



THE Leys  
CAMBRIDGE



**RESIDENT SPORTS  
GRADUATE**  
*candidate information*

# Head's *introduction*

At The Leys, we believe that school is not simply a preparation for life – it is life. That's why we aim to make every pupil's experience here rich with challenge, choice and opportunity. School should be a place of growth and discovery, where young people are encouraged to flourish emotionally, intellectually and socially. It's not a rehearsal for the future – it's a vital and vibrant part of the journey.

Founded in 1875 by the Methodist Conference, The Leys is the only co-educational boarding and day school in Cambridge. We are proud of our heritage, and we continue to uphold values such as kindness, courtesy, respect and integrity. But we are also a forward-thinking school, preparing young people for a world that is constantly evolving. Our location in the heart of one of the world's most dynamic academic and cultural cities gives us a unique advantage – Cambridge is not just where we are, it's part of who we are.

With around 570 pupils, The Leys offers an exceptional breadth of opportunity – from academic excellence to creative, sporting and leadership pursuits. At the same time, our scale allows us to know each pupil as an individual. This strong sense of community and personal attention is central to our ethos. It builds confidence – not just in the classroom, but in every aspect of school life. And that confidence, nurtured in a supportive and ambitious environment, is one of the most powerful gifts we can give our pupils.

I hope this pack gives you a sense of what makes The Leys so special, and we look forward to receiving your application.

Clare Ives  
**Head**



*C. Ives*

# Resident Sports Graduate



We are seeking an enthusiastic Resident Sports Graduate to join our thriving PE & Games Department on a fixed term contract for one year.

You will be providing sports coaching from Year 7 up to 6th Form pupils, assisting with PE teaching in a practical and an academic setting, and completing a variety of administrative based tasks to support the department.

Experience in one or more of the following sports would be advantageous: Rugby, Cricket, Netball, Tennis or Hockey (playing at a high level or coaching).

This is an exciting opportunity for the right candidate to work with an exceptional team, and to gain invaluable experience for a future career in teaching or coaching.

Mr Ben Elston, the Director of Sport, would welcome informal contact with interested parties by email ([bce@theleys.net](mailto:bce@theleys.net)) or by telephone (01223 518523).



# Welcome to The Leys



*Life at The Leys*

The Leys is a co-educational boarding and day school for pupils aged between 11 and 18. Set in the heart of the beautiful and stimulating city of Cambridge, one of the world's leading cultural and academic centres, The Leys' unique location allows pupils unrivalled access to the vast array of cultural and educational opportunities that Cambridge has to offer.

Established in 1875, The Leys values its history, yet it blends traditional values – courtesy, tolerance, respect, decency – with a forward and outward-looking approach to education. Dedicated staff and superb facilities combine powerfully to prepare young people for the challenges which lie ahead at university and beyond.

The Leys is a close-knit, engaged, friendly community of around 550 pupils in which pastoral care is seen as the top priority. Academic value-added is impressive and the breadth of the wider curriculum is renowned. The School caters for Boarding, Home Boarding and Day pupils but, with 70% of pupils accommodated in boarding houses, boarding is absolutely central to the ethos of the School and all pupils benefit from the vibrancy and structure which this provides.

# Purpose

The Purpose of The Leys is to play our part in changing the world for the better.

We do this by making a positive difference to the lives, values and prospects of Leysians, by being professional, caring and rewarding in developing and managing our staff, by being a responsive and trusted partner to our parents, and by making a beneficial and sustainable contribution to the wider community

By foundation and structure, The Leys is a boarding community. We also place great value on being a “big, small school” embedded in the heart of Cambridge, and on giving Leysians a rich and rewarding academic and wider school experience – one they find valuable both intrinsically and in preparing for their futures. We seek, in the spirit of our Methodist founders and our Christian values, to send Leysians out into the world ready – academically, culturally, morally, physically, spiritually and socially – to live fulfilling lives which will make a positive contribution to society.

In order to achieve our Purpose, we aim to deliver an education which is built on three foundation stones: pastoral, academic and wider curricular. Whilst interconnected, ‘pastoral’ is accepted as pre-eminent, because pupils who feel supported and confident are able to flourish in all areas of the life of the school. Our teaching staff body all contribute to all three pillars of Leys School life, thus we all work together to ensure our pupils develop into happy, confident and well-rounded individuals ready to leave school and find their place in the world.

# Pastoral Care

Pastoral Care is at the heart of what we do. We know that wellbeing is crucial to success in wider school life, and we all work together as a community to ensure that each pupil flourishes in school, feeling nurtured, supported and happy. Our House structure is central to this: all pupils are a member of a House throughout their time in school. Year 7 and 8 pupils are members of our junior house, Moulton, and then pupils in Year 9 and above join one of the eight boarding or three day houses. The vertical arrangement in the senior houses creates opportunity for pupils to support each other, and the houses are staffed with a Housemaster or Housemistress (HSM), an Assistant HSM, a Matron and a team of teaching staff. Pupils also have a tutor, who supports them with their wellbeing, academic progress and wider curricular involvement as they progress through the school. All staff are expected to contribute to our pastoral support of pupils, through tutoring, supporting the teaching of PHSE and undertaking weekly house duties.





## Teaching and Learning

Education is about so much more than passing exams, and at The Leys pupils are encouraged to develop an understanding of their own learning, find their passions, curiosity, and develop a lifelong appetite for knowledge.

Pupils are supported in their learning by excellent teaching both inside and outside of the classroom, with academic enrichment and extension embedded into the culture of the school. We understand that teachers are individuals and that they will have their own ways of expressing their passion and interest in their subjects. The 2022 ISI comment that “Inspirational and creative teaching is a significant contributory factor to pupils’ positive attitudes to learning” sums up the impact of that individuality. That said, we know that aspects change within education, and we just completed an exciting transition from Google Classroom to Microsoft Teams and OneNote. Pupils and staff all have a digital device, and pupils are used to working digitally as well as on paper.

Academic Attainment at The Leys is outstanding. This summer, the school achieved its best academic results on record at GCSE and close to best at A Level, placing us 67th in the Times Parent Power Rankings for independent schools nationally, and 84th for all schools. At GCSE 86% of all grades awarded were 9, 8 or 7, and 38% were graded 9, and at A Level 85% of results were grade A\*-B. The School uses value added as an important measure of success and we are delighted that all our 2025 public examination results demonstrate that we added significant value to our pupils’ academic attainment compared to similar schools: a testament to the hard work and dedication of both staff and pupils.

## Wider Curriculum

The Wider Curriculum is an integral part of the school week for all pupils and staff, with a significant amount of time in the afternoons and early evenings devoted to it. In their time at The Leys, pupils are actively encouraged to experience a broad range of activities that will bring them a wide range of benefits; activities in which they find enjoyment and fun whilst developing skills, personal qualities and attitudes that are transferable to other areas of their life at school and beyond.

The Leys’ Personal Development and Leadership programme (PDL) for pupils in Year 10 and above ensures that all pupils develop leadership, broaden their horizons and collaborate with their peers on projects, often trying to solve contemporary problems. Through our outstanding sporting, music and drama provision, pupils develop as confident and well-rounded young men and women, ready for life beyond school. Our broad and varied after school activities programme enables pupils to develop their interests, skills and strengths. Through this we aim to complement the pastoral and academic pillars of an all-round Leysian education alongside boosting the physical and mental well-being of all involved in the wider curriculum. All staff contribute to our extensive wider curriculum programme through involvement in games, PDL, outdoor education, and a wide range of clubs and activities.



# The Department

The Games Department is currently made up of seven full-time members of staff (The Director of Sport, Head of Rugby, Head of Hockey and Academy, Games Professional Coach and Resident Games Coaches), six part-time department staff (Head of Netball, Head of Cricket, Head of Tennis, Head of Rowing, Head of Swimming, Head of Squash) and two Sports Graduates. The games programme is then supported by a large number of coaches from the teaching staff and a number of external coaches. The department is administered by the Director of Sport and overseen by the Deputy Head (Wider Curriculum).

As part of the core curriculum, games are played on three days each week. The team sports undertaken are hockey, rugby, netball, tennis, cricket, rowing and swimming. Competitive fixtures are normally held on a weekly basis which, over the course of the academic year, involve most pupils. From Year 10, pupils not involved in these sports can undertake other individual sports within the "Games Options" programme, such as S&C, dance, squash and badminton. Almost all pupils undertake three games sessions each week. Among the late afternoon activities between 16:30 and 18:20, a large number of sports are available such as badminton, basketball, squash and volleyball. These can be played competitively against local opposition, including the Cambridge University Colleges. In more individual sports such as athletics and cross country, pupils have the opportunity to participate in district and county competitions.

The PE department consists of four full-time teaching staff, led by the Head of PE. The subject offers GCSE Sport Science to pupils in Years 10 and 11, following the OCR syllabus, and A Level Sport Science following the AQA syllabus. Numbers are strong, with typically two sets at GCSE and one or two sets in the Sixth Form. Academic results are excellent, with 2024 being the strongest results the school had ever obtained at both GCSE and A Level. At A Level, 90% of pupils achieved A\* to B, and at GCSE, 74% of pupils achieved 9 to 7 grades.

Alongside games lessons, pupils in Years 7 to 9 have core PE lessons. The core PE programme is designed to promote basic skills including swimming, health and fitness, and lifelong engagement in physical activity, as well as providing the foundations of a successful GCSE PE programme. Pupils in Years 7 and 8 are given a block of lessons through the games programme and in Year 9, pupils can select to take PE as an option and have two double lessons a fortnight.

The main sports complex includes a large sports hall, an up-to-date fitness centre, a projectile range with indoor cricket nets, three squash courts and an aerobics area. A full-size floodlit Astroturf pitch on site and a full-size Astroturf pitch at our Latham Road ground provide the base for hockey throughout the Autumn and Lent terms. They convert to twenty-one tennis courts for summer games.

A 25-metre heated indoor swimming pool is available throughout the year, while we share a well-equipped and modern boathouse with three Cambridge colleges that enables pupils to pursue rowing. The main field at School has the 1st XV pitch and 1st XI cricket square. It also has tennis and netball Courts. The school's second playing field at Latham Road - just ten minutes' walk from the School grounds - has approximately 20 acres of grass fields, a six-lane cricket net facility and three hard netball/tennis courts. The ground is jointly used with our Foundation partner prep school, St Faiths.

The quality of our coaching is excellent, with competitive sport played to a high standard and pupils achieving District, Divisional and National representation. The proximity of Cambridge and its University enables the school to enlist the help of a host of peripatetic coaching staff specialising in particular fields. Professional coaches are employed in a number of areas such as rugby, hockey, tennis, swimming, rowing and cricket. The Head of the Strength and Conditioning/Sports Academy runs a programme to support the most able pupils in setting fitness and performance goals under the guidance of mentors who also act as a link with appropriate clubs and county associations.

# The Post

## Main purpose of the role

- To provide sports coaching and assist with PE teaching from Year 7 up to 6th Form pupils
- To assist the Director of Sport and the Head of PE with administration of Sport and PE throughout the school

## Main duties and responsibilities

### Coaching, Teaching & Learning

- To manage pupil learning through effective teaching and coaching.
- To ensure continuity, progression and cohesiveness in all teaching and coaching.
- To use a variety of methods and approaches to match the range of pupil needs and ensure equal opportunity for all pupils.
- To work effectively as a member of the PE and Games Departments to improve the quality of teaching, coaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To develop and maintain effective methods of communication with the Director of Sport, Head of PE, other staff, pupils and parents.
- To teach/coach/lead and manage School sports teams as directed by the Heads of individual Sports.
- To assist members of the PE Department with the delivery of practical lessons as required
- To teach/coach/lead extra-curricular sporting activities.
- To be involved in the running of annual Inter-House sporting competitions.

### Administration

- To provide administrative support and assistance to the Director of Sport and Heads of Sport.
- To assist the Director of Sport in maintaining a smooth running and efficient office by dealing with routine administrative functions.

### Monitoring, Assessment and Recording

- To be immediately responsible for the processes of identification, assessment and recording for the pupils in their charge.
- To select, referee and supervise teams to represent the School at sport.
- Keep an accurate register of pupils

### Subject Knowledge & Understanding

- To have a thorough, up-to-date knowledge and understanding of sports teaching and coaching.

## General

- To assist with pastoral care duties within the House system, if required

## Professional Standards

- To be a role model to pupils, through personal presentation and professional conduct.
- To host opposing school pupils, staff and parents for fixtures. Including meeting and greeting, supervising pupils, officiating and hosting opposing teams, staff and pupils for post-match teas.
- To cover for absent colleagues as is reasonable, fair and equitable.
- To be involved in sports fixtures including refereeing and travelling to away fixtures.
- To supervise extra-curricular activities.
- To liaise effectively with parent / guardians.
- To undertake any reasonable tasks as directed by the Director of Sport.
- To carry out other associated duties as are reasonably assigned by the Head.

## Safeguarding responsibilities

- To have read the School's Child Protection Policy and updates to this policy as required by the School. To adhere at all times to the School's Child Protection procedures and to undertake responsibility to safeguard pupils.
- To be aware of and adhere to at all times the School's Staff Behaviour and Code of Conduct and confidentiality.
- A duty to report and discuss any concerns about the safety of children and their wellbeing to the Designated Safeguarding Lead (DSL).
- A duty to report any low-level concerns about colleagues to the Designated Safeguarding Lead (DSL).
- To be informed and trained to an appropriate level and to complete mandatory safeguarding training as required by the School.

## General Tasks

- To refer to and adhere to all Health and Safety procedures and policies as appropriate and other legislative requirements as required, carrying out duties by working in a safe and organised manner.
- To ensure that a safe / secure environment exists for pupils / staff and customers and meet requirements under the Health & Safety at work Act 1974 and C.O.S.H.H.
- To uphold the provisions of data protection legislation, the School's Data Protection Policy, and other related policies.
- Understand and be mindful of the School Acceptable Use Policy and Staff ICT & Social Media Guidelines.
- To adhere to and maintain School Policies and Procedures and work with regard to the ethics of the School.
- To observe / implement all relevant legislative requirements, maintain and update own knowledge as appropriate for the role.
- To work flexibly as necessary to meet the needs of the role and the School.
- To undertake any other reasonable associated request from the Head/Bursar, or other senior member of SMT as appropriate.

# Person Specification

Criteria	Essential	Desirable
Qualification	<ul style="list-style-type: none"> <li>• Able to coach two of our major sports to a good level</li> </ul>	<ul style="list-style-type: none"> <li>• Degree level qualification or equivalent</li> <li>• Coaching qualification in their given sport</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Demonstrate effective communication and interpersonal skills for dealing with pupils, parents, teachers and operational staff</li> <li>• Can show prioritisation skills and ability to work to deadlines in a busy environment</li> </ul>	<ul style="list-style-type: none"> <li>• Able to work on own initiative</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Capacity to motivate, inspire and manage a group of pupils</li> <li>• Efficient, flexible, adaptable, energetic and self-motivated</li> <li>• Commitment to work with children and young people, with interest in their wellbeing</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>• Strong organisational abilities</li> <li>• Good working knowledge of IT</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of boarding school culture</li> </ul>

# How to Apply

If you are interested in applying, please submit a completed application form including covering letter, to The Recruitment Team, The Leys School, Cambridge, CB2 7AD or [recruitment@theleys.net](mailto:recruitment@theleys.net) by 09.00 on Friday 30 January 2026.

This role has the opportunity for regular contact with pupils and therefore is exempt from the Rehabilitation of Offenders Act 1974.

By applying for this role, you are consenting to The Leys School storing your personal data. Please read our 'Privacy Notice for Job Applicants' for further details.



