



Royal
Russell



Head of Swimming and Aquatics

September 2025 or January 2026



Welcome

I am delighted that you have expressed an interest in joining Royal Russell.

A leading co-educational independent school in South London, Royal Russell is different by design. We are a family school and we value those things which make each of us distinctively brilliant. Our school motto is '*Non Sibi Sed Omnibus*' which translates as 'not for oneself, but for all', and from this, we make a commitment to help every member of our learning community strive for their vision of success.

Our beautiful, green campus offers exciting learning opportunities and first-class facilities for both pupils and staff to develop and flourish. Staff are dedicated to providing a total education and this is reflected in the outstanding academic outcomes of our pupils.

Openness and inclusiveness are integral to the Royal Russell experience and we encourage applications from all communities, so that our staff body reflects our ambitious, open, distinctive and courageous Royal Russell pupil body.

If you are interested in joining a forward looking and successful school, I look forward to receiving your application.



Chris Hutchinson
Headmaster



Our School

Royal Russell is a HMC/IAPS co-educational school with over 1,200 pupils between the ages of 3 and 18, situated on a beautiful green campus of 110-acres in South London, with a Junior School, Senior School and 200 pupil boarding community.

We are proud of our day and boarding facilities that rank amongst the best in the UK. Our pupils, parents and staff experience a warm and friendly environment with strong pastoral care for every pupil alongside a comprehensive co-curricular and enrichment programme. Royal Russell is proud to have achieved the highest grade of 'excellent' in every aspect during our most recent ISI Inspection.

Community Values

Royal Russell is a warm and thriving community of pupils, parents, staff, governors, Old Russellians, friends and supporters. We are bound together by our family ethos, a strong sense of pride in our school and a willingness to get involved.

By working together, supporting each other and having fun together, we have created a welcoming and inclusive environment for all. Living by our motto '*Non Sibi Sed Omnibus*', we encourage the qualities and values of responsibility and giving - which make Royal Russell special.

We are committed to our responsibilities to our wider community - local, national and international. We encourage our pupils to contribute, participate and lead so that they can learn the skills and attributes needed to make a positive contribution to society, now and in the future.



Welcome to Sport

Sport and physical activity are an integral part of Royal Russell School.

They are valued and essential aspects of life for all pupils.

The school has a clear mission: to be an internationally recognised leader in Sport, Physical Education, and Physical Activity.

Our vision is to deliver an outstanding sport and physical activity experience for all, nurturing pupils' intellectual and personal development while fostering lifelong, healthy, and active lifestyles that extend beyond their school years.

Royal Russell is a school where all pupils participate enthusiastically, with many striving to excel.

Many of our pupils achieve representative honours at regional and national levels across multiple sports and regularly progress to high-performance and professional sport beyond school. Both teams and individuals compete successfully at the highest levels.

Sport at Royal Russell has always been outward-facing and innovative. We have partnerships with leading sports organisations, including several Premiership football clubs, ISFA, London Pulse Netball, Surrey Cricket, and Addiscombe Hockey. Work is also underway to expand these relationships with universities and sports organisations across the UK and internationally.

This is an exciting time for sports development at Royal Russell, and we are seeking a Head of Swimming and Aquatics to play a key role in shaping the future of our aquatic programme.

James Ingle

Director of Sport, Health and Fitness



Head of Swimming and Aquatics

Reports to Director of Sport, Health and Fitness
Responsible for Swimming Teachers and Coaches

Royal Russell School, renowned for its excellence in sports and education, is seeking a dynamic Head of Swimming and Aquatics to join our team.

The Head of Swimming and Aquatics will lead the development and management of swimming as a key sport at Royal Russell School.

This role involves nurturing talented swimmers, expanding competitive opportunities, and incorporating other aquatic sports into the co-curricular programme (such as water polo, triathlon, biathlon) into the School's sports programme.

The Head of Aquatics will also be responsible for promoting the sport to attract and retain high-calibre pupils while fostering a culture of excellence and inclusivity.

This role presents an exciting opportunity for an experienced aquatics professional to shape the future of swimming and aquatics at Royal Russell School, ensuring a competitive and sustainable program.



Key Responsibilities

Strategic Leadership

Develop and implement strategic leadership for all swimming and aquatic sports, ensuring governance and sustainability that aligns with the School's overarching sporting vision.

Create and sustain a culture of excellence, inspiring pupils to reach their full potential at both competitive and personal levels.

Position swimming as a flagship sport at Royal Russell, enhancing the School's reputation locally, regionally, and nationally.

Work in partnership with Commercial Enterprise to develop the student experience while generating commercial income and promoting Royal Russell as a hub of swimming activity.

Programme Development

Manage the coaching staff, liaise with all departments across school life, and lead by example in the planning and delivery of aquatic activity at Royal Russell School.

Design and deliver a comprehensive swimming programme, including training schedules, competitions, and recreational opportunities for all age groups and abilities.

Introduce and promote associated aquatic activity including sports such as water polo, triathlon, synchronised swimming and lifesaving skills to broaden participation and engagement.

Establish clear development pathways for pupils, enabling progression from beginner to elite athlete: achieving personal bests, securing scholarships, and competing at national levels.

Programme Development cont'd

Develop relationships with surrounding community and external sporting bodies.

Build partnerships with local schools for outreach initiatives and commercial activities.

Build relationships with clubs and associations using the facilities to the benefit of the students of Royal Russell.

Collaborate on the annual planning for the use of the pool to create effective balance between the elevation of aquatics at Royal Russell and the generation of Commercial revenues.



Key Responsibilities cont'd

Talent Identification and Recruitment

Work closely with the Director of Sport, Health and Fitness to identify and recruit talented swimmers and athletes in related aquatic sports.

Build partnerships with local swimming clubs, sports academies, and governing bodies to establish Royal Russell as a centre for aquatic excellence.

Identify and support elite swimmers in collaboration with the Strength & Conditioning Coach.

To support students' transition to University, apprenticeships or other pathways.

To contribute positively to all aspects of school life with pastoral and academic departments.

Coaching and Team Management

Provide high-quality coaching to pupils, balancing skill development with competitive success.

Teaching as part of the team in the Learn to Swim program from Nursery age through to Senior levels for both Royal Russell and Local Community School, identifying talented swimmers for the development programme.

Lead and mentor assistant coaches, ensuring consistent training and instruction standards.

Organise and manage competitive squads for internal and external competitions, including inter-school leagues, regional meets, and national events.

Effective communication with academic and pastoral teams is crucial, as is building strong relationships with parents and home coaches.

Pool Management

Collaborate with the Commercial and Estates Manager to ensure the school's swimming pool is maintained to a high standard, maximising its use for training and events.

Organise and oversee and attend swimming galas, open days, and inter-house competitions to celebrate pupils' achievements and build community spirit.

Oversee budgeting and financial management of the aquatics department, including resource allocation, expenditure tracking, and fundraising initiatives.

Ensure compliance with Health and Safety policies, including emergency response protocols, risk assessments, and Swim England safeguarding guidelines.

Communication

Manage the external communication and promotion of Royal Russell School Swimming in collaboration with marketing in a way consistent with the school's brand guidelines.

Develop clear communication for parents of the opportunities and pathways available in aquatics.

Identify and operate aquatics activities specifically for the boarding community to encourage participation and engagement in the facility.

Pupil Wellbeing and Development

Promote the physical and mental wellbeing of all pupils participating in aquatic sports.

Ensure every Sports Scholar has an Individual Development Plan (IDP) for Aquatics with performance reviews conducted at least once per term to track progress and set new goals.

Foster teamwork, discipline, and leadership skills through participation in swimming and related sports.

Ensure inclusivity, encouraging all pupils to participate regardless of their ability level.

Foster and develop a culture of healthy eating and wellbeing amongst pupils.

Submit students reports for all student swimmers in line with school guidelines

Qualifications and Experience

Essential

- Proven experience as a swimming coach with a track record of developing competitive athletes.
- National Governing Body coaching qualifications minimum UKCC Level 2 Swim Coach.
- Qualifications in swimming and/or aquatic disciplines.
- Strong leadership and communication skills, with the ability to inspire and motivate pupils and staff.
- The ideal candidate will embody Royal Russell's values, demonstrate inspiring leadership qualities, and seamlessly integrate their ideas within our vibrant organisational culture.

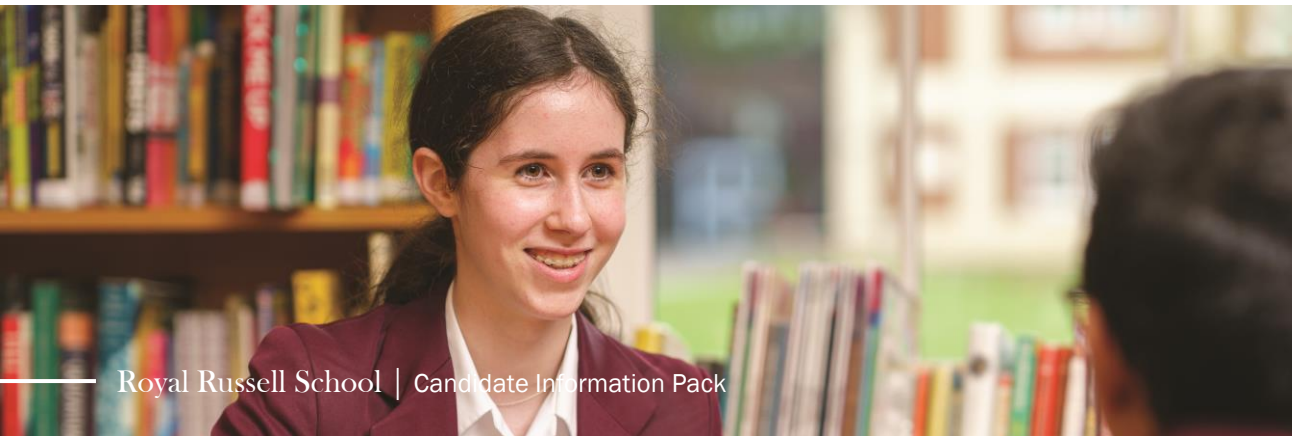
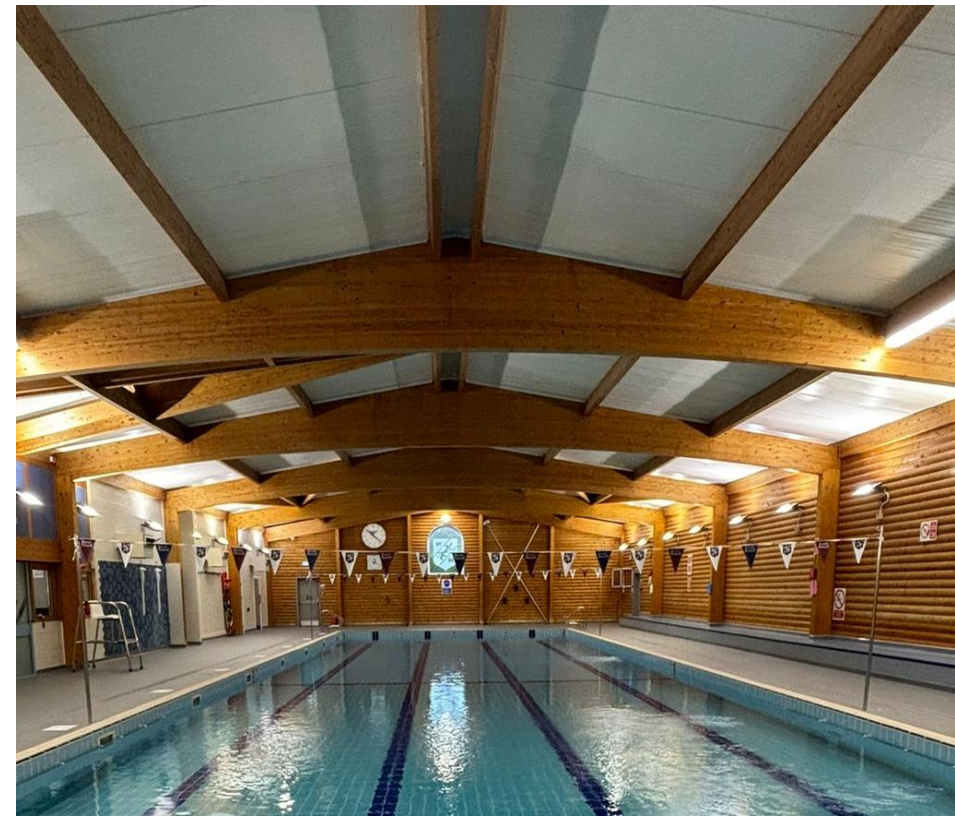
Desirable

- Further education in Sport Science, Coaching, or a relevant field.
- Knowledge and understanding of other aquatic sports, including water polo and triathlon.
- Coaching experience in other sports.
- Academic teaching experience in GCSE PE and/or BTEC Sport.
- Experience working within an educational setting.
- Knowledge of safeguarding and child protection protocols.
- Familiarity with pool management, including health and safety regulations.

Key Competencies

- Strategic thinking and vision to grow swimming and aquatic sports at Royal Russell.
- Excellent organisational and time-management skills.
- Passion for inspiring young people and fostering their personal and athletic growth.
- Ability to build relationships with stakeholders, including pupils, parents, and external partners.

This is a full-time term time position, requiring flexibility to accommodate evening and weekend events and competitions.



Our Offer

Royal Russell offers excellent benefits including a competitive salary on our own salary scale.

As part of the vibrant community at Royal Russell, you will join a friendly and dedicated team with easy access to transport links (Coombe Lane tram stop is opposite the School entrance).

In addition, we offer:

- Pension scheme and life insurance
- Meals in the dining hall during term-time
- Social events throughout the year, including a Christmas party for all staff
- Cycle to work scheme (salary sacrifice)
- Octopus electric car scheme (salary sacrifice)
- Free on-site parking
- Use of our on-site sports facilities, including tennis courts, swimming pool and gym

A discount of up to 50% on school fees (85% discount for wrap around care before and after school during term-time) and a 25% discount with Royal Russell Holiday Club, which operates during school holiday periods.

Location: Our School is 10 minutes from East Croydon Train Station, with direct links to Central London (15 minutes) and Gatwick Airport (25 minutes).

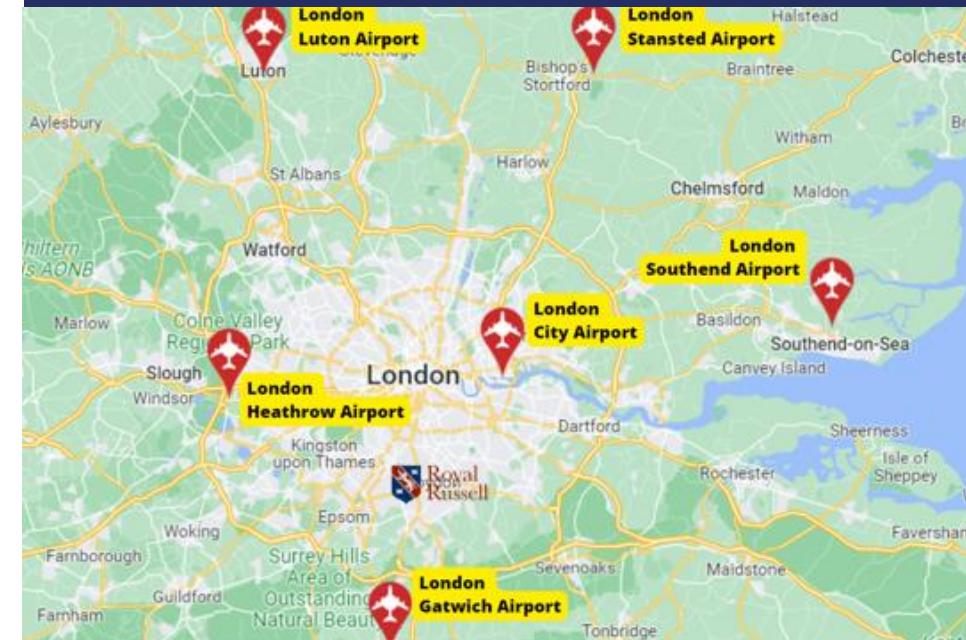
Further Information

Full details of our staff benefits and recruitment procedures can be found on our school recruitment page at: www.royalrussell.co.uk/discover/vacancies

You can also contact us by email at hr@royalrussell.co.uk or telephone HR on 020 8657 4433.

Applications (forms can be found on our website) will be considered on receipt and should arrive no later than 09:00 on Monday, 2nd June 2025. Interviews will take place on 10th June.

The School is committed to safeguarding and promoting the welfare of children. All appointments are subject to a satisfactory enhanced Disclosure and Barring Service check (including a check against the *Children's Barred List*) and other pre-employment screening including references and medical fitness.



Campus Map

Our 110-acre campus contains incredible facilities for learning.



Main Facilities

- 1** Car Park
- 2** Reception / Headmaster's Study
- 3** Junior School
- 4** Early Years Centre
- 5** Performing Arts Centre / Auditorium
- 6** Dining Hall / Café
- 7** Chapel
- 8** Great Hall
- 9** Chapel Quad
- 10** Lime Tree Quad
- 11** Aston Webb Building
- 12** Library / Sixth Form Study Centre
- 13** Health & Wellbeing Centre
- 14** Science Block

Sports Facilities

- 15** Swimming Pool
- 16** Sports Hall
- 17** Top Pitch
- 18** The Paddock
- 19** Netball Courts
- 20** North Pitch
- 21** Astroturf Pitch
- 22** MUGA (Multi-Use Games Area)
- 23** West Pitch
- 24** Pavilion

Boarding / Houses

- 25** Buchanan / Reade
- 26** Cambridge
- 27** Hollenden
- 28** Keable
- 29** Latessa
- 30** Madden
- 31** Oxford
- 32** Queen's
- 33** St Andrew's



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www.royalrussell.co.uk

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