

High Expectations
and Aspirations

Candidate Information



**Subject Leader of Physical
Education**

Introduction from the Headteacher

I am delighted that you are interested in this key post of Subject Leader for Physical Education (P.E) at Light Hall School.

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best.

This is an excellent opportunity to gain experience leading physical education within an enthusiastic and experienced team in a happy, harmonious school. You will have the commitment and passion to find the true potential in every one of our students. We have a team of dedicated and hardworking teachers and an experienced leadership team, to support you.

The enclosed information should give you a flavour of Light Hall. Do please come and visit us if you would like to know more.

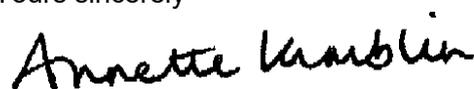
To arrange a visit to the school, please contact Anna Williams, Personnel Assistant on 0121 746 5060 or email s207awilliams@lighthall.solihull.sch.uk

To apply please write a letter of application (2 sides of A4 - maximum), which explains how you can fulfil the person specification and what you will bring to the role, together with completing all questions on the application form. Please remember to include contact details of two referees, one of whom should be your current/most recent Headteacher.

Closing date: 9.00am Monday 5th February 2018

We look forward to hearing from you.

Yours sincerely



**Annette Kimblin
Headteacher**



Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

An enhanced DBS check is required for all successful applicants

Our Ethos & Values

Light Hall School is very special place, our students are friendly, enthusiastic and eager to learn. They are at the heart of all we do. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best with us, no matter what their starting point.

Our aim is that every student leaves us, not only having achieved their full potential academically, but with a lifelong love of learning, a sound moral compass and high aspirations and expectations of themselves.

Care and respect for others and our environment are the given norm at Light Hall and there is an expectation that everyone will participate actively and positively in the life of our learning community. The numerous opportunities and experiences we offer, aim to equip every student with the skills, knowledge and confidence they need to become valued and successful members of society.

The leaves of the Light Hall tree in our emblem stand for each of our core values. They are: excellence in all we do, love of learning, sound moral compass, care and respect, Active participation and high aspirations and expectations.



Excellence, High Aspirations and Expectations

We strive for excellence in all that we do at Light Hall. Our motto, "The best from everyone, all of the time" informs the way we work and play. We believe that every student, with the right mind-set and a willingness to work hard and learn from their mistakes, can and will achieve great things. Our dedicated teachers motivate students to aim high and encourage every student to exceed their own expectations.

Love of Learning

Learning is our core purpose. At Light Hall School we structure learning to excite our students' curiosity and to inspire them to become successful, lifelong, independent learners. Our teachers are enthusiastic and extremely passionate about their subjects, spending considerable time planning interesting lessons, so that their love of their subject is passed on to the students.

Sound Moral Compass, Care and Respect

Our students at Light Hall are our greatest asset and it is a privilege to work with them. We expect very high standards of behaviour, and courtesy, both in and out of the classroom and we encourage our students to be aware of the needs of everyone in the immediate and wider community.

Active Participation

We are an inclusive school which offers the very best opportunities for all our students. Our dedicated team of teachers and support staff pride themselves on offering a safe, caring and happy environment in which students can learn and develop and are confident that we are preparing them well for the future. Our pastoral support team is extensive and has as its mission to ensure that every student feels valued and that their achievements, both academic and personal, are recognised.

At Light Hall we recognise that students thrive when offered additional experiences outside of school. Education goes beyond the reaches of the classroom and we believe that young people can learn a great deal by taking part in educational visits and activities away from school and home



**Our
School**



Introduction to Light Hall School

We are a co-educational comprehensive of 1200 students aged 11-16, located to the west of Solihull Town centre in the district of Shirley. We draw students from Solihull and Birmingham. Our intake has a broad mix of both attainment and socio-economic backgrounds.

We have an excellent staff team. Each individual, be they teacher or support staff, is committed and hard working. Our students are enthusiastic and friendly. They are respectful, polite and very well mannered. Relationships between students and staff are highly positive.

In our annual surveys, both parents and students rate the school highly.

The school has doubled in size since it was first built and enjoys an excellent setting. It has good sporting facilities and has developed a community ethos within the area that it serves.



The Life of the School



Academic and Extra Curricular Life

Our broad and balanced curriculum is delivered through a two year Key Stage three and a three year Key Stage four, to ensure that students have time to develop the depth of their knowledge and skills in their GCSE subjects. The majority of students follow the Ebacc route. All students study Life and Morality (Religious Education) to GCSE level. Those who do not follow the Ebacc route continue to study either geography or history to GCSE level but do not take a modern foreign language. We offer only one qualification which is not a GCSE.

In addition to striving for excellence in academic study, our provision aims to prepare our students for life beyond Light Hall. Our curriculum, which incorporates PSHE and SMSC, makes a strong contribution to our students' personal development and welfare. This is enhanced by a weekly programme of extracurricular activities, which includes after school sports, drama and musical activities, as well as a variety of subject enrichment clubs. The house system also provides many opportunities for students to participate in a variety of different activities and charity events. Careers and work related learning are promoted in every year group and are very strong.

Our students' attainment is consistently above the national average

<i>(Unvalidated at January 2018)</i>	School (%)	LA Average (%)	National (%)
<i>Achieving Grade 5 or Above Eng & Maths</i>	46	45	39
<i>Achieving Grade 4 or above Eng & Maths</i>	66	65	63
<i>Achieving Ebacc at Grade 5 or above</i>	28	24	20
<i>Achieving Ebacc at grade 4 or above</i>	29	26	24
<i>Progress 8</i>	-0.07		
<i>Attainment 8</i>	47	47	44

Pastoral Care

Light Hall School is a very friendly and welcoming place for both students and staff. Students feel cared for and relationships between students, and between staff and students, are overwhelmingly positive. The pastoral system is centred on the form tutor, the head of year and the non-teaching pastoral manager. Almost every member of staff is involved in the pastoral system in some way. The house system contributes to this too, providing links between students of different ages and healthy competition in a wide range of activities. A small sample of these include the visual arts, "Dragon's Den" enterprise cup, cake bakes, "Light Hall's Got Talent", dance, basketball, cricket, rounders, netball and football.



Facilities

We are fortunate to have a high quality learning environment at Light Hall with the latest technologies to enhance the curriculum.

Our modern classroom facilities help to provide greater variety in teaching methods and therefore make learning more effective.

Opportunities to nurture independent learning skills are provided through our virtual learning environment.

Our vibrant and welcoming library supports learning throughout the school. It is well stocked, has good ICT facilities and provides high quality services to everyone.

Our purpose built drama studio, music rooms and state of the art recording studio support our extensive extra-curricular programme. In addition to this we have excellent sporting facilities, including tennis courts, sports hall, fitness room and an astro-turf.



Working at Light Hall

Our staff team are friendly and welcoming. Here at Light Hall School we pride ourselves on providing a full range of CPD opportunities to support all staff to continually deliver the best in all they do. Our Teaching & Learning CPD takes many forms such as department meetings where staff have regular time to meet with each other, plan and share resources, personalised coaching and research groups.

In order to support our middle leaders to keep abreast of developments in their subject areas and share good practice, we have a rolling CPD programme where middle leaders regularly meet with their counterparts in neighbouring schools.

We also have a full induction programme for our NQTs and have continuous opportunities for those wanting to develop their leadership potential.

Staff Benefits

- Free on-site staff gym
- Childcare voucher scheme
- Subsidised healthcare cash plan
- Cyclescheme (tax exempt loans for purchase of bicycles up to £1000)
- Pension
- Enhanced maternity scheme
- Occupational Health including a confidential counselling service
- Life insurance through the pension scheme

The Role: Subject Leader of Physical Education

The Vacancy

The post is an excellent opportunity to lead a subject area with high standards of teaching and an excellent curriculum balance. It is a team of experienced and enthusiastic practitioners who are committed to supporting and enhancing the physical education and skill of all students.

In P.E. lessons students are set in ability groups to provide an environment for students to achieve their potential and increase the enjoyment of their experiences. Students are at the centre of the learning process and a range of activities are offered to develop physical skills and creative potential up to GCSE.

Participation is very high throughout all year groups in Physical Education lessons. Students are encouraged to develop self-confidence, have respect for themselves, others, facilities and to take responsibility. They are co-operative and hard working.

We have a very popular house system which enables a greater number of students to take part in competitive sports. We offer a whole range of extra curricular sporting activities after school and the successful candidate will be expected to lead and develop this aspect of the curriculum further.

P.E. Department

The PE department forms part of our highly successful Faculty of Performing and Expressive Arts. We have excellent facilities including a Sports Hall, Gymnasium, floodlit all-weather surface, eight lane grass athletics track, four tennis courts and extensive playing fields.

Extra-curricular sport also plays an important part in the all-round development of our students. We offer students the opportunity of competitive sports against local schools and also in national competitions. Extra-curricular clubs are offered to students wanting to enjoy sport in a structured but relaxed atmosphere.

The department are actively involved in the PGCE programme at Birmingham University. We accept teaching placements for students during the autumn and spring terms.

The Subject area staff are experienced and hard working. Staff care about their subject and look to improve and develop their range of skills and qualifications.

Job Description

Job Title: Subject Leader of Physical Education

Responsible to: Head of Faculty (Performing and Expressive Arts)

Responsible for: Teaching & Leading Physical Education

Job Purpose: To lead on teaching and learning of Physical Education

Light Hall School Purpose

Light Hall School is committed to providing an excellent education for every student in its care. Mutual respect, high expectations and a relentless focus on progress are the expected norm. Professional development and support will be offered to all, to ensure that staff have the necessary skills and knowledge to meet the Teachers Standards.

Specific Responsibilities

- Effectively lead the learning and teaching of PE;
- Differentiate learning tasks to ensure all learners within a group make progress in every lesson, liaising with Learning Support Assistants and effectively deploying additional class support in the classroom;
- Regularly assess students' work, give appropriate feedback (formative and summative) and use student data to plan differentiated tasks in lessons and homework;
- Ensure every student knows where they are in their learning and understands the steps required to achieve the next stage in their progress and attainment;
- Develop students' Literacy and Numeracy skills within PE;
- Ensure provision of high quality, challenging PE Schemes of Learning for students in the Key Stages 3 and 4 which ensure student progress;
- Drive for continuous improvement of PE results;
- Ensure that homework is set in line with the Light Hall's policy;
- Plan for, develop and lead the effective use of PE resources within the PE Curriculum area;
- Be responsible for the management and organisation of exam entries, homework, controlled assessments, data input for student progress, internal PE examinations, moderation and teacher assessment of PE;
- Be responsible for the line management and performance management of PE teachers;
- Be responsible for ensuring the effective co-ordination of all aspects of PE teaching;
- Contribute to good leadership and management practice by ensuring positive staff participation, effective communication and procedures;
- Carry out the duties of a teacher as set out in the current Teachers' Standards Document (September 2012);
- Be responsible for alternative curriculum provision;
- Implement and manage intervention activities for students;
- Promote and lead extra-curricular activities in PE to enhance the provision for all students;
- Ensure that Light Hall is well represented in borough and regional sporting
- Organise an annual Sports Day event for the entire school
- Attend and participate in Parent and Open Evenings as required;
- Provide professional advice and support and the identification of training needs.
- Participate in staff training, INSET and Professional Development opportunities;
- Develop and enhance the teaching practice of others;
- Be an exemplary role model in terms of dress, punctuality and attendance;
- Uphold the school's Behaviour and Discipline Policy and Uniform Code;
- Ensure that the learning environment is attractive, tidy, safe and conducive to student learning;
- Adhere to Light Hall's policies regarding Health and Safety, ICT usage and educational visits/trips;
- Arrange cover work for PE as appropriate
- Provide cover for staff in line with the 'Rarely Cover Agreement'.
- Undertake whole school duties as may be reasonably determined by the Head Teacher;
- Undertake such duties as the Headteacher may determine as reasonably falling within the role;
-

Teachers on the Upper Pay Scale will be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards. In particular, teachers at UPS 3 will:

- Provide a role model for professional practice in the school;
- Make a distinctive contribution compared with other less experienced teachers;
- Contribute effectively to the wider team.

Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

Person Specification

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that are either desirable or essential in the candidates being interviewed.

Qualifications	Essential	Desirable	Method of Assessment
Qualified Teacher Status (secondary age range)	✓		<ul style="list-style-type: none"> Application form
Evidence of further study beyond degree	✓		
Degree in PE	✓		
Experience			
Teaching PE at KS3 and KS4	✓		<ul style="list-style-type: none"> Application form Letter Interview
Ability to undertake KS4 course delivery and assessment in PE	✓		
Knowledge of National Curriculum for KS3 and KS4 PE	✓		
PE assessment at KS3	✓		
Experience of managing assessment, recording, reporting and health and safety in PE	✓		
Experience of leadership and undertaking performance management of staff	✓		
Experience of raising attainment in a classroom environment	✓		
Understanding of the strategies needed to establish consistently high expectations and standards of results and behaviour	✓		
Evidence of improving the teaching and learning of PE		✓	
Professional Development			
Evidence of recent relevant professional development	✓		<ul style="list-style-type: none"> Application form Letter Interview
Performance management experience		✓	
Skills and abilities			
Demonstrate high expectations which inspire, enthuse, motivate, and challenge students to achieve their best:	✓		<ul style="list-style-type: none"> Letter Interview Interview tasks References
Excellent classroom teacher and leader	✓		
Excellent behaviour management skills	✓		
Ability to tailor lessons to student needs	✓		
Ability to use assessment data to generate appropriate and effective intervention work	✓		
Demonstrate a strategic and creative approach to problem solving	✓		
Ability to build and maintain effective relationships through excellent interpersonal skills	✓		
Demonstrate excellent communication skills (verbally and written)	✓		
Ability to develop effective teamwork	✓		
Demonstrate inclusive approach to education	✓		
Ability to work under pressure, maintaining a high sense of perspective	✓		
Ability to manage own time effectively	✓		
Commitment to regular and on-going professional development	✓		
Personal Qualities			
Professional, enterprising	✓		<ul style="list-style-type: none"> Interview References
Outgoing, approachable, inclusive	✓		
Positive, adaptable	✓		
Energetic and enthusiastic	✓		
Self motivated, self confident, reliable	✓		
Generosity of spirit, sense of humour	✓		
Committed to improving outcomes for all students	✓		
Team player	✓		

Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment



The best from everyone, all of the time.

Hathaway Road | Shirley | Solihull | West Midlands | B90 2PZ

T: 0121 744 3835 | F: 0121 733 6148 | E: office@lighthall.solihull.sch.uk

www.lighthall.co.uk