



# BROMSGROVE

APPLICANT INFORMATION FOR THE POST OF  
STRENGTH AND CONDITIONING COACH

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## BROMSGROVE SCHOOL MISSION STATEMENT

### **FLAIR : DISCIPLINE : ACADEMIC RIGOUR**

Bromsgrove School aims to produce happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others.

It seeks to achieve this through an enlightened, disciplined and broad education that responds to global change while retaining core values.

The Core Values Bromsgrove seeks to foster in its pupils are: Humility and Confidence; Compassion and Ambition; Respect and Curiosity; Tolerance and Vision.

## AN OVERVIEW

Bromsgrove is one of the UK's largest, busiest and most successful independent schools. The Senior section has 1060 students, with another 750 students in younger year groups. We are co-educational with a roughly equal mix of boarding and day pupils.

Bromsgrove pupils are academically ambitious and resilient: their behaviour is exemplary. Whilst we are not an exceptionally selective school, we expect our pupils to work hard and fulfil their potential – around two-thirds achieve a 9-7 in each of their GCSEs and over a half achieve at least an A grade in their A Levels. In 2024 our IB Diploma students averaged 38.9 points. Government and University of Durham Alis Value Added data suggests our pupils' results in the Sixth Form are the best in the region bar none over the last few years. Given students' underlying ability, in 2024, our IB students' value added saw them outperform 98% of other independent schools. A Level value added was on the 78th percentile of independent schools and all GCSE subjects bar none saw positive value added. Over a quarter of our Year 13 leavers move on to undergraduate courses at World Top 50 universities, with UCL, KCL, Manchester, Exeter and Bath tending to be the most popular destinations.

We field nationally competitive teams in all main sports; we have been one of the top six ranked schools for sport nationally in each year over the last dozen years that rankings have been published. Staff are encouraged to support areas of extra-curricular life where they have a real passion and interest. Pastorally, the school is based on the House system. Each house has a Houseparent and a tutor team which caters for around 85 pupils. Almost all teaching staff are House tutors, each caring for around 12 pupils. Involvement with the boarding life of the School is most strongly encouraged.

The School is a hardworking environment - both the working day and week are long although terms themselves are relatively short. We offer a diverse range of opportunities for pupils and staff within a strongly academic and ordered framework.

Bromsgrove is a happy, unstuffy school where all are equally valued. Pupils are offered an education that is rounded and broad: for example, in the Sixth Form, A levels, the International Baccalaureate and BTECs are all on offer. Massive investment in facilities means co-curricular opportunities are outstanding. Whilst Bromsgrove is a large school, great care is taken to ensure pastoral care is personalised, and a thriving House system means a strong sense of belonging to a warm, inclusive and lively family is a keynote of the Bromsgrove experience.

With a contemporary and global outlook, Bromsgrove seeks to turn out young adults who have achieved at the highest level in a wide range of fields, who have a well-developed sense of community and the flexibility and resilience to deal with whatever life throws at them: in short, they are 'future-ready'.





## THE ROLE

<b>Post:</b>	Strength and Conditioning Coach	
<b>Line Manager:</b>	Reports directly to Mr Liam Mullan (Head of Boys' Sports) & Mrs Emma Buckingham (Head of Girls' Sport)	
<b>Hours of Work:</b>	This is a flexible 25 hours a week position, term time only	
<b>Sickness Benefit:</b>	<b>Length of Service</b>	<b>Full Pay (including entitlement to statutory sick pay)</b>
	During Probationary period:	Nil
	During first year:	2 weeks
	During second year:	6 weeks
	During years 3 - 5:	8 weeks
	During years 6 - 10:	10 week
	During year 11 and beyond:	12 weeks
<b>Pension Scheme:</b>	A contributory pension scheme of up to 7% is available.	
<b>Additional Benefits:</b>	Free lunch during term time, car parking,	



## GENERAL OVERVIEW

### Vision

Our athletic development programme aims to provide all pupils with the opportunity to engage in sport, explore their physical potential, and express themselves through physical activity. We are committed to fostering an environment that supports both broad participation and high performance, ensuring that every pupil can pursue their aspirations while developing lifelong physical well-being.

Our goal is to inspire Bromsgrove School pupils to reach their full athletic potential and to cultivate a culture of excellence, inclusivity, and well-being in sport.

### Overall Purpose

The Strength and Conditioning Coach will be responsible for designing and implementing a dynamic and progressive programme that supports the athletic growth of all pupils. This includes coaching, mentoring staff, and providing expert advice on athletic development. The role also involves attending events at Bromsgrove and external venues, overseeing pupil participation, and ensuring alignment with the school's broader sports strategy.

## KEY RESPONSIBILITIES

The Strength and Conditioning coach will be accountable for

- Providing leadership, strategic direction, and promotion of the Athletic Development programme.
- Developing and implementing a structured curriculum for athletic development that caters to pupils of all abilities and age groups, balancing elite performance with inclusive participation.
- Designing and delivering a sustainable programme that fosters fundamental movement skills in younger pupils and advanced conditioning for aspirational/high-performance athletes.
- Collaborating with Heads of Sport to align strength and conditioning programmes with performance goals, ensuring a structured and measurable approach to athletic improvement.
- Collaborating with the school's sports therapists to deliver effective prehabilitation and rehabilitation support for injured pupils.
- Integrating the Athletic Development programme with the school's Well-being initiatives, including best practices in nutrition, recovery, and sleep.
- Upholding high standards of conduct, dress, and professionalism within the sports programme.
- Ensure compliance with health and safety policies, maintaining a safe training environment across all athletic development facilities.

### Coaching and Practical Delivery

- Initiate and lead additional training sessions, such as lunchtime, and after-school fitness and conditioning sessions.
- Deliver specialised strength and conditioning programmes for Sports Scholars and high-performance athletes.
- Provide coaching support across multiple sports as required.
- Fulfil any additional duties as deemed appropriate by the Headmaster.
- Positive relationships with pupils and staff.

## PERSON SPECIFICATION

### Experience/Qualifications

- A nationally recognised qualification in athletic development (e.g., UKSCA certification or equivalent)
- A degree in a relevant field
- Experience coaching athletes across a range of abilities, including high-performance pathways for pupils aged 14-19.
- Experience in an educational setting is desirable.

### Key Skills, Knowledge and Abilities

- Strong subject knowledge and expertise in athletic development.
- Ability to inspire and engage pupils through high-quality coaching and mentorship.
- Passion for sport, fitness, and physical activity.
- Commitment to pupil progress and well-being.
- Strong communication skills, both written and verbal.
- Ability to work collaboratively as part of a team.
- Adaptability and a reflective approach to professional development.
- Strong organisational and planning skills.
- Alignment with the values and ethos of Bromsgrove School.
- Willingness to contribute to the wider school community.
- Professionalism in appearance and conduct.

### Personal

- Self-motivated
- Personal/Approachable
- Interested in continuous personal development

## HOW TO APPLY

Please complete the online Application Form.

The closing date for all applications is 28th March 2025. Informal discussions with Emma Buckingham or Liam Mullan [ebuckingham@bromsgrove-school.co.uk](mailto:ebuckingham@bromsgrove-school.co.uk)/  
[lmullan@bromsgrove-school.co.uk](mailto:lmullan@bromsgrove-school.co.uk)

*The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS.*



# BROMSGROVE SCHOOL - SENIOR SCHOOL



- 1 Headmaster, Bursar, Reception
- 2 Lyttelton
- 3 Lupton
- 4 Thomas Cookes House / Cookes Room
- 5 Hazeldene
- 6 Wendron-Gordon
- 7 School House
- 8 **Oskey**

- 9 Elmhurst
- 10 Mary Windsor
- 11 Walters House
- 12 Houseman Hall
- 13 Gatehouse
- 14 Library, Careers
- 15 Kyeless
- 16 ADT
- 17 Big School
- 18 **Millington**

- 19 Humanities
- 20 Biology
- 21 Chemistry
- 22 Physics
- 23 Routh Concert Hall and Music School
- 24 Cobham Theatre
- 25 The Observatory
- 26 Memorial Chapel
- 27 Old Chapel
- 28 **Old Police Station / Echoing Rooms / International Department**

- 29 School Shop
- 30 Dining Hall
- 31 Café 1553 / Sports Reception
- 32 Sports Centre (Gym, Arena, Swimming Pool)
- 33 Hospitality Suite
- 34 Webber
- 35 Prep School
- 36 **Health Centre**

One of the UK's leading co-educational boarding and day schools.  
2060 pupils aged 2 - 18

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