

Teacher of P.E. from September 2019

Thank you for your interest in this post and we look forward to receiving your application.

We are seeking someone with the commitment and enthusiasm to be part of a lively, well-managed and successful team. The staff in the PE department enjoy their work and strive to deliver interesting and stimulating lessons. There is a supportive climate in which there is much co-operation, resulting in detailed schemes of work and excellent resources.

The successful candidate will actively enjoy teaching a variety of sports to pupils across the ability profile. We are seeking a teacher who will be proactive in promoting and running fixtures including rugby, football, athletics, hockey and netball. They will be given full support and will be encouraged to engage in further **professional development**, which we believe will benefit both the individual and the school. We have a strong induction programme, particularly for NQTs who will be part of the Surrey Competency Profile scheme. The successful applicant is likely to be a form tutor. As the school transitioned from being a Local Authority Community School to forming a MAT, a key element was maintaining the full benefit and protection of the **national Pay & Conditions**. Similarly, staff appointed from other academies are not disadvantaged, e.g. by counting service towards sick pay and maternity leave. The school takes a constructive approach towards Performance Management & Appraisal and Pay Progression and offers many opportunities for career development through paid responsibilities.

This document contains information about the department and the person specification. Separately, there are documents:

- overview information about the school including extracts from the January 2019 Ofsted visit letter and information about being a Leadership Partner School
- an introduction to the school, its ethos and approach
- new staff welcome package (including Summaries and extracts from the ‘Investors in People’ Reports in July 2018 and July 2017)
- examples of how staff have joined the school and developed their careers
- a location map for the school

Applicants should submit the Application Form and a letter of application, which should not normally exceed two sides to HR@ashcombe.surrey.sch.uk. A curriculum vitae is not necessary, as all relevant information should be included on the application form or in the letter.

Closing date: 4pm on Wednesday 24th April 2019

Interviews: 30th April 2019 or 1st May 2019

Visit our website www.ashcombe.surrey.sch.uk for information about the school. In particular, if you look at the “About the School” section, there is a range of information including “Information for prospective staff”.

This school/college is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service (DBS)

Candidates selected for interview will be informed by telephone. We do not generally contact candidates who are not shortlisted.

Thank you for taking the time to complete your application.

Current Information on the P.E. Department

Introduction

The school promotes a "Sports for All" philosophy with a clear focus on enthusing as many pupils as possible to enjoy physical activity and achieve success. We are proud of the school's sporting reputation which is recognised by the Government's "Sportsmark Award" and the YST Gold Partner Award for excellent provision of Physical Education and Sport. Current areas of development in the department are ICT, gym and dance and rugby alongside continued development of the new A level and GCSE specifications.

Staffing

The PE Department has five full-time staff all of whom are PE specialists, including some of who also teach in other departments. All staff teach the full age and ability range and can teach up to A-level.

Teachers are assisted by non-specialist members of staff qualified in activities such as hockey, outdoor activities, table-tennis, rugby and volleyball. The school also secures the services of other sports specialists including parents and external coaches.

Facilities

The school enjoys good sporting facilities (shown below), and the list also illustrates the benefits to the local community when not in school use:

- Sportshall (6 badminton courts) South East Regional Centre of Excellence for Volleyball.
- One gymnasium - used in the evenings for fitness groups, basketball and volleyball clubs.
- One school hall (3 badminton courts) - used in the evenings by badminton clubs.
- Four tennis courts - used in the evenings and breaks by a tennis club.
- A cricket square
- Extensive fields used in the Summer by the Sports Development Officer for vacation camps.
- Pitches for football and rugby

Curriculum, Courses and grouping arrangements

Each student experiences an average of 1 hour 30 minutes per week curriculum core Physical Education in Key Stage 3, and 1 hour 10 minutes in Key Stage 4. Both GCSE and A level Sport and Physical Education courses are offered as public examinations. Dance Leaders Award currently takes place as an extra-curricular activity. The teacher in charge of Dance Leaders Award will have time in lieu from curriculum. The course covers choreographic devices, performance skills, appreciation skills, including detailed analysis of set work. The Dept. works very closely with the Personal and Social Education (PSE) Dept. and makes a very significant contribution to its innovative curriculum of 70 minutes/week for each of Years 7-11. Ofsted judged: *"Management has struck a very good balance between enabling pupils to achieve high standards in examinations and provision for their personal development. This is particularly well thought out in a personal, social and health education programme that equips pupils with practical skills, notably in cookery and nutrition, as well as promoting responsibility."*

Year	Course & materials	Lesson allocation*	Grouping
7	KS3 course following schemes of work devised within the department.	2	Mixed – Tutor groups
8		1	Mixed – Tutor groups – single sex groups
9		1+ PSE	Mixed – Tutor groups – single sex groups
10 & 11	KS4 GCSE PE (AQA)	2	(option selection at end KS3 for KS4) - 2 groups on at same time
10 & 11	KS4 Dance Leaders Award	After (2 hrs) School – lunchtime.	One option group
10 & 11	core (for those not doing GCSE)	1 + PSE	Mixed ability groupings
Sixth form	A-level PE (AQA)	L6 4 U6 3	One option group One option group

**out of 20x70 minutes lesson week*

Extra-Curricular Activities

These facilities enable us to offer a broad and balanced variety of activities providing opportunities for students to participate in both competitive and non-competitive sport. There are clubs at lunchtime, with after-school fixtures. We are proud of the many students who opt to take part in these activities and naturally go on to join a local club and often gain representative honours at local, regional and national level. A list of the activities is as follows:

Football	Netball	Hockey	Basketball	Cricket	Swimming
Volleyball	Badminton	Tennis	Gymnastics	Dance	Rounders
Athletics	Rugby	Cross-country	Trampolining	Softball	

In addition to these activities the school holds specific annual sporting events throughout the year including a Swimarathon, a Gym and Dance Performance Evening, an Activities Week and regular House activities such as Sports Day and Games Day.

TEACHER OF PHYSICAL EDUCATION AND PSE (MPS)

PERSON SPECIFICATION

In selecting candidates for interview and eventual selection, the Governors will be looking for teachers with relevant education, experience, job related knowledge, aptitudes and skills, and many of the personal qualities listed below. The Governors welcome applications from teachers who consider that they could meet most if not all of the requirements listed.

EDUCATION / QUALIFICATIONS

- Qualified teacher status
- First degree or equivalent in P.E. or related subject
- Evidence of continuing professional development

EXPERIENCE

- Either successful progress on a PGCE course (or equivalent training scheme) or in a teaching post.
- An excellent record of attendance and punctuality

JOB RELATED KNOWLEDGE, APTITUDE AND SKILLS

The curriculum:

- Commitment to the comprehensive ideal and to the principles and practice of equal opportunities
- The knowledge and vision to put these into practice in order to meet current and future challenges within the P.E. area.
- A keen interest in children as individuals, in how they learn, and in a collaborative approach to learning
- A keen interest in developing International and European links and curricular aspects
- The successful candidate will be fully committed to the vitally important extra-curricular work of the department. A commitment to enthusing and inspiring pupils is essential.

PERSONAL QUALITIES

- Confidence, imagination and drive
- Flexibility and adaptability, especially in the delivery of different subject areas according to the school's needs.
- A sense of humour and perspective
- A capacity for hard work and the ability to manage its pressures
- The ability to be self-critical
- An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues

The successful applicant is likely to be a form tutor.