

# Director of Sport

Required from September 2018

With Sport being an integral part of both our curricular and extra-curricular offer, and with results improving in all disciplines, John Lyon is seeking to appoint a passionate and dynamic Director of Sport to lead this highly successful area of School life and take it to the next level. This is an excellent opportunity for an experienced, engaging and driven teacher to take responsibility for all Sport throughout the School.

Competitive salary offered, above that of the maintained sector. A willingness to contribute to the extracurricular life of the School is essential.

For further information or to apply for the role please refer to the School website where a job description, person specification and application form can be found.

<http://www.johnlyon.org/information.aspx?SubCatID=53>

Completed applications should be returned to [Recruitment.Academic@JohnLyon.org](mailto:Recruitment.Academic@JohnLyon.org)

Please be aware that CV's alone will not be accepted.

Applications will be assessed in order of receipt and interviews may occur at any stage after applications are received. Please apply as soon as possible.

**Closing date for applications: 9:00am on Thursday 15<sup>th</sup> March 2018.**

The School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

The John Lyon School is an equal opportunity employer.

# DIRECTOR OF SPORT

## JOB DESCRIPTION

*Reports to: Deputy Head*

## ABOUT JOHN LYON

Founded in 1876 as an Independent day school for local boys, John Lyon is one of the top independent day schools for boys in the UK. We pride ourselves on our broad yet balanced curriculum and ability to tailor an education to meet the individual needs of our students. Our ethos is to treat every boy as an individual, strive for academic excellence and provide outstanding pastoral care whilst offering a broad range of opportunities outside of the classroom. The School has consistent excellent results with 'value added' at both GCSE and A-Level.

The School campus is spread across six buildings in Harrow-on-the-Hill and is part of John Lyon's Foundation. We have a clear set of values that are vital to our community. These values shape who we are, what we do and how we do it.



AMBITION



EXCELLENCE



INNOVATION



RESOLVE



HERITAGE



COMMUNITY



CREATIVITY



ENQUIRY

## THE DEPARTMENT

The Physical Education & Games Department consists of three full-time teachers (including the Director of Sport), a Sports Assistant, two part-time Sports Coaches, two part-time Swimming Coaches and specialist coaches in Basketball, Tennis, Table Tennis, Judo and Hockey. Several staff are ex-professional sportsmen. A further 12 teaching staff deliver afternoon Games sessions and Extra-Curricular Sport. Boys in years 7-11 have timetabled PE lessons, in addition to dedicated Games afternoons for every year group. Sport plays a prominent role in the Activities and House programmes.

## **SPORTS FACILITIES**

There are excellent facilities for both indoor and outdoor sports.

On the School's main site, our Sports Centre provides a large Sports Hall, a six lane twenty-five metre swimming pool and a modern fitness studio with both resistance and cardio-vascular equipment. There are three new indoor cricket nets in the Sports Hall and, adjoining the Sports Centre, is a two lane indoor Cricket facility, affording the opportunity for coaching cricket all year round. A Practice Pitch hard court area is used for basketball, tennis and five-a-side football.

The 25-acre Sudbury Playing Fields are situated half a mile away, with a highly maintained grass area which includes four full size football pitches, two junior pitches, one specific nine a-side pitch and three large Cricket squares. A state of the art all-weather pitch was completed to enable the School's development of hockey as a major sport and to provide 12 tennis courts. The pavilion has eight team-sized changing rooms each with shower area and a large upstairs room with a balcony area overlooking the whole site. There is also a large indoor Archery facility used extensively by our boys alongside the Bowmen of Harrow.

The John Lyon School has access to additional facilities at Harrow School (situated a short walk away) including an athletics track, tennis courts, squash courts, Astroturf pitches and a golf course.

## **PHYSICAL EDUCATION CURRICULUM**

The Physical Education curriculum consists of individual performance activities and individual and team games. Boys take Swimming, Waterpolo, Dynamic Movement, Net and Wall Games, Basketball and Athletics as their main components, alongside optional Badminton, Volleyball and personal fitness programmes.

During Games the boys are introduced to the fundamentals of invasion games and striking/fielding, through Football, Hockey, Cricket and Tennis. There are also opportunities to take part in Athletics, Cross-Country, Basketball, Waterpolo and Swimming. Senior Games includes a wider choice of sports, including Badminton, Squash, Golf, Table Tennis, Archery, Rock Climbing, Waterpolo, Fitness and other Sports Hall activities.

Predominantly, Football is played in the Autumn Term and Hockey is played in the Spring Term. During the summer pupils have the option of Cricket, Athletics or Tennis. Sports fixtures take place both midweek and on Saturdays.

Senior Football fixtures are played over two terms within the Independent Schools Cup, the National Independent Schools Elgin League, against other independent schools and with other friendly matches. Years 7-10 play Football in the Autumn term, with some cup fixtures occurring in the Spring Term. Hockey became a major sport in September 2017 with all boys in Years 7-10 playing Hockey in the Spring Term. In its first year, over seventy fixtures have been organised and it is anticipated that this programme will grow significantly. The Cricket fixture list is very well established and we play against a number of high performing independent Schools. The School enters the Middlesex Cups at all age groups. We have our own cricket week where the 1<sup>st</sup> XI play against the MCC, Frogs and the Nomads and junior players complete a UK cricket tour.

There is a high commitment to extra-curricular sport in the School with competitive fixtures in Athletics, Volleyball, Cross-Country, Badminton, Tennis, Swimming, Table Tennis and Archery. These sports are also included in a highly competitive inter-House programme which runs alongside musical, dramatic and other competitions, affording all boys the opportunity to play representative sport.

Sports Tours are popular with the Pupils. Recently, Year 7 & 8 had a Hockey tour to Amsterdam, Year 9 & 10 had a combined Cricket and Football tour to South Africa and our senior footballers toured Barcelona and Real Madrid.

The Sports Mentoring Programme was established three years ago to help our busy high performing boys balance School life with their club and School sport and, in 2017, a Health and Fitness Programme was established for all boys from Years 7 to 10; boys are physiologically tested three times a year and this data is then used to inform boys of their progress and to support their sports and fitness programmes.

During the School's Co-Curricular Programme qualifications are offered in Sports Leadership, Lifeguard Training and FA Level 1 Coaching.

The Governors are keen that the School's sporting reputation is strengthened yet further, building on its excellent success to date. Therefore this appointment brings both an opportunity for the new incumbent to progress existing areas of the School's sporting excellence, as well as to develop new ones.

## PRINCIPAL RESPONSIBILITIES

The person appointed will be a dynamic and enthusiastic individual, able to motivate boys and staff alike to ensure maximum participation in the sporting life of the School. The new Director of Sport will be a gifted teacher, innovative thinker and confident leader who will be able to advise on the future direction of the department.

Areas for consideration include:

- The development of a strategy to ensure maximum participation of boys in extra-curricular representative sport where all boys are valued, stretched and challenged to be active;
- The development of links with external agencies, including national and county associations, clubs and sports organisations;
- The selection of appropriate Sixth Form options within and beyond the curriculum;
- Review and build upon schemes of work for both Physical Education and Games to promote the development of boys' skills and understanding of a wide range of sports and to ensure maximum success in public examinations in value added terms;
- Develop further the extensive training programmes for teams in order that success in competitive sport is enhanced;
- The development of the facilities both on site and at the games fields;
- The implementation of courses leading to coaching awards for staff and boys;
- Continue to develop of links with feeder schools.

### **Specific responsibilities include:**

- Planning, implementing and reviewing the PE, Sport and Health curriculum.
- Ensuring that assessment is both regular and thorough and that full records of pupils are kept.
- Overseeing the development and training of staff in the department and supervision of departmental staff.
- Leading regular departmental meetings, minuted to SMT.
- Representing the department within the school in matters relating to the curriculum and management.
- Liaising with other departments in the school.
- Cooperating with senior staff in developing links with feeder schools.
- Liaising with senior staff in matters concerned with discipline and matters relating to the timetable.
- Implementing the ongoing development of the subject area.
- Attend and contribute to Head of Department meetings.
- Provision of extension activities, such as for the Gifted, Able and Talented cohort.
- Providing appropriate support for SEN pupils.
- Bidding for and running the departmental budget.
- Managing the provision of resources.
- Ensuring Health and Safety guidelines are followed.
- Implementing all school policies.
- Contributing to the spiritual, moral, social and cultural development of pupils.

Within these specific responsibilities, the Director of Sport is expected to foster a lively and enthusiastic atmosphere within the department for pupils.

### **ADDITIONAL SPECIFIC RESPONSIBILITIES**

- To oversee the progress and stocking of the Physical Education section of the library, working closely with the librarians over the purchasing of new books;
- To organise trips and activities to enhance the teaching and learning of Physical Education within the school;

### **GENERAL DUTIES**

- To carry out a share of supervisory duties and detentions in accordance with published schedules;
- To participate in appropriate meetings with colleagues and parents relative to the above duties;
- To attend whole School events e.g. Open Days, Speech Day etc.
- To contribute to PSCE programme when required
- To provide cover and examination assistance as required.

The Director of Sport is responsible specifically for the leadership and development of Sport throughout the School, ensuring that each pupil is positively encouraged to develop his potential to the full.

It should be noted that a job description is not an exhaustive list of activities, and employees may be asked to carry out other duties commensurate with the grade of the post. The job description may also be amended to take account of changed circumstances, and employees will be consulted if this is necessary.

# Person Specification For All Teaching Appointments

In making an appointment at the John Lyon we look for the person who, at interview and by virtue of their qualifications, best demonstrates that he/she:

- is suitably qualified for the responsibilities of the post;
- has good interpersonal and communication skills with pupils and colleagues;
- has good listening skills and respect for all pupils;
- has the ability to form relationships and to motivate pupils;
- can demonstrate high standards in the necessary professional competencies required of teachers:
  - subject knowledge and application*
  - classroom management*
  - assessment, recording and reporting students' progress*
  - teaching effectively throughout age and ability range*
- has confidence to lead, inspire and contribute their own ideas and initiatives to the Department;
- is willing to be involved in the wider activities of the School;
- has a commitment to personal and professional development;
- energy, stamina and determination;
- a sense of humour and the ability to remain calm under pressure.

All staff are expected to contribute to the School's extra-curricular activities programme.

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the School's Designated Safeguarding Lead.

This position is subject to an ENHANCED DBS certificate in the event of a successful application. Copies of the School's Code of Conduct and Policy on the Recruitment of Ex-Offenders are available from the Personnel Department.

In accordance with the Health and Safety at Work Act 1974 all employees have a duty to look after their own and others' health and safety.

John Lyon is an Equal Opportunity Employer.

