



Head of Performance & Athletic Well-being



ST HELEN &
ST KATHARINE

Welcome to St Helen and St Katharine

St Helen and St Katharine is one of the UK's leading independent girls' schools – a place where students thrive, and our brilliant staff use their expertise and enthusiasm to go above and beyond.

Our students achieve significant academic success each year, much of which is due to our teachers' ambition and passion, but the students and their parents are very aware that it is the whole staff group that makes St Helen's 'tick', and all staff are valued for their contribution to the school community.

When people start working at St Helen's, they are joining a vibrant community of 700 students and 225 members of staff. Whether as one of those expert teachers or as one of our skilled support staff, there are many opportunities to become fully immersed in life at St Helen's – from coming along to watch one of the outstanding school productions to taking part in the range of activities we have to support staff well-being and our sense of community.

We are fortunate to be able to offer a range of training and professional development opportunities to support staff growth; our staff training budget is generous and allows for both departmental initiatives and individual development. We look to get outstanding speakers to address both the whole staff and specific groups; we have been delighted to welcome Tom Sherrington, David Didau and David Weston to talk to our teaching staff in recent years and all staff have benefitted from the work we have done with Executive Coach, Simon Scott, as we look to keep life and work and wellness in balance. There is an active Joint Staff Consultative Committee and a regular staff e-zine that shares ideas for things to do in the local area.

St Helen's is an outstanding place to start your teaching career, and we provide comprehensive support for teacher induction. We encourage talented graduates interested in teaching to join us directly and have plenty of experience of guiding them to gain their qualified teacher status through the school-based PGCE from the University of Buckingham.

We are also an excellent school for newly qualified teachers to complete their 2-year Early Careers induction, guided by experienced subject mentors and our Initial Teacher Training Coordinator.

We look to connect both trainee and early career teachers with their peers in our immediate network of both independent and maintained sector schools in Abingdon.





The School

Recently named Independent Girls' School of the Year, ranked the top 5 girls' school in the Southeast (*The Times Parent Power 2026*) and among the top 20 schools for sport in the UK (*School Sport Magazine*), St Helen and St Katharine is one of the leading independent schools in the country. It is an exciting place to work, and appointing the very best staff is integral to our success.

St Helen's School was founded in 1903 and was then joined in 1938 by St Katharine's in Wantage. The School is located on a single campus-style site of beautiful Edwardian and modern buildings set in 22 acres of grounds, on the outskirts of Abingdon, some six miles from Oxford. An extensive school bus network facilitates a large student catchment area that includes Oxfordshire, Gloucestershire, Wiltshire, Hampshire Berkshire and Buckinghamshire.

Unapologetically focused on girls – their needs, their ambitions and their voices – St Helen's is where futures are shaped *on her terms*. Our students achieve excellent academic results, and our goal is to ensure that every girl achieves success as she defines it, so that she can believe in herself, her talents and abilities, and so that she will feel prepared and equipped for life beyond school.

The School is a thriving community of girls and young women aged 9 to 18, from our Junior Department (Year 5–6) through to Sixth Form. St Helen's offers students an outstanding academic education and a rich and varied life beyond the classroom including excellence in sport, the creative and performing arts and a superb range of co-curricular clubs and societies.

We enjoy collaboration with a range of local partner schools, including Radley College, Abingdon, Larkmead, John Mason and Fitzharrys, providing opportunities to enrich the developmental journeys of our students and build positive connections across genders and experiences.

In 2023, we opened the doors to our new Sixth Form centre, the Benedict Building. The Benedict Building is a physical articulation of the School's vision for Sixth Form – to create an environment for our students that will spark their intellectual spirit and imagination – and provides students with the space and opportunity to grow their academic and co-curricular interests in readiness for the future.

The staff

St Helen and St Katharine is a very special place to work.

Our students are at the heart of everything we do, we celebrate our powerful sense of community, and we take pride in our very high standards and the strength of our performance. We enjoy a working environment and a culture within the School which focuses on development, inclusion and the pleasure of working all together.

We are always looking at ways to develop our people – students and staff. We look to be progressive, imaginative and respectful; we combine the best of long tradition with a commitment to readying our people for the challenges of the 21st Century. We also firmly believe that a diverse workforce is a better workforce which will help us develop ideas, solve problems and ultimately grow St Helen's. Our campus is beautiful and an inspiring place to work. The young people we work with are remarkable and the staff community is welcoming, committed and compassionate.

Every day is different at St Helen's. It's fast-paced but never loses sight of the value of individualised conversations and the need for support. We take our commitment to the well-being of staff very seriously and we offer the resources and training to allow people to flourish professionally.

The contribution of every member of the staff team is valued at St Helen's, and teaching and support staff work closely together, appreciative of the positive difference everyone can make in their varied roles.





The role

We are seeking to appoint a Head of Performance and Athletic Well-being to start in September 2026 or January 2027. The post holder will be responsible for the planning and implementation of athletic development in the whole School PE curriculum to engage all students in movement skills and well-being. In addition to this, the promotion of performance with sport teams, sports scholars, groups and individuals is required to enhance the performance in sport throughout the School and support those who are working towards specific performance goals. This may also include delivering education programmes to teachers, coaches and students on the topics of athletic development and health in order to improve performance standards and raise the culture of high-performance sport at SHSK. This is concurrent with promoting participation and a positive activity culture to students working at all levels.

All staff share the responsibility for promoting and safeguarding the welfare of the students, in accordance with the School's safeguarding policies.

The department

There is a Director of Sport and six specialist PE teachers in the department, whose mixture of experience and strengths complement each other well. In addition to this post the department includes a dance teacher, head of cricket, numerous visiting sports coaches and a sports administrator. Extracurricular sport is supported extensively by the department and the external sports coaches. We provide an extensive fixtures and events programme across the range of sports with fixtures taking place after school and at the weekends. All members of the Department work together effectively as a team, supporting each other in achieving common goals and sharing expertise, resources and skills.

Facilities

The PE Department is based in our impressive Sports Centre, which houses a six-badminton-court sports hall and indoor cricket net facility, fully equipped fitness suite, gymnasium, dance studio, ergo suite and group cycle studio. Outdoor space is extensive, including six netball/tennis courts, football pitches and five lacrosse pitches.

Subject details/ curriculum

PE and sport are integral to School life at St Helen's. The department is busy, happy and vibrant, with large numbers of students participating daily. We strive to ensure that every student has the opportunity to find an activity that inspires her to achieve her potential, at whatever level that may be, developing a lifelong passion for sport and physical activity.

The core PE curriculum includes a range of options from traditional team games, gymnastics, swimming, dance, tennis, athletics, cricket, football, rugby and fitness, to climbing, Bouncercise, Yoga and group cycle. Students in Key Stages 2 and 3 follow a set curriculum in the major sports; in Key Stages 4, students access a broader curriculum following activity pathways including PES (personal, social and emotional skills). In Key stage 5 they participate in their areas of interest such as fitness, golf, climbing, yoga, dance and team sports. Events, courses, sports tours and other opportunities to develop leadership, friendship, resilience and wellbeing are extremely popular. Athletic development underpins, teaching, learning and performance.

GCSE (AQA) and A Level PE (OCR) are both established subjects, taught by a range of staff within the department.

All students have opportunities to compete in House competitions, inter-school fixtures and events, and in county and national events. In addition, students are encouraged to compete for county and national teams. Over 130 students compete at county level or above.

The department has been ranked in the top 20 independent schools for sport in the country in 2025.

Key responsibilities

Reporting to the Director of PE and Sport, the responsibilities of the Head of Performance and Athletic Well-Being are broken down into core parts: Planning and preparation; Practical delivery; Education and whole school well-being; other:

Planning and preparation (10 periods)

- Infrastructure development and planning.
 - Athletic Development pathway progressions.
 - Development of athletic development and associated skills in the PE curriculum for all years.
 - Athletic development integration within all PE lessons.
 - Discrete schemes of work for manipulative, ball skills, Health related fitness (HRF), Athletics.
- Sports scholars and DAP.
 - Programme lead.
 - Programme development & structure.
 - Work/training load management and co-ordination with external sport programmes.
 - Learning task creation, delivery, feedback, support, mentoring.
 - Upkeeping scholars/DAP in line with programme aims & values.
 - Tutor time wellbeing checks.
- Senior sport.
 - Senior squads co-ordination with heads of sport for seasonal planning, training phases, workload management between sports and supporting S&C.
 - Implementation of sub-phases of training aims into field/court-based sessions (flows down from seniors to all squads).
 - Warm-up rotations for both sports through training phases.
- Physical testing and reporting.
 - Sport scholars, DAP and senior team sports.
- Performance individuals (support & planning).
- Return from injury to school sport process (in co-ordination with external pathways).





- Extracurricular clubs.
- Age group clubs and targeted extracurricular time.
- Promotion of a positive activity culture for all.

Practical delivery (6 curriculum, 10 extracurricular, 14 small group/ individual sessions)

To be completed in student study periods, curriculum lessons and extracurricular clubs (before school, lunchtime and after school).

- Curriculum lessons – FMS, ball skills, co-ordination, HRF, Athletics.
- Sports scholars selection days (13+, 16+).
- Sports scholars sessions (Year 9 – U6).
- Main sports S&C (lacrosse, netball, football, tennis and cricket).
- Performance individuals (Higher performers from year 7 upwards).
- Athletic development group training (DAP from Y8 upwards, Y7 Learn to train).
- Extra-curricular clubs (recreational).
- Rehabilitation and return to sport sessions.
- Pre-season camps (out of term time/weekends).
- Practical testing with senior athletics.
- Support of school fixtures at weekends.

Education and whole school well-being

- Student well-being (PD and whole school development).
- Staff well-being.
- CPD for PE staff and sport coaches.
- Education and information to 3rd parties: Blogs, talks, meetings, parent talks.
- Support PE staff within curriculum team teaching.

Other responsibilities

- Fitness suite: Inductions (student/staff), maintenance, facility development.

The person

Skills/abilities

- Ability to motivate and inspire students across the age and ability range.
- Ability to show initiative.
- Ability to work well on a day-to-day basis in a supportive and collaborative manner as part of a departmental team.
- Ability to contribute to the development and implementation of departmental policies and goals.
- Effective communication skills – oral and written.
- Excellent teaching and classroom management skills.
- Effective IT skills.

Knowledge

- Excellent knowledge of athletic development and health.
- Excellent knowledge of strength and conditioning and the development of training programmes.
- An awareness and understanding of developments nationally within this particular sports discipline.



Qualifications and experience

- A degree in athletic development or strength and conditioning is highly desirable, or a degree in another relevant subject is required.
- Accreditation with UKSCA.
- A strong personal background in performance sport and LTAD.

Personal attributes

- Willingly flexible with working hours, in line with the requirements of the role and timetabling of lessons, practices and fixtures (including evenings and weekends).
- An appreciation and understanding that St Helen and St Katharine is a school not a professional academy.
- An outstanding professional demeanour with high levels of personal and professional integrity.
- Enthusiasm and passion for athletic development and health and the ability to convey this to students.
- A desire to learn at every opportunity.
- High degree of self-confidence, dynamism and personal warmth, to develop a good rapport with students, colleagues and parents.
- High expectations for student attainment, personal development and conduct.
- An interest in a wide range of sports.
- A full commitment to involvement in an extracurricular programme which meets the needs of all students.
- A commitment to safeguarding our students in line with the School's safeguarding policies.

Salary and benefits

- Teachers are paid a salary that reflects their knowledge and experience. St Helen's offers competitive salary levels and has its own salary scale which offers scope for pay progression.
- This is a permanent, full-time Head of Performance and Athletic Wellbeing position to start in September 2026 or January 2027.
- St Helen's will be introducing fee remission of up to 50% on tuition fees for children of staff members at the School from September 2026 (pro-rated for part-time staff).
- Teachers may join a staff Pension Scheme with an employer contribution of 23.6% and default employee contribution of 7% of gross pensionable pay. Salary sacrifice is also available for pension contributions. Members of the Scheme will also receive Income Protection cover should they be unable to work due to long-term sickness or injury.
- All staff are covered by a life assurance scheme, paying out three times annual salary in the event of their death whilst employed by the School.
- A range of other staff benefits are available via external providers such as an Employee Assistance Programme, access to GP and dental advice lines amongst other services.
- Teachers are entitled to take the normal School holidays.
- The School currently operates a cycle to work scheme.
- Employees are entitled to free lunches when the kitchens are operating.
- There is free car parking on site.
- Employees may use the fully equipped gymnasium/sports facility on site.

St Helen and St Katharine is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, the Disclosure and Barring Service and overseas Police checks, if applicable. Employment is subject to these checks



The process

These job details should be read in conjunction with our Safeguarding policies, available within the vacancies section of our website.

Please then complete an application form (available within the vacancies section of our website). The completed and signed application form, along with a brief supporting letter addressed to **Mrs Sarah Rollings, Head**, should be submitted via email (recruitment@shsk.org.uk) in the first instance and then sent to:

Human Resources Department
St Helen and St Katharine
Faringdon Road
Abingdon
Oxfordshire
OX14 1BE

Please note that any application form submitted electronically must be completed in the existing application form format, within Adobe.

The closing date for this post is **Monday 11 May 2026 at 9.00am**.
Interviews will take place during the **week commencing 18 May 2026**.

Please note that due to the volume of applications we receive, we are unable to provide individual feedback.

We look forward to receiving your completed application.



www.shsk.org.uk

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Independent day school for girls aged 9–18
Faringdon Road, Abingdon, Oxfordshire OX14 1BE

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