



# Ibstock Place

CO-EDUCATIONAL DAY SCHOOL



## Information for Candidates

Rowing Lead



# Head's Welcome

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Thank you for your interest in joining our team. This is an opportunity to play an integral role in a school with a rich history at the vanguard of educational change. We have a powerful sense of the way in which we shall develop in the decades to come and we seek energetic professionals to join us and to help us to build and realise our vision.

We take pride in a school culture which is inclusive, and which is both forward looking and rooted, dynamic and yet caring. Through our rigorous and imaginative curriculum and a highly responsive pastoral system, we engender in our pupils the courage and ambition which

they will need to succeed and to play a constructive role in their wider community and society.

Our staff are the School's most valuable asset and we aspire to create a sector-leading environment in which they can work. We are committed to a thoughtful process of continuing professional development and we create multiple pathways for our colleagues to progress in their knowledge, skills and experience. We are fortunate to have built a strong sense of loyalty amongst our colleagues and we regard the stability of our staff body as a major strength. Many of our employees have built successful careers with us over a protracted period and the sense of community amongst us is strong. Opportunities for promotion and advancement are plentiful. Professional fulfilment is key to staff wellbeing, but so too is access to a range of additional benefits and we are responsive to this too – the happiness of its staff is critical to any organisation's ultimate success.

Ibstock is without a doubt the most dynamic and the most interesting school in which I have worked through my career. I hope that you will be inspired to join us and to make your own contribution to our evolving mission and journey.

Chris Wolsey  
Head

# About the School

Ilbstock Place School is an independent co-educational day school affiliated to HMC, the Head's Conference and to IAPS, the Independent Association of Prep Schools. We occupy a beautiful and well-appointed ten-acre site on the edge of Richmond Park in South-West London.



Established in 1894, we have championed the merits of co-education since our foundation. The School was originally created to showcase the ideas of a progressive German educationalist, Friedrich Froebel and, early on, it specialised in Early Years education. Indeed, it was Froebel who coined the term Kindergarten. While EYFS provision remains an important part of our provision, we have grown considerably since 1894 and we now provide an integrated pathway for our pupils all of the way from 4 to 18 years. We are heavily oversubscribed, and we currently educate around 1100 young people. We have major points of entry at 4+, 7+, 11+ and 16+ and a thriving Sixth Form of around 200 pupils. Our catchment area is steadily growing and our pupils join us from a wide range of both maintained and independent schools.



Academically, the School is strong and we routinely appear in the upper reaches of newspaper league tables, both for GCSE and A Level outcomes. About 80% of our pupils move on every year to Russell Group universities, including Oxford and Cambridge. There is also growing interest in higher education pathways outside of the UK, including those in North America.

Our curriculum is broad and balanced. We seek a unique synthesis of learning which combines the best traditions of a liberal and humane education with an outlook which is forward-looking and dynamic. We have invested heavily in new technology in recent years and we seek to be at the forefront of educational change.



# About the School

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We recognise that AI will re-shape the landscape of schools in the decades to come and we are taking steps to ensure that we are well-placed to benefit from it. We understand too the importance of a strong co-curricular offer – from our inception, we have been convinced of the virtues of a “whole education”. Our pupils can access over 140 different clubs and activities and we have exemplary provision in sport, music, drama, dance and debating. In the Senior School, the Duke of Edinburgh Award Scheme is notable for its strength and quality of provision. We expect all teaching staff to make a meaningful contribution to it.

Our pastoral system is exceptionally well-developed and responsive to the individual needs of our pupils. The work of our pastoral teams is supplemented with a class-leading pupil counselling service which we run in collaboration with The Soke, a specialist mental health and wellbeing provider based in South Kensington.



We are committed to the integration of pupil voice in the life of the School and our prevailing organisational culture prioritises the importance of listening, just as it does the celebration of our diversity and the affirmation of our pupils’ achievements. The same extends to our other stakeholders – our parents and, of course, our staff.



As a charity, we work hard to ensure public benefit. In addition to a generous and expanding programme of bursaries to support pupils for whom an independent school education would ordinarily be out of reach, we sustain a burgeoning partnership programme with many local state schools and community organisations. In addition to the frequent sharing of our facilities, we undertake a wide variety of projects across all aspects of our operation which ensure that in Roehampton and beyond, we are a force for good. For more details of our work, see [www.schoolstogether.org](http://www.schoolstogether.org) and search for Ibstock Place.

We are ambitious for our future. We have grown considerably in recent years – in size most certainly, but also in terms of our profile and our achievement. Our ambition is to build yet further upon this recent success and to become the leading co-educational independent day school in London.



# About the Role

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The post holder will be the Rowing Lead, responsible to the Headmaster, via the Director of Sport.

This is an exciting opportunity for a rowing specialist to devise and launch a new in-house rowing programme at a leading London co-educational day school, and to help it realise its significant ambitions in this area.

The postholder will enjoy considerable autonomy in this area, working with the Director of Sport and other senior colleagues to develop a vision for Rowing and a route map to its fulfillment.

S/he will have access to a well-supported budget and to a wider professional network which will support this burgeoning part of our co-curricular and sporting provision.

The post presents an unrivaled chance to create something from scratch and to make a mark on the London schools rowing circuit.

We are looking for someone to start in September. This is a term time role, Monday to Friday, 13:30 to 18:00, with a six-month probationary period.

Further information on the role is set out in the Job Description.

# Responsibilities

## Strategy and Organisation

- Develop and refine a strategic plan for developing Rowing at Ibstock to encompass long, medium and short-term goals.
- Coach regular, high-quality and safe rowing training sessions.
- Exemplify, in own practice, the skills of teaching and learning necessary for the School to meet its ambitions in this key area.
- Work with external rowing coaches to ensure that our pupils benefit from well-organised and high-quality provision from all with whom they have contact, within the context of our rowing programme.
- Work with Barn Elms Rowing Club and its boathouse so as to develop and sustain our programme, liaising with its employees, coaches and representatives as appropriate.
- Attend weekly PE department meetings.
- Communicate concisely and sensitively both orally and in writing to parents, governors and school staff.



- Liaise with the Director of Sport and HR for the recruitment, training, security checks and invoicing of any external coaches.
- Organise coaching sessions and possible training camps as appropriate.
- Liaise with the Director of Operations and Co-curriculum to co-ordinate regatta dates and training camps within the school calendar.
- Arrange registration of athletes and school with British Rowing.



# Responsibilities

## Health and Safety

- Be familiar with the tidal section of the river where Ibstock training takes place.
- Follow the School's Health and Safety procedures across all aspects of their work.
- Complete the online annual British Rowing Safety Audit.
- Source and arrange the purchase of relevant equipment, keep inventory records and logs of safety checks.
- Ensure that all accidents, incidents and near misses are reported via the School's accident reporting processes.
- Complete and maintain relevant risk assessments for all aspects of the rowing programme at Ibstock.

## Wellbeing and Pastoral Care

- Ensure high standards of pupil behaviour which are parallel to those expected on school site, as outlined in the School's Behaviour policy.
- Ensure that pastoral concerns or unacceptable behaviour are reported immediately on My Concern.



## Profile and Marketing

- Maintain the profile of rowing at Ibstock and across the whole school community.
- Co-ordinate, with relevant colleagues in the Bursary, the payment to relevant parties for hire of equipment and facilities.
- Liaise with the Bursar and the Director of Sport on matters relating to the annual budget for rowing at Ibstock
- Work with colleagues in the Bursary to monitor termly income and expenditure to include coaching fees, any race entry fees and holiday camps (where chargeable).

# Person Specification

<b>Qualifications</b>	
Evidence of relevant attainment in a recognised qualification such as British Rowing Coaching Award Level 2 or 3.	Essential
Evidence of attainment or training in Child Protection issues/procedures.	Essential
Willingness to participate in further training and developmental opportunities offered.	Essential
Evidence of attainment of a relevant and recognised qualification to support pupils with SEND.	Desirable
<b>Experience, Knowledge and Understanding</b>	
A good standard of education, particularly English and Mathematics.	Essential
Knowledge of appropriate First Aid procedures.	Essential
Knowledge of Child Protection issues and Safeguarding.	Essential
Knowledge of National Curriculum requirements for the age of pupils.	Desirable
Relevant experience in an educational establishment/setting.	Essential
Demonstrable evidence of establishing positive relationships with children.	Essential
Demonstrable evidence of experience in supporting children in a learning environment.	Essential
Proven experience of successfully contributing to or running extra-curricular clubs and activities.	Essential



# Person Specification

Skills	
Ability to demonstrate active listening skills.	Essential
Ability to use language and other communication skills to which children can relate.	Essential
Ability to emphasise with the needs of children.	Essential
Ability to work effectively with other colleagues.	Essential
Ability to provide appropriate levels of individual attention, reassurance and help to achieve the intended learning outcomes.	Essential
Ability to undertake observations of individual children and complete records under the direction of the DoS.	Essential
Previous coaching and/or rowing to an exceptional standard in both sweep and oar sculling.	Essential
Outstanding communication skills both on and off the water.	Essential
Knowledge of the UK school rowing and racing circuit including National Schools' Regatta, Henely Royal Regatta qualification rules and GB Junior Trails progression and timetabling.	Essential
British Rowing Coaching Award Level 2 or 3	Essential
Willingness to work acceptable weekend hours, before and after school term time sessions and school holidays.	Essential
D1 minibus qualification and towing.	Desirable

# Person Specification

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<b>Personal attributes</b>	
Enthusiastic, positive and hard-working.	Essential
A passion for education.	Essential
Commitment to the safeguarding of children and young people.	Essential
Ability to inspire, motivate and support pupils	Essential
Flexible and approachable attitude	Essential
Ability to solve problems, make sound judgements and take decisions	Essential
Ability to work under pressure, on own initiative, accurately and with attention to detail	Essential
Commitment to the improvement and development of own teaching and performance	Essential
The drive and stamina to provide excellent opportunities for all girls in the school	Essential
Willingness to play a part in the overall developments of the school	Essential
Commitment to maintaining the caring and supportive ethos of the school	Essential



# Staff Benefits

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## Our aims and ethos

Our aim is to create an outstanding place of learning, a place where our pupils find academic excellence and the joy which it inspires. We ensure that our pupils' natural curiosity and empathy is ceaselessly nourished. In so doing, we set the conditions which enable them to excel, both during their time with us and throughout their adult lives.

We do this by concentrating on four Cs:

Our CURRICULUM is dynamic and forward-thinking.

Our CULTURE is warm and inclusive.

Our CONTEXT is beautiful and stimulating.

Our commitment to CO-EDUCATION is longstanding and profound.

Visit our website to find out more:  
[www.ibstockplaceschool.co.uk](http://www.ibstockplaceschool.co.uk)

## Staff benefits include:

- Cycle to work scheme
- Childcare Voucher scheme
- Free breakfast and lunch (in termtime)
- Defined contribution pension scheme for teaching staff and a pension scheme for support staff
- Commitment to training/development
- 25 days annual leave + bank holidays for support staff
- Access to BUPA Employee Assistance Programme, including counselling services
- Staff Yoga and use of the swimming pool (at designated times)
- Access to the School's BUPA health cover scheme (this is deducted monthly via payroll)

# The Application Process

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## How to apply

To apply for the role, please complete our application form and submit it, by email: [recruitment@ibstockplaceschool.co.uk](mailto:recruitment@ibstockplaceschool.co.uk)

Shortlisted applicants will be invited to attend interview. The school reserves the right to make an appointment before the closing date.

Note that all offers of appointment are conditional until the satisfactory completion of mandatory pre-employment checks.

Ibstock is committed to safeguarding and promoting the welfare of children. For further information on our Child Protection policies, please see [here](#). Safeguarding checks with the Disclosure and Barring Service will be undertaken. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the ROA 1974 (Exceptions Order 1975, amended 2013 and 2020). For details see [here](#)

Note that, in accordance with Keeping Children Safe in Education 2023, shortlisted candidates are required to declare any past convictions. Online searches will also be conducted on shortlisted applicants as part of our due diligence process.

At Ibstock, we embrace and celebrate difference. We are proud to be an equal opportunity employer and do not discriminate against any employee or applicant based on their age, disability, gender, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To ensure this, all positions are subject to blind shortlisting.



# Ibstock Place School



An inspiring  
place to  
**flourish**

- 1 Dance Studio
- 2 Macleod House
- 3 Priory Wing
- 4 Theatre
- 5 Wellbeing Centre
- 6 Drama Studio
- 7 Armadillos
- 8 Clarence Wing
- 9 Bicycle park
- 10 Orchard
- 11 Priestman House
- 12 Roberts House
- 13 Swimming Pool
- 14 Hardcourt
- 15 Rose Garden
- 16 The Innovation Centre
- 17 The Refectory
- 18 Terrace
- 19 Main House
- 20 Footbridge
- 21 Sports Hall
- 22 Climbing Wall
- 23 School of Art & Design
- 24 Multi Use Games Area
- 25 Forest School
- 26 School of Music
- 27 Sports Pitches



**Ibstock Place**

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