

SEVENOAKS SCHOOL

DEBATE COACH





THE SCHOOL

Founded in 1432, Sevenoaks enjoys a global reputation as a centre of academic excellence and a flagship school for the International Baccalaureate. A co-educational day and boarding school, it offers a stimulating, intellectually demanding and balanced education for over 1200 students from ages 11 to 18.

Sevenoaks is one of the world's leading IB schools, having taught the International Baccalaureate for over 40 years. For nearly 20 years, all Sixth Form students have taken the full IB Diploma with consistently outstanding academic results which are testament to the school's experience and commitment to the programme.

Sevenoaks is the top large-cohort IB school in the UK and among the top five globally. In recent years it has been the second highest achieving large-cohort IB school in the world. Sevenoaks is also the top fully co-ed all-IB boarding school in the UK, according to Best Schools (Education Advisers Ltd). The Sunday Times named Sevenoaks School Co-educational Independent Secondary School of the Year in 2023.

The school is one of the largest employers in the local area, employing staff in a wide variety of roles, and aiming to be an employer of choice for top staff from around the world. We offer our staff a competitive range of benefits and are in the process of developing a range of progressive employment policies and opportunities for personal and professional development. All Sevenoaks staff are encouraged to enjoy facilities such as our sports centre and pool, attend

performances at our performing arts centre, and get involved in service activities within the local community. We strive to promote the positive mental and physical health of all staff, and are committed to ensuring that equality, diversity and inclusion are at the very heart of our culture and community. We believe every member of the school community should feel welcomed, included and valued.

THE CAMPUS

The school is situated in the Kent market town of Sevenoaks and has a prime position at the top of the high street. The 100-acre site, which includes several listed buildings and attractive gardens, is beautifully landscaped and adjoins the medieval deer park of Knole. London is only a 30-minute train ride away and the school is in commutable distance from several Kent towns including Orpington, Tonbridge, Tunbridge Wells, Bromley, Kings Hill and Dartford.

Recent developments on campus include a superb sports centre, a state-of-the-art performing arts centre, a world-class Science and Technology Centre and a Global Study Centre for the Sixth Form. Our campus has earned several architectural awards, including two RIBA National Awards (2019, 2022).

With eight distinctive and comfortable boarding houses, our boarding community is fun, friendly and busy.



THE ROLE

Sevenoaks School is looking to recruit a debate coach for the academic year 2026-27, starting in September. The focus would be on preparing our experienced debaters for school competitions. The work is part time and ideally would be conducted in person in Sevenoaks, although, for the right candidate, we would consider online teaching. Again, for the right candidate, it may also involve travelling to London and other parts of the UK for competitions.

REPORTING TO

This role reports to the Head of Debating and Deputy Head CoCurricular.

MAIN DUTIES AND RESPONSIBILITIES

Please note this is a non-exhaustive list and serves to indicate the type of roles that the successful candidate would be required to undertake:

- Working with and instructing students between the ages of 13 and 18.
- Preparing for and delivering a 1 hour 45 minute workshop on Thursday afternoons weekly from 4.15pm to 6.00pm. Over time, this should include debates, strategy, skills-based drills and content sessions.
- Providing constructive feedback to students in order to aid their development as debaters.
- For interested and suitable candidates, helping with other events such as school competitions, friendlies with other schools or internal oracy

events.

PERSON SPECIFICATION

ESSENTIAL

- Has recent competition experience at school and/or university.
- Has experience of teaching/coaching debate.
- Be available to coach throughout the Autumn and Easter terms.
- Understands the UK debate scene.
- Creates a positive classroom environment.
- Enjoys working with young people and is passionate about their development.
- Has strong organisational and communication skills.
- Is committed to inclusivity, student well-being and maintaining professional standards.

DESIRABLE

- Has experience teaching/coaching at school level.
- Be available to coach throughout the Summer term.
- Has experience of the WSDC/WUDC formats.
- Experience of adjudicating at debating competitions.
- Experience of organising debating tournaments or similar events.
- Has flexibility during term time weekends to accompany Sevenoaks teams to tournaments (exact requirements can be negotiated).
- Has an understanding of the independent



school sector.

NOTE

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principle expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible and willing to carry out the wide range of duties that are likely to be required to make a success of this role.

HOURS

This is a part-time role, the basic hours 1 - 2 hours per week, on Thursdays from 04:15pm - 06:00pm term-time only, although flexibility in these working hours will be required to meet the demands of the role during peak times.

We would expect there to be around 24 training sessions/workshops across the course of the Autumn and Spring terms, more if the candidate can also coach in the Summer term.

SALARY

The Debate Coach is paid at a rate of £80 per training session, and, if attending at competitions, £40/per round. Reasonable travel expenses will be included.

Please note this is a Self - Employed position (1 year fixed term).

BENEFITS

- Free parking (subject to availability)
- Cycle to work scheme
- Membership of the school's fitness centre
- Employee Assistance Programme
- Free or reduced price tickets to events in The Space, our Performing Arts Centre
- Sevenoaks School Savers voluntary benefit scheme
- Fee remission policy (terms apply)

CHILD PROTECTION

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are required to adhere to and ensure compliance with the school's Safeguarding Policy Statement at all times. If, in the course of carrying out their duties, a member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must immediately report their concerns to the Deputy Head (Pastoral).

OFFER CONDITIONS

Sevenoaks School is committed to safeguarding and promoting the welfare of children, therefore, the offer of employment is subject to the satisfactory completion of a number of background checks including but not limited to an enhanced DBS check with Children's Barred List check, the taking up and verification of references and the verification of career history and fitness to undertake the role. The complete list of



required checks will be provided to the successful candidate.

HEALTH AND SAFETY

Under the Health and Safety at Work Act 1974 and subsequent legislation, the school is obliged to provide you with a workplace and working conditions which so far as is reasonably practicable, are safe and without risk to health. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety of others.

APPLICATION

If you wish to be considered for this role, please complete the online support staff application form at <https://www.sevenoaksschool.org/work-at-sevenoaks/>.

The closing date for applications is 24/05/2026 at 23:59.

The form must be completed in full and submitted electronically. CVs can also be submitted but cannot replace any information on the application form, which should be submitted in full.

Applications will be reviewed on a daily basis and interviews may occur at any stage. The school reserves the right to appoint at any stage of the recruitment process. We therefore invite interested candidates to apply as soon as possible rather than working to the closing date.

At Sevenoaks School our mission is to ensure that students secure their full potential. We prepare young people for life in a modern, global society

and seek to provide every student with excellent role models. Having a diverse staff enhances our school community and we warmly welcome applicants from all backgrounds.

Please contact the Human Resources Office at humanresources@sevenoaksschool.org or by telephone on 01732 467740 if you have any questions about a completed application.