



LONDON BOROUGH OF TOWER HAMLETS
St Paul's Way Trust School

JOB DESCRIPTION			
Post Title:	Director of Sport	Grade:	Inner London Pay Spine Range: L8-12
Department:	Physical Education	Date:	Required for September 2018 or sooner
Responsible to: Deputy Headteacher / Director of Learning / Primary Phase Headteacher			

INTRODUCTION

In addition to the duties covered by the School Teacher's Pay and Conditions Document, as a key member of the school's senior middle leadership team, the Director of Sport will have a key role in strategic leadership and development, formulating policy and monitoring key aspects of our pastoral and/or academic provision.

The following are generic responsibilities of the post:

1. Basic principles

- To establish sport at the heart of the SPWT graduate curriculum across the through school.
- To open up opportunities for SPWT graduates to develop lifelong personal and academic enrichment from and through sport.
- To contribute to and lead aspects of the School Development Plan as required.
- To develop, monitor and implement school policies around PE and sporting participation as required.
- To act as a behavioural role model to staff and students.
- To actively work to engage parents and carers in all aspects of their child's learning in PE and sport.
- To promote the sporting success and participation through leading assemblies.
- To ensure accountability through regular reviews of progress and monitoring.
- To provide support and challenge to all staff in the PE team.
- To ensure that SPWT School policy and practice reflects a commitment to equal opportunities and inclusion.
- To ensure that procedures for safeguarding children are in place and followed by all staff.

2. Learning and Teaching

- To act as a lead professional in the classroom promoting the highest standards of learning.
- To coach and mentor staff and students to become more effective learners, teachers and leaders.
- To promote the highest standards throughout the organisation and to challenge underachievement in all its forms.
- To promote high expectations from and towards all members of the school community.
- To support the Faculty team in developing high quality schemes of work to develop a strong PE and sporting curriculum for all.
- To stretch and challenge the most able learners and gifted athletes.
- To work with the School of Education to establish the links between sporting participation and outstanding academic progress, and to establish these links at the heart of pedagogy across the Foundation Trust.

3. Working with Others

- As a senior member of the school's middle leadership team, to contribute to building and maintaining a culture of high expectations and achievement.
- To advise and liaise with members of the Governing Body as appropriate and ensure that they have an accurate understanding of the impact of your work within the school.
- To work with our broader community to promote St Paul's Way Foundation Trust.

4. Raising aspirations

- To agree challenging targets for achievement in PE ensuring that these are reviewed systematically and regularly through improvement plans.
- To ensure that underachieving students and those not yet included in extra-curricular sporting provision are supported appropriately.

5. Effective use of staff and resources

- To manage a delegated budget and produce financial management plans as appropriate.
- To have a lead responsibility for the recruitment, retention and deployment of staff within the teams that you line manage.

Director of Sport

Specific Duties:

1. Sport & health provision for all students

- To work in partnership with the school, Trust Partners and other stakeholders to deliver shared objectives.
- To report on project progress to SLT and Governors and to be accountable to school Governors for project delivery and outcomes.
- To lead the PE team working in the school, including external coaches and those working with the school on developing specific projects.
- To develop an engaging and diverse sporting curriculum for all students at SPWT, which enhances significantly the SPWT Graduate curriculum offer.
- To develop and lead on a comprehensive programme that enhances and improves student health.

- To work with external and internal partners to design a range of programmes to help reduce student obesity and monitor the impact that the programmes have.
- To research, develop and lead programmes that improve the mental resilience of students
- To oversee the development of community based sporting endeavours, linked enterprises linked with the school and across SPWT and its partner schools and organisations.
- To manage the PE budget and to be responsible for periodic financial reporting and progress updates to SLT and Governors.
- To develop an annual programme of sporting events, planned and delivered to a high standard across a wide variety of disciplines providing access for all students.

2. Extra-curricular sporting provision

- To develop a strategic plan for the development of PE and sport in the school under the SPWT Graduate themes.
- To structure support for the development of outstanding athletes across a wide range of disciplines.
- To ensure that there are suitable representatives at all ages from SPWT participating and succeeding in a wide range of local and national competitions across a variety of disciplines.
- To lead and manage the work of volunteers and paid staff to foster opportunities for sporting participation outside of school hours.
- To develop broad understanding among staff and students of PE and sport as it relates to personal and spiritual development, and its important role in different cultures and religions.
- To build strong network of sporting partners to support the development of sporting based activity across the school.

In addition to the above, specific responsibilities, the post holder will carry out any other reasonable duties relevant to the role as directed by the Head teacher.

This Job Description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

EQUAL OPPORTUNITIES STATEMENT

Adhere to the Council's Equal Opportunities policies and ensure anti-discriminatory practice within the service area.

COMMENSURATE STATEMENT

Undertake any other reasonable duties commensurate with the grade as determined by the manager.

CHILD PROTECTION

To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the school and the local authority.

Signed _____ Date _____
Postholder

Signed _____ Date _____
Headteacher

St Paul's Way Trust School

Person Specification

Director of Sport

Education, Qualifications & Experience	<ol style="list-style-type: none"> 1. Graduate with qualified teacher status. 2. Minimum of five years teaching experience, at primary or secondary phase. 3. Recent appropriate Continuous Professional Development. 4. Experience of successfully leading an aspect of school improvement. 5. Experience of closely monitoring and raising achievement. 6. Experience of leading a team.
Knowledge, Skills & Understanding	<ol style="list-style-type: none"> 1. Has the knowledge and understanding of current and national issues in relation to student development, progress and raising attainment, including the National Curriculum, Ofsted frameworks, SEN Code of Practice. 2. Good knowledge of curriculum design and implementation. 3. Knowledge of tracking and target setting to raise attainment at individual student, cohort and whole-school level. 4. Ability to analyse data, present findings and implement improvements. 5. Ability to communicate effectively, both orally and in writing with a range of audiences. 6. Ability to make sound and informed judgements on the quality of teaching & learning observed, giving quality feedback using a coaching model. 7. Proven administrative and organisational skills. 8. Proven ability to motivate and inspire students and colleagues 9. An ability to continuously develop the pastoral, career, and university progression of our students 10. Experience in helping young people to overcome the personal, motivational, and academic challenges involved in school life.
Professional Expertise	<ol style="list-style-type: none"> 1. Outstanding classroom practitioner at any Key Stage. 2. Experience of school self evaluation and development planning procedures.

Monitoring, Evaluation & Review and Accountability	<ol style="list-style-type: none"> 1. Has the skills and aptitude to lead and manage a diverse team 2. Ability to monitor performance (student, curricular, faculty, pastoral). 3. Is able to evaluate and review progress and evaluate and implement change as necessary.
Other Professional Requirements	<ol style="list-style-type: none"> 1. A willingness to initiate and participate in both cross curricular and extra curricular activities 2. Has the ability to work with parents, external agencies and the wider community. 3. Determination to promote a culture that celebrates success. 4. Leads by example, setting high standards of punctuality, dress and conduct. 5. Clarity of thought and vision with proven ability to finish a task. 6. Desire to develop professionally beyond this post.