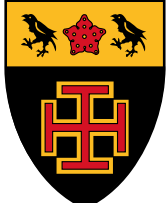




RECRUITMENT PACK

**SPORTS COACH WITH
SPECIALISM IN SWIMMING**



ST BENEDICT'S SCHOOL
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Staff, supported by the senior pupils, promote positive behaviour so that in lessons and around the school, pupils, almost without exception, show respect and consideration for each other.

ISI Inspection Report 2024



WELCOME TO ST BENEDICT'S

Thank you for your interest in this key post at St Benedict's School.

We recognise that applying for a new role is a significant commitment, and we approach every application with the same care and attention that you put into making it.

At St Benedict's, we are proud to offer an education that blends tradition with innovation, rooted in Benedictine values while preparing our pupils for the future.

We combine academic ambition with a commitment to developing the whole person. Through our High Performance Learning programme, every pupil is encouraged to think deeply, act creatively, and aim high achieving excellent GCSE and A level results. Our most recent ISI inspection confirmed the outstanding quality of our provision and the strength of our outcomes. Small class sizes and impressive facilities enable us to offer the very best in teaching, sport, music, drama, art and pastoral care where students develop resilience, leadership, and friendships that last a lifetime.

Our goal is to nurture confident, independent young people who are ready for the challenges of their next chapters whether that be transitioning to secondary school, Sixth Form, university, or life beyond school.

Our success rests on the dedication and professionalism of our staff. The atmosphere here is purposeful, supportive and good-humoured, with a genuine sense of community that is often remarked upon by visitors. We are proud of our record in nurturing professional growth; many colleagues have progressed to senior positions here and beyond, supported by excellent opportunities for development.

St Benedict's is more than just a school; it is a community. Inclusive and welcoming, we work in partnership with families, and our pupils benefit from the unique opportunities of being part of a through school from Nursery to Sixth Form.

This is the St Benedict's education: academic excellence, outstanding pastoral care, and a community where every child can thrive.

I encourage you to explore our website to gain a fuller sense of life at St Benedict's. I hope you will be inspired to apply and to contribute to our continued success and the flourishing of our community.

With best wishes



Joe Smith
Headmaster



OUR SCHOOL

St Benedict's is a leading independent co-educational Catholic school situated in leafy Ealing, West London. We offer the distinct advantage of a seamless education from Nursery through to Sixth Form, enabling pupils to begin their first steps in the Nursery at age three and continue through to Year 13 within one supportive, values-driven community.

Inspirational teaching, strong tutorial guidance and exceptional pastoral care lie at the heart of the education we provide. Together, these pillars shape a cohesive, all-through school experience that supports pupils at every stage of their development, equipping them with the confidence, independence and resilience to thrive, ensuring they are well prepared for key transitions and the opportunities that lie ahead.



Junior School & Nursery

The Junior School and Nursery offer a vibrant, nurturing environment where children grow in confidence and curiosity. Shared facilities with the Senior School and a thoughtful induction programme help pupils feel secure and well supported from the start.

Our curriculum is designed to challenge and inspire, preparing pupils for the rich academic and co-curricular opportunities ahead. Most pupils continue into the Senior School without the need for the 11+ examination, ensuring a smooth and confident transition to Year 7.

Senior School

St Benedict's Senior School provides a dynamic setting where students are encouraged to discover their strengths and develop a lifelong love of learning. The broad, ambitious curriculum fosters curiosity, creativity and resilience, with specialist teaching and facilities across a wide range of subjects.

Personal development and pastoral care are central to our approach. Each student is supported by a dedicated tutor and a strong network of staff, ensuring every young person is known and valued. A rich co-curricular programme in music, sport, debating and outdoor education complements academic life. By Year 11, students are well prepared to make informed choices about their future.



Sixth Form

The Sixth Form is a vibrant, aspirational community where students are challenged to think independently and contribute positively to the wider world. With a broad choice of A level subjects and enrichment opportunities, students are supported by expert teachers and receive tailored guidance on university and career pathways.

Leadership, service and reflection are central to Sixth Form life. Students mentor younger pupils, take part in outreach and volunteering, and help shape the school community. By the end of Year 13, our students leave St Benedict's as confident, thoughtful and compassionate young adults, ready for the opportunities ahead.





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We get so many opportunities to take part in different activities outside of lessons.

Student Year 12 //

Academic Life

We are proud of our strong record of academic achievement, with pupils securing excellent examination results and progressing to the UK's top universities each year.

St Benedict's joined the renowned High Performance Learning (HPL) World Class School Award Programme, a recognition reserved for top schools globally that lead in innovative educational practices. This milestone reflects our commitment to continuous improvement and our ambition to deliver unparalleled learning outcomes for our students.

Co-curricular Life

At St Benedict's, personal development is shaped by an exceptional co-curricular programme. Students can explore a wide range of interests through clubs and activities in the arts, STEM, sport, debating, outdoor education and the Duke of Edinburgh's Award. The St Benedict's Combined Cadet Force (CCF) is very active and runs overnight training exercises and leadership courses throughout the year.

Sport is a particular strength, with opportunities for all abilities and many pupils competing at county and national level. The arts also thrive, with strong music, drama and art programmes, including a vibrant choral tradition, instrumental ensembles and exhibitions that celebrate students' creativity.

PARTNERSHIPS

St Bernard's Preparatory School

The St Benedict's family of schools also includes St Bernard's Preparatory School, Slough. St Bernard's is an independent, Catholic, co-educational day school for children aged 3 to 11, offering a warm and nurturing environment where pupils are encouraged to thrive academically and personally. While there are separate Heads of St Benedict's Junior School and St Bernard's Preparatory School, the Head of St Benedict's is the Chief Executive of all three schools.

The Emmaus Partnership

St Benedict's launched the Emmaus Catholic Schools Partnership in 2019 with Sacred Heart High School Hammersmith, Cardinal Wiseman School, and St Augustine's Priory. Through this collaborative network, the Heads of all four schools have committed to strengthening Catholic education in West London. The Partnership enables shared expertise, joint initiatives, and enriching opportunities for pupils, who come together regularly for debates, concerts, lectures, and charity events.

OUR ETHOS, CULTURE AND VALUES

As a Benedictine school, St Benedict's is rooted in a 1500-year tradition inspired by the Rule of St Benedict – a practical guide for purposeful living, personal fulfilment, and community. Our motto, *a minimis incipe* – from the smallest beginnings – reflects our belief in the potential of every individual. It serves as a reminder that everyone has enormous potential, and that great things begin with small steps in a school where all can find and develop their talents to the full.

Our Benedictine heritage shapes every aspect of school life. Reflection, kindness, and hospitality are central to our ethos, guiding relationships across the school and creating an environment where people feel supported, valued, and able to flourish. These values underpin daily life at St Benedict's and help to foster a culture of integrity, curiosity, and confidence.

Inspirational teaching, strong tutorial support, and exceptional pastoral care are central to our educational approach. Colleagues joining St Benedict's become part of a dedicated team, committed to helping young people thrive academically, personally, and spiritually.

Our students have a strong sense of social responsibility and play an active role in charitable initiatives throughout the year. They raise funds for organisations such as Glass Door, YoungMinds, Shelter, and Aid to the Church in Need, and make regular donations to the Ealing Food Bank. Every Year 12 student takes part in voluntary service, whether by assisting in the Junior School, mentoring younger students, supporting local care homes, or working in charity shops.

Environmental awareness is integral to our community. Eco-Centric, our student-led environmental action group, works closely with the Senior Leadership Team to make St Benedict's as sustainable and eco-friendly as possible. The St Vincent de Paul (SVP) society further strengthens our community outreach by organising events and celebrations for elderly residents in the local area.

At St Benedict's, you will join a warm, purposeful, and aspirational community – one that nurtures both the young people in our care and the professionals who work alongside them.



A warm and engaging school with a strong moral core. Excellent pastoral care, solid academics, outstanding sport and a hugely rich extracurricular offering in a well-maintained setting.

The Good Schools Guide 2025

FACILITIES

St Benedict's provides a range of superb facilities that support both professional growth and a vibrant community life.

Our facilities are designed to inspire excellence and foster a strong sense of community among colleagues and students alike.

Highlights include:

- **The Atrium:** A versatile space for exhibitions, performances and school events.
- **Studio Theatre:** A modern venue equipped with advanced technology, perfect for productions, presentations and lectures.
- **Music Recording Studio:** A state-of-the-art facility for creative work and music technology.
- **Sports Hall Complex:** Featuring a dance studio, fencing salle and multi-gym, supporting a diverse co-curricular programme.
- **Sports Grounds at Perivale:** Fourteen acres of grounds with a spacious pavilion, floodlighting and a full-size all-weather AstroTurf pitch.



STAFF BENEFITS



St Benedict's is committed to supporting colleagues with a comprehensive package of benefits, designed to recognise your contribution and help you thrive both professionally and personally.

Financial

We offer highly competitive salaries for both teaching and support staff. Pay for teachers is above the maintained sector.

All eligible colleagues are enrolled in the Aviva pension scheme, which includes generous employer contributions: 16.5% for teaching staff and 5% for support staff. Permanent employees also receive life assurance at three times their annual salary.

Once probation is complete, permanent staff may be eligible for fee remission if their children attend St Benedict's. Families with children at the school also receive a 10% discount on uniform purchases.

To support travel, the school provides interest-free season ticket loans. Colleagues can also benefit from the Cyclescheme, offering savings of up to 42% on bikes and accessories, with interest-free payments over 12 months and additional tax and National Insurance savings.

Further savings are available through BHN Extras, which includes:

- Discounts of 2–8% on technology and home appliances
- A prepaid cashback card, offering up to 15% cashback at over 85 UK retailers (for £5 per year)
- Up to 15% off gift cards for major shops, supermarkets, and restaurants

Reduced-rate accommodation may be available to permanent staff, subject to availability. Free on-site parking is offered on a first-come, first-served basis.

Health and Wellbeing

St Benedict's is committed to supporting the wellbeing of all colleagues. Every permanent employee receives a comprehensive Health Shield Cash Plan, which enables you to reclaim everyday healthcare expenses, including dental, optical, and physiotherapy treatments. The plan also provides access to a wide range of wellbeing services, such as:

- A 24/7 virtual GP service for you and your dependent children, offering appointments, diagnoses, private prescriptions, referrals, and fit notes at any time
- An Employee Assistance Programme (EAP), available free of charge to permanent staff and their families, offering confidential support for personal or professional challenges
- Online health assessments
- Gym discounts

In addition to the EAP, staff may access subsidised face-to-face counselling if needed.

To help you maintain a healthy lifestyle, all colleagues enjoy a free, nutritious lunch in the School Dining Hall during term time.

We also offer free flu vaccinations, free eye tests, and a contribution towards prescription glasses.

Staff are welcome to use the school's on-site gym and take part in yoga and fitness classes.

STAFF DEVELOPMENT

Professional development is a central part of life at St Benedict's. The school invests significantly each year in high-quality training and supports staff through a comprehensive programme of:

- one-to-one and group coaching
- mentoring
- digital-teaching and classroom-practice training
- external courses and subject-specific workshops
- leadership development opportunities.

We provide structured pathways for those entering the profession through initial teacher training, as well as dedicated support for colleagues in their Early Career Teacher (ECT) years.

At St Benedict's, you will be encouraged to develop your skills and pursue your ambitions in a community that values reflection, growth, and excellence.



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It has been a pleasure to contribute to the education of some formidable young people during my time here. //

Teaching Staff Member

THE DEPARTMENT

SPORTS COACH WITH SPECIALISM IN SWIMMING SPORTS DEPARTMENT



Our Tradition and Approach

St Benedict's has a distinguished tradition of sporting excellence. The school promotes the highest sporting aspirations and is also committed to physical fitness and sport for all. A wholesome approach to sport is encouraged in all our pupils from a very young age. Through our sports programme our pupils learn the value of teamwork, leadership, perseverance, commitment, humility, respect and discipline. Pupils are encouraged to develop the confidence that comes from participating and enjoying success by showing enthusiasm for games and competitive sport.

Sports Played at St Benedict's

St Benedict's provides the opportunity for pupils to represent the school in our main sports.

For boys, the main sports are rugby (Michaelmas term), football (Lent term), fencing (Michaelmas and Lent terms), cricket and athletics (Trinity term); for girls, the main sports are hockey and netball (Michaelmas and Lent terms), athletics and cricket (Trinity term).

Other minor sports on offer at various times through the year are badminton, basketball, cross-country running, handball, girls football, girls fencing, tennis, 5-a-side football and volleyball, with strength and conditioning, yoga and pilates also available.

Our aim is to encourage all pupils to enjoy a healthy lifestyle by enabling them to find a sport they enjoy whilst achieving success and participation in our main sports.

Facilities

Our facilities are first class and the investment in them is ongoing. The Sports Hall complex, which includes a dance studio, fencing salle and multi-gym, is on site. There are 14 acres of grounds a short distance away, with a spacious pavilion and a full-size AstroTurf pitch.

Highly qualified teaching staff and specialist coaches, who have played and coached at national and international level, have produced, and continue to produce, a sporting elite.

Core PE

Core PE aims to provide all pupils in Key Stage 3 with an experience of a wide range of sports, as well as gaining an understanding of the human body and how to stay active and healthy in later life. This programme runs parallel to the Games programme and aims to contribute to, and enhance, the experience that our pupils will have of the Games programme.

The Core PE syllabus is centred on technical and tactical aspects of some broad topics, such as Invasion Games, Gymnastics, Net Games, as well as Aspects of Fitness and Movement. Pupils are also given the opportunity to understand the theory of sport, in their study of, physical, social and emotional health and the human anatomy.

The Core PE programme will help identify pupils suitable for enrolment on the Academic PE GCSE course and provide them with a foundation understanding of key principles covered at Key Stage 4. Further details regarding the Academic PE programme can be obtained by the Head of Academic PE.

Academic PE

This is run as an academic department separate from the sports department by the Head of Academic PE who reports to the Deputy Head Academic.

THE ROLE AND PERSON SPECIFICATION

Summary of the Role

The successful applicant will assist the games staff in running both Junior and Senior School swimming lessons.

It is essential that applicants are able to deliver Swimming and hold a minimum Level 1 and working towards Level 2 or equivalent coaching qualification.

Line Manager

The Director of Sport / Deputy Director of Sport

Main Duties and Responsibilities

- The primary responsibility of this role is to deliver high-quality swimming coaching across both the Senior and Junior Schools.
- The Swimming Coach will be required to attend Wednesday afternoon games sessions and Friday Junior School lessons.
- Additional responsibilities include the organisation and delivery of two house swimming galas, as well as the preparation of concise progress reports for pupils in the Junior School.

Current hours of work during term time:

Wednesday: 2.00 – 4pm
Friday: 12.30 – 2.30pm

Hourly rate: To be agreed depending on candidate's experience and skills.

Hours are subject to change and may increase or decrease, depending on pupil demand and school circumstances.

Person Specification

Essential:

- Level 1 or 2 or similar qualification in swimming instruction/sports coaching.
- Previous experience working with students or working with a sports club or school.
- Sound understanding of basic principles of training, exercise prescription, training methods and coaching methods
- Knowledge and understanding of swimming technique and good coaching practice.
- Have good communication skills with both students and teachers. Excellent interpersonal skills and to be able to work well within a team environment.

Desirable

- These are extra qualities which can be used to choose between applicants who meet all of the essential criteria
- Mini Bus license
- First aid trained
- Have coached to a representative level or higher – county level etc.
- Good team member, reliable and flexible. Must be prepared to go that extra mile!

HOW TO APPLY

If you would like to be considered for this role, please complete our online application form. We are only able to consider applications submitted using the school's application form.

Interviews will take place as and when applications are received.

We encourage early applications, as we may close the vacancy earlier than advertised if we receive a high volume of suitable applications or make an appointment from early applicants.

If you have any questions or would like further information, please contact our HR department on 020 8862 2185 or email recruitment@stbenedicts.org.uk.

Safeguarding Statement

St Benedict's is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo all appropriate safeguarding checks relevant to the post, including online searches, checks with current and previous employers, and the Disclosure and Barring Service.

Equality, Diversity and Inclusion

We value the diversity of our community and are committed to promoting equality of opportunity for all. We welcome applications from candidates of all backgrounds and do not discriminate on the grounds of any protected characteristic. Our aim is to create an inclusive environment where every member of our community is respected and able to thrive.

Accessibility

We are committed to making our recruitment process accessible and welcoming. If you require the application form in a different format, or need any adjustments or support to complete your application, please contact us on 020 8862 2185 or at recruitment@stbenedicts.org.uk. We will be pleased to support you to ensure your needs are met.



It's a school where everyone feels welcome, no matter their background.

Year 12 student



WHY WORK WITH US?



A school that truly allows students to develop outside the classroom.

Parent



Since my arrival I have received a generosity of spirit and kindness from every single member of staff.

Teaching Staff Member



The teachers here really care and want to help students succeed.

Year 11 student



LIFE IN EALING



St Benedict's is set on a spacious site in a quiet, attractive, and safe residential area of Ealing, in west London. Just 20 minutes from central London, the school enjoys close proximity to world-class museums, galleries, theatres, and historic landmarks, while offering staff the comfort and community of a green suburban setting.

Ealing, known as the "Queen of the Suburbs", has long been celebrated for its wide, tree-lined avenues, elegant Edwardian architecture, and excellent transport connections. The area's rich history is evident in features such as the beautiful Ealing Abbey, which sits at the heart of the local community.

Ealing offers an exceptional quality of life, with numerous parks and commons – including Walpole Park, Ealing Common, and Pitshanger Park – providing extensive green space for walking, sport, and recreation. The lively town centre features a mix of independent shops, cafés, restaurants, and cultural venues, including the renowned Ealing Studios, the world's oldest continuously working film studio.

Transport links are outstanding. The Elizabeth Line, along with Central, District, and Piccadilly tube lines, and excellent bus services, make travel to central London, Heathrow Airport, and beyond fast and convenient.

Recent regeneration has brought new cultural spaces, fitness centres, dining options, and family-friendly facilities, adding to the area's vibrancy. This blend of green space, strong community, excellent amenities, and connectivity makes Ealing an ideal place for staff to live and work.



HOW TO FIND US

St Benedict's School

54 Eaton Rise
Ealing
London
W5 2ES

By Train

St Benedict's School is approximately a 10-minute walk from Ealing Broadway station, served by the Elizabeth Line, Central Line, and District Line, providing fast and convenient connections across London.

By Bus

The School is well served by local bus routes, including the 226, E2, and E9, all of which stop within a short walking distance.

Parking

While many of the roads around the School operate parking restrictions, free on-street parking can be found a short walk away. A staff car park is available on site, operating on a first-come, first-served basis.





ST BENEDICT'S SCHOOL
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