



Candidate information for
Visiting Sports Coach

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FROM THE HEAD

Thank you for your interest in Aldro. From the moment my wife Nicky and I first walked through the front door of the school, we knew it was a special place. I am sure you will feel the same, for our visitors typically all comment on the strength of welcome and tangible sense of community they experience on their visits here.

Our school values matter enormously to us, and we work hard to ensure they colour all that we do. Anchored in the Christian teaching that has always been a distinctive of life at Aldro, our values of kindness, respect, integrity, humility and service help set the tone for our relationships with one another. We are a small-enough school to know each child well and we pride ourselves in our outstanding pastoral care and the strong sense of belonging that the children feel to their school.

Academic rigour is key at Aldro. Together with their parents, we share a strong sense of aspiration for the academic development of our children. They progress in many cases to highly selective senior schools, often with scholarships and exhibitions reflecting their achievements along the way. Alongside a content-rich curriculum, and in tandem with an enviably broad co-curricular offering, we want our pupils to develop curiosity, creativity, critical thinking and commitment in their learning. We want them to leave confident to take risks and adapt to changing circumstance, able to get on with others of all backgrounds and well-placed to make a positive contribution in life. In the process, we want them to develop digital literacy, presentation skills, problem-solving skills and the ability to collaborate with others on highly-effective teams.

If that all sounds a bit serious, let me add this. We want an Aldro education to be great fun! Our aim is that, in the years ahead, when our children look back on their time at Aldro, they will do so with a deep sense of affection for their old school, remember that they were very happy here, and recall quite simply that they had a blast!

When meeting candidates, we are looking for those who will make a positive addition to our highly-talented and motivated team of staff as well as for those who will enrich our communal lives together. We hope you are as excited at the thought of joining us as we are to meet you. Thank you again for your interest in our special school.

Chris Carlier





ABOUT ALDRO

Aldro is an outstanding coeducational boarding and day preparatory school located in the idyllic village setting of Shackleford near Godalming in Surrey. Founded in 1898 Aldro moved to Shackleford from Eastbourne in 1940.

The ethos of the school is centred on our Christian foundation and priority is given to the highest standards of pastoral care and the education of the 'whole child'. Aldro seeks to be an inclusive school with a genuine 'family-feel', offering opportunities for all pupils to discover their talents whilst encouraging them to strive for excellence. Boarding is a great strength of Aldro, contributing to the busy and vibrant atmosphere here and teaching the children vital skills of independence and responsibility which stand them in good stead for their future schools.

The school is in great heart following its successful move to co-education in 2021 and a period of considerable growth over recent years. Girl numbers now constitute approximately 35% of the pupil population and continue to grow. The most recent ISI Inspection Report (June 2023) rated the school 'Excellent' in both areas of qualitative judgement (pupil achievement and pupil personal development) and the school was deemed fully compliant. The school has a flourishing Senior School (Years 7 and 8) and successfully retains the vast majority of pupils to Year 8 for 13+ transition to senior schools.

There are currently about 200 pupils in the school aged 7-13; approximately 70 of them board, full-time, weekly or part-time. The school has an outstanding record of academic excellence and averages about 15 scholarships and exhibitions per year, including to highly selective senior schools. Popular senior schools for Aldro pupils include Benenden, Bradfield, Canford, Charterhouse, Cranleigh, Eton, Guildford High School, Harrow, King Edward's Witley, Lancing, Lord Wandsworth, Marlborough, Oundle, RGS Guildford, Sevenoaks, Sherborne, St Swithun's, Tonbridge, Uppingham, Wellington, Winchester and Wycombe Abbey.

Lessons are taught Monday to Friday, and children typically compete in matches against other schools on a Saturday morning. Boarders enjoy a rich programme of activities each weekend. The school has a weekend leave at least every third weekend and benefits from generous holidays. All staff are expected to make an active contribution to the wider life of the school.

Further details about the school can be found on our website: www.aldro.org

VISION, VALUES, AIMS

OUR VISION

To provide an outstanding and broad education for all pupils that will instil in them a life-long love of learning and make them positive contributors to society.

OUR VALUES

- ✓ Kindness
- ✓ Respect
- ✓ Integrity
- ✓ Humility
- ✓ Service

OUR AIMS

1. To provide outstanding pastoral care within a nurturing family environment, underpinned by Christian values and teaching.
2. To prepare pupils for the next stage; for transition to their Senior Schools of choice and for adult life beyond.
3. To encourage curiosity, critical thinking and independence of thought through an innovative learning experience and inspirational teaching.
4. To develop strength of character through a broad, stimulating curricular and co-curricular offering.
5. To create a vibrant boarding environment that promotes independence and responsibility.
6. To establish long-term financial management through attracting and retaining sustainable numbers of pupils.
7. To share our resources with, and make a positive contribution to, the wider community.
8. To be happy, have fun and make lasting memories





THE ROLE

Reporting to:	Director of Sport & Head of Girls' Games
Type of position:	Term Time only plus staff training days
Salary:	Dependent on the qualifications and experience

Aldro is looking to appoint an inspirational sports coach to help build on our reputation as a school with outstanding sports provision. The ability to demonstrate specialism in one or two sports would be a distinct advantage, and the successful candidate will be willing and able to contribute throughout the year to a full range of team sports as offered by the school. The role represents a commitment of approximately 8-10 afternoon hours per week, Monday – Friday and 2-3 hours on on about 20 Saturday mornings per year.

“Aldro has let us concentrate on being parents knowing that the education and the experience at Aldro is first rate.”

Parents of a Year 8 Leaver

JOB DESCRIPTION

Our visiting Sports Coaches are expected to undertake a broad range of tasks. Examples of this include:

Sport

Our coaches are required to coach every day. The major sports for the boys include football, rugby, hockey and cricket, and for the girls the major sports include netball, hockey, football and cricket. In addition to the major sports, coaches may additionally help with athletics, swimming, tennis, basketball, golf, sailing etc.

During the holidays the school sometimes organises sports tours and activity weeks (e.g. Pre-season training, the Summer School of Sport etc). Coaches maybe asked to help with the delivery of these events.

Coaching

Sports coaches are expected both to coach and to referee/umpire matches. In areas of specialism, there is also scope provide advice, training and support to our willing team of sports coaches.

Administration

Coaches are expected to assist with administration such as completing team sheets, filling in online results, and any other necessary administration as required by the Director of Sport or Head of Girls Games.

Day-to-Day running of the school & general supervision

Coaches will help staff with registration, pupil departure for matches and supervision of the pupils. At times they will be asked to keep records on the school's management system.

Driving

The ability to drive a minibus to away fixtures would be an advantage. The school provides training for this to all competent drivers.





General

The areas outlined above are examples of the sort of things a Sports Coach might be asked to help with. The list is not exhaustive; coaches are expected to work under the direction of the Director of Sport for the wider provision of games at the school.

All our staff are expected to serve as a good role model to the pupils, maintain a professional standard of dress, and attend staff training sessions as required.

SAFEGUARDING

- To promote and safeguard the welfare of all pupils.
- To promote, insist on and help instil the school's core values.
- To protect children from harm and to prevent impairment of their health and development.
- Be aware of, and comply with, all the school's policies, and especially the Safeguarding, Whistleblowing, Behaviour, Anti-bullying, Health and Safety, Staff Code of Conduct and Pupil Equality and Diversity policies.
- To establish a positive, supportive and secure culture which promotes in all pupils a sense of being valued, listened to and respected.

Benefits

- Salary: Competitive hourly rate set according to the experience of the successful candidate.
- All meals during working hours whilst the school is in session.

“At Aldro our son has flourished and has been cared for brilliantly in every way. He has been taught excellently. The standards at Aldro are second to none.”

PERSON SPECIFICATION

QUALIFICATIONS AND EXPERIENCE

- An accomplished sportsperson in their own right, able to inspire through example and experience
- Experience of coaching
- First Aid trained (desirable)
- Clean driving licence, 3+ years (desirable)

PROFESSIONAL AND PERSONAL ATTRIBUTES

- Well-organised and with good time-management skills
- The initiative to work on their own and the ability to work as part of a team
- Excellent inter-personal skills; empathetic, caring, kind and compassionate
- Strong organisational and administrative skills
- Reliability and integrity
- Energy, enthusiasm and positivity
- Initiative, proactivity and assertion
- Able to inspire and motivate others
- A sense of humility and a desire to serve others
- A willingness to go the extra-mile
- Excellent record of health, punctuality and attendance
- A desire to be involved in the wider co-curricular life of the school

SCHOOL ETHOS, VALUES AND AIMS

- Fully supportive of the ethos and aims of the school
- Sympathetic to the Christian teaching that underpins the school's values and character
- Commitment to the safeguarding and protection of children
- A commitment to promoting equality, diversity and inclusion
- Promotion of Health and Safety in line with the school's policy



HOW TO APPLY

Interested candidates should complete a copy of the **Aldro Application Form** available on the 'Vacancies' section of the Aldro website and, together with a letter of application addressed to the Headmaster, send this to HR@aldro.org CVs are not required. Applications will be processed on receipt.

The school is an equal opportunities employer and complies with its duties under the Equality Act 2010. Aldro is committed to safeguarding and promoting the welfare of the children and young people here, and all staff are expected to share this commitment. As part of the recruitment process, applicants should expect scrutiny of their online profile. All staff are expected to adhere to, and ensure compliance with, the school's Child Protection and Safeguarding Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead.

In line with the Child Protection and Safeguarding Policy, the successful candidate will be subject to checks by the Disclosure and Barring Service. As part of this process, Aldro additionally carries out its own online and social media checks. Applicants' references are typically sought before interview, unless the applicant specifically requests otherwise.

The post is exempt from the Rehabilitation of Offenders Act 1974 and Aldro is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are 'spent' unless they are 'protected' under the DBS filtering rules) in order to assess their suitability to work with children.

Aldro recognises the benefits of a diverse workforce and is committed to equality of opportunity for staff, volunteers and applicants. Building upon legislative requirements, Aldro seeks to ensure proper access of opportunity in matters relating to recruitment and selection, support for staff development and promotion. All HR policies are underpinned by this commitment to inclusivity and discriminatory behaviour by staff, pupils, contractors and external contactors will be taken very seriously, fully investigated and appropriate action taken where necessary.





ALDRO

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