



Candidate Pack
Director of Hockey / Teacher of PE

PANGBOURNE
— Independent, co-educational day and boarding school, ages 11-18 —

Mr Oliver Knight – Head

I joined Pangbourne in September 2024 and have had the pleasure of working with an incredibly talented and dedicated staff and Board of Governors to drive forward my vision for the school.

Pangbourne is my fourth headship and all three of my previous headships were at inner-London state schools which I transformed by driving up the educational standards. I am passionate about bringing the best from the state sector and combining it with the independent school model to ensure the best possible education and opportunities for all pupils at Pangbourne.

My two passions in life are education and the outdoors. Pangbourne enables me to combine these into the uniqueness of a Pangbournian education through access to our world-class adventure facilities set within our 230 acre site. This enables us to create an academic ethos underpinned by an adventurous spirit; where risk, failure and uncertainty are daily experiences.

It is no longer enough for pupils to just achieve great academic outcomes. As staff, we work together to ensure that pupils are prepared for not just success in school but also success in life. Our aim is to educate pupils to be a force for good in an imperfect world.

I am in the process of implementing our Campus 2030 plans and would be delighted if you applied to join me on this exciting journey for the future vision of the College.

With best wishes



Mr Oliver Knight, Head

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About Pangbourne

With over 30 years of co-educational experience, Pangbourne College is an independent day and boarding school for girls and boys aged 11-18 years, set in over 230 acres of Berkshire's Area of Outstanding Natural Beauty, with the best four mile stretch of rowing river in the country.

There are four pillars that develop and sustain a Pangbourne education: **Academic Rigour, Exploration, Community** and **Leadership**. These four components ensure all our students develop the attitudes, skills and behaviours that underpin success at school and in life. We empower each individual to fulfil their potential and develop the confidence, values and skills to make a positive difference to the world.

Pangbourne was established in 1917 as 'The Nautical College, Pangbourne' with a vision to train boys to become Merchant Navy Officers. In 1969 the College adopted the name it has today and shifted its focus to an academic education, becoming fully co-educational in 1996. Pangbourne College is not a military school and only two or three of our leavers each year go into the armed forces, but we do proudly pay tribute to our naval roots through preserving a number of traditions.

The eight **Flag Values of Kindness, Resilience, Selflessness, Moral Courage, Integrity, Initiative, Industry** and **Respect** underpin everything we do as a nurturing, pupil-centred community.

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Pangbourne on a page

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Pupils on roll 400

6th Form Results 2025

- 45% A* - A
- +0.7 Value Added
- 92% First Choice University

GCSE Results 2025

- 38% 9 - 7
- 84% 9 - 5
- +0.72 Value Added

Performance Sports

- Girls' hockey
- Boys' rugby
- Boys' and girls' rowing
- Equestrian

Competitive Sports

- Boys' and girls' football
- Boys' and girls' cricket
- Boys' and girls' tennis



Employee benefits

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PARKING

Free onsite parking



CATERING

Free lunch and refreshments when College is in session



ENVIRONMENT

230 Acres of North Wessex Downs National Landscape



PENSION SCHEME

Generous employer contribution



CYCLE TO WORK

Part of the cycle to work scheme



SALARY

Competitive



TECHNOLOGY

Loaned devices



POOL ACCESS

Free use of our heated outdoor swimming pool (seasonal)



ELECTRIC CAR SCHEME

Part of electric car scheme



ELECTRIC CAR CHARGING

Electric car charging points in staff car park



WELLBEING

Embracing a comprehensive approach to wellbeing



DEVELOPMENT

CPD training available for all staff members



FEE DISCOUNT

Fee discount is available to staff for their children



COMMON ROOM

Friendly staff with frequent social events



EYE VOUCHER

Vouchers for eye test available for DSE users



About the role

DIRECTOR OF HOCKEY / TEACHER OF PE

Start Date: September 2026

Contract Type: Permanent

Hours: Full time or part time

Core Hours: 08.15 – 17.45 Monday to Friday

Saturday: There are no academic lessons on a Saturday but a full sporting and boarding programme runs. Involvement in this programme would be reflected in reduced expectations Monday-Friday.

Salary: Competitive. Our salary package will recognise your experience, qualifications and commitment.

Reporting To: Director of Sport

Key working relationships: Members of the Sports Department
Assistant Head Co-Curricular
Director of Sport
Pupils, Parents and Guardians



Department overview

SPORTS AND PE

Our strategy centers on elite coaching and providing unrivalled access for every pupil, from those aspiring to professional careers to those participating for health and well-being. We aim to foster confidence, a mastery of movement, and a lifelong passion for exercise across a diverse range of sporting disciplines.

The department comprises nine full-time staff and a roster of visiting specialist coaches. Programs are overseen by Directors of Sport for our performance pathways and Heads of Sport for our competitive programs.

Girls' hockey is a flagship performance sport at the college, characterised by consistently strong regional performances across all age groups. To support our aspiring athletes, we maintain a strategic partnership with Reading Hockey Club home to the 2025 Women's 1st XI Premier Division Champions, who provide high-quality technical coaching and mentorship.

AQA GCSE Physical Education - This course bridges the gap between elite performance and academic theory. Students master anatomy, sports psychology, and leadership, gaining the scientific foundation and life skills essential for careers in health, medicine, and management.

BTEC Level 3 Sport (National Certificate/Diploma) - Our Sixth Form pathway is a vocationally-driven qualification designed to mirror the professional sports industry. It blends rigorous theory with practical applications in coaching, fitness instruction, and management, ensuring students progress to employment of higher education.



Job role

Programme Leadership & Strategy

- Develop and implement a comprehensive hockey development plan covering coaching, administration, and facilities.
- Oversee the administration of the hockey department in line with College policies.
- Ensure regular and professional communication with parents, staff, and pupils.
- Work alongside the Director of Sport to ensure continued success across all age groups.

Coaching & Player Development

- Coach at least one team per term which may include one of our other school sports.
- Establish performance pathways for high-performance players, including mentoring on lifestyle management.
- Organise and lead pre-season programmes and annual hockey camps.
- Plan and run regular domestic and international hockey tours



Job role

Operations & Fixtures

- Manage all fixtures, including transport coordination, umpire appointments and hosting visiting teams.
- Allocate facilities for coaching and practice throughout the academic year.
- Deliver a thriving divisional-house hockey competition programme.
- Collate match reports and provide weekly updates for the purpose of marketing.

Staff & Community Engagement

- Allocate managers and coaches to teams, providing ongoing mentorship and support.
- Lead staff INSET training and regular coaching clinics to develop internal talent.
- Build strong links with feeder schools and local clubs to promote the College.
- Collaborate with the Marketing Department to keep hockey news current on the website and social media.
- In collaboration with the Director of Sport support the implementation and development of our performance pathway partnership with Reading Hockey.



Duties and responsibilities of all teachers:

- Adopting the Pangbourne Teacher Habits to maintain an evidence-led model of instruction.
- Following the appropriate schemes of work.
- Maintaining discipline within their classroom and the department.
- Regular setting of class work and preps.
- Regular marking and assessment of students' work
- Maintaining records of lessons taught and students' marks.
- Meeting assessment and reporting deadlines.
- Attending parents' meetings.
- Running academic support clinics.
- Setting appropriate work in the case of absence.
- Maintaining classroom equipment.
- Maintaining good quality classroom displays and contributing to departmental display areas.
- Supporting and helping other members of the department.
- Attending INSET or courses for professional development and generally keeping up to date with the subject and current developments/teaching techniques, feeding back to the department where relevant.
- Setting and marking internal examinations as agreed.
- Involvement in department tours and trips.
- Act as a Tutor to a small group (about 10) of pupils.
- Willingness to engage in and develop extra-curricular activities
- Complying with health and safety issues within the Science Department, reporting any faults immediately.

Please note:

The above is only an outline of the tasks and responsibilities of the role. The post holder will carry out any other duties as may be reasonably required by his/her line manager. The job description and person specification may be reviewed on an on-going basis in accordance with the changing needs of the department and College.

This job description and accompanying documentation do not form part of the employment contract. — Independent, co-educational day and boarding school, ages 11-18 —

Personal specification – essential elements

— Independent co-educational day and boarding school, ages 11-18 —

Qualifications
Must possess previous high-level hockey coaching experience
Possession of an EH Level 2 or 3 (or equivalent) coaching qualification
Skills and Special Aptitudes
Excellent organisational, communication and interpersonal skills
Organisational skills within the classroom and on visits
A proven track record of coaching and developing players across different age groups and performance levels
Ability to develop good examination technique in pupils, in particular, drawing out the skills of analysis and evaluation
Ability to ensure that all students and parents have regular feedback on progress
Ability to create a stimulating learning environment and facilitate and enthusiasm for learning, in order to make it possible for all students to achieve their potential
A strong understanding of youth development pathways and experience working within a performance environment

Personal Qualities
A passion for hockey and sport in general, combined with a willingness to be flexible as required by the role
The ability to work both independently and as part of a close-knit team
A desire and capacity to understand the strengths and weaknesses of individual pupils along with the ability to use differentiation in teaching
Capability of maintaining high standards and being excellent practitioners in the classroom
Ability to encourage in students the enjoyment of the sport, and a responsibility for their own learning
A sense of humour and integrity
Special requirements
Promoting and safeguarding the welfare of children
Compliance with Pangbourne College's Child Protection and Safeguarding Policy
Current driving licence

Personal specification – desirable elements

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Qualifications
A minimum hockey umpiring qualification
PGCE or QTS (underway or complete)
A recognised coaching level or higher in other core school sports
Possession of a strength and conditioning qualification, and a minimum hockey umpiring qualification
Skills and Special Aptitudes
Familiarity with performance analysis tools and technology to enhance player development
Experience in managing a hockey programme within a school, club, or similar environment
Ability to use innovative teaching methods
Willingness to drive a minibus for away fixtures

Personal Qualities
Enthusiasm to collaborate with colleagues
Ambition to progress professionally within the subject
Capacity to take calculated risks in teaching
Other shared interests with pupils through house or extra-curricular activities
Self-awareness

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How to apply

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- Download the application form from the website: pangbourne.com/vacancies
- Applications should be sent to recruitment@pangbourne.com
- Deadline for applications is: **09.00am Monday 16 March 2026**
- Please apply as soon as possible as applications will be considered upon receipt; we reserve the right to interview/appoint before the closing date.
- We welcome applications from candidates in either state or independent sectors.
- We would be happy to have an informal conversation about the College, the Department and the role. Please contact recruitment@pangbourne.com.



Other information

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Child Protection and Safeguarding Policy

In line with our recruitment policy and for the protection of our pupils, you will be subject to an enhanced DBS disclosure and employment reference checks. Pangbourne College is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. You must be eligible to work in the UK.

It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with the Pangbourne College Child Protection and Safeguarding Policy, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.

Information Security, Confidentiality and Data Protection

During the course of employment the post holder may have access to, see or hear information of a confidential nature and he/she will be required not to disclose such information. All personal identification information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with the General Data Protection Regulation and the College's Privacy Notice, unless explicit written consent has been given by the person identified.



Other information

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Equal Opportunities

We are proactively committed to creating a diverse staff body which reflects the community that we teach. At Pangbourne College we value diversity and inclusion; we want to attract the best people for the role available. This is regardless of age, ethnicity, sexual orientation, gender, disability, socioeconomic status or religious beliefs.

The post holder must comply with and promote Equal Opportunities and avoid any behaviour which discriminates against others on the grounds of sex, disability, marital status, sexual orientation, age, race, colour, nationality, ethnic or national origin, religion, political opinion, trade union membership.

Health and Safety

Under the Health & Safety at Work etc Act 1974, it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their own acts at work. This includes co-operating with the College and colleagues in complying with Health and Safety obligations to maintain a safe environment.



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Terms and Conditions of Service

The post holder will be required to comply with all policies and procedures issued by and on behalf of the College. The post holder will be subject to an Enhanced Disclosure and Barring Service Certificate.

The post holder will be required to participate in the College's appraisal procedures as an appraisee and if applicable, as an appraiser. The post holder will be required to attend statutory and mandatory training.





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