POCKLINGTON SCHOOL

Ages 3 to 18



Resident Sports Assistants Information Pack

February 2020







School Information

Pocklington School was founded by John Dolman in 1514 as part of a guild whose aims encompassed support for the poor and sick of the parish as well as the foundation of a school "for the bringing up of youth in virtue and learning".

The foundation was thus based on a commitment to the value of education and to the creation of opportunity for those who would take their place in a society which was finding itself increasingly in need of an expansion of education. Today there is in the school a similar commitment to quality of education and the upholding of high standards in all facets of life.

We value our Christian foundation: of course pupils and staff comprise individuals of different faiths and beliefs but there is a desire to aspire to Christian values.

The majority of students are day pupils but there are also boarding pupils across 4 houses accommodating senior and junior boys and girls. The Senior School and the Prep School work closely together with the facilities across the site available for all ages. The school is fortunate in having good playing fields and plenty of open space and gardens. There are excellent facilities, including a fine theatre, a Sixth Form Centre, a superb library, a new Art and Design Centre, a swimming pool, and other sports facilities.

Set in extensive grounds on the edge of Pocklington, 12 miles east of York, we offer a unique working environment based within a historic market town, but close to major cities and heritage coastlines.

Staff are supported through a range of benefits which are explained further below as well as approachable and supportive colleagues. You will be encouraged to undertake development opportunities, and will find a friendly and welcoming working environment. We offer a community feel, not just a workplace.

POCKLINGTON SCHOOL FOUNDATION

Aims, Values and Practice







Aim

To inspire for life

Confidence - We encourage individuals to be confident and considerate; fostering self-respect and self-belief.

Responsibility - Personal responsibility and service to others are expected; both have opportunity for expression within the school and beyond.

Achievement - In all areas of school life we seek to nurture talent and aspiration, to encourage perseverance and to prepare young people for the challenges of adult life.

Values

We achieve our aim through a strong working relationship between pupils, staff and families which is founded on the following values:

Trust - The Foundation's Christian ethos guides our caring and straightforward approach. We treat each other with respect and uphold our tradition as friendly and compassionate schools.

Truth - We value debate which is open, honest and informed to stimulate creativity, intellectual curiosity and initiative.

Courage - We challenge ourselves and each other to change for the better.

Practice

We provide a community to be proud of, where pupils can explore, make mistakes, learn and grow. In order to do this:

Support - We put the well-being of our pupils first, with excellent pastoral care.

Learning - We encourage successful learning through effective teaching and a commitment to a broad education.

Recognition - We recognise and reward success and commitment, progress and achievement.

Employee Benefits

The following are on offer as part of your employment with the Foundation. For further information on anything detailed here, please speak to the Human Resources Team.

Foundation Benefits:

Pension scheme - We offer competitive employer contribution rates for all staff

Discounted school fees for permanent staff, with the option to spread payments over 12 months from your pay

Enhanced holiday entitlements

On-site gym and swimming pool

Free lunch in term time

Enhanced Maternity and Adoption Pay - see the policies on the Extranet under Foundation Policies, Personnel Policies

Enhanced sick pay arrangements - this is detailed within the Absence Management Policy, also to be found on the Extranet

Annualised Pay - allowing for easy home budgeting

Free staff room refreshments

Employee Assistance Programme - offering a health, wellbeing and counselling service for staff and their families

Tai chi, yoga and art classes- these are advertised throughout the school year

Winter car lights & tyres test - organised by the Transport Team each January

Massages - these are arranged on an ad-hoc basis throughout the school year

Internet and e-mail access at work (subject to appropriate use in accordance with the school policies)

Free parking (although this is subject to possible legislative change in the future)

Free library services - including holiday book loans







External Providers:

Discounted membership at the Box gym (see flyers on the school noticeboards)

Health Care - access to reduced rates

HMRC:

Cycle to Work scheme

This scheme is offered on a salary sacrifice basis, allowing staff benefit from reduced tax and NI payments.

Job Information

Role Title: Resident Sports Assistants

Overall Purpose: to assist the Director of Sport in the delivery of his Departmental Plan for Sport, helping to promote enjoyment and competence in sport by developing competitive teams in two or more of the following sports: Rugby, Hockey, Cricket, Netball, Tennis, Squash, Rounders, Athletics.

Responsible To: Director of Sport for Games (with management links to Head of PE for Key Stage 3); Pastoral Director for boarding duties; Prep School Head for Prep School duties.

Staff Responsible For: N/A

Salary: £9525 for the duration of the placement

Copy of Job Advertisement:

We have fantastic opportunities for Resident Sports Assistants who are able to inspire, enthuse and nurture our pupils. The successful candidates will be passionate about Sport and play a key role within our PE and Games department to foster and deliver learning of the highest quality.

12 miles to the East of York we offer a unique working environment based within a friendly market town, but close to major cities and heritage coastlines. Our successful co-educational day and boarding school is thriving, and we require outstanding graduates to join our school for a 10 month residential placement (September 2020 to early July 2021) who will motivate and stretch all pupils, whilst allowing every child to achieve to the best of their ability.

Ideally you will be expecting to graduate in Summer 2020 or be seeking a one year under-graduate placement. You will develop skills and experience in sports coaching and pastoral responsibilities which will be valuable experience for anyone interested in pursuing a teaching or coaching career.

You will help to enhance further competitive teams in two or more of the following sports: Rugby, Hockey, Cricket, Tennis and Athletics; good Hockey or Netball players / experienced Hockey or Netball coaches would be ideal candidates.

In addition to being fully involved in the games, PE and extra-curricular programmes across the Foundation, you will be expected to undertake some boarding duties and will therefore need to live in accommodation on site. You would not normally be expected to work during the school holidays, although there might be the opportunity to be involved in sports tours and special coaching days. In return you will receive: structured support and coaching to develop your skills and knowledge; £9,525 for the duration of your placement; accommodation and meals during term time.
For an informal chat about the role please contact Mr David Byas, Director of Sport on 01759 321200 or mainoffice@pocklingtonschool.com

For more information and to apply via the TES website: www.pocklingtonschool.com/Job-Vacancies
T: 01759 322666 E: recruitment@pocklingtonschool.com
Closing date: 9am 25th February
Expected Interview Date: 10th March

Pocklington School Foundation is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.

Department Information

Pocklington School Foundation has an outstanding reputation for its sports programme. The Resident Sports Assistant roles are full time and we are looking for people who are passionate about sport and are considering a teaching or coaching career.

Pocklington is proud of its sporting tradition - The School has a varied sports programme which offers competitive and recreational opportunities for all pupils; the School's reputation for producing competitive teams and individuals across a range of sports is excellent. We produce a steady stream of Old Pocklingtonians who continue to garner success once they have left school.

Previous successful Sports graduates at this school have not only shown a good variety of subject knowledge and a proven ability to interact positively with students but have at their core the ability to show initiative.

The PE department is thriving with a healthy GCSE and A level program as well as an innovative key stage 3 syllabus. We also introduced the Sports BTEC two years ago.

Successful candidates will generally work exclusively with 1st, 2nd and 3rd years (year 7 to 9) as assistant teachers delivering this program. It is varied and covers the full spectrum of PE curriculum areas. Activities range from swimming and personal survival through to gymnastics and softball as well as table tennis, basketball, and badminton, to name but a few.

PE is delivered by two qualified members of staff with a graduate also assisting. Two classes are combined, and two activities run in each double period. The graduate will be supporting the principle leader within each lesson, and there is plenty of scope for professional development, especially in topic areas where graduates are specialised, and in GCSE.

The aim of the Pocklington Sports Programme is to promote a healthy and active lifestyle for the enjoyment and wellbeing of all, from enthusiastic beginners to top athletes.

Job Description

RESIDENT SPORTS ASSISTANT

Reporting To:
Director of Sport for Games with management links to the Head of PE for KS3; Pastoral Director for boarding duties; Prep School Assistant Head (Co-Curriculum) for Prep School duties.
Regulated by the Deputy Head of the Senior School.

Main Purpose:
Assist the Director of Sport in the delivery of his Departmental Plan for Sport at Pocklington School, helping to promote enjoyment and competence in sport by developing competitive teams in two or more of the following sports: Rugby, Hockey, Cricket, Netball, Tennis, Squash, Rounders, Athletics.

Child Protection
The post holder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and will adhere to and ensure compliance with the Foundation's Child Protection Policy Statement at all times.

If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the school's Designated Safeguarding Lead or to the Headmaster.

November 2016

POCKLINGTON SCHOOL FOUNDATION

Main Duties

- Full involvement for all timetabled games and selected PE lessons, including those of the Prep School

- Refereeing, umpiring or supervising Rugby, Hockey, Cricket, Netball, Tennis, Squash, Rounders or Athletics fixtures during the week and the main fixtures on Saturdays

- Coaching teams and running team practices throughout the year

- Playing a significant role in the delivery of off-site programmes in the local community

- Covering occasional classes and invigilation as required by the Deputy Head

- Involvement with boarding duties which will include evenings and weekends

The above main duties are not exhaustive and may vary without changing the character of the job or level of the responsibility.

You will play an active part in coaching our pupils as well as undertaking a range of responsibilities within the boarding houses thus developing pastoral skills. This will be valuable experience to contribute towards a career in teaching or coaching.

POCKLINGTON PREP SCHOOL
Ages 3 to 11

POCKLINGTON SCHOOL
Ages 11 to 18

Person specification – Resident Sports Assistant

	Essential criteria	Desirable criteria	How measured
Experience	• Experience of playing at least 2 of the sports offered	• Experience of playing one of the school's major sports to at least Club level • Previous Coaching experience	Application Form, Interview
Education and Training	• A good degree	• Relevant coaching, refereeing or umpiring qualifications • First Aid Training	Application Form
Skills and knowledge	• Evidence of being skilled in the sports being offered • Clear and effective communication skills • Good understanding of the Sports offered	• Evidence of good management, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies	Delivery of Coaching Session
Personal attributes	• Leadership qualities, including energy, resilience and the ability to enthuse and motivate others • An ability and willingness to make a significant contribution to the extra-curricular life of the school • An ability to relate well to colleagues and children. To be mindful of the need to behave appropriately and professionally at all times with pupils, peers and parents • Sympathy with the Christian values of the school and the nature of working in a boarding environment	• High levels of organisation and initiative • Approachability, accessibility and flexibility • A commitment to a career in schools or sports coaching	Interview

Child Protection: this post is subject to acceptable references and clearance from the Data Barring Service as part of the Foundation's commitment to providing a safe environment for our pupils.

Recruitment Timetable

Closing Date: 9am 25th February 2020

Expected Interview Date: During weekcommencing 9th March 2020

Expected Start Date: 1st September 2020

Please apply online using the TES website. This can be accessed through www.pocklingtonschool.com/Job-Vacancies where you can browse our current opportunities and apply using the "quick apply" button.

Please ensure you read the information available in the "useful recruitment policies" document uploaded to the TES website. This contains: the application process and safer recruitment guidance; recruitment of ex-offenders policy statement; secure storage, handling, use, retention and disposals of disclosures and disclosure information policy statement. These policies are available to view on the key recruitment policies page of our website and we can also send these to you as a hard copy if requested.

For further information please contact Abby Popely, HR Advisor:
PopelyA@pocklingtonschool.com
01759 322666

Thank you for your interest in working with us and we look forward to receiving your application

