



Kimbolton School

CAMBRIDGESHIRE



APPLICATION PACK

Head of Netball

Required for January 2026 or sooner

CONTENTS

- Welcome Message from the Headmaster, Mr Will Chuter
- Recruitment of staff
- The School
- Commitment to Safeguarding
- Sport at Kimbolton
- The Role
- Duties and Responsibilities
- Person Specification
- Terms and Conditions
- Method of Application
- Notes



T AVORUM



Welcome from the Headmaster



I'm delighted that you're interested in this important role at Kimbolton School, and I hope this candidate pack answers some of the many questions you will surely have about life here.

Whether you are at the Prep, at one end of the village and our parkland, or the Senior School, at the other, your experience at Kimbolton will be characterised by the same educational ethos: we value character just as much as academic achievement, and we value kindness most of all. To join our school is to enter a friendly and inclusive environment that provides the space and support for children to grow into themselves. Our site is beautiful and safe, with room enough for all our 1,100 pupils to roam, and we are lucky to call Kimbolton Castle and its stunning grounds home.

The most important part of the school is, of course, its people, and you will be welcomed as an old friend by our warm community of pupils and staff. You will find that staff here are well supported and rewarded for their commitment to our pupils, but that what they value most is the camaraderie of supportive colleagues who do not take themselves too seriously.

Kimboltonians are well rounded and have their feet on the ground. They understand the value of hard work, service, and taking failure in their stride. Yet they know how to have fun and they play just as hard as they work - on the sports pitches, on the stage, or just climbing a tree at break time. Their academic results are excellent, too. Our broad curriculum is guided by a desire to see young adults emerge with many strings to their bows and a clear sense of the difference they want to make in the world. Expert staff, who know the pupils as individuals and place their wellbeing first, nurture and challenge them to find their passions and do their personal best.

Kimbolton is, first and foremost, a happy place where every child is valued. I do hope that you will want to join our team.

A handwritten signature in black ink, appearing to read 'Will Chuter', with a long horizontal line extending to the right.

Will Chuter
Headmaster

Recruitment of Staff

Kimbolton School is committed to recruiting, developing and retaining high calibre teaching and non-teaching staff for our outstanding [HMC school](#). All our staff, regardless of role, play an important part in the provision of our first-class education.

Teaching Staff

We employ teachers who are conscientious, imaginative and committed to educating the whole person. Our continuous professional development scheme provides all academic staff with an opportunity to reflect on their practice and continue to develop their teaching and pastoral skills to the benefit of all pupils. We expect teachers to be fully involved in the extra-curricular life of our school too, encouraging pupils in their wider development through music, sport, drama, art, CCF, clubs, societies and trips. Sometimes these are out-of-hours, at weekends or during school holidays.

Non-teaching Staff

Our non-teaching staff fill a wide variety of roles, both part- and full-time and some of them term-time only. They are very much part of our wider team and contribute to, and benefit from, the happy and positive feel of our school.

The School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject, or identify people who might abuse children, or who are otherwise unsuited to work with them. In addition, recent government guidance, “Safeguarding Children – Keeping Children Safe in Education Sept 2025, specifically Part 3”, as well as specific guidance from the National Minimum Standards for Boarding Schools, help to form the basis of school policy. For further information about Kimbolton School's commitment to Safer Recruitment, please visit our Policies page to read our Safe Recruitment Policy at www.kimboltonschool.com/about-us/policies

You will find in this Application Pack further details about this exciting opportunity to join our friendly and enthusiastic staff team. Please refer to the Method of Application for details on how to apply. We look forward to hearing from you.





Job Description

Head of Netball

Required for January 2026 or sooner

The School

Kimbolton School was founded in 1600 and is situated in 100 acres of grounds in the West Huntingdon town of Kimbolton. The School currently educates over 1000 children aged 4-18 in a coeducational, predominantly day environment, although there are up to 60 boarders. The Senior School is located around Kimbolton Castle while the Preparatory School is housed to the west of the village on the original Grammar School site. The School employs approximately 400 staff and also owns a subsidiary company, Kimbolton School Enterprises, which transacts all non-charitable trading activity.

Further information about the School can be found on the School website at www.kimbolton.cambs.sch.uk.

Commitment to Safeguarding

Kimbolton School is dedicated to safeguarding and promoting the welfare of its boarding and day pupils, regardless of age, ability, race, culture, religion, sexuality or class. Safeguarding is integrated into the School ethos. It is the duty of all members of staff including full-time, part-time and volunteers, both teaching and support, to play an active role in ensuring the safety and promoting the welfare of the children in the School's care. Safeguarding is everyone's responsibility.

Sport at Kimbolton

The Director of Sport oversees 6 dedicated members of Senior School PE staff, and a Sports Department which involves a high percentage of the full-time academic staff, 4 Professional Games coaches and several additional part-time coaches. The PE and Games curriculum is broad and balanced with provision moving from 5 sessions to 2 sessions per week as pupils work through the year groups.

Pupils are encouraged to focus on individual progression in a stimulating, varied and supportive environment. They are also given the opportunity to participate in competitive sport at their appropriate ability level.

The focus sports for girls are: Hockey in the autumn term, Netball in the spring term, Tennis & Cricket in the summer term. For the boys: Football in the autumn term, Hockey in the spring term and Cricket & Tennis in the summer term.

To complement the numerous outdoor grass pitches the School has many purpose-built facilities, including two large all-weather astro area (one is floodlit with an additional training space) and three

hard court areas. There is a 25m heated indoor swimming pool. There is a separate Preparatory School (4-11 age range), and this appointment will include the development of netball and its wider provision, at this younger age.

The School has a strong midweek and Saturday afternoon fixtures list in the major sports and many pupils have enjoyed success at county level, with several pupils enjoying international success in recent times.

The Role

With a start date of January 2026 (or sooner), we seek to appoint a Head of Netball to work 35 hours per week for 37 weeks of the year to include 3 weeks of holiday camps. Team sport is an extremely popular part of Kimbolton School life. Netball is a popular sport for girls, primarily in the Spring Term (we regularly put out four Senior Vlls and 4 Vlls at U12 through to U15). Netball competitions are also played in other terms. This exciting post provides the successful applicant with an opportunity to implement their own vision across both the Prep and Senior Schools, and make a significant impact on pupils' participation, enjoyment and success. The Head of Netball will facilitate a full programme of enrichment opportunities and foster Kimbolton's ethos of inclusivity, participation and the development of the all-round child.

Duties and Responsibilities

- To be responsible to the Director of Sport and Head Sports Coach
- To coordinate and implement a suitable development strategy/vision for netball at Kimbolton School aligned to the sporting ethos of the school.
- To plan and coordinate full fixture and enrichment programmes for netball in the spring term.
- To inform, manage and direct the wider team of bodies involved in netball provision including team managers, games coaches, caterers, ground staff, transport leaders, bursarial staff, health centre and security staff.
- Work collaboratively with the Director of Sport in the coordination of Games afternoons and pupil/parent/teacher/games coach communication.
- To lead/assist training of netball teams in lessons and practices throughout the School (including the Prep School)
- To write an end of season team report and individual team members games reports.
- To determine pupil recipients of Netball Colours in collaboration with the HM.
- To plan and coordinate internal House netball competitions.
- To coordinate and support teams representing the school in higher level competitions.
- To be familiar with updated netball rules and officiating needs in order to train/cascade information to school team managers and pupils.
- To be familiar with England Netball directives.
- To assist in the stock-taking of all equipment and advise on needs for new/replacement items.
- Manage the netball budget
- Coach other sporting/games activities in the autumn and summer terms.
- Promoting and acting at all times in accordance with the School's policies, eg Safeguarding, Health and Safety and Equal Opportunities.
- Work in conjunction with the Director of Sport to support appropriate CPD for colleagues to progress the delivery of netball at Kimbolton.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Hold or be working towards a current NGB Coaching qualification – Level 2 	<ul style="list-style-type: none"> • First Aid qualified or a willingness to be trained.
Skills and Experience	<ul style="list-style-type: none"> • Experience of coaching at a high level in a wide range of environments including Schools, Clubs and community settings. • Strong organisational and administrative skills, including fixture planning, team logistics, and budget management. • Experience leading and motivating teams of staff, coaches, and students. • Excellent communication skills with pupils, parents, colleagues, and external organisations. • Adaptable with transferable skills in order to coach other sporting/games activities. 	
Personal Qualities	<ul style="list-style-type: none"> • Inspirational leader with a passion for netball and youth sport. • Positive role model who demonstrates integrity, enthusiasm, and professionalism. • Committed to inclusion, participation, and excellence in sport. • Ability to motivate and engage students of all abilities, fostering enjoyment and personal development. • Resilient, adaptable, and able to manage competing priorities in a busy school environment. • Collaborative and supportive, with a willingness to contribute to the wider life of the school. • Strong commitment to safeguarding, wellbeing, and the holistic development of young people. 	

Terms and Conditions

Responsible to:	Director of Sport
Accountable to:	The Bursar
Hours of Work:	Ideally, we are looking to cover 35 hours per week for 37 weeks per year to include 3 weeks of holiday camps (11am – 6pm, Monday to Friday plus Saturday fixtures which could be morning or afternoon, or both). However, there is a degree of flexibility for the right candidate.
Remuneration:	Actual salary range £31,405 - £34,927 (inclusive of holiday pay and Head of Netball allowance).
Probationary Period:	6 months
Pension:	The School offers a contributory pension scheme.
Lunches:	All employees are entitled to free lunch in the school dining halls during term time. Time taken for lunch is unpaid.
Additional benefits:	Free onsite car parking; free access to a fully equipped Gym and Swimming Pool; cycle to work scheme.
Referees:	The names, addresses and telephone numbers of two professional referees are required. Referees will not be contacted without the permission of the applicant.

Method of Application

Please email a letter of application, together with the completed Application Form to:

Human Resources, Kimbolton School, Kimbolton, Huntingdon, Cambridgeshire PE28 0EA at recruitment@kimbolton.cambs.sch.uk.

The closing date for applications is: 9.00am, Friday 31st October 2025

Interviews will take place on Thursday 6th November 2025

Kimbolton School is committed to the highest standards of safeguarding and implements a rigorous and robust recruitment process that gathers and evaluates child protection relevant evidence about candidates prior to interview. All appointments are subject to satisfactory completion of an enhanced DBS check and proof of right to work in the UK. All applicants are requested to read the [Safeguarding Policy document](#). Please note that Kimbolton School does not have a sponsored Licence to recruit non UK workers and therefore all candidates are expected to be able to work in the UK.

Notes

The post holder is required to operate within school policies and procedures, including Health and Safety.

Kimbolton School is an equal opportunities employer.

Kimbolton School operates a No Smoking policy on the Estate.

Under the Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings June 2005, Kimbolton School reserves the right to request age related information from the candidate.

Kimbolton School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post. It is an offence for any organisation to offer employment that involves regular contact with young people under the age of 18 to anyone who has been convicted of certain specified offences, or included on lists of people considered unsuitable for such work held by the Department of Education. It is also an offence for people convicted of such offences to apply for work with young people. The successful candidate is subject to satisfactory completion of an Enhanced Disclosure from the Disclosure and Barring Service before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information about the Disclosure scheme can be found at www.gov.uk/government/organisations/disclosure-and-barring-service. All employees will be expected to abide by the School's Safeguarding Code of Conduct and will attend Safeguarding training.

A copy of the School's Safeguarding Policy can be found on the website www.kimbolton.cambs.sch.uk/policies