



1707

Warminster School



CANDIDATE BRIEF

Cricket Coach

LETTER FROM THE HEADMASTER

Dear Applicant,

Having moved to Warminster with my wife and family relatively recently, I can speak from the heart about the warmth of welcome offered by the School community and indeed within the town of Warminster.

In terms of location, we are offered the best of both worlds with an ancient market town just five minutes' walk away, but with the beautiful Longleat forest and estate within easy cycling distance. The town lies on the western edge of Salisbury Plain with some wonderful walking, and beautiful Wiltshire villages nearby. We are a 30-minute train ride from the historic Georgian city of Bath; Salisbury and its stunning cathedral is 20 minutes in the other direction.

The School itself is simply one of the warmest and strongest communities I have known during my teaching career. It really is a friendly, supportive, yet invigorating place to live and work. The School's 60 acres give a sense of space and our beautiful buildings, some dating back to the early 1700s, give us a sense of tradition and permanence. We are a school steeped in history, but one that is not afraid to innovate and take risks. We transmit this to our pupils and staff who are encouraged to try new things, push out of their comfort zones and embrace failures as the best way to achieve success.

Staff morale is high and there is a shared sense of purpose which is energising. We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals. Our pupils are a diverse bunch with around 30 different nationalities represented throughout both boarding and day. That international outlook is key to our community and allows us to be a window on the world in West Wiltshire. The fact that we are one school from 2-18 emphasises the feeling of family and our parents are huge supporters of the School and our staff.

Our mission is simple: *To develop and nurture rounded individuals with a love of learning and strong moral values, with a supportive and inspiring community.* This is equally true of staff, as it is for our pupils.

Thank you for your interest in Warminster School. I hope that these documents will encourage you to go ahead with an application that may lead to your joining this vibrant, exciting and nurturing community.

Kind regards



Matt Williams
Headmaster





Warminster

School is located in the ancient market town of Warminster in Wiltshire. The School has a long and fascinating history and today incorporates four schools, plus a convent, in one. It was established in 1707 by Thomas Thynne, first Viscount Weymouth (subsequently further ennobled as Lord Bath) to educate the sons of his Longleat estate workers. The links between the School and Longleat are embodied in the Wren Doorway to School House, the original 1707 school building. The doorway is believed to have been designed as the main entrance to Longleat House by Sir Christopher Wren in 1663 on the occasion of the visit by King Charles II and Queen Catherine. It was then moved to the new school in, or soon after, 1705.

The foundation of the School was strongly supported by Sir Thomas Ken, Bishop of Bath and Wells, and regarded also by the School as a central figure in the School's foundation. He had been at Oxford with Thynne; after the Glorious Revolution of 1688, he refused to swear allegiance to the new monarch, William III (William of Orange), and was deprived of his benefice. In sympathy, he was invited to live at Longleat. His chair, which is Tudor (1485 – 1603), now sits in the Headmaster's office. On the back are graffiti – in the form of carved pupils' names - from the 1820s.

Over the course of the centuries that followed, the School became known as 'Lord Weymouth's Grammar School'. Thomas Arnold, the historian and great educational reformer was a pupil at the School from 1803-07. He was later headmaster of Rugby School from 1828 - 41.

The present-day school also incorporates a 'National School' dating from 1815. The National Society for Promoting Religious Education was established in 1811 with the aim of providing an elementary education, in accordance with the teachings of the Church of England, to the children of the poor. The building is now the Deputy Headmaster's house.

St Boniface Missionary College was founded in 1860 by the Vicar of Warminster, James Erasmus Philipps. During his incumbency he also established St Denys Convent and St Monica's School for girls (1890), run by the nuns. The college closed for the duration of World War II and when it reopened in 1948 it was in a different guise, associated with King's College, London as a post-graduate centre for missionary work. It closed in 1969 and the buildings have been leased to Warminster School ever since.

The School remained single-sex until 1973, when Lord Weymouth's Grammar School amalgamated with St Monica's, which stood on the site of the current Prep School. Thereafter, the School became known as Warminster School. Since 1996 the St Denys Convent has been a boys' boarding house.

The School is a member of the Society of Heads, the Headmasters' and Headmistresses' Conference (HMC) and of the Independent Association of Prep Schools.

Warminster's 2020 Vision: To develop and nurture rounded individuals with a love of learning and strong moral values, within a supportive and inspiring community.

We have the desire and commitment to make Warminster School one of the leading co-educational, day and boarding schools in the country. We require like-minded and motivated individuals to fulfil key roles to allow us to achieve our objectives.

Steeped in over 300 years of historical tradition and set in a stunning 60-acre campus in the heart of the south west of England, Warminster School is truly a community spirited thriving boarding and day school offering an exceptional all-round education to pupils from 2-18. Warminster offers both A-Levels and the International Baccalaureate Diploma at Sixth Form, as well as being one of few schools to offer the IB Career-related programme.

Prospectus - <https://www.warminsterschool.org.uk/welcome/made-in-warminster>

Tour the campus - <https://vimeo.com/403546690>



Warminster School is a vibrant community into which new staff members are warmly welcomed and feel quickly immersed.

The ISI Inspectorate was fulsome in its praise for the warmth and conduct of the pupil body and the quality of the relationships between pupils and between pupils and staff. Although we are a small school, we have an ambitious programme of continuous development and expansion which provides a stimulating and supportive environment for staff who wish to develop their careers.

We offer our own salary scale, which is above national rates, and accommodation may also be available. Teachers are entitled to join the Royal London pension scheme and have death in service and income protection as standard.

Statutory NQT induction is provided and fully supported through the Deputy Head (Academic), in accordance with the Independent Schools Teacher Induction Panel scheme. Warminster, as a body, is fully committed to the development and training of its staff at all levels.

Benefits of working at Warminster School are listed below but are not limited to:-

Why Work at Warminster

Structured Professional Development career planning.

Initial and ongoing CPD Mentoring and support network.

Dedicated classrooms for teachers wherever possible.

Supportive open-door policy for sharing best practice.

Creative and supportive Teaching and Learning ethos

Use of gym and dedicated fitness programme for staff.

Free lunch for all staff from our functions-standard catering team.

Complimentary tea, coffee, and refreshments throughout the day.

Opportunities to participate and train as Outdoor Pursuits leaders (DofE, CCF).

Generous fee reduction for staff children.

Working in a team as a House tutor.

Supportive, collegial, and vibrant Common Room.

Wellbeing support from the Pastoral Team including access to Chaplain and Counsellor.

Strong Christian foundation with assemblies/services in beautiful Church and School Chapel

Regular social events.

Small class sizes.

Free onsite parking.

Participation in Cycle to Work Scheme.

Generous Royal London pension scheme with additional Life and Critical Illness Income Insurance

Beautiful 60-acre campus on the edge of town and countryside

The Department – PE and Games

The Department is led by the Director of Sport and consists a Head of Academic PE, as well as two additional full-time teachers, a part-time teacher and a full-time Hockey coach. There are also specialist sports coaches, graduate assistants and many other teachers from different academic disciplines who assist with games lessons and fixtures through the week.

There is a very full programme of competitive sport, and the School is increasingly hosting tournaments attended by many local schools. All pupils are strongly encouraged to participate widely in sporting activities. There is a policy of inclusiveness across the School and the expectation is that all pupils will have the opportunity to play for the School at some level. Commitment from the pupils is very high, with a steady stream of pupils being selected to participate at County, Regional and even National levels.

The main sports for boys are Rugby, Hockey and Cricket/Tennis/Athletics, with Football increasingly offered as an alternative in the season. Girls' sports are Hockey, Netball and Cricket/Tennis/Athletics. All pupils have 3 hours of PE and games per week. There is a comprehensive programme of study for these sessions with a developing emphasis on including some PE theory. There has been considerable investment in sporting facilities over recent years, including a specialist indoor cricket centre as well as 3 brand new artificial cricket nets.

The Post – Cricket Coach

One post for a Cricket coach will be available in April 2022. The successful candidate will take on an integral role in the delivery of cricket across the school. They will support the Physical Education and Games department with lessons and fixtures where possible. The applicant should ideally have knowledge of playing and coaching cricket as per the person specification.

The School will supply the successful applicant with free accommodation from April to August, including electricity, heating bills and council tax, but they will need to hold their own TV licence. School meals may be taken free of charge at any time during the term. In addition, there will be a monthly basic salary of £655.

The basic weekly requirements will involve 15 hours of games/extra-curricular support per week across the prep and senior school which might include the occasional Saturday. This involves leading or supporting group sessions after school. The monthly wage also includes leading CAMPS at Easter and over the Summer. In addition, these camps come with a bonus scheme. The candidate will additionally take home 50% of the camp profits.

The candidate will have an excellent opportunity to supplement their base wage. As mentioned above, there is a further opportunity to gain from the summer camps. We will also provide the infrastructure for the candidate to arrange a number of 1-1 or small group sessions within the normal school day. The candidate will take an hourly rate from these sessions subject to levels of experience and qualifications.

The cricket coach will be responsible to both the Head of Cricket and the Director of Sport.



Warminster School

Person Specification – Cricket Coach

Warminster School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful applicants must be willing to undergo a criminal record check with the Disclosure and Barring Scheme.

	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • First Aid trained or, a commitment to achieving this within a short period of time • Child protection trained or, commitment to achieving this within a short period of time 	<ul style="list-style-type: none"> • Level 1 Cricket qualification (ideally Level 2) through ECB 	<ul style="list-style-type: none"> • Production of the applicant's certificates
Experience	<ul style="list-style-type: none"> • Experience of teaching or coaching young people, ideally in a range of environments including schools, clubs, Representative and community settings 	<ul style="list-style-type: none"> • Understanding of partnership working and able to create strong and sustainable links with contacts throughout the area • Delivering sessions/ workshops with elite young cricketers 	<ul style="list-style-type: none"> • Contents of the Application Form • Interview • Professional references
Skills / Knowledge	<ul style="list-style-type: none"> • A good knowledge of the different technical and tactical competencies found within cricket. • Excellent administrative skills • Ability to educate and motivate players and coaches through coaching programmes. • Good general IT skills • Excellent time management and organisational skills. 		<ul style="list-style-type: none"> • Contents of the Application Form • Interview • Professional references
Personal Competencies and Qualities	<ul style="list-style-type: none"> • A passion for working with children and/or young people. • Effective communicator • Ability to work independently and as part of a team • High energy and enthusiastic • Strive to deliver high levels of performance at all times • A flexible approach with the ability to adjust to different requirements as priorities change. 	<ul style="list-style-type: none"> • Experience working in a school setting 	<ul style="list-style-type: none"> • Contents of the Application Form • Interview • Professional references • DBS check

SELECTION PROCESS

Please complete the application form and return it, via e-mail, to the Bursar's assistant – kmeadows@warminsterschool.org.uk.

Closing Date: noon on Wednesday 9 February 2022

Interviews: Week beginning 14 February, 2022

If you have any queries, please do not hesitate to contact Sam Loud, Head of Academic PE on sloud@warminsterschool.org.uk.

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APPLICATION AND RECRUITMENT PROCESS

Warminster School is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, age, responsibilities for dependants, physical or mental disabilities, or offending background. Applications from all candidates with the right mix of talent, skill and potential are welcomed, including those with criminal records.

Application Process

Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please refer to the job specification for further details.

Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all applicants must declare all previous convictions and cautions, including those which would normally be considered 'spent' except for those to which the DBS filtering rules apply. A failure to disclose a previous conviction may lead to an application being rejected or, if the failure to disclose is discovered after employment has started, may lead to summary dismissal on the grounds of gross misconduct. A failure to disclose a previous conviction may also amount to a criminal offence.

The School will seek references on short-listed candidates (for teachers this will be prior to interview) and may also approach previous employers for information to verify particular experience or qualifications, either before or after interview, if applicable.

If you are currently working with children on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although it may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons.

You should be aware that provision of false information is an offence and could result in the application being rejected, or summary dismissal if you have started at the School and possible referral to the police and/or DCSF Children's Safeguarding Operation Unit, or the DBS. It is unlawful for the School to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the School. The School will make a report to the Police and/or the DBS if it receives an application from a barred person or if it has serious concerns about an applicant's suitability to work with children.

Invitation to Interview

If you are invited to interview, it will be conducted in person, and the areas which it will explore will include suitability to work with children.

Conditional Offer of Appointment: Pre-appointment Checks

Any offer to a successful candidate will be conditional upon:-

- receipt of at least two satisfactory references (if these have not already been received); one of which must be from the applicant's most recent employer)
- verification of identity and address, to include evidence from foreign nationals of their right to work in the UK. Such evidence must be provided prior to appointment
- verification of professional status and qualifications if applicable
- the receipt of an enhanced disclosure from the DBS which the School considers to be satisfactory. The successful applicant will be required to complete an application form for an Enhanced Disclosure from the Disclosure and Barring Service. The DBS disclosure certificate will be sent to the applicant only and it is a condition of employment with the School that the **original** disclosure certificate is provided to the School prior to the first day of work
- where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance including documentary evidence of the right to work. DBS checks will still be requested for applicants with recent periods of overseas residence and those with little or no previous UK residence. These applicants may also be asked to provide further information, including a criminal records check from the relevant jurisdiction(s)
- verification of medical fitness for the role
- where the position amounts to "regulated activity" confirmation that the applicant is not named on the Children's Barred List administered by the DBS
- satisfactory completion of the probationary period as detailed in the terms and conditions of employment

WARNING

Where a candidate is:

- Found to be on the Children's Barred List, or the DBS Disclosure shows he/she has been disqualified from working with children by a Court; or
- Found to have provided false information in, or in support of, his/her application; or
- The subject of serious expressions of concern as to his/her suitability to work with children

The facts will be reported to the Police and/or the DBS.

Data Protection

The School will process personal data about you in accordance with the Data Protection Act 1988 and the School's Data Protection Notice.

Procedure

Candidates must complete the application form and send it to the Headmaster's PA with a covering letter indicating their suitability for the post. Details of two referees should also be provided, one of whom must be your current employer.

Policies

Please refer to our website - <https://www.warminsterschool.org.uk/the-school/policies-and-documents> - for the latest Child Protection and Whistle Blowing policies.