



Lancing College



Appointment of Football Coach (Bank)

The College

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Headmaster, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.

Football and Sport at Lancing

Lancing has a proud footballing history. It is one of the oldest games played at the College, and one with strong OL links. Lancing has a broad fixture list that includes playing all local rivals as well as matches slightly further afield and against touring and adult teams. Fixtures take place mainly on Saturdays, but midweek games are also evident in the calendar.

The college fields eight senior and six junior teams during the Advent term. As the biggest sports offering at Lancing, football now continues into the Lent Term and there are further footballing opportunities for boys and girls within the co-curricular program between 4pm and 6pm each day. Girl's football is increasing in popularity and is now a major sport taking place in the Lent Term where competitive fixtures take place. There are additional sessions throughout the Advent and Lent Term for girls, and the numbers for football are increasing each year.

The principal team sports are Advent Term - Football (boys), Hockey (girls); Lent Term - Hockey (boys), Netball (girls); Summer Term – Cricket, Tennis, Football (girls) and athletics. A wide range of sports is on offer within our Games/PE and co-curricular programme – Aerobics, Badminton, Basketball, Climbing, Cross-Country, climbing, Eton Fives, Fencing, Golf, Karate, Rugby, Sailing, Shooting, Squash, Swimming, Volleyball and Water Polo.

The Appointment

Lancing College is seeking to appoint an outstanding Football Coach to coach Boys' Football.

We run eighteen teams across five-year groups and are looking for an experienced, knowledgeable, and hard-working coach to continue improving the skills of both boys' and girls' ranging in ages from 13-18 years. We seek to appoint a Lead Coach for the U18 boys' 1st and 2nd XI teams.

We welcome applications from candidates with a high level of experience in both playing and coaching football with a proven track record in coaching across the age and ability range. The successful candidate should be an inspiring, self-motivated, and enthusiastic coach that is able to communicate effectively with pupils and staff alike.

Position: Football Coach (Bank)
Responsible to: Head of Football

Key Tasks and Responsibilities:

- To plan, prepare and deliver coaching sessions in line with Lancing College's Football Coaching Curriculum.
- To ensure that pupils exhibit high standards of discipline and behaviour during all football sessions and matches.
- To lead training sessions for the 1st and 2nd XI football teams, as well as other teams as required.
- To lead or assist an elite team on matchdays (Saturday afternoon, depending on the availability of the candidate).
- To be responsible for maintenance of all equipment.

- To maintain a professional, approachable, and well-presented appearance when representing Lancing College.
- To support the Head of Football in selecting teams, organising fixtures, and posting team sheets.
- To meet with parents who have concerns or questions over matches and football related matters.
- To attend regular meetings with the Head of Football.
- To work closely with the other teaching staff to develop their football knowledge and help them to plan sessions.
- To coaching, according to the educational needs of the pupils assigned to you.
- To always safeguard the pupils' health and safety.
- To undertake all reasonable tasks delegated by the Head of Football.

Skills and Experience

- Possess the following qualifications:
 - Level 3 - UEFA B Licence (essential).
 - FA Youth Award.
- Educated to a minimum of GCSE standard (or equivalent).
- Experience leading in a sporting environment.
- Playing experience and proven success in football coaching, including player development and team performance.
- Experience of working in an Academy environment or within a football club
- An excellent coach able to lead by example and engage pupils with ability to form strong working relationships with pupils, colleagues, and parents.
- Approachable, engaging, and enthusiastic, with the ability to represent the College positively.
- Self-motivated with excellent time management skills with ability to work independently and as part of a team.
- Reliable, highly conscientious, and punctual individual with a warm and professional manner to join our sports team.

Desirable

- Possess Level 4 - UEFA A Licence FA coaching qualification.
- Previous experience of working within a school would be an advantage.

This job description sets out the main duties at the time it was drawn up. Such duties may vary occasionally but without changing the general character of the duties or the level of responsibility entailed, and the candidate will be required to carry out any reasonable requests required by their Line Manager.

Application Procedure:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.org.uk. Please send any emails to recruitment@lancing.org.uk

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of two referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Applications will be reviewed as they are received. Early application is therefore encouraged.

Terms and Conditions:

- The salary for this position is £25.00 to £30.00 per hour (inclusive of holiday pay), depending on the experience and qualifications of the successful candidate.
- This is a zero-hour contract, no hours of work are guaranteed. However, we estimate 6 – 9 hours per week needed. Our core hours of football are Tuesday (Training), Thursday (Training) and Saturday (Matches), 2.00pm – 4.00pm, plus, further hours as required within the Co-Curricular program between 4pm and 6pm each day. Whilst Saturday afternoon availability would be preferred, this is not an essential requirement for the role.
- The post holder will be required to work when the need arises. It is a flexible arrangement to suit both the individual and the College, and the College has no obligation to provide work on a regular basis.
- The School currently operates a Group Personal Pension subject to scheme rules which may vary from time to time. The School shall initially pay a sum equivalent to 5% of your basic Salary into the pension scheme subject to contribution by you of at least 5%. You can alternatively opt to make a contribution of 7.5% and the School will match this. Minimum contributions may vary to reflect the prevailing legislative requirements.
- The employment is subject to a probationary period of six months. During the probationary period, one week's notice will be required on either side. Following probation, the notice period shall be one week or the statutory minimum requirement.

Further Information

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2026. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.