



Gosfield School

# *Director of Sport* Applicant Information Pack



# *About us*

Gosfield School was established at Cut Hedge Park in 1929 when the daughter of the textile manufacturer, George Courtauld purchased the land and buildings from the executors of her late father's estate. Constance Cicely Courtauld started a Senior Boy's Boarding School the same year, with pupils relocating from Leigh Hall School in Southend. In 1944, Cicely gifted the School and estate to Headmaster John Turner who continued the work started by Cicely. In 1967, the School became a charitable trust and in 1986, the School became co-educational. A Prep School was opened in 1989 and we welcomed our first Sixth Form pupils in 1994. In 2006, Gosfield School Ltd purchased the freehold of the estate and buildings from the Turner family. In 2015, we opened Meadow Court, a purpose built Prep School, which is home to a Nursery, Reception Class up to Year 5, within the grounds of our 110 acre estate.

We continue to develop and upgrade our infrastructure, we opened our Forest School and Cricket Pavilion in May 2017. Our Cricket Academy welcomed its first Scholars in Summer 2018, we opened our new Design Technology workshop in January 2019 and undertook the design led redecoration of the Manor House. The construction of our new Performing Arts Centre is now well underway and due to be completed September 2022. We are committed to the development of our young people in an environment where all pupils feel valued and are able to achieve excellence in all aspects of life. We have non-academic entry criteria and consistently achieve outstanding outcomes when compared to Schools with academic entry criteria. Cicely's founding principles for the School were to create a family environment in which young people would flourish and we remain faithful to those principles today.





Gosfield School

# *Our Principal*

## Mr Rod Jackson

Mr Jackson became Principal of Gosfield School in September 2021. He has a wealth of experience, having spent more than 30 years working in Independent Schools in Africa, Australia and the United Kingdom. He is a passionate promoter of an entirely holistic approach to learning, in which a rigorous approach to academic education, an outstanding programme of extracurricular opportunities, alongside excellent pastoral care and personal development combine to create a world class educational experience for each child. Mr Jackson believes that it is essential not only that we educate our students to be global citizens but that we ensure they have the skills and the desire to change the world for the better, as future leaders.

Before joining Gosfield, Mr Jackson served as Head of The International Community School in Marylebone and prior to that he was Head of Secondary at The King Alfred School in Hampstead, earlier leadership roles include Head of Classics at Cranleigh School and Senior Housemaster at Aldenham School. Mr Jackson holds a BA (Hons) degree in Classics from the University of Adelaide and a MEd from the University of Cambridge.



**Grow ■ Achieve ■ Inspire**





# ***PE and Sport at Gosfield***

With the recent significant growth in pupil numbers, achieving Flagship School Status with Grays International [parent company encompassing Gray-Nicolls Cricket, Gilbert Netball, Gilbert Rugby and Grays Sports], becoming a member of the Northwest Essex School Sports Partnership, and excellent Cricket and Football provision, this is an exciting time for sport at Gosfield School. This is a new role designed to facilitate the expansion and development of Sport and Physical Education at Gosfield School.

## **Organisation**

The Director of Sport has responsibility for all PE and Sporting matters at Gosfield School, at both the Senior and Prep Schools. She/He oversees two full-time and three part-time dedicated members of Senior and Prep School PE staff. The Gosfield Cricket Academy is led by the Head of Cricket who supported by a part-time coach. Other coaches assist as required.

**Nursery ■ Prep ■ Senior ■ Sixth Form**

## Broad and Balanced Curriculum

The PE and Games curriculum is broad and balanced with one PE lesson a week for Reception to Year 2, one PE lesson and one double Games lesson a week for Year 3 – 9 students and a double Games session for years 10-12. Invasion Games, Gymnastics, Racquet Sports, Striking and Fielding, Rounders and Athletics are a major focus of the Prep School PE curriculum. Health-Related Fitness, Basketball, Badminton, Handball, Athletics and Rounders are major foci of the Senior School PE Curriculum. There is an annual Cross-Country event and athletics-based sports days held at Gosfield School. The PE department offers GCSE PE at year 10 and 11 and A Level PE at year 12 and 13. The major games for girls are Hockey in the Autumn term, Netball in the spring term and Cricket in the Summer term. In the last three years, we have introduced girls' Cricket as an extra-curricular activity (including competitive matches) at the Prep and Senior Schools. Boys play Rugby union in the Autumn term, Football in the spring term and Cricket in the Summer term. We have regular sporting fixtures in the main sports of Football, Hockey, Netball, Rugby, and Cricket and have some fixtures in the minor sports of Athletics, Cross-Country, Badminton, Dodgeball, Handball, and Basketball. Some pupils have enjoyed success at county level, with several pupils enjoying regional and international success in recent times, in Sports as diverse as Sailing and Equestrianism.





## *Sporting Ethos*

Our emphasis is on sport for all, with the aim that every pupil leaves Gosfield with a sporting passion that they will continue into their adult life. For many, this will be recreational sport but for others this will be competitive sport at representative, even elite level and we actively facilitate the development of the physical skills and mental attributes that are crucial to top-level participation. Just as importantly, we encourage all pupils to recognise the importance of physical activity in maintaining their physical and mental wellbeing and to embrace at least one of the wide range of options on offer.

### **Excellent Facilities**

To complement the numerous outdoor grass pitches within our grounds, we have many purpose-built facilities, including an all-weather astroturf pitch. We have indoor and outdoor Cricket nets. The Sports Centre comprises a well-sized indoor hall with four Badminton courts and changing rooms for both indoor and outdoor activities. The Prep School shares the use of the sports hall, astroturf pitch and grass pitches.

**Grow ■ Achieve ■ Inspire**

# ***Recent Successes/Our Sporting Pedigree***

Embedded in the ethos of sport is an encouraging and nurturing environment that rewards and applauds participation, personal achievements and representation at all levels, both internally and externally.

Gosfield has a proud record of this and has included:

- Selection for regional, county and university-based development squads in several curriculum sports including Football, Rugby, Dance, Hockey, Cricket, Golf, Equestrian, Swimming, and Netball.
- Personalised support programmes for individuals who represent wider sporting activities at elite level. Recent examples include Hockey, Rugby, Football, and Equestrian.
- Good progress in local, county, regional and national competitions.
- Frequent wider sports ventures and competitions ranging from tours to St Georges Park, Lords and The Netherlands.
- Wide breadth and strength of House competitions, external fixtures and opponents facilitated by excellent participation and inclusivity levels.

# Being a part of a through School

Gosfield School is a happy and purposeful community in which we can all aspire to be our best, knowing that our achievements will be celebrated and our talents nurtured. We offer all our pupils as many opportunities as possible for academic progress, social and physical development, creative expression, collaboration and leadership.

Our Senior School is designed to deliver tailored learning experiences. Each class has an average of 15 pupils. This enables us to teach the core curriculum of subjects at a number of different levels, typically focusing on a group of 10-12 pupils. Every pupil gets individual time and support from the teacher which in turn creates a strong relationship and builds trust.

## At a glance

- Small and focused classes to challenge and support every pupil
- No academic entrance tests
- A history of consistently strong GCSE results
- A broad extra-curricular activity programme
- Educational enrichment opportunities

## Caring for each other

Our pastoral care programme is about looking after all of our pupils so they can lead fulfilling and balanced lives at school and beyond; it is about helping pupils understand how to look after themselves and others. We encourage all pupils to seek support and advice when they need it. Pastoral care underpins personal development. A strong pastoral care system, together with family life, helps pupils to build self-esteem and feel valued.

## The House system

Our House system is at the heart of our through school. We firmly believe that this system leads to positive relationships and great consideration of everyone throughout the school. All pupils from the Nursery to Sixth Form belong to one of three Houses:

- Tudor
- Nevill
- Woodstock

## Parkland setting

Our outdoor space is utilised throughout the school day from early morning cross-country running clubs to a full and varied extra-curricular activity programme including gardening club, and horse riding. Our grounds provide something for everyone. Our annual Cut Hedge Trophy cross-country competition, Forest School, muddy runs and overnight camps are just a few of the ways our pupils, staff and the wider community make the most of our beautiful facilities

## Years 7 to 8

The curriculum is designed to engage and challenge all learners, and our pupils thrive in small classes with specialist teachers. We focus on securing the foundations in core, creative and practical subjects leading towards GCSE selection. We also provide a number of enrichment and cross-curricular opportunities to enable children to develop new skills and work with pupils outside their normal daily lessons.

## Years 9, 10 and 11

As our pupils reach the end of Year 9, their education takes on a different format, leading to national examinations at GCSE level.

We have no pre-determined Option columns which allows us to shape columns based on pupil selection. We provide each pupil with a course of study which offers both breadth and balance whilst enabling all pupils to gain the appropriate qualifications for their post-16 education and career paths.

The curriculum in Years 10 and 11 has been constructed broadly to follow National Curriculum guidelines and to include areas of experience that are considered important, whilst retaining as much opportunity for choice as possible

The whole curriculum is far more than the formal timetable. The many other experiences that are available at Gosfield School are very important to the allround development of each pupil within our community.

## Careers advice

We provide expert advice and practical assistance on careers and further education opportunities as pupils begin to consider seriously what their future may hold. Our work placements give pupils an opportunity to support their personal and social development by gaining experience of and insight into the world of work

Our Sixth Form is a special place to study during the last two years of your school life. As a Sixth Form student you are given a greater level of freedom to plan your studies, work independently, manage your time and stretch yourself academically. For some students this is a challenging time, but they are fully supported in taking this next big step.

## At a glance

- A history of excellent A Level results
- Consistent achievement of results needed for first choice university places
- Small class sizes
- Dedicated Sixth Form centre
- Leadership opportunities
- A tailored extra-curricular programme

## Leadership skills

We provide a variety of leadership roles throughout the school including:

- School Council representatives
- Prefects
- Senior House, Sports and Vice Captains
- Head Boy and Head Girl
- Pupil Parliament
- Gosfield Green Team

Pupils undergo training sessions to develop their leadership skills and empower them with the confidence to undertake their roles of responsibility appropriately.

## A rich and varied curriculum

We aim to deliver a curriculum which meets the needs of all our pupils in a manner that stimulates, excites and encourages them to question and enjoy the opportunities available to them. We believe every pupil is entitled to a curriculum which is rich and varied, challenging and inspiring, helping them to reach their potential and fully equipping them to pursue their future goals.



**Grow ■ Achieve ■ Inspire**

# Gosfield Values

## **Self-confidence, collaboration and problem solving**

Academic rigour is accompanied by an equally strong focus on personal characteristics. Pupils benefit from our own Forest School, a strong commitment to Duke of Edinburgh Awards, extraordinary expeditions and the value of public speaking and debating. Each develops self-confidence, resilience and problem solving skills that will be essential in tomorrow's workplace. We expect every individual to become engaging, innovative and collaborative contributors to the future.

## **Trust and respect, making memories in a family atmosphere**

Comprising around 300 pupils aged between two and 18 years, our school really is like an extended family. Most pupils and staff know everyone's name. Pupils, Teachers and support staff share lunch in the same dining hall. Friendships transcend all ages through our House system, and families become lifelong friends. We expect every individual to recognise the important role of trust, respect and kindness within happy and fulfilling lives.

## **Grow - Grow the Gosfield School Family**

Pupils gradually grow to become ready to take responsibility for their own actions and their consequences; and to stand up for others less fortunate.

## **Achieve - Achieve Beyond Expectation**

Whether Nursery toddlers exploring the forest, Prep pupils grappling with phonics, Senior students striving for better grades or Sixth Formers applying for university; everyone is encouraged to exceed their personal best and achieve beyond expectations.

## **Inspire - Inspire Confidence to Embrace Challenge**

We believe that confidence is the result of growing and achieving; and a magical ingredient that converts challenges into opportunities for the fortunate few who possess it.



# Director of Sport at Gosfield

The Director of Sport is responsible to the Principal for the oversight and management of all curricular and co-curricular sport at Gosfield School and will advise The Principal on strategic development and planning issues for sport as well as the periodic review of the aims and objectives of the Games, Sport and PE provision, consulting with and informing the Senior Leadership Team.

The current management structure of Sport is subject to review and this appointment will allow a fresh structure to be put in place in consultation with the newly appointed Director of Sport who will set a standard of excellence in the leadership of sport throughout the Prep and Senior School. She/He will be the role model for all and will be able to articulate what can be achieved by every student from engagement in a vibrant, diverse and comprehensive sports programme. He/She will enhance the current provision, ensuring parity of opportunity for every individual, and will lead a sporting programme that balances team sport with an increased range of alternative options, making full use of current and future resources.

The School is proud to be a Gilbert/Grays Flagship School and enjoys the relationship and opportunities this affords. Our students experience visits from sporting professional ambassadors, such as Sir Alastair Cook KBE, GB Olympic Hockey Gold Medallist Helen Richardson- Walsh MBE & England Rugby World cup star Claudia MacDonald. Students have the chance to attend many sporting events as part of the flagship status which also supports our gifted and talented sports programme for individuals & sports teams and extend to sports facility branding and school tours support.

Gosfield has enviable facilities including over 100 acres of sports fields and has a highly successful Cricket Academy with over 50 scholars. The cricket academy at Gosfield is into its 6th year and is going from strength to strength. Students receive cricket training in the curriculum timetable all year round and we are starting to see the benefits from our first academy enrolled squad members with players progressing to elite level at County and beyond. Our aim is to put Gosfield on the map for Cricket, providing everyone in the school with the opportunity to play irrespective of age, ability or sex.

# Job Description

## Tasks and Duties:

- In liaison with the teachers i/c sports ensure a comprehensive fixture list for all competitive sports
- In liaison with others, oversee the catering and travel arrangements for all co-curricular sports
- In liaison with the Senior Administrative Assistant ensure all termly sporting events are available for the College calendar and website
- Ensure that all staff comply with College procedures relating to sporting activities
- Foster links with outside agencies/clubs for letting purposes and pathways for students to higher levels in liaison with the Bursar and Vice Principal
- Establish a system to develop and strengthen House sports events
- Recruit and manage appropriate Gap students and/or Graduate Sports Assistants
- Advise on Sports Scholarships in liaison with the Principal
- Organise an Annual Sports Dinner and Awards Evening
- With the Principal and other senior staff, agree a strategy for sport at Gosfield
- Manage the Sports Department and be responsible for the delivery of the sports curriculum.
- Establish a dynamic environment which promotes all sports, establishing short, medium and long term plans for each sport in liaison with individual teachers i/c sports
- Develop and maintain a Sports development plan which is consistent with agreed aims, takes account of the PE curriculum and is consistent with the School's overall educational objectives.
- Develop and maintain a medium and long term plan for the development of sporting facilities in liaison with senior managers and in particular with the Bursar
- Monitor the effectiveness of Sports provision, reinforcing and disseminating good practice, providing support in areas identified as requiring development
- Be responsible for and manage the Sports budget liaising with the Vice Principal and Bursar
- In liaison with others, produce, monitor and develop the Sports Handbook and Guidelines for Staff
- Liaise regularly and closely with and take advice from the Estates Manager about pitch requirements, availability of playing space and best use of pitches to maintain good quality playing surfaces
- Establish and maintain a comprehensive Health and Safety policy for Games/Sports in line with School policy and under the direction and guidance of SLT
- Produce and ensure actions are taken on risk assessments in liaison with Teachers i/c sports in line with current safety legislation and College policy
- Keep informed of national initiatives in sport and the implications for the School and respond accordingly
- In conjunction with the Head of Activities, Co-ordinate a sports tours programme and ensure effective leadership and management of tours
- Ensure and monitor the development of external coaching staff through attendance on appropriate courses and INSET
- Co-ordinate the staffing of co-curricular games activities and changing procedures etc. for students in liaison with the teachers i/c sports
- Produce a termly 'weekly sporting activity' calendar and an annual staffing plan
- Monitor the effectiveness of sports provision, reinforcing and disseminating good practice, providing support in areas identified as requiring development
- Be a visible presence at key sporting events and fixtures to ensure that both the sport and the occasion is of the highest standard
- Further develop the coaching programmes for teams to enhance success in competitive sport
- Further develop outreach sporting events for pupils from local schools





**Gosfield School**

## General Responsibilities

- To promote the aims and ethos of Gosfield School.
- To be supportive of the department's aims, agreed teaching styles, methods of assessment and other policies.
- To comply with all relevant school policies.
- To work with the PE Team to ensure that facilities and equipment are respected and maintained to the appropriate standard.
- To communicate with parents to discuss issues regarding their child's progress.
- To differentiate work and challenges according to the ability of the pupils, whilst maintaining high expectations of all and taking full account of any linguistic or other special needs.
- To set a positive example through teaching, appearance, conduct and contribution to the school community.
- To encourage pupils to follow the school's Code of Conduct.
- To use effectively Rewards and Sanctions to support pupil behaviour and progress.
- To maintain order and discipline among the pupils and safeguard their health and safety both when they are on the school premises and when they are engaged in authorised school activities elsewhere.
- To be responsible for recording and monitoring the attendance and punctuality of pupils within class groups.
- Additional tasks as appropriate and reasonable, with on occasions the requirement for out of hours and weekend commitments, such as Parents' evenings and Open Days.

## Community Responsibilities

- To work as part of a team, in harmony with and for the furtherance of the school's ethos and declared educational aims and priorities.
- To take part in the school activities and trips programme where appropriate.
- To foster and support extra-curricular activities in the interests of the school community, e.g. school performances, events and sports fixtures, etc.

**Grow ■ Achieve ■ Inspire**



## Gosfield School

- To undertake a reasonable number of duties around the school as requested by the Principal.
- To participate in meetings at the school, which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements.
- To be involved in appropriate INSET and professional development which seeks to enhance the development of the curriculum area and the skills of the subject teacher.

***Note: The duties and responsibilities of this post may vary from time to time according to the changing needs of the school. The Principal reserves the right to review and amend the job description.***

### **Essential Requirements**

- To have qualifications as well as experience relevant to this position.
- To have the ability to coach one or more key sports, at a high level.
- To be passionate about sport and the transformational impact it can have on young people.
- To have good people skills with the ability to influence and persuade.
- To have the ability to inspire and motivate both pupils and colleagues through commitment and energy.
- To be competent in the use of ICT.
- To have the experience and ability to coordinate and deliver GCSE PE to a high standard.
- To have the willingness and ability to teach/coach both Prep and Senior school pupils.
- To be approachable, good humoured and able to relate and communicate with colleagues, pupils and parents effectively.

### **Essential Qualifications & Experience:**

- Educated to Degree Level
- Experienced teacher of Physical Education or sports professional with substantial management experience
- Significant sporting achievements either as a player or as a coach
- Be able to teach Physical Education to A Level

**Grow ■ Achieve ■ Inspire**





## Gosfield School

### Desirable criteria

- To have a record of relevant professional development.
- To have professional recognition and standing.
- To have the ability to teach a wide range of sports.
- To have the ability and willingness to deliver A Level PE Studies.
- Pastoral experience.
- To have good knowledge of the Independent School Sector.

### Desirable Qualifications:

- Hold QTS or have equivalent experience
- Knowledge of the Independent School System

## *How to apply*

**Download an Application Form from our website** [[www.gosfieldschool.org.uk](http://www.gosfieldschool.org.uk)] and send together with a covering letter to Mrs Sara Bowles, EA to the Principal: [Sara.Bowles@gosfieldschool.org.uk](mailto:Sara.Bowles@gosfieldschool.org.uk)

**Deadline for applications: 12 noon Wednesday 16th November 2022**

**Interviews: week commencing 21st November 2022**

Interested candidates are welcome to contact John Cooper on [john.cooper@gosfieldschool.org.uk](mailto:john.cooper@gosfieldschool.org.uk) for an informal conversation, should they so wish.

*\*Please Note To avoid disappointment applicants are encouraged to apply prior to the deadline as we reserve the right to consider applications as they are received and appoint prior to the deadline.*