

Wycliffe College

Director of Sport

January 2018





THE COLLEGE

Wycliffe is a thriving Day and Boarding College school for boys and girls aged from 2 to 18, set within the heart of the Cotswolds. The College has excellent links to London both by road and rail and is close to the amenities offered in Cheltenham, Bristol and Bath. The 52 acre site comprises three main parts: the Senior School, the Prep School (only 300 metres away) and the Berryfield (the main sports ground two minutes from the Senior School site across a residential road).

THE SENIOR SCHOOL

With a focus on individual learning as the route to success, Wycliffe is committed to helping all pupils achieve their own academic potential. We offer a very broad curriculum, mixing traditional and modern programmes of study. Free from the strictures of Key Stage 3 National Curriculum and SATs, our Year 9 studies offer exposure to a range of subjects before GCSE choices have to be made. There is a wide range of both GCSE and A levels on offer, including A Levels in Film Studies, Psychology and Japanese and BTEC National Diplomas in Sport, Media Studies and Travel and Tourism and the option of an Extended Project Qualification. Preparation for Oxford and Cambridge entrance is offered and SAT preparation for those wishing to undertake studies in the US. The College has an excellent reputation for supporting pupils with Special Educational Needs and holds CReSTeD accreditation which it is in the process of renewing.

The division of the Senior School into Houses makes a high level of personal and pastoral care possible. There are eight Houses, (three for boys, three for girls and two mixed) all offering exceptional facilities for study and. All Day pupils have dedicated study areas in Houses and are completely involved in the House activities.

Housemasters and Housemistresses and their families live in the boarding houses and are assisted by a Resident Assistant and then additional Tutors, appointed from the teaching staff. Pastoral care is not an added or optional extra; it is integrated, essential and taken very seriously. The systems we have developed to

look after pupils' wellbeing are set firmly in place to ensure any pupil joining the College is well cared for and monitored throughout his or her education. The Chaplain regularly visits the Houses as part of our programme of pastoral care and services are planned carefully so that there really is 'something for everybody', no matter what their views or spiritual standpoint.



Whether it is on stage, in the choir, on the sports field, up a mountain or on a river, Wycliffe aims to give every pupil the opportunity to pursue an interest outside of the classroom. Wycliffe's sport and physical education programme gives pupils opportunities to develop their talents and skills and to enjoy sport as a member of a team, as individuals or for recreation. The College recognises and supports gifted sports players through the Wycliffe Advanced Sports and Performance Programme. Alongside GCSE and A level Music courses, music-making generally is of a high standard with an extensive programme of formal and informal concerts for the various school groups which include Chapel Choir, Orchestra, Concert Band, Jazz Band and String Group. There is a purpose-built Music School. Wycliffe has its own Youth Theatre, integrated Drama Club and hosts annual House and College productions as well as running regular theatre trips. The Sibly Hall is able to stage whole school productions which are of a very professional standard. Wycliffe's vibrant CCF contingent offers significant developmental opportunities through the use of military-orientated activity and adventurous training whilst the Duke of Edinburgh award is offered at Bronze, Silver and Gold levels by an experienced and enthusiastic team of staff.



In terms of facilities, the Library is situated at the heart of the College and is a haven for independent learning. Pupils have access to a suite of PCs and a range of other regularly updated material. These reflect changes in the curriculum, inform on current affairs as well as indulge pupils' interests. The Library offers an atmosphere conducive to private study. There is a well-developed ICT plan to make sure Wycliffe keeps fully up to speed with the latest developments in ICT by incorporating the use of iPads in our teaching. Each department has an iPad champion to ensure the best use of new technology in our teaching. The College's wonderful sports facilities include a floodlit Astroturf, Squash Courts, a modern purpose built sports hall with two full-sized Basketball Courts, Rugby and Cricket pitches and a fully equipped gym. All the Science laboratories have quite recently been refurbished to a very high standard to provide lecture theatres and state of the art equipment.



THE PREP SCHOOL

Wycliffe Preparatory School educates boys and girls aged two to thirteen. Founded in 1928 as a Preparatory School to Wycliffe College the school aims to provide an all-round education with an emphasis on creating an environment where they are safe and happy. Children may board from Year 3 with both full-time and flexi-boarding offered. There is a full weekend programme, with regular trips and activities. The curriculum offers in each subject the best rigour and challenge to develop each pupil for the next stage of their education. Based largely on the National Curriculum pupils are given a firm foundation preparing them for the early stages of GCSE. Everyone is encouraged to do their best. Highly committed to the development of individual strengths and talents and we are active in finding out where these lie in our pupils. The College's CReSTeD accreditation recognises the way we develop the skills of our pupils with specific learning difficulties.



Music is taught from Reception upwards by subject specialists and pupils have the opportunity to learn to play a musical instrument from Year 1. Learning fundamental musical skills is on the curriculum for all. Working closely with the Music Department the Drama Department encourages self-expression offering several staged musicals a year and building self-esteem, confidence, empathy, tolerance, communication and cooperation. PE provision at Wycliffe Preparatory is complemented and supplemented by the Games programme. Pupils interact in groups and in team



situations, encouraging co-operation, competition and tolerance while at the same time promoting self-respect and respect for others. We aim to ensure that enjoyment is an important element in sporting activities through variety, progression and interest in the work covered.

Wycliffe Preparatory School has outstanding facilities including Tennis courts, Astroturf and extensive games pitches. On site there is a fantastic Studio Theatre, a small gymnasium and an indoor swimming pool. We have frequent access to the Sports Centre at the Senior School and encourage the children to use these facilities for Badminton, Squash, Basketball and Cricket. For Lower Prep pupils there is also the Donald Clark Adventure Playground. A very recent development for the Prep School includes eight classrooms equipped with touchscreen boards, and class sets of iPads. An exceptional, state-of-the-art classroom block (intended mainly for Year 7 and 8 pupils), Etheridge Hall, was opened during 2015.



Wycliffe Nursery sits within the grounds of the Prep School and has full access to the school's facilities and play areas. The Nursery takes children aged two to four years; they enjoy being part of the wider Wycliffe community and take part in school assemblies, plays and many other activities.

For further information about the College please visit www.wycliffe.co.uk.

OPPORTUNITY

Nick Gregory, the Head, has worked with the Council of Trustees to agree their vision and the strategic priorities for Wycliffe over the coming years. It is therefore a hugely exciting time to join the College, at a point at which there is a real sense of momentum in a drive to ensure that the Wycliffe offering is the best it can be, across all aspects of the College's operations.

THE ROLE

Sport plays a centrally-important role in a Wycliffe education and, indeed, is often cited by parents and pupils as a reason for having selected the school in the first place and then, subsequently, for feeling able to recommend the school to others once a child is here and thriving. As a result, this role is of fundamental, strategic significance to the future success of the College and the opportunity becomes available due to the current post-holder (Mr. Andy Naish) being appointed as Housemaster of our largest boys' boarding house for September 2018.

The specific details of what will be expected of the successful candidate are set down in the Job Description which follows. Nevertheless, candidates are asked to be aware that the College's 'major sports' are Rugby (Autumn), Football (Spring) and Cricket (Summer) for Boys and Hockey (Autumn), Netball (Spring) and Rounders (Summer) for Girls. This tells only a partial story, however, with Tennis, Golf and Athletics all featuring prominently in the Summer Term, Basketball one of the College's strongest team sports during the Spring Term, Cross Country seeing numerous county, regional and national successes each Autumn Term and - especially - dedicated and focused programmes for Rowing and Squash operating all-year-round at a very high level. In addition, Wycliffe pupils achieve individual and team successes in a number of other areas and appropriate support and provision is put in place for this: currently in the school this includes pupils seeking regional and national recognition in Cycling, Equestrian (including Polo), Biathle, Swimming, Modern Pentathlon (including the school having a strong Fencing team in its own right), Shooting, Sailing and Fencing. Lastly, a number of other sports and activities (e.g., Yoga, Zumba, Badminton, Table Tennis etc.) are offered at a 'recreational' level to seek to ensure that every member of the school participates in something (and ideally a number of things) that they enjoy and from which they gain benefit.



JOB DESCRIPTION

Reporting to the Head of the College, the Director of Sport will provide leadership and development of all areas of Wycliffe Sport: strategy, ethos, coaching, operations, fixtures, facilities, etc.

General:

- Show an understanding, day-in day-out, that this role covers both Prep and also Senior Schools - make this a key feature of strategy for Sport and harness this as an 'advantage' to Wycliffe.
- Develop and then promote and 'model' a suitable ethos for the College in terms of how pupils, staff and - where possible - parents approach Wycliffe Sport (e.g., appearance; conduct; team selection; response to 'triumph' and/or 'disaster').
- Enhance Wycliffe's local, regional and national reputation for Sport: this will include maintaining and developing links with the surrounding community and external sporting bodies and encouraging links with local schools (both Primary and Secondary) with a view to fostering positive, mutually-beneficial relationships.
- Engage all pupils appropriately in Sport and/or other recreational activities, taking care to balance focus between 'performance' against 'participation' of as many pupils as possible.
- Try to ensure that every pupil (regardless of ability) develops his or her personal physical capabilities and fitness and a lifelong enthusiasm for sporting activity.
- Oversee and co-ordinate the 'outside-of-school' involvement of some of our elite sportspeople (especially those who are Boarding pupils).
- Work with members of the College Leadership Team to recruit 'scholarship-quality' pupils at Year 7, Year 9 and Year 12 entry points.
- Teach/coach personally as required by the College and/or according to personal strengths/capabilities.
- Manage carefully and rigorously the relevant financial budget(s) allocated to Sport, working closely with the Director of Finance and Operations.
- Draw up short, medium and long term plans for the development and improvement of Wycliffe Sport and then implement them effectively, monitoring and measuring their impact along the way.
- Undertake any other key tasks which the Head may reasonably assign

Leadership and Management

- Line manage the Heads of Boys' and Girls' Games in both Prep and Senior Schools and the Director of Squash and Head of Rowing.
- Have overall responsibility for the management and co-ordination of all staffing and management of Sport.
- Be responsible for the appointment of non-teaching coaches.
- Work closely and appropriately with the College's HR function to ensure all relevant policies and regulations are complied with.
- Work with administrative staff to provide information requested by them for the efficient management of Wycliffe's financial and other administrative purposes to support the effective pursuit of Wycliffe's educational and pastoral goals
- Ensure appropriate training and development (external and internal) is provided to all who are teaching and coaching Sport.
- Liaise positively with the Head of Grounds and Gardens (and the Estates Bursar) to improve the facilities and the premises in place for Sport.



PERSON SPECIFICATION

The Person Specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

	REQUIREMENT: E - Essential D - Desirable	MEASURED BY: A - Application Form/References B - Lesson Observation C - Interview D - Presentation
KNOWLEDGE AND EXPERIENCE:		
<ul style="list-style-type: none"> Experience as a middle manager (and ideally as a senior manager) within a sport-related environment. A demonstrable track record of implementing 'change programmes' or 'improvement programmes'. Experience of coaching and/or teaching children. An extensive knowledge of the Sport and Leisure industry. Experience of working with National Governing Bodies of Sport and/or similar organisations. 	E D D D D	A,C A,C,D A,B,C A,C A,C



SKILLS (THE ABILITY TO):		
<ul style="list-style-type: none"> Excellent team leadership skills with the ability to manage and inspire others. High level communication skills. An ability to take direction as well as to direct. An exceptional commitment to the development of Sport. 	E	A,C
	E	A,C,D
	E	C
	E	A,C,D
QUALIFICATIONS:		
<ul style="list-style-type: none"> High level First Aid qualifications Honours degree in a relevant discipline Appropriate coaching qualifications (e.g., Level 3 or higher) in at least one of our main sports. 	D	A
	D	A
	D	A

TERMS OF APPOINTMENT

This is a senior appointment and remuneration will be negotiated with the preferred candidate.

Appropriate accommodation might be provided for an exceptional candidate for at least the first year in post.

Other benefits available to staff include:

- contributory pension scheme
- reduction in school fees (60% for Senior School, 40% for Prep School, 25% for Nursery)
- cycle to work scheme
- childcare voucher scheme
- free meals during school term-time
- free use of gym, sports facilities and swimming pool
- training and development opportunities
- free on-site parking
- subsidised coffee-shop

HOW TO APPLY

Send a completed application form together with a covering letter to HR@wycliffe.co.uk or by post to:-

HR Department
Wycliffe College
32 Regent Street
Stonehouse
Gloucestershire
GL10 2AD

Closing date for receipt of completed applications is 12 noon on Tuesday 23rd January 2018.

First Round interviews will be held on Thursday 1st February with Final Round interviews being held on Wednesday 21st February.

SAFER RECRUITMENT STATEMENT

Wycliffe is committed to safeguarding and promoting the welfare of children and young people and an enhanced DBS check is required before any appointment is confirmed. We are an equal opportunities employer.