined subject (30 minutes per subject).

About 40 children receive learning support from a team of four, mostly one-to-one and charged as an extra. The Independent School's Inspectorate have spoken favourably on 'the successful implementation of previous recommendations, including developing a new assessment and teaching system, extending lesson times and engaging with a rigorous appraisal system for both academic and support staff'. The library is buzzing, welcoming and well-stocked.





THE BOARDING TRADITION

'It lets them be who they are – and lets them be children.'

PARENT QUOTED IN THE GOOD SCHOOLS GUIDE (2019)

BEYOND THE CLASSROOM

'The strong Christian, family ethos and the warm and welcoming environment provides a home from home in which both day pupils and boarders can thrive. This is due to the consistent and positive relationship between pupils and staff, excellent role-modelling, high expectations for pupils' personal and academic outcomes, and adherence to the School's core values and ethos which aims to nurture and inspire. Pupils are very well prepared for the transition to the next stage of their lives.'

ISI INSPECTION REPORT

There is sport on four days a week, with matches on Wednesdays. The main sports for boys are football, rugby, hockey and cricket while girls play hockey, netball, cricket and football. Reception up to Year 6 have a swimming lesson every week and the outdoor swimming pool is used from April to October. Facilities include a large purpose-built sports hall, Astro turf pitch, long jump runway, 400m athletics track and cricket nets. There are many other sports options including golf, archery and fencing. 2022 saw the launch of the Sports Academies Programme in Rugby, Netball, Cricket and Sailing.

More than 100 pupils have riding lessons at the School's equestrian centre. This has an arena and a dedicated field with cross-country fences for those riders seeking to improve their jumping skills. Non-riders are welcome to come and groom the ponies, muck out stables and help to keep the yard looking immaculate.

Around a half of all pupils learn a musical instrument and music is a part of all pupils' experience. There are Pre-Prep, junior and chapel choirs, a school orchestra, jazz band, string quartet and in-house rock bands. Drama is also important, with plays for juniors and seniors and LAMDA exams. There is a purpose-built theatre and, at the centre of the school, a vibrant and busy drama studio.

The art, pottery, sculpture, photography and textiles department is always lively and popular. Outdoor installations are encouraged and celebrated.

The map of the campus and grounds looks like the end papers of an adventure book and pupils are encouraged to spend as much time outside as possible with Portmore Pond for sailing, Sandwalk Pond for fishing and accessible woods for boys and girls to enjoy in all kinds of ways. They are taught about the local wildlife, learning the names of butterflies and birds, and also about trees and plants. The School's unique environment is all important, as can be quickly seen in the videos available on the School's website.

The boarding house for 60 children is named after the founder of Walhampton, John Bradfield, who embedded an ethos of teaching and caring for the individual. This extends to the whole school, but which is especially true of Bradfield House itself. Children board from local areas within Hampshire and Sussex, from across the United Kingdom and from a range of international backgrounds. The bedrooms are beautifully kitted out, their windows command stunning views and children feel at home in a family atmosphere. Full-time, weekly and flexi-boarders are completely integrated with the day children. There are countless weekend activities for boarders, including beach school at Milford on Sea, and the entire school still feels like a traditional boarding school for all the right reasons.

Pastoral care is second to none with robust systems and processes in place to monitor welfare and safety. Weekly pastoral meetings include the Headmaster and other senior staff members; Year 8 patrol leaders act as role models for younger children; there is a Medical Centre staffed by three nurses who provide a sympathetic ear for children who want a chat and a mug of hot chocolate.



PUBLIC BENEFIT

Means-tested bursaries are available and are currently given to approximately 30 pupils with assistance of up to 100% of the fees, and the Governors and the school in general are fully aware of the benefits and opportunities of widening access.

Local schools are encouraged to share Walhampton's facilities and every year two charities are supported in campaigns which involve the whole community. Recent examples of the School's reaching out beyond its immediate boundaries include the building of a new school in Cambodia, support for the Paediatric Intensive Care Unit in Southampton General Hospital, the Honeypot Children's charity and the vibrant and long-standing connection with the Arnhem veterans and their families.

SITE DEVELOPMENT

Walhampton is committed to investing in the site, and recent investment and improvements have included the science and Pre-Prep departments, and Bradfield House's boarding facilities.



STRUCTURE, GOVERNANCE & MANAGEMENT

The Leadership team are supported by the excellent Board of governors who all take a strong interest in the School and are fully committed to its success. The Governors have a wide range of experience and skills, and a real understanding of the working of the School.

They meet three times formally in the year to review the School's overall position, strategy and development, and its teaching provision and management. They are often present in the School at other times more informally, and visibility of the Governors is welcomed and encouraged.

The Board also sets policy, and it delegates specific focus areas to Committees, including General Purposes, Finance and Education, with further sub-committees focused on Health & Safety and IT. There is a dedicated Safeguarding Governor. The Committees report formally at each Board Meeting, at which strategic issues, as well as a presentation from a part of the School or member of staff, are generally included.

The implementation of the Board's policies and the day-to-day running of the School is delegated to the Head and the Bursar, supported by a strong Senior Leadership team.

JOB DESCRIPTION

THE ROLE

The Director of Sport has responsibility for sport, games and physical education at Walhampton. The successful candidate will lead the team of teaching staff and specialist coaches to develop sporting excellence alongside the participation of pupils of all abilities for their enjoyment, health and lifelong engagement in sport. The PE and Games department has grown over the years and now consists of two Assistant Director of Sports. Academic staff also coach games and take matches alongside specialist coaches.

FACILITIES

Walhampton's sports facilities are outstanding. A large sports hall, three tennis/netball courts, a full sized Astro turf, a 400m athletics track, outdoor cricket nets and a games field that accommodates football, rugby and cricket pitches. The school is set in a hundred acres of grounds that include three lakes and beautiful woodland.

SPORT AT WALHAMPTON

Sport at Walhampton is a high-profile department and a key part of the education Walhampton offers its pupils. Games is scheduled four times a week for children in the Prep School, alongside a weekly PE session for children in Years 3 to 6. Matches are played on Tuesdays, Wednesdays and some Saturdays. Walhampton enjoys a strong reputation in Hampshire, Dorset and Wiltshire and recently we have enjoyed success at both regional and national sporting events. The candidate will be expected to teach PE and Games across the Pre-Prep and Prep departments.

KEY RESPONSIBILITIES

- Develop a clear overall strategic plan for the Games department, curricular PE and extra-curricular sports, paying particular attention to both participation and performance.
- Provide inspirational and dynamic leadership and build an effective team of teachers and coaches
- Develop close liaison with local schools
- Ensure fair team selection and promote good sportsmanship and conduct across all aspects of school sport
- Represent Walhampton at relevant conferences and meetings on sports related matters
- Attend and contribute to Head of Department meetings
- Member of the Safety, Health and Environment committee meetings
- Promotion, liaison and prompt communication with parents on all matters relating to sport
- Development and implementation of the Hordle House Sport Scholarship programme



JOB DESCRIPTION (Cont'd)

FINANCE AND FACILITIES

- Have overall responsibility for the Games/PE budget, including equipment and external Coaches
- Liaise with the grounds staff for the preparation and use of the school's sports facilities
- Ensure all relevant aspects of Safety, Health and Environment are understood and procedures followed by staff involved in games coaching and related activities
- Ensure that risk assessments are up to date and regularly reviewed
- To keep up to date with legislation, guidance and updates to rules and best practice
- Produce, maintain and review (annually) the Department Handbook (PE and Games) to include policies and departmental procedures
- Liaise with the facilities manager regarding the swimming pool
- To produce the NOP and EAP for the swimming pool
- To produce timetables for the sports hall and swimming pool to minimise clashes and ensure all pupils have access
- Manage and oversee the changing rooms, including lost property and supervision

STAFF MANAGEMENT

- Monitor, support and observe sports staff with regard to their coaching and teaching within the PE and Games department
- Ensure that sports staff receive regular and appropriate INSET
- Ensure proper provision of cover is in place when sports staff are out of school with teams and fixtures
- Provide coaching across a wide variety of different sports and activities
- Encourage non-PE staff to support and contribute to the sports programme
- Foster and maintain links with local clubs, universities and national bodies to provide access to elite coaching and training opportunities

FIXTURES AND GAMES SESSIONS

- ensure that a suitable weekly programme of games is provided for each year group to cover the needs of all pupils
- Ensure and maintain a full weekly fixture list of a calibre appropriate to teams at all level
- Liaise in good time with other departments and staff to avoid clashes with sports events
- Work with the Co-Curricular Administrator to manage SOCS, ensuring all match information is accurate
- Ensure that fixtures are agreed in time for accurate publication in the school calendar liaising with the Deputy Head
- Arrange appropriate transport for away fixtures liaising with the Facilities Manager
- Arrange match tea provision liaising with the Catering Manager



JOB DESCRIPTION (Cont'd)

- Maintain high standards of dress and behaviour from pupils at fixtures and games practices, and ensure a consistent approach to kit, match clothing and preparation in staff and pupils
- To write reports for and prepare pupils for sports scholarships to Senior Schools liaising closely with the Senior Schools
- Liaise with the Head of Riding regarding the programmes to ensure the impact on the Games programme is kept to a minimum
- Organise Walhampton tournaments, inter-house sports competitions, Perry Dalziell cross country event and the Junior Wessex Athletics Championships
- Encourage pupils to enter trials for representative teams at county, regional and national

TEACHING

- Design and implement schemes of work and Medium Term Plans for PE across all year groups (Nursery to Year 8).
- Update lesson plans, Medium Term Plans and schemes of work where required and ensure EYFS Early Learning Goals are met and core PSB skills are integrates.
- Work with the Assistant Directors of Sport to plan staffing of PE and Games lessons in both Pre-Prep and Prep Schools
- Liaise with specialist coaches, such as golf, tennis and athletics
- Liaise with the Head of Activities to ensure the quality of sporting activities remains high
- Identify and introduce new activities to help widen our general Physical Education

OTHER

- Take a lead role in the planning of all major Walhampton sports events, including the Perry Dalziell Cross Country and Junior Wessex Athletics Championships as well as hosting festivals, tournaments, sports day, swim gala's and inter-house matches, and running trips./tours.
- Manage and complete results and share news in the Sports page for the weekly newsletter (Mercury).

PERSON SPECIFICATION

- Good honours degree in PE/Sports Science or a related discipline, or extensive experience in delivering an effective sports programme in a school context
- Qualified to degree level with QTS or recognised equivalent
- High quality coaching qualifications and experience in one or more of the major sports at Walhampton (rugby, football, cricket, netball, hockey, athletics)
- EYFS and KS1 experience beneficial• An accomplished sportsperson in their own right, preferably to a high level
- Excellent leadership qualities, of both staff and pupils
- Excellent organisational/administrative/ICT skills
- Ability to interact with various groups, including parents, the wider community, local partnerships, other schools and sporting organisations
- A tangible passion for Sport, both 'for all' and to elite levels



TERMS & CONDITIONS

The formal contract, detailing terms and conditions, will be drawn up on appointment. The main provisions are likely to include:

- A competitive remuneration package reflecting the seniority and significance of the position. The salary offered will depend on the experience of the candidate;
- A discretionary discount on fees for any children joining the school;
- Contributory pension scheme;
- Lunch provided during term time when the kitchens are operational;
- Healthcare cashback plan;
- Employee Assistance Programme and 24 hour Doctor Line
- Cycle to Work Scheme;
- Corporate Gym Membership amounting to 10% discount at New Forest Freedom Leisure Centres and Elmer's Court New Forest
- Free onsite parking;
- Accommodation may be available for the successful candidate.
- Appointment subject to two term's notice period.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with the Disclosure and Barring Service (DBS) and the Prohibited from Teaching or Management lists.

Shortlisted candidates will be asked to undertake identity and qualification checks which conform to the School's Safeguarding Policy. They must also agree to references being taken up at that stage and checks made with past employers.

APPLICATION PROCESS

An application form is available from our website at www.walhampton.com or by emailing Sarah Fisher on HR@Walhampton.com.

All candidates should include a letter of application addressed to the Head with their application form. Your letter should be no more than one side and should clearly outline your suitability for the role with reference to the Job Description and Person Specification. You should explain clearly why you wish to work at Walhampton School. Do not include a CV. The appointment will be made at the discretion of the Head.

The deadline for receipt of applications is Tuesday 7th May 2024 (9:00am)
Date of interview: Thursday 9th May 2024

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact Sarah Fisher on hr@walhampton.com;
- Interviews will take place at the School on the above dates (provisional);
- Applications will be considered on an ongoing basis and therefore we reserve the right to close the role on appointment.

Walhampton 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 appointment is subject to satisfactory pre-employment checks in accordance with the relevant statutory guidance, including an enhanced DBS check, satisfactory references, proof of identity and qualifications, and a satisfactory medical report.

We are committed to attracting and retaining the very best staff, ensuring that our staff body reflects the diversity of modern Britain. Acknowledging a lack of ethnic diversity within our staff community, we particularly encourage applications from Black, Asian and Minority Ethnic candidates. Appointments will be made on merit, following a fair and transparent process.

