



SIR WILLIAM BORLASE'S GRAMMAR SCHOOL

Assistant Director of Rowing

*Inspire
Empower
Shape The Future*



The School

Welcome to Borlase

Welcome to Sir William Borlase's Grammar School, where we are proud of our heritage as we approach our 400th birthday and excited to be inspiring and empowering the aspirations of our students today. A state-funded school in the centre of Marlow, Borlase is recognised for excellent academic learning and an outstanding extra and super-curricular programme.

History

Founded in 1624 on the same site we occupy today, the brick and flint Cloisters, clock tower and Chapel of Borlase share a street with Mary Shelley's cottage where she wrote Frankenstein, TS Eliot's house and the original site of the Royal Military College now at Sandhurst.

At Borlase we are proud of our long history of providing education to the young people of Marlow and surrounding areas since 1624. The school was built on a strong principle: the desire to enable children from all socioeconomic backgrounds to have the opportunity to learn and meet their potential.

Today

Our school has a very special energy that springs from a contagious enthusiasm for learning across all subjects; this extends well beyond the classroom through the many independent project groups, academic clubs and societies that flourish at school on a daily basis.

The calendar is full of opportunities to enrich learning through trips, visits, practical explorations and independent research. Borlasians aspire to achieve their best academically and personally and are unashamedly ambitious in those aims. High achievement comes from the genuine enjoyment of learning and we are committed to fostering that enjoyment in and outside the classroom.

Our teachers are all specialists in their chosen disciplines who are passionate about creating learning experiences that provoke independent thinking and creativity.

Our future

We continue to look forwards, always inspired to provide the very best opportunities for our students. We have recently embarked upon a major programme of investment in our site. A new sports centre was opened in 2021 a new school refectory in 2023.



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Working at Borlase

A professional community

In joining the staff at Borlase, you would become part of a professional community dedicated to improvement. We invest heavily in staff professional development, but we believe that in a high-performing culture such as ours, the most effective professional growth comes through learning from others in the community and becoming more adept at self-regulated improvement.

We are recognised by the High Performance Learning organisation as a World Class School; testament to the commitment to research-led best practice that we have established at Borlase for over a decade.

We work closely with the local Teaching Hub to provide training for staff at all levels, including NPQs. We also support members of staff to work towards academic qualifications such as Masters degrees and educational doctorates.



Staff benefits

The children of members of staff are given priority in the admissions process in the event of oversubscription. Please see the school's admissions policy for more details.

We have a two-week October half term and there are extensive opportunities to accompany school trips to exciting destinations in the UK and beyond.

A commitment to wellbeing

We are committed to providing an outstanding, supportive work environment. An ongoing dialogue with staff about workload has led to changes in our working practice to reduce data collection and reporting points and to streamline our marking and feedback policy.

The Borlase staff is a friendly, sociable team and there are regular trips to theatre productions and sporting events. There is a well-provisioned staff common room and access to a superbly equipped onsite gym.



The Role

Assistant Director of Rowing

Pay Range 2-3 (£24,879 to £29,295 actual annual salary)

5 days per week – 37 hours per week

Full Year working

Borlase Rowing Club was established in 1921 and is known for its competitiveness in rowing at national and international level. The club has enjoyed substantial successes at the National Schools' Regatta and Junior World Championships and is particularly associated with success in The Fawley Challenge Cup at Henley Royal Regatta. This is an exciting time to join the boat club.

The club has over 150 members from Year 8 to Year 13, boys and girls, who train on the river at Marlow, a 15 minute walk from the school. The Assistant Director of Rowing will report to the Director of Rowing. The highly committed Parents Support Group fund junior coaches and members of the teaching staff also contribute to coaching. The school is proud of its excellent fleet of boats, blades and gym equipment. We have recently moved rowing site to our own facility that we share with Great Marlow School based at near Gossmore Recreation Ground. We also have planning permission approved to build a permanent boathouse on the site.

The Role

The school seeks to appoint a talented and inspirational Assistant Director of Rowing who has the technical, practical and management skills to help deliver and build on the school's vision for rowing. The successful candidate needs to have the passion, drive and commitment to help lead a high performance sculling centre preparing athletes to compete in The Fawley Challenge Cup and the Diamond Jubilee Cup, and in other boat types including eights across the major regattas and competitions.

The Core School Vision

- To inspire girls and boys to develop a passion for rowing at Borlase, creating opportunities and encouraging growth in participation.
- To empower all rowers to perform to the best of their ability including those with the potential to compete at elite level.
- To identify and allocate resources and training to achieve the core vision above.



The Role

Key Responsibilities

Line Management

The Assistant Director of Rowing reports to the Director of Rowing who reports to the Director of Sport and PE.

- Work positively and collaboratively with the Director of Rowing and coaches to help in delivering the vision and strategy.
- Model and instil Borlase values and culture across the approach to rowing.
- Coach boats to the highest of standards across the full age range J13-18
- Inspire girls and boys to take up rowing through introductory sessions and spring/summer recruitment camps and develop a passion and enthusiasm for the sport.
- Assist the Director of Rowing with the management and organisation of the Gossmore site and rowing gym.
- Take the lead on equipment maintenance and minor repairs on site where possible
- Liaise with the Director of Rowing where larger jobs need to be outsourced in relation to logistics and scheduling.
- Prepare junior athletes to compete in competitions at local and national level, developing experiences in all boat types.
- Develop higher performing athletes, and coxes, towards gaining selection to the national junior teams
- While maintaining SWBGS overall strategy as a sculling centre, develop performance opportunities at every level in other boat types, including eights
- Assist with organising training camps for junior and senior rowers.
- Assist with organising and attending all events and camps where the athletes are competing including the transit of equipment
- Deputise for the Director of Rowing in their absence
- Organise swim tests for the squad at least once a year.
- Assist with boat maintenance and sustain a culture among the club for respecting and caring for all resources and equipment.
- Assist with planning arrangements for rowing events and camps using the Buckinghamshire Educational Visits process EVOLVE
- Communicate regularly, clearly and appropriately with all rowers and parents in line with the school's communication strategy.

- To be committed to the school's core values and ethos and to demonstrate this commitment in the way duties are carried out.
- To maintain confidentiality and ensure that duties are undertaken with due regard to and compliance with the Data Protection and Equality Act at all times.
- To carry out duties and responsibilities in accordance with the school and Academy Trust's Health and Safety Policy and Relevant Health and Safety legislation.
- To demonstrate consistently high standards of personal and professional conduct; showing tolerance and respect of the rights of others whether other staff, students or parents.
- To observe proper professional boundaries and having regard to the safeguarding and wellbeing of students.
- The post holder is responsible for ensuring all child protection and safeguarding policies are adhered to and that any concerns or incidents are raised in accordance with these policies.



The Person

	Essential	Desirable
Qualifications	GCSE or equivalent in Maths and English - confident numeracy and literacy. Level 2 Coaching Qualification 3-5 Years experience coaching within a junior rowing context Proven experience and success in coaching junior sculling Strong communication skills A high level of professionalism working with young people and adults Understanding of the importance of Safeguarding and Health and Safety.	A Level Qualification or higher First Aid Training Safeguarding / child protection knowledge/ training Minibus licence would be desirable Valid driving licence including trailer driving experience (or intent to attain asap) RYA Level 2 Powerboat Licence
Previous Work	Experience of communicating with a range of people in a professional environment.	Previous experience in an education environment
Professional Skills and Experience	Strong communication skills -written accuracy; telephone, face-to-face. Highly organised, efficient with the highest standards of attention to detail in using microsoft word/ google docs and spreadsheets; records and relevant software and communication systems.	Experience of supporting young people in a school environment and working with parents. Experience with google software Experience of completing basic boat repairs; including hole filling and changing fixtures and fittings



The Person

	Essential	Desirable
Other Personal Qualities	<p>Appropriate motivation for working with children (one which values each child and shows concern for their personal safety and wellbeing)</p> <p>Well-developed planning and organising skills including time management, delegation and administration</p> <p>Effective, engaging communicator with children, staff and parents</p> <p>An effective team player, working with colleagues collaboratively</p> <p>A professional and responsive manner, adapting to the needs and emotions of young people and adults</p>	<p>Willingness to contribute to the wider life of the school.</p> <p>Experience in fostering good relationships between all members of the school community.</p>



How to Apply

Please do contact us with any queries or if you would like to discuss your situation with us first.

For an application form please visit www.swbgs.com and click on Vacancies

KEY DATES

9.00am Wednesday 4th December 2024

Deadline for application

We reserve the right to close the vacancy early
should suitable candidates apply before the closing date

Applications submitted via email should be sent to Mrs Lynn Cupitt-Jones, HR, at lcupitt-jones@swbgs.com

The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education and all candidates for the post will therefore be subject to vetting procedures following Buckinghamshire Council's guidance and the Trust's Safer Recruitment Policy. All shortlisted candidates will be subject to an online search as part of the safer recruitment process.



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