

Position of
ROWING COACH
Yarm School,
North Yorkshire



Co-educational | Day School | Ages 3-18 | HMC



Tes Schools Awards 2024

Shortlisted

Independent Prep
School of the Year



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THE ROLE

We are looking to expand our coaching team and are keen to hear from enthusiastic and knowledgeable rowers for either a full time position, or possibly a job share. This would be a role(s) that requires a total of 40 hours per week for 40 weeks per year, 35 which are term time. The successful candidate(s) should be available to start from early August 2024.

The role involves coaching a variety of sessions throughout the week and on Saturday mornings, with pupils from age 12 -18 years, with varying ranges of experience and skill level. Previous rowing coaching experience is necessary to deliver confident technical instructions and improve skills

Attendance will be required at events such as the Royal Henley Regatta, National Schools Regatta and all local regattas, as well as 3 separate week-long training camps throughout the year. Flexibility to work weekends and evenings will be required.

The successful candidate will be working directly with our Head of Rowing who joined us from the USA in 2023 and the rest of the Boat Club Team. They will need to ensure

the smooth running of sessions, develop pupil skills and contribute collaboratively to the continued success of Yarm School Boat Club at local and national events.

YARM SCHOOL BOAT CLUB

Yarm School Boat Club has just celebrated its 25th anniversary. It has grown significantly over the last decade with participation levels across all year groups rising. In 2016, Kat Copeland, Former Pupil and London 2012 Olympic Gold Medalist opened the Boat House which is located on the banks of a beautiful stretch of the river Tees on the School site.

There are currently two full time members of staff, the Head of Rowing and the Assistant Head of Rowing and Boatman.

Pupils from Second Year (Year 8) upwards can select rowing as an option in Games, Activities and After-School. Training also takes place on Saturday mornings.

Yarm School Boat Club crews take part in a large number

of regattas around the country and attend annual training camps. In 2022, 12 crews qualified at the Junior Inter-Regional Trials (J14 - J16) which meant Yarm School pupils made up over 48% of the Yorkshire team. YSBC remains a highly competitive program in the North East of England and aims to expand that competitiveness over the coming years after narrowly missing HRR qualification in the Fawley Challenge club for the last two years. Each year the club supports 2-3 athletes going through the GB trails system with the last our last international representation being in 2018 women's pairs for the Coupe de la Jeunesse.

The Boat Club has many successful rowing alumni who have gone on to compete at National level. Kat Copeland won a Gold Medal in the lightweight doubles at London 2012. In 2021, two former pupils went head to head in the Gemini Boat Race competing for Oxford and Cambridge teams. In 2022, Sarah Portsmouth was selected for the third consecutive year to compete for the Cambridge team in The Boat Race. Sarah competed as part of the winning Cambridge crew two out of three years as the race was cancelled in 2020. Several alumni have also gone on to make the Home Internationals team in recent years.

THE SCHOOL

Yarm School was founded in 1978. Growing quickly since that time, it is now firmly established amongst the country's leading co-educational day schools, with a superb academic reputation as well as a firm commitment to extra-curricular activities and trips. In addition to the Senior School, there is a Preparatory School, and a Pre-Prep which includes a Nursery. In total, there are over 1,100 pupils between the ages of 3 and 18.

There is an impressive array of facilities and accommodation at the Senior School, including a large classroom wing on the banks of the Tees which enjoys beautiful views, a dance studio, extensive sport and drama facilities, underground changing rooms and a bar serving the award-winning Princess Alexandra Auditorium. The Pre-Prep and Preparatory Schools have their own self-contained accommodation on a safe and equally delightful site. The Pre-Prep is housed in a modern purpose-built development, whilst the Preparatory School is located on the site of the original Yarm Grammar School founded in 1590.

The School has ample outdoor space, sporting facilities, a boat house and friendly communal areas. A timber yurt provides space for the outdoor education and eco school curriculum.



LOCATION

Yarm is a beautiful market town on the edge of the Teesside conurbation which enjoys easy access to both town and countryside, including the nearby North York Moors, Yorkshire Dales and stunning coastline. Opportunities for outdoor pursuits and exploration of all kinds are many and varied. Similarly, the cities of Newcastle, York and Leeds are within close range and provide much in the way of arts and culture. With superb rail network links in the town itself and nearby, London is also only 2.5 hours away by direct train.

The school is very much a part of the town, with pupils, staff and parents enjoying all that the buzzing High Street has to offer by means of shops and cafes.

BENEFITS OF WORKING AT YARM

- Friendly working environment with a committed community of staff
- Staff receive a generous discount on school fees.
- Occupational DC pension with a choice of contribution levels (maximum employer contribution 12%)
- Life assurance (death in service benefit of twice annual salary)
- Exceptional variety of high quality lunches, free during term time
- Dedicated on-site free parking
- Employee Benefits Scheme
- Cycle to Work Scheme
- Use of school gym outside school hours
- Discounted Auditorium tickets for School productions



ETHOS

Yarm has a strong commitment to educating the whole child – ‘educating for life’. We offer an extensive range of extra-curricular opportunities, both within and outside lessons, which help to foster inter-personal skills, confidence and build relationships. A Yarm education is about far more than just academic achievement.

Each pupil is strongly encouraged to take part in extra-curricular activities. There is a huge range of clubs and societies which meet either during the two timetabled Activity lessons, at lunch-time or after school on a regular basis. Over 50 activities take place each week, as diverse as canoeing and chess, community action and gardening.

Sport plays an important role in the life of the school, not just through the generous time provision for PE and Games lessons, but through the many opportunities to represent school teams in a diverse range of sports and at all ages. Facilities are superb and cater impressively for rugby, hockey, netball, rowing, tennis, cricket, rounders, athletics and general fitness.

At weekends and during the holidays there are frequent trips and expeditions, many of them adventurous. Outdoor education is a major part of life at Yarm, and pupils can explore caves, climb mountains or traverse entire countries in canoes! We have two full time, highly qualified members of staff whose sole remit is to provide these fantastic opportunities.

The school life of Yarm pupils is varied, exciting, and fast-paced. There is never a dull moment as we embody our philosophy of ‘educating for life’. Our teachers embrace the extra-curricular programme and enjoy the opportunity it affords them to pursue areas that interest them or indeed learn new skills themselves.

The performing arts are thriving at Yarm. Music enhances the everyday life of the School. With outstanding facilities, such as the 750 seat Princess Alexandra Auditorium, the Studio Theatre, Dance Studio, Recital Room and the superb Music School we offer an extremely vibrant programme of concerts, recitals, plays, dance shows and musicals. Many cultural events which take place in the stunning Princess Alexandra Auditorium are open to the wider community and regularly attract audiences in the many hundreds.

DUTIES & RESPONSIBILITIES

Coaching

- Coaching of set squads or group of athletes
- Safe management water and other training sessions
- Coach all abilities of pupils, motivate and encourage beginners in their rowing
- Run after school training sessions on the water and in the Erg room/gym
- To ensure that in relation to the specific groups allocated, the school sports website is kept up to date

in order that pupils and parents can be supplied with details for regattas and Head races (Inc. website)

- Responsibility for ensuring that the British Rowing Water Safety Code is adhered to by all members of the boat club. The Head of Rowing will be the Safety Officer as detailed in the Water Safety Code
- Responsibility of assisting with the boat rigging and maintenance of the fleet
- Assisting with the loading of boats and equipment onto the boat trailer
- Under the direction of the Head of Rowing, take responsibility for supervising pupils on residential trips

Events and Regattas

To attend scheduled regattas and camps throughout the course of the year, including:

- Ensuring the safety of pupils whilst away at events
- Ensuring the pupils behave appropriately whilst representing the school
- Staying overnight when necessary and supervising pupils from a pastoral perspective
- To assist with supervising the loading and unloading of boats
- To ensure that your squad is prepared, launched on the water and ready to race or train, and where possible ensure that there is support for their return to shore
- To have oversight and assist other Yarm School Boat Club Coaches in preparing, and launching pupils for races and training sessions

Health and Safety

- To undertake all work in accordance with Yarm School's policies, risk assessments and guidance
- Liaise on a daily basis with the Head of Rowing with regards to river safety and best practice
- To be aware of possible dangers to the boats and other equipment
- To ensure that coaching launches carry the correct safety equipment

General

- Work collaboratively with the rest of the team to keep the Boat Club and associated area in a reasonable and safe state of tidiness
- Contribute to managing and maintaining the School's boats and associated equipment
- To pro-actively undertake any personal training and development reasonably required by the Head of Rowing, including attending relevant INSET days where required and completing an annual appraisal.
- Ensure the School's Policies and Procedures in the Staff Handbook are followed and implemented at all times
- Attend regular meetings with the Head of Rowing
- Promote and safeguard the welfare of pupils at all times

- To be a good role model for pupils and to present a good image of Yarm School at all times

Administration

- To complete administrative duties associated with the post holders assigned crew which could include:
 - Entering crews into competition
 - Making, confirming or re-arranging any travel logistics for the program
 - Creating daily training session plans and completing registers
 - Logging training information in to shared worksheets
 - Communicating with pupils regarding schedules, races and necessary training updates
- Helping to prepare articles for the weekly school newsletter and annual magazine

Please note that this Job Description is not exhaustive but an illustration of the main responsibilities, which will vary from time to time. The job role will include any other tasks within the position holder's competence that may be reasonably required by the Head of Rowing.

CONTRACTUAL MATTERS

- 40 hours per week, for 40 weeks per year (35 weeks during term time and 5 weeks to be scheduled for the school holiday periods). We would consider an equal job share for this role. When applying, please indicate which role you are interested in, i.e. full time role, or the job share option
- Flexibility is required to work some evenings and weekends when regattas and training camps are taking place and to run training sessions during the school week at a variety of times Monday to Saturday
- A rota will be produced in advance via regular team meetings to ensure average weekly contracted hours are maintained and pastoral cover is in place for pupils for regattas and training camps
- Full time, 40 weeks/year, salary of £25,298 - £27,636 per year (depending on experience)
- Statutory holiday pay entitlement will apply
- The post holder will be directly responsible to the Head of Rowing
- Please note that the School operates a no-smoking/vaping policy on its entire site
- The role is to commence early August 2024

THE CANDIDATE

	Essential	Desirable
Personal competencies	<ul style="list-style-type: none"> • Excellent listening and communication skills • Ability to work in a team and to work collaboratively with the other stakeholders in Yarm School • Organisation and time management skills, with the ability to forward plan and prioritise tasks to meet deadlines • Proactively carry out the job role, using initiative to take the lead when required • Professionalism, loyalty and integrity in all School matters 	<ul style="list-style-type: none"> • Leadership skills
Experience	<ul style="list-style-type: none"> • 1 years previous coaching experience • Working with under 18's 	<ul style="list-style-type: none"> • Working in a school environment • Participated in rowing at an elite level
Education/ Qualifications	<ul style="list-style-type: none"> • GCSE or NVQ equivalent • British Rowing UKCC Level 2 qualification • RYA Powerboat level 2 qualifications • Clean full drivers licence 	<ul style="list-style-type: none"> • Undergraduate Degree • D1 Minibus licence • First aid certificate • Towing experience
Relevant technical skills	<ul style="list-style-type: none"> • Rig boats and blades • Load boats safely and securely ready for travel • Competent in the use of gym equipment and able to demonstrate safe use to pupils • IT competence, including experience at using Microsoft Office Suite 	<ul style="list-style-type: none"> • Experience of using Google Drive
Attitude and behaviours	<ul style="list-style-type: none"> • Maintain a upbeat positive and enthusiastic attitude through challenging situations • Able to inspire young people to be the best they can, irrespective of innate ability • An exemplary role model to pupils • Personable to all Yarm School stakeholders, ensuring polite engagement with staff and pupils • Accepting of development feedback and implement changes where required 	

CRIMINAL RECORDS CHECK

Yarm School is required to seek a Disclosure from the Disclosure and Barring Service (DBS) in respect of successful applicants for all posts at the School where staff may come into contact with children. A criminal record will not necessarily be a bar to working in the School. Applicants who are invited to interview will be asked to submit a self-declaration form before attending the interview in which they will answer a number of targeted questions about any criminal history or information that would make them unsuitable to work with children. More information about this can be found at:

<https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>.

A copy of the School's policy on Vetting and Suitability Checks and the DBS Code of Practice may be obtained from the School Manager. Before an appointment is made routine checks will be undertaken to confirm identity and qualifications etc.

This post is a pupil-facing role and is therefore exempt from the Rehabilitation of Offenders Act 1974. This means that you will be required to confirm that you are not on the DBS Children's Barred List or disqualified from working with children, and further to declare any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020) or other Orders of the Courts made against you, even if they would otherwise be regarded as 'spent' under this Act.

SAFEGUARDING

Yarm School is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to vetting checks including an enhanced DBS check.

Applicants for all vacancies at Yarm School are encouraged to read these policies on our website before applying:

[Safeguarding and Child Protection Policy](#)
[Vetting and Suitability Policy](#)

EQUAL OPPORTUNITIES

Yarm School is committed to ensuring that all job applicants and members of staff are treated equally, without discrimination because of any protected characteristics as defined in law. We welcome applications from anyone who considers that they meet the requirements of the job advertised.

APPOINTMENT PROCEDURE

Applications will only be accepted on the application form provided by the School. This should be completed electronically. All questions must be answered. The candidate may also submit a Curriculum Vitae if he / she wishes but this is not a requirement. Applications should be submitted by email with a covering letter explaining why the candidate and post are mutually suited. Please indicate which role you are interested in, i.e. full time or the job share option.

APPLY

The application form is available on the [Yarm School website](#).

Deadline: as soon as possible and no later than midday on Sunday 2nd June 2024.

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