



LOUGHBOROUGH
Schools Sport



**Loughborough
Schools Foundation**

Nursery • Fairfield • Grammar • High

APPOINTMENT OF

Foundation Director of Sport (SLT Position)

JANUARY 2027

or as soon as possible thereafter



Introduction to the Role

This is a unique role in the leadership of school sport in UK – for a number of reasons. It is an opportunity to focus on the strategic development of sport and exercise across a group of three successful schools, devising and implementing an ambitious strategy to build an active community where all participate enthusiastically, and many excel.

The seniority of the post is reflected in the fact that it reports directly to the CEO of the Foundation, Chris Staley, and involves working closely with the Heads of the three Foundation schools. This is reflected in its status on the Foundation's Senior Team.

The role will provide a suitably experienced and aspirational sports professional with a rare opportunity to operate at an elevated level of leadership, with a focus on strategic decision making and organisational direction. Working across three different, but complementary schools, the post will seek to achieve common outcomes, though adopting differing approaches. You will be a qualified teacher and understand the PE academic curriculum at its delivery, but this is a post that will focus on leadership, culture building, performance and outstanding outcomes for pupils and staff.

It is a position that offers scope for making a real impact in establishing a programme that will inspire pupils, staff and parents alike and create an environment for sport and exercise that is relevant for the future. The possibilities are unusually wide. Alongside this ambition will be the requirement to build and enhance strong operating systems and processes that ensure resources are efficiently deployed and staff are excited to be part of a special sporting atmosphere.



Loughborough Schools Foundation

A grammar school has existed in Loughborough since 1495. The current Foundation is a group of schools under central leadership and management, but all with their own identities. It comprises a Nursery, a prep school (Fairfield), girls' senior school (Loughborough High) and a boys' senior school (Loughborough Grammar). In total, there are approximately 1750 pupils. Each school has its own character, though they are united by shared values and a strong sense of community, where every pupil is known and supported. There is a small boarding community of approximately 40 pupils.

The scale of the Foundation enables a wide range of opportunities and experiences for all pupils, benefiting from a shared campus with outstanding facilities. As part of this broader community, pupils are encouraged to try new things and develop lasting friendships, within a culture of respect, courtesy and belonging.

Academic standards are high, and pupils progress to first choice universities, apprenticeships and prestigious professions. Alongside this, there is an extensive array of co-curricular activities, within which sport features prominently.



Sport at Loughborough Schools Foundation

All pupils in the Foundation's schools participate in a coherent programme of Physical Education and Sport. This aims to provide a continuous progression from a focus on physical and aquatic literacy in the prep school, through an introduction to traditional games and a wide range of additional opportunities in the senior years. The community encourages all pupils to embrace healthy, active lifestyles and to participate in a range of sports at a variety of levels. This includes extensive support for aspiring performers and pathway players, including an exciting Student Athlete Programme.

Loughborough teams and athletes achieve regular success at regional and national levels in many sports. Recent highlights include national championships in Hockey, Badminton and Swimming, strong performances in national competitions and pupils selected for international honours. Many regularly excel in high profile competitions.

Strategic partnerships are an important dimension of the schools' sport. These include close relationships with world-renowned Loughborough University Sport, and a community partnership with Leicester City. Principal amongst these initiatives is the Loughborough University National Tennis Academy, whose nationally ranked performers are educated and accommodated at the Foundation. The opportunity to further develop sporting collaborations is an exciting part of the Director of Sport's role.



Resources for Sport and Exercise

Resources for sport across the Foundation are extensive, and shared across the three schools.

Facilities are modern, well-maintained and extensively used. The Parkin Sports Centre is an ultra-modern complex featuring sports hall, fitness suite and studios. There are high quality playing fields both on the school site and at Quorn, accommodating all the principal sports. Additionally, all-weather Hockey pitches, swimming pool, gym and courts for a range of games ensure that opportunities are wide.

There is a specialist sports staff of 46, which includes 17 PE teachers. Most are involved in more than one of the Foundation's schools, ensuring that specialist expertise is widely available, and a strong team spirit is fostered. Examination PE is popular, at both GCSE and A Level. Each of the three schools has its own Head of PE, and there are dedicated Heads of the seven principal sports. All of these are distinguished in their respective fields – many with international experience – and lead ambitious programmes. The Director of Sport manages the Heads of PE and Heads of Sports.

The equitable distribution of resources between the schools, and its various sports, is an important dimension of the Director of Sport role. Facilities are kept under constant review, and plans for future developments are managed in liaison with the Heads of each school and the Foundation's Central Services Leadership Team. The development and support of all staff is the responsibility of the Director of Sport, who will build a culture of continuous progression and positive accountability.



Role Description

The aim of this position is to ensure that the Foundation's strategy for sport is robustly delivered to ensure consistently high-quality pupil experiences. This will include operating the systems and processes, managing the people and overseeing a culture of accountability to ensure that outcomes are consistently positive.

The Director of Sport will work closely with the Heads of PE, and the Heads of Sports, to enable them to deliver clearly identified and widely communicated aims. The success criteria will be plural: to build an active community that values healthy lifestyles, to encourage pride in representing the school and to support aspirational athletes and teams to fulfil their potential. The latter will include further development of the recently-introduced Sports Scholarship Programme. A contemporary, coherent programme of physical activity and sport throughout the 3–18 age range is a fundamental ambition of the position, alongside creating a secure, inspirational and supportive environment, in which staff and pupils can thrive.

The appointed person will be custodian of the reputation of sport across the Foundation. There is strong, outward looking focus to the role, which will include further developing relations with neighbouring Loughborough University, and building new partnerships nationally and locally. They will be a champion of sport for boys and girls of all abilities and of the Loughborough Schools as a destination of choice for enthusiastic athletes in the East Midlands and beyond. The successful candidate will maintain a high profile at sports fixtures and with parents, including supporting the extensive programme of weekend competition.



Person Specification

The Foundation seeks to appoint a high calibre individual with the qualifications, experience, personal qualities and dynamism to lead the next stage of sports development across the Foundation schools. The background and sporting pedigree of candidates coupled to their ability to lead, manage and deliver agreed objectives will be crucial as well as devising and their ability to articulate a clear strategy for the future which is drawn from the Foundation strategy. Personal credibility, along with the gravitas to operate at a senior level, is vital.

Leadership experience is essential, along with the ability to quickly establish an environment which will inspire colleagues to provide consistently excellent experiences for pupils. This will require an understanding of the changing landscape of school sport, in order to shape a forward-thinking programme that will win the enthusiastic support of all stakeholders. Diplomacy, sensitivity and tact will be important in managing diverse relationships: high personal standards, empathy and attention to detail will be vital. Exceptional communication skills will be essential in winning stakeholder confidence.

The successful candidate will be able to demonstrate and have experience of developing systems and processes that ensure efficient operations, and of inspiring and managing teams of colleagues. Controlling the quality of provision across diverse school environments will require an understanding of excellent teaching and coaching, and the imagination to build on traditional strengths whilst ensuring that the programme is contemporary and relevant.

Person Specification *(continued)*

An enthusiasm to build positive relationships with parents is important, as well as an ability to liaise successfully with outside agencies, including the credibility, contacts and capacity to develop further collaborative partnerships.

The Director of Sport will be a role model for both pupils and staff. They will be a constant presence at sporting events, inspiring the commitment of pupils and parents, as well as a constant ambassador for the values of the Foundation.

The successful candidate is likely be educated to degree level, and will have significant experience of sport as a player, teacher or coach. They will have a reputation as a leader with imagination and integrity. An awareness of, or willingness to be trained in, compliance and risk management will be expected.



Terms and Conditions

LSF operates its own pay scales: the salary will reflect the seniority of the position and the background of the appointed person. This is a full-time position, with an expectation of commitment to the sports programme of the schools.

There is a contributory pension scheme, and single membership of Private Medical Insurance. Staff members are entitled to substantial fee discounts for their children attending any of the Foundation schools throughout the 3–18 age range

A range of other benefits includes use of gym and swimming pool, on-site parking, lunches during term time and membership of Cycle to Work Scheme.



Next Steps

The Foundation is working with ICE Education on this appointment. Prospective applicants who would like to discuss this role further should contact Dan Scargill, Recruitment Director, dan@ice-education.co.uk to arrange an informal discussion.

Applications must be made via the school's website. Candidates should complete the [online portal](#): additionally, they should send a letter of no more than 1000 words, outlining their suitability for the post, to the CEO, Mr Chris Staley. This should be addressed to recruitment@lsf.org.

The closing date for applications is Wednesday 13 May. Interviews will be held at Loughborough in the week beginning 18 May. Early applications are encouraged; the Foundation reserves the right to make an appointment at any stage during the process.

The Foundation is committed to safeguarding and promoting the welfare of children and young people. It expects all staff and volunteers to share this commitment, in line with guidance outlined in Keeping Children Safe in Education.

The Foundation is an equal opportunities employer, committed to diversity and inclusion within a policy of treating all employees and job applicants equally.





Loughborough Schools Foundation

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Loughborough
Nursery



Fairfield
Prep School



Loughborough
Grammar School



Loughborough
High School

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