



Job Description

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| Job Title: | Lacrosse Coach |
| Department: | Co-Curricular |
| Responsible to: | Director of Sport |
| Last reviewed: | January 2024 |

Job Outline

Lacrosse plays an important role in the School's sporting curriculum. The post holder will ensure that Lacrosse is accessible to all pupils whilst being able to set high performance expectations for the top players. There is also a beginners' programme which plays an equally important role in the School.

Haileybury won the U15 National Championships in March and there are several players involved in the Super Counties, with also some involvement in the England and Wales performance pathways.

Lacrosse features heavily in the School sports programme during the Autumn and Spring terms. There is the potential for additional hours of coaching during the Summer term, where the sporting programme includes: athletics, cricket and tennis.

There is a requirement for the successful candidate to be available to coach on Monday, Tuesday, Wednesday and Thursday afternoons, plus Saturday morning and afternoon.

Purpose

The purpose of this job description is to set out the current principal duties of the post. It does not detail every individual task, and employees are required to undertake such tasks and duties as are allocated to them from time to time in accordance with the role. This job description will be reviewed annually as part of the School's annual performance review process.

Duties

- Lead the Girls' Lacrosse programme across Lower School and Main School.
- Deliver coaching sessions to pupils ranging in ability from beginners to national champions.
- Manage appropriate fixtures and competitions for pupils, including National and Regional tournaments.
- Be involved in the High Performance Programme (HPP) as appropriate.

Other Requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality, Diversity and Inclusion

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.

**Lacrosse Coach
Person Specification**

| | Essential | Desirable |
|---|------------------|------------------|
| Qualifications | | |
| Good general level of education (to GCSE level or equivalent) | ✓ | |
| Educated to A level standard or equivalent and above | | ✓ |
| Knowledge, Skills and Experience | | |
| Experience of playing lacrosse to a high level | ✓ | |
| Experience of coaching to various age groups and levels | | ✓ |
| Ability to motivate and encourage participation | ✓ | |
| Excellent communication skills, both written and oral | ✓ | |
| Evidence of strong organisational and time management skills | ✓ | |
| Excellent administration skills with attention to detail | ✓ | |
| Personal Attributes | | |
| Good understanding of working in a school and residential environment | ✓ | |
| Ability to work independently as well as part of a team with a flexible and positive approach | ✓ | |
| Ability to communicate effectively with people at all levels with the ability to relate to young people | ✓ | |
| Ability to demonstrate discretion, tact, diplomacy and professionalism | ✓ | |