

**Subject Leader**  
**Physical Education**  
**Application Pack**  
**February 2018**





Dear Applicant

**Subject Leader for Physical Education**

Thank you for expressing an interest in the post of Subject Leader at Lavington School. This is a full time permanent post from September 2018, or earlier if feasible. This is a high achieving school that is imaginative and creative in its approach to teaching and learning and is keen to look for continued and sustained improvement. We benefit from a wonderful rural setting, surrounded by beautiful and historic countryside. The majority of our students live in nearby villages, and thrive in our supportive, positive, nurturing environment, achieving academic excellence for all.

We are fully committed to providing high quality education for children whatever their age. We are at an exciting phase in our development where we are forming the Sarsen multi academy trust with local rural primary schools to provide an all through education system.

We are seeking to appoint a dynamic and committed department leader to lead our highly motivated and successful Physical Education team. He / she should also be an outstanding classroom teacher who will complement our professional, forward-looking and committed staff. He/she will be responsible for academic and behavioural standards across the department. The successful candidate will demonstrate their desire, enthusiasm and outstanding leadership, giving specific examples of this in their current role.

The closing date for applications is **Tuesday 20 February 2018** and interviews will be held on **Thursday 1 March**,

Further information about the school can be found on the school website.

I look forward to receiving your application.

*Sarah Lewis*

Headteacher



Please apply by completing the application form on our website and return, together with a letter outlining why you are interested in, and particularly suited to, the post.

**Please note we do not accept CVs.**

You can send your application to:

[enquiries@lavington.wilts.sch.uk](mailto:enquiries@lavington.wilts.sch.uk)

If you would like to visit the school or if you have any other queries, please email Mandy Coleman, [m.coleman@lavington.wilts.sch.uk](mailto:m.coleman@lavington.wilts.sch.uk)

***This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.***



**Lavington School**  
Learning for Life





Lavington School is situated on the western edge of the village of Market Lavington about six miles south of Devizes, in the heart of rural Wiltshire. It is a mixed comprehensive school and currently has just over 700 students on roll, aged 11 to 16 years. Numbers have grown over the years, and we are likely to remain over-subscribed. We are currently establishing a collaborative sixth form, with our first cohort starting in September 2018.

**Commutable from:**

**Devizes - 5.8 miles**

**Salisbury - 19 miles**

**Chippenham - 16.8 miles**

**Swindon - 25 miles**

**Bristol - 45 miles**

**Bath - 24 miles**

The school enjoys a very good reputation within the community and throughout the county and continues to demonstrate the highest standards of achievement. Much of this success is due to the active partnership of home, school and community, which allows a happy working atmosphere to prevail, where hard work is the expectation. Students are expected to give and receive recognition and respect whatever their individual skills and talents. Our students are recognised as happy and well-motivated, benefiting from excellent care, guidance and support which helps them to thrive. Students embrace opportunities to contribute to the school and develop leadership skills. Our successes in inter-school sport, music and drama and other activities also serve to demonstrate the enthusiasm and commitment of both staff and students at Lavington.

Typically, over 75% of students gain standard passes or above in English and maths at GCSE. In 2017 the P8 score of 0.19, placing us in the top 20% of schools nationally. We provide appropriate challenge and support for all abilities and so we are often recommended for those with Special Educational Needs. Many of our high achieving students are very much sought by sixth forms in the area. In 2017 31% of the cohort achieved 5 A\*/A/7-9 grades. We were inspected in November 2018 and judged as outstanding for behaviour and for leadership, and good for achievement and teaching. Our disadvantaged learners perform the highest of all schools in county.

We have high commitment to professional development and training. Our staff benefit from high quality CPD, both within Lavington and across the West Wilts Alliance, of which we are one of eight schools, with a comprehensive package of training opportunities. Our staff are encouraged and supported to develop their own knowledge and skills to ensure all students, in all classes and in all subjects make the best possible progress.

# Our Vision and Our Values

**Our vision is for students to be happy, healthy and safe and achieve more than they thought possible, at school and beyond.**

At Lavington School we pride ourselves on providing a secure, stable and well-ordered environment based on high educational standards and genuine care and concern for individuals. We work with all students, whatever their ability, to help them achieve their potential. We aim for students to leave Lavington School as aspirational, confident young people, ready to take on new challenges and have a lifelong love of learning. Our students will have resilience and resourcefulness and the wisdom to treat others with respect and courtesy, and this forms the foundation of our ethos.

We are proud of our achievements at Lavington School, but there is always more we can do. By working together, we can shape a positive and successful future for our young people.

## Well-being

We ensure our students have the knowledge and confidence to make positive, safe and aspirational decisions about their lives whilst at school and for their futures.

## Learning

We ensure that our students are active and independent learners, who strive to achieve their best in every learning situation, and will continue to do so throughout their lives.

## Skills

We ensure that students are highly literate and numerate, able to apply their skills and knowledge to new and different situations, to achieve well in school and beyond.

## Progress

We ensure that students fulfil their potential, and are fully prepared and qualified to leave school and move onto the next stage of their lives.

## Our Values

At the heart of this success are the core values that I and the whole school community believe are important:

- excellent teaching by experienced, specialist teachers
- individual care through an excellent pastoral system
- high levels of achievement through a challenging academic curriculum chosen to give students the best life chances
- innovation in all aspects of education
- traditional values of behaviour, appearance and conduct
- developing personal leadership through a wide programme of extra - curricular activities





# Job Description

## The successful candidate will:

- Lead teaching and learning across the department ensuring quality first teaching at all times, including implementing standard operating procedures across the department, providing CPD opportunities for all to bring about rapid and sustained improvement.
- Set up assessment, moderation and tracking systems and frequently monitor the progress of students across the department, ensuring all identified groups and sub cohorts are making good progress.
- Monitor and evaluate the performance of groups and individual students and lead the implementation of intervention strategies for students who are at risk of not reaching their potential.
- Be a proactive member of the subject team, contributing to whole school improvement, including the induction, mentoring, professional review and professional development of all members of the team.
- Set high expectations and secure high standards of behaviour, learning and student outcomes across the department.
- Ensure health and safety policies are adhered to and that risk assessments are in place.
- Celebrate individual and group achievements, setting a positive ethos across the department.
- Coordinate and promote primary school provision
- Coordinate, promote and deliver a wide enrichment programme, including, further development of student leadership.
- Be committed to safeguarding, to ensure policy is followed.
- Lead on curriculum and assessment developments for Physical Education.
- Lead on the enrichment programme within the department.
- Create, implement, monitor and evaluate a department development plan which contributes positively to the achievement of the School Development Plan and which actively involves the team in its design and implementation.
- Lead on self-evaluation for the department, including, but not restricted to, the production of a self-evaluation form, cyclical reviews and student voice activities.
- Be responsible for the management of the department budget to ensure facilities and resources are maintained at a high standard.



This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out above. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are expected to follow the code of conduct and to adhere to whole school policies

*"This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced DBS check before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post."*

**Note:** Lavington School is designated a no smoking workplace. There is an expectation that staff maintain a professional dress code and that ID badges will be worn and will be on show.

# Physical Education Department

Lavington School is at the centre of the community of Market Lavington, with excellent links to partner primary schools and sports clubs.

We are committed to equipping all students with the skills and experiences that will prepare them for life. The school sits in mature grounds on the edge of Salisbury plain, providing an attractive and rural setting in which students can thrive.

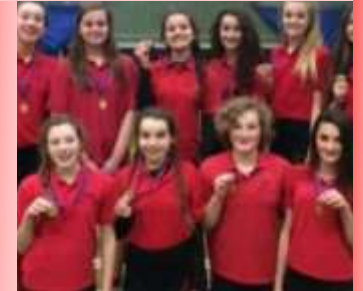
In the Physical Education department we have:

- an enthusiastic and supportive team
- well equipped facilities and the use of classrooms with a variety of interactive facilities, including four netball courts, large sports field and a sports hall
- attainment above average
- hard working students with a sense of pride for their school
- a broad ranging curriculum to enhance teaching and learning
- key Stage 3 students have 150 minutes of PE per week
- key Stage 4 students have 100 minutes of PE per week
- we offer GCSE Edexcel PE and BTEC Level 2 Sport

Enrichment:

As a department we are firm believers that everyone is entitled to participate in sporting activities and we should try and cater for the needs of all of the students. Our clubs run

at lunchtime and afterschool, with a full fixture programme in place. Our students at Lavington are quick to embrace all opportunities from Cycling to Paris, The Three Peaks Challenge and swimming the English Channel to all the school teams.



# Person Specification

Competency	Expectations	Behaviours & Abilities
<b>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>• good knowledge and understanding of a range of teaching and learning strategies to be an outstanding teacher</li> <li>• adaptation of skills to personalise learning</li> <li>• knowledge of contemporary pedagogy</li> <li>• a good subject knowledge across a wide range of physical activities</li> <li>• evaluates and strategically plans curriculum change</li> <li>• proven high performance with KS4 examination groups</li> </ul>	<ul style="list-style-type: none"> <li>• actively uses a wide range of strategies in their teaching and passes and shares best practice with others</li> <li>• lesson plans show clear differentiation, taking in to consideration the varying needs of students</li> <li>• works collaboratively towards the school's priorities and those of partner schools</li> <li>• a willingness to develop a good working knowledge of all areas of the curriculum through a wide range of CPD activities</li> </ul>
<b>Professional Skills and Judgement</b>	<ul style="list-style-type: none"> <li>• teaching skills which result in learners achieving well compared to prior attainment</li> <li>• creativity and adeptness at designing lesson sequences</li> <li>• a reflective practitioner who is willing and open to trying new teaching and learning strategies</li> </ul>	<ul style="list-style-type: none"> <li>• considered an outstanding classroom practitioner</li> <li>• utilises ICT appropriately and encourages other staff to apply varying ICT resources in to their teaching</li> <li>• carries out evidence based research and feeds back to colleagues</li> </ul>
<b>Student Progress</b>	<ul style="list-style-type: none"> <li>• excellent ability to assess and evaluate student progress</li> <li>• the ability to analyse student progress and to accurately report this following school procedures</li> <li>• effective at use of spreadsheets to track progress</li> <li>• implements principles and practices of monitoring and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• seeks ways in which to raise student progress across the department</li> <li>• provides feedback to students, parents and colleagues on progress which is accurate, constructive and aimed at challenging students to achieve more than they thought possible</li> <li>• consistently reviews and evaluates progress, monitoring progress in a timely manner to allow appropriate intervention where necessary</li> </ul>
<b>Working With Others</b>	<ul style="list-style-type: none"> <li>• ability to lead department and whole school initiatives</li> <li>• ability to lead CPD , including collaborative working</li> </ul>	<ul style="list-style-type: none"> <li>• engages in coaching activities to share best practice and striving for self-improvement</li> <li>• shows clear leadership skills when delivering activities</li> <li>• works effectively with colleagues at all levels of the School and colleagues in partnership schools</li> <li>• good ability to motivate others</li> </ul>
<b>Enrichment</b>	<ul style="list-style-type: none"> <li>• Ability to lead and coordinate all department enrichment programmes</li> </ul>	<ul style="list-style-type: none"> <li>• ensure health and safety procedures are followed</li> <li>• creates a positive culture</li> <li>• Ability/willingness to drive school mini bus</li> </ul>



# Commitment to Safeguarding

Lavington School fully recognises its responsibility to safeguard and promote the welfare of student and young people and is committed to ensuring that its students have the opportunity to thrive within a safe learning and working environment. The school expects all staff and volunteers to share this commitment. Our Safeguarding Policy, which applies to all staff, governors and volunteers working in the school, has five main elements:

1. ensuring we practice safer recruitment in checking the suitability of staff and volunteers to work with students
2. raising awareness of child protection issues and equipping students with the skills needed to keep them safe
3. implementing procedures for identifying and reporting cases, or suspected cases, of abuse
4. supporting students who have been abused in accordance with his/her agreed child protection plan
5. establishing a safe environment in which students can learn and develop
6. adhering to the staff code of conduct

Staff at Lavington School are aware of how they share in the school's responsibility to safeguard and promote the welfare of student and young people. The school's adopted 'Professional Code of Conduct' establishes expectations in relation to conduct towards students and all staff are issued with strict guidelines on what are considered to be safer working practices which must be observed at all times. Were any member of staff to have a concern that the school's code of conduct or expected safer working practices were not being followed, and a student or students were as a result at risk, then they would be expected, and supported, to raise the concern under the school's adopted "whistleblowing policy and procedure".

The school also operates within other policies relating to safeguarding, child protection and the welfare of students. The following policies are available upon request:

- safeguarding policy
- whistleblowing policy

To ensure that safer practice in recruitment is reflected at every stage of the recruitment process the school operates within a Safer Recruitment Policy. Members of the school staff and governing body have attended and passed training on Safer Recruitment. All successful applicants will be subject to an enhanced DBS disclosure and references will be checked. All employees of the school will receive compulsory child protection training.



In addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people
- ability to form and maintain appropriate relationships and personal boundaries with children and young people
- emotional resilience in working with challenging behaviours
- attitudes to use of authority and maintaining discipline.