

Shrewsbury

CO-EDUCATIONAL BOARDING & DAY SCHOOL



Information for Candidates

Graduate Sports Coach (Rowing)

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Headmaster's Welcome

Having moved to Shropshire with my wife and young family in 2018, I can speak with first-hand experience of the warmth of welcome offered by the School community and indeed within the town of Shrewsbury. It really is a friendly, gentle yet invigorating place to live and work.

The School's 110 acres have the feel of a village gathered around a green. Stunning architecture complements the natural beauty of ancient trees and open spaces that are meticulously maintained. We wholeheartedly believe that children and staff alike respond to the inspiration of their surroundings. There can surely be fewer more uplifting places in which to live and learn. Staff morale is high and there is a shared sense of purpose which is energising. The pupils are a diverse crowd who are united by a willingness to participate and enjoy all that the School has to offer. We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals.

Above all, it is a community where the individual is celebrated and encouraged to become the fullest and best version of her or himself: this goes as much for the staff as it does the children in our care.

Thank you for your interest in Shrewsbury School. I hope that this document will encourage you to go ahead with an application that may lead to your joining this unique and vibrant school community.



A handwritten signature in blue ink that reads "Leo Wilkey". The signature is written in a cursive style with a large, sweeping flourish at the end.

Welcome to Shrewsbury School

Shrewsbury School, Independent School of the Year 2020, has a world-class reputation for all-round excellence. Fully co-educational, with a seven-day boarding heartbeat and an integral day community, the School delivers a dynamic education that develops the abilities and enthusiasms of each and every pupil.

Founded by Royal Charter in 1552, Shrewsbury School is one of the 'great' nine schools in England identified by the Clarendon Commission of 1861. The School moved to its current location in 1882. Over the centuries it has grown in size and reputation. Girls first joined the Sixth Form in 2008 and it is now ranked amongst the leading co-educational boarding schools in the world, educating around 850 pupils aged 13-18 years.

Shrewsbury delivers a programme of academic learning that is exciting, challenging, responsive and versatile. On the School's breath-taking 110-acre site on the banks of the River Severn, pupils also have the opportunity to participate in a wide range of sporting, music, drama and co-curricular activities, as well as being encouraged to engage in adventure and charitable endeavour.

Shrewsbury School is committed to a seven-day full boarding model that benefits from a local day element. The School offers only one kind of boarding: full boarding, with nearly 80% of the school roll being full boarders and around 20% holding non- UK passports.

Packwood Haugh Prep School became part of the Shrewsbury family of Schools in 2019, and was joined by Terra Nova School and Prestfelde School in 2025. All are co-educational, boarding and day schools for pupils aged 3-13, affording prospective Shrewsbury School pupils a range of early entry points to the Shrewsbury family.

Shrewsbury is a registered charity with a number of wholly owned trading companies, an annual income of over £40m and a staff of over 400. It is overseen by a Governing Body which has up to 19 members. The Governing Body and its Committees meet once a term.

Recent years have seen an ambitious programme of new buildings and refurbishment projects. The fully refurbished Barnes Theatre, recently opened by Sir Michael Palin, Old Salopian, with additional new teaching facilities for Drama and Dance. The building of a fifth girls' House (Queen Elizabeth Hall) was completed and opened in September 2023, along with two new all-weather sports pitches. A full refurbishment of Rigg's Hall, one of our boys' Houses, completed in 2022, and refurbishment projects of Churchill's and Ingram's Hall completed in 2023.

GRADUATE ROWING COACH

**Fixed term for one academic year – September 2026 start
Accommodation is provided**

Shrewsbury School seeks to appoint a recent graduate to coach rowing with effect from September 2026.

Our pupils are talented, so applications from candidates with a high level of rowing or coaching experience will be welcomed.

The successful candidate may also be interested in Physical Education (PE) teaching and/or Sport Science support. Candidates offering video/performance analysis and/or strength & conditioning (S&C) expertise would be welcomed (but not essential).

The successful candidates will be expected to contribute fully to boarding school life.

Closing date for applications is 9am, Tuesday 2nd June 2026

The School reserves the right to appoint at any stage of the recruitment process.

Shrewsbury School is committed to safeguarding and promoting the welfare of children and young people, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Job Description

MAIN PURPOSE OF ROLE

The Graduate Rowing Coach will play a key role in supporting the delivery and ongoing development of the rowing programme, working with athletes across a wide range of ages and abilities both on the water and indoors. In close collaboration with senior coaching staff, the successful candidate will help plan and deliver high-quality training sessions, provide technical coaching and constructive athlete feedback, uphold strong standards of discipline and teamwork, and contribute to the safe, efficient day-to-day running of the Boat Club. Responsibilities may also include assisting at competitions and rowing camps (including during school holidays), supporting equipment care and maintenance, administrative tasks as instructed by the Director of Rowing, and contributing to the wider operational needs of the programme.

The role is well suited to an enthusiastic individual looking to develop professionally, learn from experienced staff, take feedback positively, and engage fully in opportunities to build coaching knowledge, qualifications, and practical experience.

LEVEL OF POSITION

The Post holder will report directly to the Director of Rowing who is responsible for day-to-day line management.

DUTIES AND RESPONSIBILITIES

The duties and responsibilities below are illustrative. The position holder will be expected to become involved in a range of work on occasions that may not be shown below:

Main Responsibilities:

Within the Rowing Department

- Support senior coaching staff in the planning and delivery of rowing sessions, assisting with warm-ups, drills, technical coaching, and small-group activities while developing confidence and experience in session delivery.
- Help maintain a safe training environment both on and off the water by supervising athletes, assisting with boating and landing procedures, following water safety protocols, and reporting any concerns to senior staff.

- Assist with the preparation, movement, checking, and storage of rowing equipment including boats, blades, ergs, and safety equipment, while helping to keep the boathouse, gym, and surrounding training areas organised, tidy and maintained.
- Support the administrative and operational running of the club by helping with attendance registers, communicating absences or issues, and assisting coaches with general day-to-day organisation.
- Demonstrate professionalism, punctuality, and reliability at all times, acting as a positive role model for younger athletes and representing the values of the rowing club.
- To assist with the organisation and implementation of the annual Sports Scholarship assessments including fitness testing.
- To assist with Prep School Taster Days and other partnership events.

Whole School

- To become a tutor in a boarding house. This will include undertaking one evening duty per week and being on hand to help in the house at other times.
- To tutor a small group of pupils from his / her allocated boarding house.
- To write tutor reports as and when required.
- To take part in the Thursday activities programme, as allocated by the Director of Activities.
- To carry out any further duties such as occasional supervision in the dining hall and at break time.

Suitability to work with children

- Shrewsbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- The postholder must comply with the School's Safeguarding & Child Protection policy at all times.

- The postholder must undergo Safeguarding & Child Protection training as directed by their Line Manager.
- Full safer recruitment checks will be completed on successful candidates which will include an Enhanced Disclosure & Barring (DBS) check.

Person Specification

It is anticipated that the successful candidate will demonstrate the following:

Essential Desirable

Qualifications:

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|---|---|---|
| • A Good standard of education. | ✓ | |
| • Minimum level 1 Coaching Award and/or high level performance history. | ✓ | |
| • A certificate in First Aid Training (training can be given) | | ✓ |

Work Experience:

- | | | |
|---|---|---|
| • Good all-round knowledge of long-term development practices for young sports men/women. | ✓ | |
| • Experience of working with young people | ✓ | |
| • Excellent proven written and oral communication. | | ✓ |

Personal attributes:

- | | | |
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| • Have an excellent rapport with children, with the ability to deliver enthusiastic and focused coaching sessions. | ✓ | |
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- Self-motivated and pro-active approach. ✓
- Ability to relate to, and supervise, pupils. ✓
- Ability to project manage and problem solve. ✓
- Excellent interpersonal, communication and organisational skills. ✓
- A good team player who can also work on own initiative. ✓
- Must have a confident disposition. ✓

Other/Special Working conditions:

- Valid driving licence, with D1 would be an advantage. ✓
- Able to be flexible to working hours.. ✓
- Possess cultural awareness and sensitivity in working towards the aims of Shrewsbury School. ✓

Our Ethos

Shrewsbury School has a strong vision, derived from our position as a major co-educational boarding and day school of international reputation.

A Shrewsbury education will educate and empower each individual pupil to flourish in life and contribute positively to the world around them.

Shrewsbury offers a unique whole person education – Floreat – that fosters learning and personal development in four vital and mutually reinforcing fields: the intellectual; the active; the expressive and the reflective. Through this distinctive model of education Shrewsbury promotes the Six Salopian Virtues: wisdom; kindness; courage; integrity; self-mastery and spirit.

As a learning community, the School pursues academic knowledge, wisdom and truth with the aim of developing the ‘cultural capital’ of each child and instilling character strengths, aptitudes and vital life skills, such as resilience and resourcefulness. The individual is able to flourish whilst also pursuing communal values, social responsibility and a willingness to contribute positively to the wider world.

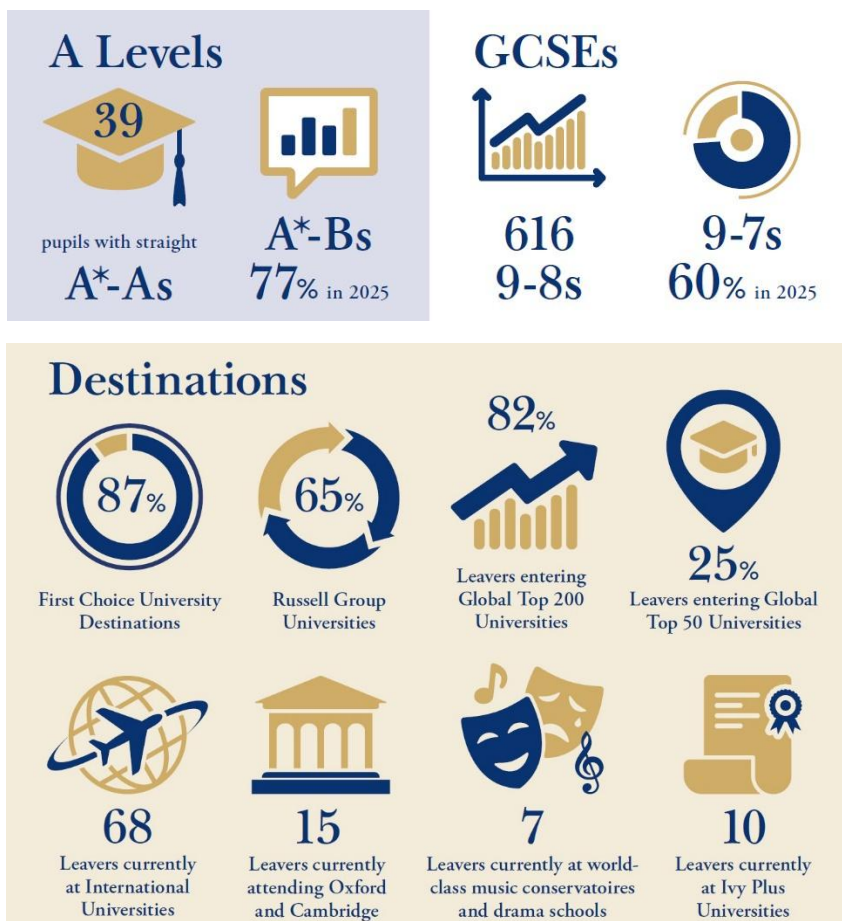
More information about Shrewsbury’s Ethos and Educational Philosophy can be found [here](#).



Academic Life at Shrewsbury

Academic life focuses on developing intellectually curious young adults who are able to think critically and creatively, have the confidence to question and to challenge and are equipped with the skills that they will need to thrive at all stages of life.

In recent years, around 5% of our leavers have gone on to Oxford and Cambridge and virtually all have taken up places at the university of their first choice. We expect about 80% of A Levels each year to be passed at A*, A or B grade. But there is as much joy for pupils who surpass his or her expectations as there is for the pupil whose progress to top grades always seemed more certain. Our Summer 2025 results and destinations are summarised below.



2025 Public Examination Results at Shrewsbury

Support Staff at Shrewsbury

Support staff provide management and operational support, in various careers, which enables teachers to focus on the teaching and learning of our pupils. We believe that having motivated and enthusiastic staff who want to support teaching and learning is critical to our academic provision.

We will always strive to achieve the highest possible standards in the breadth and quality of our curriculum, the provision of our facilities and resources and achievements, whether academic, sporting, musical, theatrical or artistic, of our pupils and our staff.

Shrewsbury delights in the uniqueness of its education; a blend of values, traditions, and inspiring people. Our staff are our greatest asset with both teaching and support staff inspiring our pupils through their dedicated professional support.



Pastoral Life at Shrewsbury

The unique, friendly yet respectful atmosphere between staff and students plays a crucial part in establishing the character of Salopians and the School. Together we are a highly supportive community. The House system (7 boys' Houses and 5 girls' Houses) is at the heart of Shrewsbury School.

The House is a Salopian's centre of gravity, a real home from home, somewhere to relax and make friends, as well as work. In addition to their Housemaster or Housemistress, each pupil has a personal tutor who is also attached to the House and will be involved in a duty evening plus helping out with house events and trips.



International Links

At Shrewsbury School we delight in playing our part in developing outstanding schools around the world. Our first international school opened in Bangkok back in 2003 and has become the benchmark for quality education in the city and the wider region.

So successful has the venture been that we opened a second campus in Bangkok in 2018 to keep up with demand, while at the same time opening a new school in Hong Kong. In 2021, Shrewsbury signed an agreement for a new premium international school launched in Phnom Penh, Cambodia and in 2025 Shrewsbury International School India opened. Plans are afoot to open further international schools in the coming years.

The Shrewsbury family of Schools share commitment to encouraging intellectual curiosity and respecting diversity and have formed a close and effective partnership over the years. We exchange best practice and perspectives from our own operating contexts via regular staff visits and via Governors who sit on the Boards of the international schools. Over the years Shrewsbury UK graduates have visited Bangkok to enjoy gap year opportunities there.



The Application Process

Please complete the Shrewsbury School application form together with a covering letter.

Please email your documents, ideally as 'pdfs' to: [**recruitment@shrewsbury.org.uk**](mailto:recruitment@shrewsbury.org.uk) by the closing date and time.

Alternatively, you may prefer to send a printed copy, addressed to: The Human Resources Department, The Bursary, Kingsland House, Shrewsbury, Shropshire, SY4 7BA.

Closing date for applications is 9am, Tuesday 2nd June 2026

Offers will be given verbally and in writing as soon as possible following the interview.

The School reserves the right to appoint at any stage of the recruitment process.

Queries regarding applications should be addressed to:
recruitment@shrewsbury.org.uk or telephone 01743 250834.

Please also see the Recruitment Guidance Notes on page 19.



Contractual Terms

Salary

The salary will be in the region of £20,000 per annum dependent on experience and qualifications.

Contract

The appointment will be for a fixed term of one year (i.e. until the end of the summer term 2027), with the option of a second year by mutual agreement.

Accommodation

Accommodation is provided as part of this role. The successful candidate will be required to live in either an exclusive-use apartment within one of our boarding houses or a sole-use room within a shared staff house.

Hours

You will need to be available for duties during the normal school day.

Shrewsbury School is a boarding school and therefore operates 24 hours a day, 7 days a week during term time. It is expected that you will work such reasonable additional or varied hours to suit the needs of the School.

Staff Benefits

Training & Development

The successful candidate is required to complete in-house statutory training which will be Safeguarding & Child Protection, Manual Handling and First Aid as part of their induction into the School.

Provision of Meals

Breakfast, lunch and dinner are provided at our dining room, Kingsland Hall during term time. Refreshments are provided on site.

Parking

Parking is provided free of charge on and around site in designated areas and with a school permit.

Sports Facilities

Our swimming pool has both staff and staff family swim times. We have tennis courts, squash courts and a gymnasium which are available for staff use.

Cycle to Work Scheme

The scheme gives employees access to significant savings on cycles and accessories used for commuting purposes.

Recruitment Guidance Notes:

Shrewsbury School 2026

Terms of Appointment

Under the Department of Education's Keeping Children Safe in Education Regulations we have a legal duty to follow safer recruitment checks. Therefore, any appointment will be subject to the following employment checks:

Probationary Period

All appointments are subject to a six-month probationary period.

Application Form

All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps. This should be accompanied by a covering letter which details your suitability for the role and what you would bring to the School.

Note: CVs are not accepted.

Please send your application form and letter (as a pdf) to:
recruitment@shrewsbury.org.uk

References

In order to assess candidates' suitability, we shall request at least two references. Please note that in accordance with best practice Shrewsbury School will follow up written references with a telephone call to the referee. The School will also follow up recent employment within an educational setting.

Right to work in the UK

If you are invited to attend an interview you will be asked to bring identification with you to confirm your right to work in the UK. We ask that you bring **three** forms of identification with you, to include:

- ✦ Current passport, share code or eligible immigration document
- ✦ Current driving licence
- ✦ Birth or adoption certificate for the UK or Channel Islands - issued within 12 months of birth (including those issued by UK authorities overseas, e.g. Embassies, High Commission and HM Forces).

Evidence of qualifications

If you are invited to attend an interview you will be asked to bring original evidence of your qualifications.

Medical Fitness

If successfully appointed, you will be asked to complete a health declaration questionnaire and if necessary, an occupational health referral will be made.

Safer recruitment checks

Please read through the School's Safer Recruitment Policy which will give full details of the safer recruitment checks undertaken as part of the on-boarding procedure. If you have any questions on any of these checks please contact us. In summary, below are details of some of the checks carried out.

DBS Disclosure and other checks

If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed 'Criminal Convictions'. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

Overseas Police check

If you have spent time abroad for three months or more in the last five years you will be required to obtain an overseas check from that country. The School will support the successful candidate through this process.

Prohibition check

Some pupil facing job roles require the School to carry out a prohibition check. This is carried out online via the Department for Education website.

Social Media check

The School is required under Keeping Children Safe in Education to carry out a social media check on all candidates invited for interview.

Shrewsbury

CO-EDUCATIONAL BOARDING & DAY SCHOOL



The Schools, Shrewsbury. Shropshire SY3 7BA.

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www.shrewsbury.org.uk

Registered charity number: 5284

