



CHESSINGTON
SCHOOL



Head of Physical Education and Sport

Everyone valued • Every day an opportunity • Every moment focused on success

Head of Physical Education and Sport

Students at Chessington School love PE and Sport.

This is an excellent opportunity to lead a forward-thinking, well-resourced department that is in a great place following current leadership. We are seeking to appoint a well-qualified, inspiring and ambitious **Head of PE & Sport**. With our exciting new Sixth Form Sports Academy and Sports Scholarship in the lower school, we are looking for someone to continue to grow our school PE, competitive sport and the post 16 academy. Please see our Sixth Form Sports Academy promotional video [HERE](#).

The successful candidate:

- will **champion** all of our young people and lead their department to do so
- is **passionate** about the importance of education, sport and physical activity for all children
- **refuses to accept** that disadvantage or SEND should limit ambition or potential and can inspire this in their team
- is consistently an **excellent practitioner** with a positive work ethic
- is **student centred** and progress focused
- stays **solution based** in their leadership
- is **reflective**, with a constant drive to improve
- is a **versatile** professional who is flexible in their operational and strategic outlook.

Why work at Chessington:

- **Our students are wonderful.** They love the school, their teachers, sport and learning
- £30 million state of the art **modern facilities** in an Ofsted rated 'Good' school
- Fantastic support from line managers and SLT who genuinely **want to see you succeed** and thrive
- Excellent opportunities for career progression and **professional development** in a successful family of schools within the Every Child Every Day Trust
- **A school dedicated to well-being.** Increased length of October Half Term, workload reducing feedback strategies, Free gym membership, onsite childcare and more.

See our pledges attached.

Please see our school video [HERE](#).

Chessington PE department

- Our students experience a broad balanced curriculum of PE with up to 20 different sports taught throughout the year
- Our extra curricular programme includes an array of variety with traditional sports such as football, basketball and cricket and alternative sports such as archery, fencing and cycling

Everyone valued • Every day an opportunity • Every moment focused on success

- We run a number of weekly fixtures and compete at borough, county and national level
- We offer PE at GCSE, BTEC level 2 and BTEC level 3 with aspirations for A level very soon
- Our newly established sixth form includes sports academies in Basketball, Cricket and Football all of whom compete to a high level across the South East. Rugby is set for 2022
- Our sports scholarship scheme ensures that future generations of sportsmen and women are at the top of their game within at least one sport
- Access to state of the art facilities including a 4 badminton court sports hall and full size basketball court, indoor rock climbing facilities, 3 x outdoor 5 a side astro MUGAs, 1 x large concrete MUGA a dance studio and local fields and sports ground use including Chessington & Hook FC and Chessington Cricket Club
- A number of sporting pathways and club links accessible to students.

Here's what our teachers say:

"I have been at this school for 9 years and I love it! It gets better and better each year without losing the supportive and caring environment" **Head of Subject**

I am in my ECT year. The CPD, support and commitment I get has been overwhelming. I made the right choice" **ECT New Teacher**

"This is the best school I have ever worked at" **Deputy Headteacher**

Please see our school pledges [HERE](#).

Application packs are available from our website <http://chessington.kingston.sch.uk/> or **Elsa Harris, Chessington School, Garrison Lane, Chessington, Surrey, KT9 2JS**, email: eharris@chessington.kingston.sch.uk or telephone **020 8974 1156 x 204**. For an informal conversation or to arrange an informal visit to the school prior to the closing date please contact **Anna Griffiths, Assistant Headteacher**.

Closing Date: Thursday 21st April

Interview Date: Following Week

The Governing Body are committed to safeguarding and promoting the welfare of children and young persons and the Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the DBS.

Job Description (Head of Department)

Every moment focused on success

- To ensure every child is happy, healthy and fit as part of our whole school strategy.
- Create a shared vision, communicate it effectively to the team and monitor and evaluate the implementation.
- To lead subject staff and ensure good practice takes place.
- Ensure the subject team implements and follows school policy and procedure and that staff within the subject area are both supported and held to account for implementing School policy and securing high standards in their classrooms.
- Use data to agree appropriate improvement targets with SLT.
- Plan and implement strategies where improvement needs are identified.
- Monitor and assess pupil progress across the subject and address underperformance where necessary.
- Ensure the department is a self-evaluating and self-improving subject area.
- Ensure a wide range of extracurricular opportunities and fixtures.
- Ensure strong academic provision across KS3 & 4

Every day an opportunity

- To ensure the effective day to day management of the curriculum including deployment of staff and resources and making appropriate arrangements for classes in the event of staff absences for effective continuation of pupils' learning.
- To promote and monitor, within the faculty, school policies related to issues of literacy, numeracy and the use of ICT; homework; lesson planning; and matters of health and safety.
- To provide opportunities to raise the profile of PE through extracurricular activities and offsite trips.
- To maintain and expand sporting provision in all areas of the school.
- To contribute to the strategic vision and expansion of the Sixth Form Sports Academy.
- To work with and support local primary schools to ensure Chessington maintains an excellent community and sporting reputation.
- Maintain and create strong partnerships with external sports providers.

Everyone valued

- Set aspirational performance targets and ensure they are consistently referred to and reviewed.
- Provision for both participation and performance in equal measure with an emphasis on both engagement and sporting excellence
- Monitoring of performance and professional development of staff teaching within the faculty, in conjunction with SLT and in line with the QA policy

Everyone valued • Every day an opportunity • Every moment focused on success

- Hold meetings to share good practice.
- Communicate effectively with your team, the school, parents and the wider community in a range of mediums that ensures best practice.
- To support and assist colleagues to ensure that they understand and are actively implementing the key aspects of the School's Learning and Behaviour policy.
- Promote and model restorative approaches.
- Any other reasonable tasks or duties assigned by the headteacher.

Job Description (Teacher)

- 1) Plan, prepare and teach lessons and programmes of study
- 2) Maintain high expectations and standards of learning and behaviour within and beyond the classroom
- 3) Regularly mark students' work, adhering to wider school policy
- 4) Assess and monitor student progress to inform further learning and teaching
- 5) Report progress, as required, to line manager, members of the senior leadership team and parents/carers
- 6) Maintain and develop strong subject and pedagogical knowledge and understanding
- 7) Be aware of pupils' capabilities, their prior knowledge and plan, teach and differentiate appropriately to build on the knowledge and understanding of how pupils learn.
- 8) Have a clear understanding of the needs of all pupils, including those with special educational needs, EAL, disabilities, more able students and be able to use distinctive teaching to engage and support them
- 9) Set inspirational targets and objectives that support students in adopting lifelong learning within sport
- 10) If required, be a form tutor
- 11) To contribute to the school delivery of a PDW curriculum
- 12) Contribute to the extra curricular sports programme with preparedness to run training and teams
- 13) Undertake reasonable duties to support the effective and safe operation of the school
- 14) Continuously engage with training and development opportunities to maintain and develop effectiveness as a teacher
- 15) Maintain high standards of professional and ethical conduct
- 16) Represent the school's positively and professionally in all contact with the wider community
- 17) A shared responsibility with all staff to ensure the health and safety of all members of the school
- 18) Support equal opportunities for all members of the school, regardless of gender, ethnicity, religion, sexuality or disability
- 19) Support and promote the ethos of outstanding inclusive comprehensive education
- 20) Any other reasonable tasks or duties assigned by the headteacher



This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Signed: _____

Personal Specification

Qualifications and Experience	Essential or Desirable	Evidence Source
Qualified Teacher Status	Essential	A
Enthusiasm for PE, and the ability to communicate this enthusiasm to students	Essential	A, I
Experience in the delivery of a wide range of sporting activities	Essential	A, I
Experience in the delivery of GCSE PE	Essential	A, I
Experience in the delivery of Level 3 BTEC Sport	Desirable	A, I
Experience in teaching classes with children of all needs including SEND, PPG, EAL and more able	Desirable	A, I
Coaching qualifications within at least one sport	Desirable	A, I
D1 on driving licence/prepare to drive a minibus	Desirable	A
Knowledge, skills and abilities	Essential or Desirable	Evidence Source
Good academic knowledge and understanding of PE	Essential	A, R, I
Good pedagogical knowledge and understanding of PE, particularly in relation to progress and student outcomes in PE	Essential	A, R, I
Have high expectations of young people including a commitment to ensuring that they can achieve their full potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them	Essential	A, I
Good behaviour management skills	Essential	A, R, I
Effective planning and organisational skills	Essential	A, R, I
Effective written and spoken communication skills	Essential	A
Strong knowledge across an array of sports	Desirable	A, R, I

Personal Qualities	Essential or Desirable	Evidence Source
Awareness of data protection, security and confidentiality and safeguarding	Essential	A, R
An effective team worker	Essential	A, R, I
Professionalism	Essential	A, R, I
Resilience	Essential	A, R
A 'can do' attitude that embraces change	Essential	A, R
A reflective practitioner always seeking to improve performance	Essential	A, R
Commitment to outstanding inclusive comprehensive education	Essential	A
A willingness to offer extra-curricular activities	Essential	A, I
Preparedness to undertake relevant CPD to enhance teaching	Essential	A, I

* Method of Assessment: A = Application Form; I = Interview; R = Reference

The Governing Body are committed to safeguarding and promoting the welfare of children and young persons and the Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the DBS.



expect...

...leadership	...benefits	...culture and ethos	...students & student admin	...learning & feedback
Expect leaders in this school to be dedicated to enhancing the wellbeing of all staff and moving closer to work life balance	Expect a two week October Half Term	Expect a culture of earned autonomy	Expect detentions sensibly run by leaders to minimise administration and ensure time for restorative conversations and for teachers to plan great lessons	Expect a sensible approach to assessment, monitoring and reporting that maximises impact while minimising workload
Expect every member of SLT to teach to spread the load and to stay current	Expect the choice to do lunch duties or not	Expect to be encouraged to have a social life	Expect quick, numeric and effective report writing no more than three times a year	Expect sensible approaches to Year 11 Interventions with only one Trial Exam a year
Expect a sensibly sympathetic leadership team mindful of the demands of life	Expect only one break duty per week usually you are free the next period	Expect a culture where everyone is valued and wants to help	Expect only three external student assessments a year	Expect sensible feedback strategies that reduce workload but increase impact on student progress
Expect sensible performance appraisal, done with you not to you	Expect access to our Nursery and a discount on that place	Expect a school calendar that is produced early, in consultation and completely mindful of work life balance	Expect a school with clear expectations for all students and unwavering support from leaders	Expect a culture of sharing of great resources across classrooms and schools
Expect great ICT support; swiftly	Expect the right amount of time for PPAs and the right amount of time to lead your area	Expect a school email protocol that values your weekends, your individual role and your life outside of school	Expect a Behaviour for Learning strategy that is clear, restorative and effective	Expect lesson observations that are part of a holistic picture of effectiveness and ultimately developmentally focussed
Expect a Trust with a wealth of expertise in all educational areas that you will have the opportunity to experience, develop and train within	Expect a Student Support Officer linked to your year group who doesn't teach with the aim of removing all barriers to learning	Expect an inclusive school, dedicated to Restorative Approaches	Expect systems and software that minimise administration and maximise your time to plan, deliver and assess excellent learning	Expect continuing professional development tailored to your own individual needs and career plan; led by a Trust nationally recognised for its commitment to CPD
Expect an open door from your leadership team where your views as a critical friend are openly welcomed	Honorariums, Retention and Recruitment points for the right candidates	Expect a coaching culture that empowers all staff to take effective control of their work	No written reports	Expect personalised induction and continued support as you start your role with us

...more