

APPOINTMENT OF

# Director of Sport

SEPTEMBER 2024



**Queen Margaret's  
School for Girls**

Escrick Park, York







## Queen Margaret's School for Girls

Established in 1901, Queen Margaret's – widely and affectionately known as 'QM' – is an independent school for girls aged 11–18. The majority of girls are boarders, but there is also a significant contingent of local day girls. It is set in glorious parkland about six miles south of York, in the attractive village of Escrick. The school was voted 'Small Independent School of the Year' in 2023, and was judged 'Excellent' in all categories in the most recent ISI Inspection. Its vision is to flourish as a small, all-girls school that is exceptionally supportive. It is a broad and diverse community, with pupils from a wide range of backgrounds.

Most girls stay at school after lessons finish each day, either because they are boarders, or because they are involved in sport and activities. There is a very wide array of enrichment activities and clubs, alongside sports practices. Day girls are able to stay until 7.30pm. The school is open to girls 33 weeks of the year.

Beyond the specific requirements of the job, the school seeks to appoint staff with personality and the ability to support and encourage girls. Teachers put their heart and soul into their subject, and the search for constant improvement. The school, values team players, who enjoy the company of colleagues and pupils and get fully involved in the life of the school.

The school has a large teaching staff. Those involved in boarding live on site, and others typically live within 30–45 minutes of the school. This includes York, Hull, Leeds and Harrogate. The school operates its own salary scale, and a contributory pension scheme. Other benefits include free meals whilst on duty, free parking on site and flexibility in working patterns.



## Sport, Exercise and PE at Queen Margaret's

Sport is an important part of life at Queen Margaret's. All girls take part, and there is a strong culture of team games. The school is unusual in playing three winter games: Lacrosse, Hockey and Netball, allowing all girls to be involved and most to find a sport that they enjoy and continue with through the school. There is a wider choice of activities for older girls, but all undertake a minimum of three hours' activity each week; many choose to do much more. Girls have the opportunity to participate in a wide range of sports and fitness activities. The great majority of girls represent the school, and many do so in a variety of sports. All girls in Key Stage Three have PE and Games lessons, with the usual range of activities, including a strong focus on Swimming. Opportunities abound.

Competitive sport has a high profile in the school, and there are regular successes. There are frequent fixtures, which take place during the week and on Saturdays, and QM enters a wide array of regional and national competitions. The Under 14 Hockey team recently won the York and District Tournament. The senior Netball squad, The Mavericks, also play in the York Netball League.

Physical Education is offered at GCSE and A Level, on the AQA board. This is well-resourced and is a significant part of the school's curriculum.

There is a positive atmosphere surrounding sport and exercise at QM. Girls value the opportunity to be regularly active, and develop positive lifelong habits. Many are dedicated to their sports, train hard and strive to maximise their ability. The school provides a supportive environment for all and is keen to develop other sports to broaden their games programme.







## Resources for Sport

Sport is generously resourced at QM. There is a significant allocation of time, places and people to enable the programme to flourish.

Facilities include a Sports Centre and adjacent 25 metre indoor pool. An additional outdoor pool is available in the summer. The large Sports Hall provides opportunities for a range of indoor games. There is an additional Cardio Suite and Squash courts, as well as a riding centre managed by a licenced proprietor where girls can enjoy a variety of equestrian activities. Additionally, QMFit is an outside fitness trail providing further opportunities for girls to be active in an inspiring environment.

There is excellent provision for outdoor games. The artificial turf Hockey pitch is complemented by Netball courts and refurbished Tennis courts, which accommodate a year-round programme of lessons. There are extensive fields for Lacrosse, and other games, and the estate provides opportunities for running and walking. Cricket has a long history in the school, and has been recently re-introduced. Escrick Park, home of the Yorkshire Gentlemen's Cricket Club, is within the school grounds and provides an attractive environment for the hard ball game.

The PE Department is generously staffed with full and part time subject specialists. All are involved in delivering PE and Games lessons, and supporting the co-curricular programme. This includes a commitment to coaching, officiating and accompanying the school's athletes and teams at fixtures and competitions. All are involved in lesson planning, recording and assessment and most teach examination classes. Additional, external coaches are employed to supplement the specialist staff.

The school has recently introduced the SOCS software system to support the organisation of sport and the wider co-curricular programme.



## Director of Sport

The Director of Sport is an important post at QM, impacting on the lives of all girls. The appointed person will be responsible for leading and managing the development and delivery of PE, Sport and Exercise throughout the school. This will require a clear vision of a forward-thinking programme that will prepare all girls to be active adults, who understand and value healthy, active lifestyles.

The successful candidate will be a dynamic leader, who will work collaboratively with a range of colleagues. They will report directly to the Senior Deputy Head, but also work closely with the Head and other members of the Leadership Team. Alongside maintaining a positive atmosphere amongst the sports staff, they will also liaise closely with the Commercial Lets and Business Development Manager in order to maximise facility usage.

The Director of Sport will ensure that there is high quality provision for all girls. This will require managing a programme which offers breadth and variety, alongside promoting excellence and supporting the aspirational athletes. Establishing the systems and processes necessary to ensure the smooth operation of the sporting life of the school will be an important part of the role.

A charismatic and committed sportsperson, the successful candidate will ensure a positive and exciting programme, delivered by an enthusiastic team of committed professionals. They will maintain high standards, and communicate widely and effectively with staff, pupils and parents.

The Director of Sport will oversee the exam PE teaching, and ideally contribute to the teaching of one or more of these courses. They are also expected to attend regular Saturday fixtures, and will receive time off in the week to acknowledge this commitment.







## Person Specification

Queen Margaret's seeks to appoint an ambitious and enthusiastic professional who has the drive and commitment to lead the next stage of the development of sport and exercise at the school.

The successful candidate will be educated to degree level, and will have experience of sport as a player, coach or teacher. The ability to contribute significantly to coaching at least one of the school's competitive team sports is essential. Teaching and/or coaching qualifications would be an advantage, as would experience of responsibility in school sport.

An understanding of the landscape and issues of girls' school sport is essential. This may have been gained in a single-sex or co-educational environment, or similar sporting context elsewhere. A good all-rounder, with enthusiasm and a broad skill set would be ideal. Experience of exam PE would be an advantage.

The capacity to build positive relationships is crucial, as well as an ability to liaise successfully with outside agencies, including performance pathways and feeder schools. An awareness of, or willingness to be trained in, compliance and risk management will be expected.

The successful candidate will be passionate about sport and young people. They will be an excellent communicator, with the ability to build positive relationships, manage time effectively, show initiative, patience and sense of humour.

The Director of Sport will be a role model for pupils, with high personal standards and meticulous attention to detail. The appointed person will be a dedicated ambassador of the values and reputation of the school, willing to work hard and remain cheerful, composed and committed to achieving outstanding pupil outcomes.



## Appointment Process

Queen Margaret's School is working with ICE Education on this appointment. Potential applicants who wish to have an informal conversation about the role are welcome to contact Dan Scargill, to arrange this. [dan@ice-education.co.uk](mailto:dan@ice-education.co.uk).

The closing date for applications is 9.00am Monday, 26 February.

The interview process will take place at the School the week commencing Monday, 11 March.

Applications should be made on the school's forms, which can be accessed from the website at [www.queenmargarets.com/careers](http://www.queenmargarets.com/careers).

*Queen Margaret's 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 successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility to promote and safeguard the welfare of children.*

*The school is also committed to the principles of equal opportunity, diversity and inclusion. It seeks to attract and retain the very best staff, ensuring that our staff body reflects the diversity of our students*





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