



APPOINTMENT OF

ROWING INTERN

FULL TIME FIXED TERM
SEPTEMBER 2024 TO JULY 2025



HAMPTON SCHOOL

Hampton is one of the country's leading, most successful and best-resourced independent schools and has been helping boys to fulfil their potential and realise their aspirations for over 460 years.

We are a lively, friendly and caring School community, in which innovative teaching is underpinned by strong shared values and complemented by outstanding pastoral care. We aspire to enable our boys not only to make sense of the world but also to want to go out and improve it. Hamptonians are expected to aspire to personal best while supporting those around them with kindness and respect.

The School's examination results and university entrance record consistently rank among the best achieved anywhere. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities. Around 20 Hamptonians are offered places at Oxford and Cambridge annually and a significant number move on to global top-10 universities; we also support pupils who wish to study at universities in North America, some of whom secure academic and/or sporting scholarships.

Our alumni network is extremely strong and former pupils remain very committed indeed to their School, in no small part due to the exceptionally warm and mutually respectful relationships enjoyed between Hampton staff and their pupils.

Situated on a green field site in a leafy suburb of South West London, we are fortunate to have over 27 acres of playing fields within our spacious grounds and a generous investment programme ensures that pupils and staff benefit from first-class facilities across all areas of School life.

These include a state-of-the-art 3G sportsground, a large Sports Hall and The Hammond Theatre, along with an excellent library and specialist facilities for Art, Music, Science, Technology, IT and Languages and a superb Sixth Form Study and Careers Centre. The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles, enjoys a prime location on the nearby River Thames and provides the focal point for our renowned Boat Club.

The School was judged to be excellent (the highest possible recognition) across all categories by the Independent Schools Inspectorate (ISI) in May 2023. Inspectors found that Hamptonians' achievements are exceptional across academic and co-curricular areas of School life and concluded that 'outstanding analytical and thinking skills' lead to academic achievements 'far and above national and worldwide averages'. The ISI team also highlighted Hamptonians' excellent personal development and concluded that 'Pupils are open-minded and tolerant and have a clear sense of justice, successfully fulfilling the school's aims for them to make sense of the world, to want to make a difference for good, and to aspire to personal best while supporting those around them with kindness and respect'. A copy of the full ISI report can found on the School website and a summary booklet of the inspection team's key findings is linked [here](#).



ROWING INTERN

Hampton is one of the country's foremost academically selective independent schools and this is an excellent opportunity to join a vibrant and successful team in a happy, high-achieving environment.

Sport is a major part of both curricular and co-curricular life at Hampton School and plays an essential role in the physical, emotional and social development of every boy in the school. We are justifiably proud of the facilities, support, expertise and talent provided by the Games and PE Departments.

This position represents an outstanding opportunity for an aspiring Rowing Coach to join Hampton School from September 2023. The successful candidate will be passionate about rowing and ideally hold British Rowing and RYA L2 Powerboat qualifications. You will be highly motivated, enthusiastic and dedicated to ensuring the best outcome for Hampton Rowers.

Boys in the First to Fourth Years have a double period of Games each week; the Fifth Year, Lower Sixth and Upper Sixth share a triple period each Wednesday afternoon. Unlike at many other schools, Hampton pupils can choose their preferred sport and have a wide choice.

We compete in prestigious local, regional and national competitions as well as holding regular fixtures with schools from across the region. It is expected that boys treat themselves, their opponents and all officials with proper respect and courtesy and they are encouraged to play with a sense of adventure and freedom without self-indulgence.

We do not encourage dour, percentage-driven sport but sport with a sense of fun in the right measure. By the same token we understand and respect that some boys will play sport for leisure or health reasons rather than competitively.

Each major sport has its own Master-In-Charge. The staffing of Games at Hampton is generous. In addition to the PE Staff many of the academic staff are talented sports people and they offer additional teaching and support on the sports field. We are also fortunate enough to have regular visits from outside expert performers and specialist coaches.



ROWING INTERN

Reporting line: Director of Rowing

THE DEPARTMENT

Hampton aspires to be one of the top rowing schools in the country and it is a very popular sport amongst our boys.

The boys row on the Molesey stretch of the River Thames which is just a short run from the school. Our facilities are outstanding with a superb boathouse and impressive fleet of boats.

The school has a dedicated coaching team headed by its own, full time Director of Rowing, Colin Greenaway, a former international athlete and Junior International Coach for the Great Britain Team.

Pupils begin learning the discipline in the Third Year when they will be taught to scull. The emphasis is on enjoyment and watermanship. There are regular training camps in the holidays, some at the Boathouse, but also in Spain and Belgium.

Old Hamptonians, including Karl Hudspith (President of the Oxford University Boat Club 2012), the Livingston brothers and the Smith brothers have competed in the Boat Race. The Searle brothers are also well-known Old Hamptonians and Olympic Gold Medallists. (Greg Searle was part of the Bronze Medal GB Eight, London 2012 twenty years after his Olympic Gold in Barcelona 1992).

Hampton's rowing department has a thriving Parents' Association which raises funds to support our rowers.

Each year the Hampton School Boat Club hosts two major rowing events on its home stretch of the River Thames: The Hampton Small Boats Head and The Hampton Fours and Eights Head.

Both races are run over a course of approximately 3000m downstream from Sunbury Lock. The first of these events is the Small Boats Head, typically held in late November, with the Fours and Eights head following in late January/early February. Viewing is possible, along the full length of the course; from the towpath running on the south (Molesey) bank from the start at Sunbury Lock to the finish at the western end of Platt's Eyot.



KEY RESPONSIBILITIES – Rowing Intern

- To consult with fellow rowing coaches and work as part of an already effective and dynamic coaching team to fulfil the technical and physiological coaching requirements of the role
- To assist with the planning and coaching of rowing sessions under the direction of other members of the Coaching Team with the aim of raising achievement. These sessions could include:
 - On-water sessions
 - Land Ergo sessions
 - Training camps
 - Regattas and Head races
- To demonstrate excellent knowledge of rowing and sculling techniques
- To provide support to pupils and feedback on pupils' conduct as required including the assessment of athletes and an ongoing evaluation of training and results
- Ensure attendance procedures are followed and registers accurately recorded
- Assisting with and supervising the offloading of the trailer as well as rigging / de-rigging of boats
- To uphold all safety requirements of the boat club and the welfare of those who row in the squad while under the supervision of the boat club
- Be proactive in matters relating to health and safety, monitoring and dealing with such things as trip hazards by ensuring equipment is tidied away safely and maintenance of all equipment and assets of the boat club
- Subject to appropriate training and certification, administer basic first aid to pupils wherever required during the working day, dealing with any basic accidents, reporting incidents and liaising with School's Nursing Team, as required
- Adhere to the School's H&S and Staff Behaviour policies and procedures



KEY RESPONSIBILITIES – Assistant Boatman

The successful applicant will be required to assist the Boatman to carry out the following duties:

Equipment Management

- Organise the Hampton School boat bays to ensure a safe and effective environment, including;
 - racking of the boats and storage of other equipment - liaison as required with the Lady Eleanor Holles School (LEH)
 - Cleaning boat bays regularly, including the removal of litter, water bottles etc
 - Ensuring, along with the LEH staff, that the landing stages are cleaned each morning
 - Collecting up lost property and taking to the school where items are to be handed over to Head of Lost Property
- Ensure the fleet of boats and blades are well maintained, including;
 - Monitoring the condition of all equipment and prioritising a programme of repairs and refurbishment as required
 - Making repairs to boats and equipment, as necessary and where possible
 - Ensuring boats are cleaned regularly
 - Ensuring boats conform to the safety standards set out in 'Row Safe Guide'
 - Ensuring all blades are labelled and stored correctly, and painted in club colours.
- Collection and/or drop off of any equipment as instructed by the Boatman
- Ensure a good supply of spares are maintained and stored appropriately at the boathouse for all makes of boats used by Hampton School Boat Club
- Help to maintain rigging set ups on training boats, specifically 1x and 2x/-, help rig racing boats if required by other coaches
- Check the condition of coaching launches and with the assistance of the Boatman, do any necessary work to keep them well maintained. Organise any repair and maintenance of outboard engines
- Ensure all coaching launches have safety bags and conform to British Rowing guidelines.
- Maintain good condition and arrange servicing of the boat club vehicles in conjunction with the School Facilities Manager
- Maintain trailers, with the assistance of the school facilities manager; arrange for their annual service
- Organise the loading of trailers, working closely with the coaches, for all rowing events
- Where possible tow trailers to events and act as equipment support to the coaches
- Arrange with the approval of the Boatman any rental of Equipment
- Arrange with the approval of the Boatman the disposal or sale of unwanted equipment
- Liaise with the Boatman regarding any maintenance of the Boat House, Boat House security and Fire Alarms
- All work to be notified to the Boatman who will monitor expenditure and timetable of work.

Health and Safety

- To fully understand the implications of the Health and Safety Policy within the boathouse and be responsible for maintain standards which meet these requirements
- Under direction of the Boatman maintaining safety equipment within the boathouse and in the launches
- Ensure the boathouse is a safe and healthy environment.



PERSON SPECIFICATION

The successful candidate will be able to demonstrate the following skills, qualifications and experience.

- A commitment to the Safeguarding and wellbeing of pupils
- A high level of rowing and/or coaching experience at a high level
- A specialist Sports and/or relevant British Rowing coaching qualification and RYA L2 Powerboat Qualification would be advantageous
- Experience of working with children or young people
- Awareness of Health and Safety issues (First Aid training will be provided)
- A warm, cheerful and well-presented person, capable of inspiring confidence in pupils and parents
- Excellent communication skills, both verbal and written
- Capable of working independently and as part of a team
- Understand fully what is required to promote the aims and ethos of the School and understand the nature of independent education and of the high expectations within the sector
- Highly motivated, enthusiastic and dedicated to ensuring the best outcome for the crew
- Personable, confident, self-motivated and able to demonstrate excellent written and verbal communication skills
- Able to deal politely and effectively with staff, pupils, parents and the general public
- Professionalism and commitment to the demands of a successful co-curricular programme
- Ability and willingness to learn on the job and attend INSET as necessary



OTHER

- To act as Fire Marshal and First Aider as required. Training will be provided
- Any other reasonable tasks required by the Headmaster, Director of Rowing and/or Deputy Head in association with the above role

Please note that there may be some changes and additions to the above. This document is designed to provide applicants with a “flavour” of the position and responsibilities and is not necessarily comprehensive, however, the employee may be called on to perform other tasks as directed by the Headmaster or anyone acting on their behalf.

TRAINING

- Where necessary, to undergo on the job training under the general direction of the Head of Department to increase competence, proficiency and safety awareness
- To attend INSET training outside the school where appropriate to increase competence, proficiency and safety awareness.

SALARY

A suitably attractive benefits package will be offered, including a salary commensurate with the appointed candidate’s skills and experience.

The Governors review salary Scales each year to ensure they remain competitive. Salaries are paid by bank transfer on the 25th of the month, or next working day thereafter, in 10 equal payments.

Hours and Holidays

This is a fixed term (September 2024 - to July 2025) full-time position Monday – Friday plus weekends to attend coaching sessions and regattas.

Additional holiday work, if required, is to be discussed and agreed with the Director of Rowing and in their absence, Deputy Head (Pastoral).

The remuneration package includes pay for holidays which are to be taken during School holiday periods. Staff are required to be at School on INSET and Open Days.

Offers of employment will be made on merit and suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

The School reserves the right to offer the post at any stage in the appointment process.



EQUAL OPPORTUNITIES

It is the policy of Hampton School to provide equal employment opportunities for all qualified individuals and to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, colour, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. Hampton School promotes equal employment opportunities in all aspects of employment through positive employment policies and practices.

If any special requirements or access arrangements are required to attend an interview, please inform the School.

Offers of employment will be made on merit and suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the School's Safeguarding Policy and Procedures at all times. The School reserves the right to offer the post at any stage in the appointment process.

Further details of the School are available on the website.

This post involves working with children, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Please note that all appointments are subject to the Hampton School Trust Recruitment, Selection and Disclosure Policy and Procedure.



For an informal discussion about the role and requirements, please contact Human Resources via recruitment@hamptonschool.org.uk or call **020 8979 5526**.

Further details about the post and how to apply is available on the School website's Work with Us page.

Hampton School, Hanworth Road, Hampton, Middlesex, TW12 3HD

www.hamptonschool.org.uk