

# The Grange School

## Executive Director of Sports and Development



# The Role

The Executive Director of Sports and Development is an exciting new role that has been developed to accompany the Schools new £6m state of the art Sports Hall (completion date of November 2018).



The new Sports Hall will provide club standard badminton, netball and indoor hockey facilities, international size basketball and tennis courts, gym, dance studio, changing facilities, a new multi-use games area, offices, classroom, storage and an internal climbing wall. The Sports hall complements the already significant external sports facilities across the school sites. The designs for the Sports Hall have been developed by the school over time and Governors and School Leaders are delighted that the Sports Hall will soon be delivered in accordance with our ambitious plans for our school estate. Whilst the Sports Hall build continues, the school is fortunate to have a remaining large Sports Hall which is planned for conversion in the future once the new build has completed.

Our other impressive facilities include an athletics track, all weather pitch, a purpose built Pavilion, impressive Boat House, and extensive outdoor space at the Senior School. The Junior School has excellent sporting facilities containing a large gymnasium, significant playing fields, and 2 netball courts.

The high level of facilities that the school has offer a limitless capacity for the successful candidate to develop and grow in their role.

With the new sports hall, comes the opportunity to elevate even further the profile of sports at The Grange School, enabling students to reach the highest levels of development and competition. The new Sports Hall also gives the opportunity to grow the commercial business of the school and this role will be key in establishing strong community and partnership links.

The Executive Director of Sports and Development will lead the design, development, and implementation of the Sports Strategy across The Grange School (4-18). The Executive Director will lead a large department to ensure the efficient running, development and performance of sports, supporting all members of the department and other colleagues who are responsible for teams, directing, as appropriate, the work of those colleagues to ensure successful and effective teaching and learning across the whole curriculum.

The Executive Director of Sports and Development is responsible to the Head, with links to the Director of Finance and Operations in relation to the commercial aspects of the role.

## Reports:

There are 4 PE staff members and a Head of Rowing at the Senior School and 2 PE members of staff at the Junior School who report directly to the Executive Director of Sports and Development. There are coaches who also support the school who come under this roles responsibility. There is a significant contribution also to the enrichment programme from many members of the teaching and support staff. Each year we host two Gap Year students, who work with the team.



# The Place

The Grange is situated in Hartford, a thriving village in its own right but also, in effect, an extension of the town of Northwich. Part of the Vale Royal of Cheshire, equidistant from Manchester and Liverpool, with Chester only 15 miles away, it is a delightful area to live in; nowhere is more than a few minutes from lovely countryside; hills, coast, even mountains, are within easy reach; and the nearby cities provide terrific opportunities that supplement the cultural, sporting and commercial life of the area. There is a good variety of housing available to suit all tastes and budgets; both staff and pupils travel to the school from a wide area and a variety of both urban and rural locations. In short, the standard of living in the area is attractive and sought after.



## Our Values

At The Grange we take pride in the quality of relationships between all those within our community. We expect and encourage the following values and behaviours from all who learn and work here:-

- Caring and respectful, embracing differences and sensitive to the needs of all.
- Straightforward, demonstrating integrity in all that we do.
- Wholehearted, showing commitment in all areas of school life.
- Ambitious, aspiring to be the best that we can be.
- Adventurous, seizing opportunities and becoming resilient through challenge.
- Supportive, celebrating talent and creativity to build character and confidence.

# Our School

The Grange School has been one of the great success stories of independent education over the past thirty years. The school was founded in 1933 as a Kindergarten and Preparatory School. In 1977, the Governors took the major step of developing secondary education and since 1978 the school has grown steadily and developed an outstanding academic reputation. Today, The Grange has a total enrolment of 1178 pupils with 432 in the Junior School (4-11 years) and 746 in the Senior School including 202 in a thriving Sixth Form. It is consistently the best performing school in Cheshire and undoubtedly among the very best independent co-educational day schools in the country.

More importantly we are a very happy school. The relationship between staff and students is exceptional; although very busy and, at times, pressurised, it is a pleasure to work and study in such a friendly environment. Expectations of teachers and pupils are high, but this serves both to stimulate achievement and provide reward.

We understand our chief purpose to be to help produce young people who truly flourish and find fulfilment as adults. We try to do this by helping them to identify and develop their unique combination of strengths, talents and passions, and to challenge them to find a purpose for their lives which such attributes can serve.

## The Sporting offer at The Grange School

Our vision is to create a learning environment where every student has the knowledge and understanding of how a quality physical education has a positive influence on life choices they make in relation to life-long physical activity, health, confidence and well-being.

The Sporting programme is designed to enable students to experience and develop a range of abilities within and beyond the school day, to include physical, social, personal, cognitive and creative elements. The aim is to promote not only the physical fitness and development of the student but also the building of character and cooperative team work. We teach the importance of having both a healthy body and healthy attitude to life, in order for them to be capable of meeting many of the physical and mental demands of the modern world.

Students are encouraged to have a positive attitude to participation and perform to the best of their ability at all times; they are assisted to achieve their full potential in each aspect of the subject and the education of the "whole person" is something that is strived for in all teaching & coaching situations.



The timetabled components of our academic programme are increasingly varied as students move up through the school in order to retain interest. Through the very wide range of activities offered in the syllabus, it is hoped that each student will find at least one that they can pursue as an interest on leaving school and take into adult life. On average students are required to spend about 10% of their timetable participating in physical activity and we also offer AS/A2 Level Physical Education in the Sixth Form. There are also other opportunities for accreditation in Physical Education and PE Leadership/Coaching.

Our enrichment programme provides challenging, stimulating and innovative experiences for all students. There are teams in each year group in netball, hockey, rugby and football and across all age groups in tennis, athletics, swimming, cricket and rounders. There is a thriving and successful rowing club open to students from Year 9 upwards and a well-developed and diverse enrichment programme for the Sixth Form.

Outdoor Education is integrated into the Sports curriculum and an important part of school life with almost all our students undertaking Bronze level award in Duke of Edinburgh. House competitions take place in all major sports giving many students who do not represent the school the opportunity to be involved in competitive games. We encourage leadership and recognise and celebrate success at all levels and encourage a partnership between students, schools, parents and other relevant agencies, e.g. National Governing Bodies & community clubs.

A full fixture list of friendly matches is provided for most sports with school teams also entered in area, county, regional and national competitions. Every year the school can boast a significant number of students who are selected for representative teams in all sports.

Parental support at fixtures and events is generally excellent and we make use of external coaches for a number of specialist sporting activities such as Taekwondo and Zumba. We also regularly invite PE experts to present to our students on a range of topics from Nutrition to Physiology and have forged excellent links with many local Sports clubs where many of our students are members.






# Responsibilities

**The Executive Director of Sports and Development has responsibility for and overview of:**

## **Strategic**

- The design and delivery of a 4-18 sports strategy with clear and specific plans for improvement on short, medium and long term basis.
- To draft and present detailed recommendations to the Executive Leadership Team (ELT) and Governing Body regarding the plans and resources necessary to implement the Sports Strategy, backed up with tangible evidence and realistic plans for delivery.
- Identification and delivery of key whole school priorities for sport and the implementation of these.
- Enabling sport specialisms to flourish as well as having recreational sports for life programmes.
- Lead on partnership and community working (in relation to sports) to establish links with user groups of the schools facilities both from a public benefit and commercial perspective.
- A programme of enrichment activity that is bought into by staff, and that staff actively participate in.
- Embed rowing within the core sporting offer, and ensure that sports are complementary rather than restrictive of one another within the curriculum time.
- Marketing and celebration of our sporting successes, locally and nationally.
- A PE team that is harmonious, has a shared vision, works well together under strong leadership.
- To take overall responsibility for the provision, development, philosophy and standing of Sport at The Grange Senior School.
- To liaise effectively with all staff who run sporting activities/teams to ensure that they feel well supported and able to fulfil their role.

## Academic Programme

- To develop, implement, monitor and review the academic programme of Physical Education for both boys and girls throughout the school from Year I to Sixth Form.
  - To lead on all aspects of the Departmental Review process.
  - To implement curriculum change e.g. currently the development of curriculum changes in Years I & II, integration of Outdoor Education into the timetable, introduction of Academic P.E. at AS level for 2018.
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- To ensure, that the schemes of work and their delivery effectively serve the overall Sports strategy.
  - To lead the teaching of Physical Education at AS/A2 level including the management responsibilities expected of all HoDs in the school.
  - To draw up and annually update syllabuses and schemes of work.
  - To hold regular meetings, formal and informal, to discuss departmental matters and to ensure that the department works as a team.
  - To liaise with the Deputy Head (Academic) to ensure there is adequate cover when a member of the department is absent, or due to the increased number of fixtures; to oversee fixtures to minimize the occasions when cover is needed.
  - To attend Sixth Form Registration Day before the start of each academic year.
  - To cooperate with other departments in cross-curricular activities.
  - To ensure that base-line data is being used to monitor, and where possible improve, performance of the department and the pupils within it.
  - To keep up to date with educational developments and changes in Physical Education.
  - To lead, organise and implement the Sporting aspects of the Sixth Form Enrichment programme including teaching part of the programme.
  - To, encourage, develop and maintain a challenging programme of fixtures, tournaments and competitions for major school sports.
  - To develop high quality provision and high levels of uptake of representative sport.

- To co-ordinate and develop sports fixtures with the heads of respective sports ensuring that all first aid, nursing, referee, travel, catering, and ground staff needs are met, and that clashes of priority are dealt with fairly, and so that there is clarity for parents.
- To develop and encourage the involvement of teaching staff, non-teaching staff, volunteers and parents to lead and support sporting fixtures.
- To strike a balance between the provision of high quality sport for all and the achievement of excellence for some.
- To establish a programme of support for more able and talented sportsmen and women.
- To collate sports results on a weekly basis to keep SLT informed of sporting progress.
- To provide communication to staff within briefings of sporting successes.
- To raise the profile of school sport in the local and national media and via the school website (with the support of the Marketing Manager).
- To maintain kit, team kit bags and equipment, ensuring that these represent the school internally and externally in line with our marketing objectives.
- To develop sports tournaments hosted by The Grange.
- To monitor the effectiveness of team coaching and where appropriate providing professional development opportunities.
- To oversee the professional development of games coaches/team managers to ensure that they are suitably experienced and qualified for their sporting duties.
- To take responsibility for the recruitment, where approved, of appropriately qualified temporary games coaches, scrupulously following the schools Recruitment Policy and Procedures.
- To lead the department in the development of School Sports Day.





## Development

- To work closely with the Director of Finance and Operations to ensure that community and partnership sporting links are established, based on local need and analysis so that the school recognises opportunities to increase participation in sport within the community.
- To network, host events, and establish media links to ensure that the activities of the school are celebrated and that the profile of sports for the school is raised.

## Health and Safety

- To ensure that all relevant Health and Safety measures (including comprehensive Risk Assessments on site and the Away Fixtures procedure) are in place for school sport both on and off site, and are adhered to.
- To be up to date with latest guidance in relation to Sports and Fixtures ensuring that the Sports Department, and all coaches and volunteers involved are kept up to date and practices are adjusted as applicable.
- Lead on the delivery of academic PE.
- To prioritise the budget and resources available for Sport at The Grange School.
- To ensure that all those involved in Sport representing the school have the correct kit and branding and understand the expectations in relation to the school and how they should present themselves.

## General

- To be an inspirational senior leader both to own department and across the school.
- To share in the appointment of new staff to the department.
- To encourage and support all pupils in their sporting endeavours.
- To be a member of a House.



# The Person

Key to recruitment activity: A = Application, I = Interview, E = Experience, T = Task, R = Reference

Qualifications:	Activity
A recognised teaching qualification e.g. Degree plus a PGCE or equivalent	A
Knowledge and Understanding:	
To understand the requirements of the PE curriculum across Key Stages 1 to 4 and A Level for the purposes of leading the department and advising senior staff on matters of policy and practice.	E
To understand and be able to lead on the principles of assessment for learning, a full range of assessment techniques, recording and reporting requirements consistent with whole school policy.	E, I
Knowledge of the Health and Safety and safeguarding requirements relating to all aspects of Sports provision.	I
To know the characteristics of high quality teaching and the variety of teaching and learning styles and how they impact on the quality of learning and student achievement	I, T
To be able to articulate a vision for Sports at The Grange School.	I, A
To know and understand how to use comparative data to set realistic and challenging targets, track student progress and evaluate achievement outcomes.	I
To be able to implement change and development in collaboration with senior leadership as appropriate.	I, R
To manage the budget for PE effectively.	I
Experience:	
Substantial, recent and successful teaching experience across the age and ability range	A
Significant exposure to the commercial and partnership aspects of sport in an educational setting.	A
Ability to teach GCSE and A Level PE.	A, E, I
Recent experience of leadership in PE Education.	A, E
Ability to raise the profile of PE in the School	A, I
Teaching and Learning Skills:	
To be an effective teacher able to deploy a range of teaching and learning styles and manage the learning environment to promote excellence and high achievement for students of all abilities	I, T, R
To inspire students in their study and enjoyment of PE.	T, R
To be able to relate well to students in a professional manner in a variety of contexts	I, T
To be committed to leading a range of inclusive extra-curricular activities, adding breadth to student experience	E
Qualities:	
To be able to support the wider aims of the school	I
To be committed to the safeguarding and wellbeing of every student in your care	I, R
To be committed to the entitlement of all students to a broad and balanced curriculum	I
To be able to support the school's mission and values	I
To be able to demonstrate excellence in one's professional work and the achievements of students	I
To be committed to continuous professional development at all levels	E, I
To be able to maintain effective and professional relationships with colleagues at all levels	I, R
To be able to lead and work effectively as a member of a team	E, I, R
To be resolute in the leadership and promotion of the department	I
To be resilient and cope with periods of pressure effectively with good humour and a sense of proportion	I
To be committed to the philosophy of inclusive education	I, R
To participate wholeheartedly in evening and weekend activities as appropriate	I

# The Process

To apply for the role of Teacher of Physical Education, please write a letter of application to support a fully completed application form and names of two referees to:

**The Head  
The Grange School  
Bradburns Lane  
Hartford  
Cheshire  
CW8 1LU**



Please mark the envelope 'FAO: Mrs Debbie Torjussen' in the top left hand corner. Applications are also accepted via e-mail to [recruitment@grange.org.uk](mailto:recruitment@grange.org.uk)

Closing date for applications is **12pm on Wednesday 11<sup>th</sup> October 2017** Interviews will take place on **Monday 16<sup>th</sup> October 2017**.

*The Grange 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 candidate will be subject to a DBS check. This post is exempt from the Rehabilitation of offenders Act 1974.*

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