

# Shrewsbury

CO-EDUCATIONAL BOARDING & DAY SCHOOL



Information for Candidates

## Head of Girls' Cricket

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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.



# 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 840 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 current school roll in September is around 840 pupils of whom more than three-quarters are full boarders and around 20% are non-UK passport holders.

Packwood Haugh Prep School (co-educational, boarding and day school for pupils aged 3-13) became part of the Shrewsbury family of Schools in 2019.

Shrewsbury is a registered charity with a number of wholly owned trading companies, an annual income of over £30m and a staff of 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, with refurbishment projects of Churchill's and Ingram's Hall completing in December 2023. There are also plans to refurbish School House in Summer 2024.

## Head of Girls' Cricket

**Nov 2024 or Jan 2025 start by negotiation.**

Shrewsbury School seeks to appoint a Head of Girls' Cricket to coach cricket across the School with affect from November 2024, or January 2025 by agreement. We are looking for applicants with a specialism in coaching Cricket.

Our pupils are talented, so applications from candidates with a high level of playing or coaching experience will be welcomed. The successful candidate will be expected to contribute fully to boarding school life.

The ability to coach and contribute to Michaelmas/Lent term sports other than Cricket would be advantageous.

In addition to a very interesting and rewarding role, we offer a competitive salary, generous pension contributions, life insurance, school lunch, car parking, free use of school facilities when not in use by pupils (library, swimming pool, gym, tennis courts, squash courts) and access to a cycle to work scheme. Shared accommodation may be available.

The School reserves the right to appoint at any stage of the recruitment process, therefore please submit your application at the earliest opportunity.

Closing Date: **10am, Monday 2 September 2024**

*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.*

## Cricket at Shrewsbury School



Shrewsbury sets out to be one of the best cricket schools in the country, with our cricketers having the privilege of playing on the fields described by the cricket-writer Sir Neville Cardus as *"the most beautiful playing fields in the world, spreading and imperceptibly mingling with the pasture land of Shropshire"*.

Cricket is flourishing at all levels at Shrewsbury School. The Girls' programme includes 5 teams who play weekly matches and a recreational training squad. There is a vibrant House competition which provides a weekly match for all junior and senior cricketers. The U18 girls were 100 Ball National Champions in 2021 and were finalists in 2022. They have made 5 national finals in the last 8 years. The boys won the U17 Cricket Paper Cup in both 2022 and 2023, the first team to retain the trophy in the competition's history. In 2024 the 1<sup>st</sup> XI were HMC T20 Semi-Finalists and the U15's have qualified for the National Finals in September 2024. Shrewsbury has also won two HMC T20 Titles.

We field the following teams highlighting the depth of participation of cricket at Shrewsbury School:

Boys: 1<sup>st</sup> XI, 2<sup>nd</sup> XI, 3<sup>rd</sup> XI, U17, U16A, U15A, U15B, U14A, and U14B

Girls: 1<sup>st</sup> XI, 2<sup>nd</sup> XI, U17, U15 and U14

Cumulatively we play over 300 fixtures in a full season, with both pre and post-season festivals for boys and girls at junior and senior level. Fixtures against schools include: Repton, Sedbergh, Millfield, Eton and Malvern, whilst our players are tested against Warwickshire, Worcestershire, Glamorgan and Wales.

Shrewsbury has an enviable record of pupils moving into professional pathways including Issy Wong (England, Birmingham Phoenix, Mumbai Indians), James Taylor (England, Notts, Leics), Joe Leach (Worcs), David Lloyd (Derbyshire, Glamorgan), Ed Barnard (Warks, Worcs), Ed Pollock (Worcs), George Garrett (Kent, Worcs) and most recently 2024 leavers Theo Wylie who represented England at the 2024 U19 World Cup (Warks) and Jack Home (Worcs).

The creation of the indoor cricket centre in 2005 (4 lanes) has been the catalyst for enormous progress in the quality and volume of coaching provision, which is continually being enhanced by our cricket professionals. This was refurbished with a new carpet in the 2024. We have 8 coaches qualified at ECB Level 3 or above. We have recently appointed specialists in spin bowling and wicket keeping to bolster the existing team. This allows over 800 training sessions for girls and boys to take place in their 15-week winter training programme.

Pupils get to play on four top-quality squares, which are used 7 days a week in the summer term. Further investment in two HD cameras enable multiple games to be 'live' streamed, while seven bowling machines are used indoors and outdoors. LED scoreboards capable of showing replays from the live stream have also been added. More hybrid pitches are planned after their successful introduction in 2024.

We are taking our Senior boys and girls to Cape Town in February 2025, with a junior cricket tour heading to Dubai in Easter 2025, allowing pupils to benefit from a challenging cricket experience and cultural enrichment. The opening of Shrewsbury School in India adds further opportunities for pupils to test themselves internationally in the future.

## Job Description

The Head of Girls' Cricket will play a significant role in the coaching of Girls' Cricket (School & House programme) and assist the sports department in the delivery of sport.

The Post holder will report directly to the Director of Cricket who is responsible for day-to-day Line Management including annual reviews, training and development, and health and safety.

### 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

The main responsibility is to develop an outstanding cricket programme, for girls, at Shrewsbury School - through coaching, mentoring, and encouraging pupils so that they can compete at the very highest level. The list below is not exhaustive and is a summary of main responsibilities:

- To take responsibility to develop and coordinate girls' cricket provision at Shrewsbury School, through the delivery of an inspiring cricket programme for girls.
- To work with the Director of Cricket to ensure the smooth running of girls' cricket on a termly, weekly and daily basis so that girls' cricket is developed and promoted across all ages groups and abilities.
- To take responsibility for the overall coaching of girls' cricket in the summer term, including the Girls 1<sup>st</sup> XI on matchdays.
- To work with current and prospective pupils via team and one-to-one sessions.
- Coaching, mentoring and encouraging pupils so that they can compete at the very highest level.
- Foster and build links with academies and clubs in order to create and nurture partnerships.
- To lead and manage the coaches (both from the Common Room and external) involved in the delivery of girls' cricket.



- To arrange fixtures with other schools and opposition (in liaison with the Director of Cricket).
- To liaise with the Cricket Professional and the Facilities Manager to ensure that Shrewsbury School pupils have access to Cricket Centre as often as possible.
- To run INSET for Shrewsbury teachers/coaches to build staff confidence and competence in delivering effective cricket sessions.
- To work with and assist, where required, with other school squads, in their major sport(s).
- To accompany national and international tours and to assist with the planning and administration of these tours.
- To organise and run Prep School cricket events for the purpose of marketing and the recruitment of cricketers into the school.
- To become a mentor to a small group of gifted and talented pupils who may or may not be Sports Scholars.
- To assist with the organisation and implementation of the annual Sports Scholarship assessments including fitness testing.
- To attend the weekly PE/Sport Faculty meetings.
- To visit local Prep Schools, as directed by the Director of Sport, to referee, umpire, coach and assist.
- To assist with Prep School Taster Days and our Annual Prep School Tournaments (inc. some Sundays).
- To plan and host the Prep School Cricket tournaments.
- To plan and host a girls-focused Cricket Festival.
- To be available, at times, during the holiday periods for pre and post-season tournaments, attend national and/or international tours where appropriate.

- To assist the Sports Administrator (Director of Sport's secretary) with admin tasks such as collating data or updating the School Sport website.
- To work with the Director of Cricket to continue community and local cricket club network links.

### **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 within reason.
- To tutor a small group of pupils from his / her allocated boarding house.
- To write tutor reports as and when required.
- 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:

- |  |   |   |
|--|---|---|
| • A good standard of education   | ✓ |   |
| • Minimum level 3 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:

- |   |   |  |
|---|---|--|
| • Have an excellent rapport with children, with the ability to deliver enthusiastic and focused coaching sessions | ✓ |  |
| • Self-motivated and pro-active approach  | ✓ |  |
| • Ability to self-motivate, confident and assertive   | ✓ |  |
| • Ability to relate to, and supervise, pupils   | ✓ |  |

- Must be able 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.

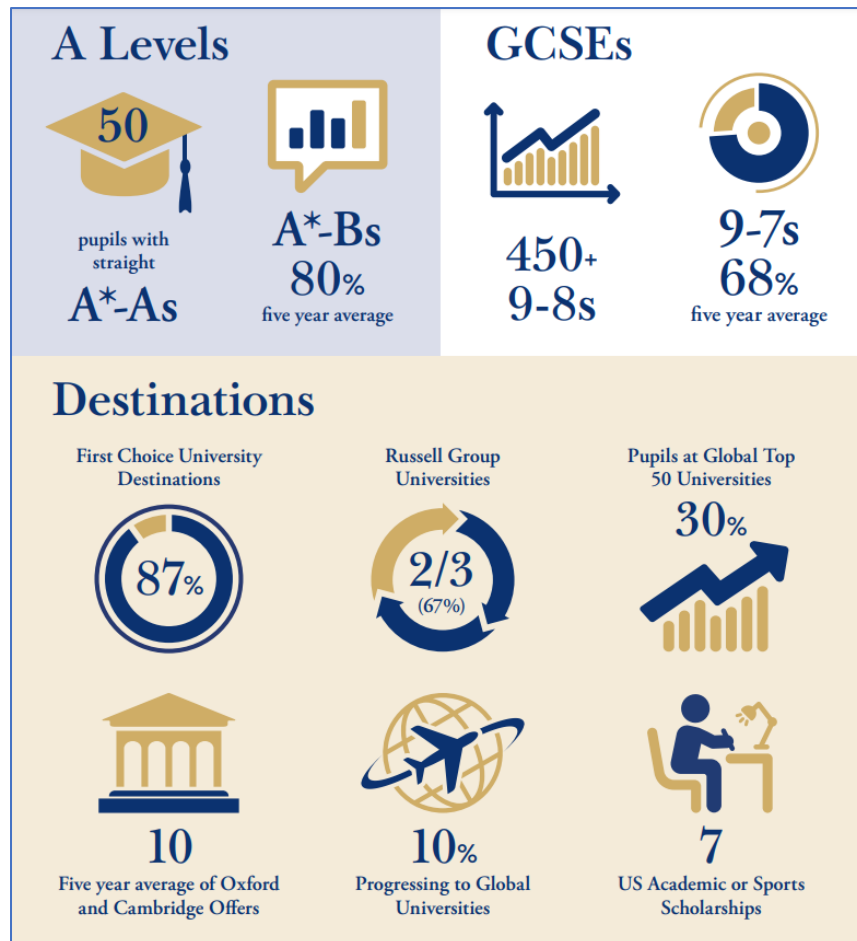
More information about Shrewsbury’s Ethos and Educational Philosophy can be found [here](#).



## 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 10% of our leavers have gone on to Oxford and Cambridge and virtually all have won 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.



## 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 also has strong links to a 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 to be launched in Phnom Penh, Cambodia, with Shrewsbury School India also scheduled to open in 2025.

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 both 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 **10am, Monday 2 September 2024.**
- Start date: November 2024 or January 2025, by agreement.

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](mailto:recruitment@shrewsbury.org.uk) or telephone 01743 250834.

*Please also see the Recruitment Guidance Notes on page 21.*



# Benefits and Contractual Terms

## Contractual staff benefits

### **Contract**

This is a full time, permanent position.

### **Salary**

The salary will be dependent on the experience and qualifications of the successful candidate.

### **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.

### **Holiday pay**

Apart from the weeks the postholder is required to work in the School holidays, including cricket tours and pre-season, INSET and training, you will not be required to work the remaining school holiday dates. The successful candidate will be entitled to paid holidays, which is based on the statutory minimum entitlement under the Working Time Regulations 1998, which is paid as part of the overall annualised salary.

### **Accommodation**

Shared accommodation may be available.

### **Pension**

All support employees are eligible to join Shrewsbury School's Pension Scheme (employee 5%, employer 7.5%).

### **Life Insurance**

The post holder will be able to join the death-in-service insurance scheme. In the event of your death whilst in Shrewsbury School's employment your estate will receive two times your basic salary.

## **Non-contractual Staff Benefits:**

### **Training & Development**

All Shrewsbury School staff have the opportunity to access generous professional training; we seek to develop individuals in all areas of their school life. The successful candidate will be 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**

While the kitchens are operational and if on duty, lunch is provided in our dining room, Kingsland Hall.

### **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.

### **Discount Gym membership**

There is a discounted gym membership that staff can access at a local club.

### **Cycle to Work Scheme**

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

### **Counselling**

Staff can access free counselling sessions through the School Counsellors.

# Recruitment Guidance Notes:

## 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 twelve 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.

**Note:** CVs are not accepted.

Your letter and form should be sent as a pdf to: [recruitment@shrewsbury.org.uk](mailto:recruitment@shrewsbury.org.uk)

## References

In order to assess candidates' suitability, we shall request at least three 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 or biometric residence permit
- ✿ 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 medical questionnaire and if necessary, provide a satisfactory report from your GP.

## **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.

## **Disclosure & Barring Service (DBS) Disclosure:**

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 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 the 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.

Email: [recruitment@shrewsbury.org.uk](mailto:recruitment@shrewsbury.org.uk)

Telephone: 01743 280500

[www.shrewsbury.org.uk](http://www.shrewsbury.org.uk)

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