



Recruitment Information

Sports Graduate Assistant (Netball Specialism)

Employment Status	Full Time, Fixed Term (One Year)
Required From	1 September 2019 to 3 July 2020
Job Location	Whole College
Application Closing Date	Friday 21 June 2019 (0900)
Interviews Week Commencing	Monday 24 June 2019



WELCOME TO ST DUNSTAN'S COLLEGE

Welcome to St Dunstan's!

We are very proud of this community and believe we offer something genuinely different and exciting for the families and staff who join us. Our Lewisham setting allows us the privilege of working in a diverse and vibrant school that, combined with our co-educational ethos and smaller size, engenders a culture that genuinely cherishes individuality and celebrates open-minded thinking.

Underpinned by a liberal, Christian heritage, we deliberately embellish the values embodied by St Dunstan, using the life of that great polymath to guide our own educational narrative. We are a dynamic institution, encouraging creativity and innovation in all we do. We want all our pupils to embrace the richness of the broad and cutting-edge education we offer here and our staff to be excited by what we are able to provide for the children under our care.

As a Nursery to Year 13 College, we pride ourselves on genuinely knowing our children and families, and we hope that everybody who joins us will feel an important part of this exciting community.

Mr N Hewlett

Headmaster

ST DUNSTAN'S COLLEGE

The history of St Dunstan's College can be traced back to 1408, making it one of the oldest schools in the country. It still retains strong links with the City of London, from where it originated. For the last 130 years the College has been located in Catford, within the Borough of Lewisham, in South East London. The location of the College is a key element in defining its identity and the College is proud of its reflection of the diverse and vibrant community in which it is located. The Headmaster is a member of HMC (The Headmasters' and Headmistresses' Conference) and the Head of the Junior School a member of IAPS (The Independent Association of Prep School Heads). The College Leadership Team, chaired by the Headmaster, consists of the Bursar, the Head of Junior School and the Deputy Heads of Senior School. Admission to the College is competitive at all entry points.

St Dunstan's has a truly coeducational ethos, following the admission of girls in 1994, for over 940 pupils aged from 3 to 18 years. The Pre-preparatory Department was established in 1995 and a Nursery followed in 2008. Both now form part of a flourishing Junior School which sits within the College site and, by extension, is an essential component of College identity. Most Junior School children transfer on to the Senior School as a natural transition. Parents like to commit to the whole-College 'family' and a large proportion of parents have more than one child at the College. The social life of the College is therefore an important feature of its ethos and our 'Friends of St Dunstan's' is as important in name as it is in what it achieves.

The College has enjoyed considerable development and refurbishment over recent years, with an investment of several million pounds and a significant programme of capital works planned for the next few years. The relatively recent acquisition of 30 acres of playing fields, just 500 metres away from the College buildings, provides an exciting opportunity for further development on both sites.

The size of the College is small compared to many of its competitors, offering all pupils cohesive community that celebrates individual talents, strengths and approaches to learning and development within a friendly, inclusive and nurturing environment. The diversity of the College is furthered by the inclusion of international students from a whole range of different countries around the world. The College has a particularly special link with Hangzhou, China.

The ethos of the College is welcoming, without pretence, and draws upon the liberal Christian values of its foundation. Relationships between all members of the community are based upon mutual respect and this is well embedded. St Dunstan's is a happy place in which to learn and teach, where great careers are launched and genuine friendships are forged.



THE DEPARTMENT

The Director of Sport is proud to be supported by an exciting team of Heads of Sport who are responsible for the strategic planning and development of each of the Core Sports; rugby, netball, football, hockey, swimming & multisport, and cricket. PE and sport at St Dunstan's has undergone significant change in recent years following a restructure in September 2015. The team have subsequently redesigned and modernised the curricular and co-curricular programmes with the full support of the College Leadership Team.

The primary focus for the department is curriculum PE, which presents an opportunity to inspire students to enjoy and achieve their potential not just in sport, but when they go back into the classroom and on into their chosen careers. Breadth, balance, a phased approach to physical development and careful management of competition are features of the curriculum, with students accessing up to 30 activities in the hope that they all find sports that they love, and to promote lifelong involvement in physical activity. In keeping with our values the curriculum from Year 3 – 9 sees students being assessed not just on their physical development, but also through personal, social, cognitive and creative strands. PE is a popular subject beyond Year 9 with uptake on the GCSE course increasing each year for the last three, and with healthy numbers continuing to study at A Level.

The curriculum is supported by an extensive co-curricular programme that has a termly focus on Core Sports. Boys play Rugby in the Michaelmas Term, Football in Lent, and Cricket, alongside the girls in Trinity. The girls alternate between Hockey and Netball throughout Michaelmas and Lent terms and Swimming is a focus throughout the year for all. Although these are the prioritised areas, both male and female pupils have the opportunity to participate across all sports. Pupils also have the opportunity to compete in other sports with regular basketball, cross country, fives, triathlon, athletics and tennis fixtures against other schools at various stages through the year. We are fortunate to have a daily timetabled slot after lunch which gives us the opportunity to use coaches and staff from outside the department to run clubs in sports not offered in lessons. Examples have included judo, boxing, golf, cycling, fencing, volleyball, waterpolo, tennis and table tennis.

Our rapidly evolving sporting facilities are spread over two sites, each within comfortable walking distance. On the main school site we have a sportshall (four badminton courts), two S&C spaces, a 30m pool, four outdoor courts and fields which are set up to match the focus of the term, but with space for five pitches. Less than 5 minutes walk away is our Jubilee Ground, which, from September 2019 will have four grass pitches, six all weather five-a-side pitches, one seven-a-side pitch, a full size hockey astro (all fully floodlit), four netball courts and a studio. In addition to sporting space there is also a fully equipped function, a café and three meeting rooms should they be required. Exciting plans are in place for further development of both sites.

We are seeking a highly motivated and energetic Graduate to make a full contribution to our co-curricular programme with the enthusiasm to contribute not only to netball, but to all aspects of sporting provision and the wider life of this forward thinking and rapidly evolving Independent school.

THE ROLE

This position is ideal for a dynamic, enthusiastic and ambitious recent graduate, who would relish the opportunity to make a significant contribution to the co-curricular activities of a thriving, well-equipped Sports Department. Although the primary focus for the role will be co-curricular coaching, there will also be an expectation that the successful applicant will support some classroom teaching. The role is ideal for a graduate who may be interested in a career coaching or teaching students at any age, with the opportunity to contribute to all aspects of curriculum and co-curricular delivery at all levels. This is an exciting opportunity to share strategic and operational responsibility for one of our major sporting programmes.

The successful candidate will be joining an enthusiastic, well-qualified and committed team who are keen to share and develop their pedagogy and classroom practice. The existing team are well established and have worked together to initiate exciting changes to all aspects of provision, which have seen rapid improvements in student outcomes. The successful graduate will play a key role in embedding these positive changes, whilst ensuring that the subject continues to evolve and flourish.

The post is offered on a full-time basis for one academic year until the end of Trinity term, 2020 with possible accommodation packages available close to the College site. The successful candidate will have extensive Netball experience as either a performer or a coach, or both. They will be an excellent team player with the passion, energy and enthusiasm to inspire young people working in a fast-paced, ambitious and aspirational environment.



JOB DESCRIPTION

Responsible to: Director of Sport

Tracking and Review System (STARS) analysis at each reporting period.

General

- Assist in running the College Netball Programme across all year groups.
- Developing and fostering own initiatives and ideas for netball programme in conjunction with the Director of Sport.
- Assist and challenge students to fulfil their ambitions in PE, both inside and outside the classroom.
- Work as a part of a cohesive departmental team whose members fully share in the work of the department.

- Be active in pursuing any student whose work or behaviour is giving any subject teacher cause for concern.

Enrichment

- Contribute fully to all aspects of co-curricular provision as guided by the Director of Sport and in support of Heads of Sport. This may involve practices before school, at lunch or after school as well as fixtures and tournaments. These can take place on Saturday mornings.
- Support the existing programme of Sporting Trips & Visits.

Meetings

- Attend the fortnightly departmental Teaching & Learning meeting discussing student progress and sharing good classroom practice.
- Attend the departmental Operations Meeting to ensure the curricular and co-curricular programmes run effectively alongside each other.

Subject Development

- Support the department with the development of the subject at all levels at which it is taught; work with subject teachers, as necessary, in developing guidelines, syllabuses and schemes of learning and assessment.
- Keep abreast of all National Governing Body developments with a particular focus on the ongoing evolution and development of Netball.

Monitoring

- Monitor student engagement with the netball programme using the school management system, SOCS and report to the Director of Sport.
- Support teaching staff with the Student

COMPETENCIES OF A TEACHER AT ST DUNSTAN'S COLLEGE

All teachers at St Dunstan's College are expected to:

- fulfil the Principles of Excellent Teaching and Learning (PETALs) set out by the College*
 - fulfil the Principles of Excellent Pastoral Care (PEPCs) set out by the College**
 - enrich the co-curricular life of the College by engaging with pupils beyond the confines of the classroom.
 - further their understanding of subject and pursuit of knowledge
 - engage in academic discourse with pupils and staff
 - balance work commitments by
- demonstrating high levels of personal organisation planning and prioritisation
 - express themselves clearly and articulately to pupils and staff
 - welcoming and engaging with the many ideas, views and thoughts associated with a progressive organisation
 - embrace technological change and innovation
 - support the progress of all pupils, no matter what their needs, and through the effective use of educational data, as appropriate.
 - be self-reflective enough to recognise their own strengths and weaknesses as a teacher and be proactively involved in their own professional development

*Principles of Excellent Teaching and Learning (PETALs)

Teachers at the College deliver lessons that demonstrate:

1. **Planning.** Lessons are organised, well resourced, and located within a coherent scheme of learning.
2. **Engagement.** Students are actively focused on their learning.
3. **Teaching.** Teachers show strong subject knowledge and successfully challenge students to think for themselves.
4. **Assessment.** Teachers check and respond to student understanding and progress within and across lessons.
5. **Learning.** Lessons have clear learning outcomes based on high expectations.

**Principles of Excellent Pastoral Care (PEPCs)

Staff at St Dunstan's College provide excellent pastoral care by being:

1. **Fair.** Students are treated in a consistent, reasonable and fair manner.
2. **Proactive.** Staff are aware of their students' circumstances, and are able to intervene early to prevent issues from arising or worsening.
3. **Involved.** Staff have positive and open relationships with their students. Students feel that the staff know and understand them, and are comfortable speaking with staff, even about sensitive issues.
4. **Responsive.** Staff react quickly to pastoral concerns, informing Tutors, Heads of Year and/or the DSL as appropriate, and providing the immediate attention that a student may need to feel reassured.
5. **Consistent.** Staff are consistent in their expectations of high standards of behaviour and academic conduct from the students. Staff hold students accountable for their actions, rewarding positive behaviours and applying sanctions in a fair and prescribed way when behaviour falls short of expectations.

Professional Attributes

The following professional attributes are expected from all staff:

Courtesy, consistency, discretion, energy and stamina, resilience, enthusiasm, flexibility, initiative, sound judgement, patience, integrity and honesty, self-awareness.



PERSON SPECIFICATION

The following Experience and Skills are Essential/Desirable

	Essential	Desirable
A good degree in Sport Science, or a closely related discipline	X	
A passion for PE and sport and a high level of subject knowledge	X	
Experience of teaching PE/coaching netball in a school setting		X
Interest in a career in teaching/coaching	X	
Experience of working with teams of people to improve outcomes in a sporting setting	X	
High level coaching or playing experience in at least one of the College Core Sports	X	
A strong work ethic and high levels of personal organisation	X	

THE PACKAGE

Salary: £25,000 pro rata

Pension: Contributory Pension Scheme ISPS (DC)*

Benefits: Means-tested tuition fee remission and no registration fees*
Private Health Care Insurance (50% paid by employer)
Free lunch and beverages during term time
Staff Accommodation (subject to availability)
Free off road parking
Reduced health club membership
Salary Sacrifice Schemes
Season Ticket Loan
Free winter and summer social events
Annual flu immunisation
Use of College leisure facilities including gym, tennis courts and pool**

** Permanent staff members only*

*** Conditions apply*

