



St George's College

W E Y B R I D G E

MISSION STATEMENT

We are an independent Roman Catholic co-educational school which welcomes those of other Christian traditions allowing all to develop their ethical, spiritual and moral values.

We seek to inspire a love of learning and to encourage all to fulfil their aspirations and potential within an atmosphere of mutual respect and compassion.

We strive to promote our Josephite tradition which encourages a strong sense of all belonging to one family which encompasses the wider world.

ST GEORGE'S COLLEGE, WEYBRIDGE



General information for applicants for teaching posts at St George's College.

St George's College is a leading academic independent co-educational Roman Catholic day school in Surrey with some 900 pupils between the ages of 11 and 18.

Location

The College is situated on the outskirts of Weybridge on an attractive 100-acre site on the outskirts of the town. It is conveniently close by to the intersection of the M3 and M25 motorways and just 20 minutes from Heathrow airport. Trains from Weybridge station can take only 35 minutes to reach Waterloo station in London.



The College & Ethos

The Congregation of Josephites founded the College in 1869 and members of the order still support the school today. The College is a Catholic school which welcomes pupils of all Christian denominations. Half the pupils are Roman Catholic and a copy of the School's Mission Statement is included. All Staff must be able to support the Mission Statement.



The College was originally a boys' school with predominantly boarding but the Sixth Form was one of the first to change to co-education in the 1960's and now the whole school is completely co-educational. The College has its own Junior School for over 600 pupils between the ages of 3 and 11 which is one mile away in the middle of Weybridge.



The last 10 years have seen an expansion in the College numbers along with the considerable development of many aspects of the school, most recently a Library Extension with two new state of the art study rooms for use as private study areas for Sixth Form students.



The Henderson Centre was opened in September 2010. This state of the art building provides Sixth Form group and silent study rooms, social space, five History and five Geography classrooms, staff offices and meeting areas.

Within the last few years a new theatre has been created as well as a running track, the first French clay tennis courts at a school in the country, a second astro surface, staff accommodation and a new staff common room.

Academics

There are some 100 teaching staff in the College with an almost equal split of men and women. Some staff live on the campus. Rachel Owens recently became Headmistress, taking over from the previous Headmaster, Joe Peake after 21 years. She and the College are members of HMC and CISC.

The school has a selective entry and is oversubscribed with the majority of children arriving in Year 7 although there is a smaller entry into Year 9. There are usually about 250 students in the 6th Form.

With the benefit of over 130 years' experience of educating children to the highest standard, St George's College is committed to offering an excellent, well-rounded academic education for boys and girls of 11 to 18 years. Virtually all students proceed to university.

In Years 7 and 8 children study core subjects of English, Mathematics, French, Science, History, Geography, Latin, RE, PE, Drama, Art, Music, IT and Design Technology. A choice of a second modern language - Spanish or German - is introduced in the Second Year. In Years 10 and 11 students take 10 GCSEs including six core subjects: English, English Literature, Mathematics, Science (worth two GCSEs), Religious Studies in addition to four option subjects from a wide range, one of which is expected to be a modern foreign language.

A variety of field trips and visits are incorporated into the curriculum to broaden students' awareness of the world in which they live. For example, the College had 12 different school trips taking place over the Easter vacation in 2016. In addition, regular excursions to theatres, museums and galleries are scheduled throughout the year.

Results

In 2016, 49.4% of results were A*/A at A2.

3 students received offers at Oxbridge.

At GCSE, 67.4% of grades were A*/A grades.



Extra Curricular

Extra-curricular excellence is an important feature at St George's with distinct strength in music and drama, together with sport to international level. The College provides a wide range of more than 50 stimulating clubs and activities which complement the academic curriculum.

There is wide range of sports available and the main sports include boys' hockey, girls' hockey, rugby, netball, cricket, golf, rounders, rowing and tennis.

There are flourishing music and drama departments. In 2012 the College Choir became the first school ever to win both the BBC and the Barnado's National School Choir competitions. The Choir was also in the finals of the National School Choir competition in 2015.

All teachers are required to participate in the extra-curricular activities programme and/or participate in games outside formal curriculum time. These are contributions equivalent to a weekly Saturday games session (currently an average of at least four hours per week). The School has a House system and all staff are members of a House and expected to support its activities.

Working in the Community

The Josephite traditions of the school encourage a strong sense of family where all students are valued and encouraged to fulfil their potential in an atmosphere of mutual respect and compassion. This atmosphere aims to reach out to all families, Old Georgians, the local community and the wider world. Our Teachers are expected to show commitment to these traditions and to participate where possible, in the charities which St George's supports.

The College is principally active in its fundraising for schools in the Democratic Republic of Congo with 6th Form events as well as a 'Mufti Day' for the whole school each term.

In addition to this, Years 7-11 make weekly visits to St Augustine's residential home in the local area as part of the SVP programme, where they gain a great deal from their discussions with the residents.

The Sixth Form is extremely focused upon its work within the community including the Kennedy Club for adults with severe learning difficulties from the local community. Every Easter the College sends around fifteen to twenty students



to Lourdes, with the College Chaplain and a number of special guests, all with some form of disability. Each student, along with a few others is entrusted with the care and well-being of a guest, effectively becoming a surrogate parent for a week

New Staff and Induction

There is strong support for new teaching staff with an extensive induction programme. Newly appointed staff are encouraged to visit in the Summer Term to receive training and guidance from the Head of Department prior to the beginning of their employment. In addition, the College offers support and on-going training for newly qualified teaching staff lead by Mr Dan Wright, Deputy Head (Staff) who is responsible for the welfare of new staff. There is an active and social Common Room committee and a broad range of teaching staff, many who have depth of experience and knowledge of St George's from several years with us. QTS induction is facilitated.

All the teaching staff receive excellent support from administrative staff: the Bursar directs some 120 College employees including administration, IT, finance and catering.

All staff are offered access to administrative support and may be provided with laptops. The majority of classrooms have desk tops and interactive whiteboards. The annual appraisal scheme encourages staff to develop their careers and supports them in identifying training or study to assist in their development as teachers.

Single accommodation is on site. Two modern buildings provide attractive and popular facilities including a living room, bathroom, kitchen and bedroom in each flat. The occupancy of these flats requires no further commitment from teachers. This is particularly popular with staff at the start of their careers because the rents are heavily subsidised at this point.

Future Plans

In 2019 St George's will celebrate its 150th Anniversary. As we look to the future, the Board of Governors is planning to mark this special anniversary with an exciting new architectural development for the College. It's a development that will transform our current sports facilities and leave a lasting legacy for both current and future generations of Georgians.

The planned activity centre will be the first phase in our long term Master Plan for the next 10-20 years and we are asking the whole Georgian Family to be involved in the plans.



St George's employs personnel who are best qualified for the post without any discrimination in favour or race, colour, gender or national origin. Successful applicants must undergo child protection screening, including checks with past employers and the CRB. We will assess the suitability of candidates to work with children and address any anomalies there may be in applications.



DIRECTOR OF SPORT AT ST GEORGE'S COLLEGE, WEYBRIDGE

JOB DESCRIPTION

The Director of Sport is responsible to the Deputy Head Academic for the delivery of all aspects of curriculum and to the Deputy Head Pastoral for non-curriculum sport, games and physical education and outdoor education. The team of staff include all full time staff, full-time and part-time coaches along with those individuals whom we employ to enrich the extra-curricular sports programme.

The main elements of the post may be considered under the following headings:

Management and Leadership

- To line-manage and provide leadership for all the staff within the department, and to ensure that a clear management structure operates within the department.
- To ensure the highest possible standards of teaching and learning are maintained throughout the department.
- To delegate responsibility as appropriate and relative to posts held within the department.
- To represent and promote College sport within the school, at external events and through the media.
- To develop the College's national profile for sport.
- To maintain a constantly evolving strategy for the development of College sport, articulated in the school and department development plans.
- To review, on a periodic basis, the effectiveness of present provision — our strengths, resources and the implementation of our policies.
- To oversee and be responsible for, through the specialist staff, all elements of health and safety.

Personal Teaching Responsibilities

The Director of Sport will be closely involved with the student body and play a substantial part in the implementation of our programmes. In particular, he/she will:

- Be involved each term in the major sports we offer, during curriculum time and in the running of teams.
- Contribute to the delivery of Physical Education lessons

Curriculum and Policies

The Director of Sport will:

- Promote the 'Sport for All' policy within the College
- Without endangering the above, strive to attain national levels of attainment in our major sports
- Create balance and breadth of provision and eschew elitism
- Ensure the existence and implementation of clear programmes of study for Games/PE

Administration

The Director of Sport will oversee all matters of administration relating to sport within the College, including:

- The management of capital expenditure and the annual budget
- Recording, reporting and assessment
- Supervision of equipment and furnishings
- Medical Provision

Staff Development

As part of all Heads of Department's remit, the Director of Sport will be responsible for:

- Working with the D H Staff in evaluating applications from the Sports department for the SGWA and for monitoring the performance of staff in receipt of that additional Allowance.
- The effective implementation of Performance Management
- Providing opportunities for professional development
- Reviewing and amending job descriptions
- Overseeing trainee teachers in the department

Communication

The Director of Sport needs to work and liaise with a range of people such as:

- With the department, including programmed meetings.
- With the Deputy Head Academic and Assistant Heads Reporting and Timetabling
- With the Deputy on staffing issues
- With the Bursarial team on facilities issues
- With external agencies and partners including schools
- With parents and students on individual matters
- With Heads of Departments, including HoDs' meetings

DIRECTOR OF SPORT AT ST GEORGE'S COLLEGE, WEYBRIDGE

PERSON SPECIFICATION

The Director of Sport will bring the following to the post:

School Ethos:	Empathy and support for our Roman Catholic school.
Personal:	<p>An overwhelming desire to see the highest possible standards attained in school sport being aware of the needs of all.</p> <p>An approachable team person.</p> <p>Possessing the intellectual and emotional skills to fulfill a range of objectives whilst developing confident and successful relationships with staff, students and parents.</p>
Qualifications:	A good degree with relevant coaching qualifications.
Experience:	<p>A proven track record within schools having demonstrated excellent teaching skills.</p> <p>Accomplishment in one or more of the major College sports.</p> <p>A familiarity with the relevant curricula.</p>
Leadership:	The ability to lead a large team with a clear vision for the development of College sport.
Communication:	<p>An ability to work with a large range of people.</p> <p>A background of successful teaching and coaching with children.</p> <p>Good verbal, written and ICT skills.</p> <p>An ability to build confident and successful relationships with the parental body.</p>
Organisational:	An ability to meet deadlines, organise human and physical resources

THE GAMES AND PE DEPARTMENT AT ST GEORGE'S COLLEGE, WEYBRIDGE

St George's College is seeking to appoint a Director of Sport. The successful applicant will lead a PE Department presently comprising of nine PE specialists and calling upon the assistance of about 20 other members of staff and specialist coaches (15 specialist coaches as well as members of the common room). The Department stresses all aspects of good practice in physical education. The College has a national reputation for sport with national titles being won in recent years in hockey (both boys and girls), rowing and tennis and much success in rugby, netball, athletics and cricket. Expectations are high and the College is very proud of its sporting traditions.

A Job Description and a Person Specification are available for the post. For applicants without Head of Department experience, a generic description of a Head of Department's role for an academic department might also be useful. The following describes some of the present systems:

All the students from Year 7 to 11 receive both a Physical Education lesson and have a games session per week. The Sixth Form receive one Games afternoon. PE lessons generally follow the National Curriculum; five week blocks of activities are taught stressing the acquisition of skills through structured small sided games.

The PE programme for the students includes strength and conditioning, gymnastics, dance, athletics, football, basketball, volleyball, handball, Paralympic sports, health related fitness, softball, badminton, tennis, trampolining and leadership activities.

During Games lessons students are allowed to concentrate upon the major sport of the term, which for girls is hockey, netball, tennis, cricket and rowing and for boys is rugby, hockey, tennis, cricket and rowing. In all these sports fixtures against opposing schools are arranged. Non-specialist staff coach and officiate teams with a large input from the Physical Education Department. Both A and B teams, plus C and D at U12/U13, have regular compulsory after school practices and matches on Saturdays in which the PE Department always has a major input assisted by members of the Common Room. In the Sixth Form students may also play football, indoor hockey, rounders or take part in yoga, pilates or train at the gym.

Sports Scholarships are offered at 11+, 13+ and 16+. All sport scholars follow a specialist programme of lectures and workshops, and attend a strength and conditioning facility off-site once a week. All members of the PE department act as mentors to a number of scholars each.

The facilities at the College are outstanding and comprise the following: Sports Hall (with five badminton courts, two indoor cricket nets and two basketball courts), The Woburn Gymnasium (with trampolines and gymnastics equipment), an athletics track, an indoor Tennis Centre (four courts), two floodlit astro turfs, fitness training rooms, an extensive Boat Club on the Thames, six artificial cricket nets, three grass, three French clay and seven hard tennis courts (floodlit) and five netball courts.

To celebrate the College's 150th Anniversary in 2019, there will be an inspirational new Activity Centre which will include a new sports hall, multiple studios, a fitness suite and climbing wall.

APPOINTMENT PROCEDURE

A completed Application Form, CV and a brief covering letter, together with the details of two referees should be forwarded to the Head's P.A. at St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS. The closing date for application is **12 noon on Monday 5 December** and short listed candidates are likely to be invited for interview very shortly after this date. St George's employs personnel who are best qualified for the post without any discrimination in favour of race, colour, gender or national origin. All staff must be able to support the Mission Statement of the school.

CONDITIONS OF SERVICE

The Salary will be dependent upon experience and qualifications.

The College participates in the Teacher's Superannuation Scheme.

The College adheres to the current statutory requirements for retirement procedures.