

ALLEYN'S SCHOOL

TOWNLEY ROAD, DULWICH, LONDON SE22 8SU

Independent day school for boys and girls aged 4-18



TEACHER OF PE & GAMES

Permanent, Full-time, From Advent 2020

Alleyne's is one of the country's leading co-educational independent day schools, committed to developing excellence within an ethos of strong pastoral care and a vibrant co-curriculum. Our holistic approach aims to nurture every pupil, enabling them to develop their potential while making friendships and enjoying life to the full.

Tracing our roots back to Edward Alleyne's College of God's Gift, founded in 1619, we moved to our own 30-acre site on Townley Road in 1887 and, in 1976, were one of the first such schools to go fully co-educational.



We believe that learning together in a supportive environment provides the best framework for boys and girls to excel at school, to discover new ideas, skills and enthusiasms and to prepare for university and the multi-gendered world of work and life in general. Links with local and overseas schools, universities and charities provide further opportunities to enrich that learning in different contexts and to make new and lasting friends.

Our community is warm, caring and inclusive and we are very proud of our pupils, who leave us with excellent examination results, places at some of the world's top universities and specialist centres of higher education, and also with a sense of confidence, mutual respect and social responsibility.





We also greatly value our committed and hard-working staff, whose dedication makes possible the achievements of our pupils.

Dr Gary Savage, Headmaster



About Alleyne's - our vision

Alleyne's is a happy and successful, co-educational, academically selective, independent London day school.

As we look forward in the twenty-first century, we reaffirm our commitment to the following:

-  Nurturing holistic excellence for all, developing curiosity, reflection, determination, independence and a lifelong love of learning;
-  Promoting well-being in a kind, caring and safe environment where every individual can flourish;
-  Offering opportunities, both inside and outside the classroom, to develop skills, insight, empathy, creativity, leadership and teamwork;
-  Valuing diversity in welcoming to the Alleyne's community people of different backgrounds and beliefs;



-  Building positive local, national and international partnerships and providing opportunities for our pupils and staff to make a difference;
-  Cherishing our community of pupils, parents, staff and alumni, and honouring our continuing commitment to Edward Alleyne's charitable foundation of 'God's Gift'.



Commitment to Safeguarding

We are fully committed to providing a safe environment for children, staff and visitors. We promote a climate where anyone in the community can freely share their concerns about themselves, or others, in terms of individual safety and well-being. We protect the interests of the children at Alleyn's through awareness among all members of staff of the kinds of issues of abuse, maltreatment and neglect that would impair a pupil's health or development. In this way, Alleyn's supports its pupils' development in ways that foster security, confidence and independence. We provide an environment in which children and young people feel safe, secure, valued and respected, and know how to approach adults if they or those whom they know are in difficulties, with the assurance that they will be listened to.



Everyone in the staff community at Alleyn's takes responsibility for safeguarding, and we always aim to act in the best interests of the child.

Co-educational Community

Boys and girls at Alleyn's genuinely enjoy learning together. They are encouraged to appreciate each other's achievements and contributions and it is satisfying to see them grow in confidence as our co-ed community offers them a fabulous variety of ways to develop skills and cement lifelong friendships.

The Junior School is a member of IAPS, with pupils aged from 4 to 11. The Senior School is an HMC school with pupils aged from 11 to 18. This year there are just over 1,050 pupils in the Senior School, of whom 303 are in the Upper School (Sixth Form). Our main intake to the Senior School is at 11+ and there are further new places at 16+. We have six year 7 classes of around 25 children, with smaller classes common at GCSE. Upper School teaching sets are not larger than 14 and are usually sized 8-12.

Inclusive Community

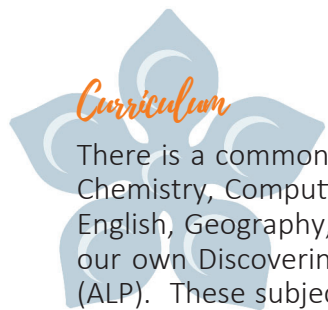
We are dedicated to achieving educational excellence through inclusion and a wide range of means-tested bursaries and scholarships supports our approach, allowing us to offer places to those pupils most able to benefit from an Alleyn's education, irrespective of financial means. At the moment we are providing means-tested bursary assistance to just over 10% of our pupils, meaning one in ten of our pupils are children who attend Alleyn's, who would otherwise not have been able to. Our goal is to double this in the coming years.

Pastoral system

Pupils have the same Tutor for their time in the Lower School (Years 7 and 8) under the care of the Head of the Lower School. In Year 9, they move to the Middle School where they join one of eight houses. The eight Heads of House are responsible for pastoral welfare from Years 9 to 13 in conjunction with the two Assistant Heads responsible for these years; Head of Middle School (Years 9, 10 and 11) and Head of Upper School (Years 12 and 13). Each House supports a Charity, and team games, music, debating and other inter-house competitions are also organised through the House System.

The School has its own Chaplain and Assistant Chaplain and there are qualified counsellors available to pupils.





Curriculum

There is a common curriculum in Year 7. Subjects taught include Art, Biology, Chemistry, Computing, Design Technology, Food and Nutrition, Dance, Drama, English, Geography, History, Latin, Maths, Music, PE, Physics, Religious Studies, our own Discovering Languages course and our Alleyn's Learners' Programme (ALP). These subjects continue in Year 8 where there is some setting in Maths and pupils continue with two modern languages chosen from Spanish, French and German. There is a wide choice of subject options in Years 10 and 11. The current GCSE curriculum includes English Language, English Literature, Mathematics, a Modern Foreign Language and the three Sciences (the vast majority do the Triple Award) alongside a wide choice of options available to all students. The Sixth Form options system offers immense choice and flexibility. All pupils currently take 3 or 4 subjects in Year 12 in addition to PSCE and Enrichment. The EPQ is also available as a Sixth Form option.



Academic Enrichment

We are committed to academic enrichment, both inside and outside the classroom, providing opportunities for pupils to learn new things, extend their horizons and develop a lifelong love of learning and a keen appreciation of the life of the mind. To this end we have developed a bespoke integrated course, the Alleyn's Learners' Programme, increased the number and quality of visiting speakers coming into school and created new opportunities for pupils to develop their ideas in extended project work. We shall continue to extend this work over the coming years, providing intellectual stretch, challenge and enrichment for the entire Alleyn's community without compromising the co-educational warmth and co-curricular balance which makes us the successful and happy school that we are and wish to remain.

Exam Results

We have a proud record of outstanding exam results. Over the last 5 years, on average 34% of grades at A Level have been A*, 71% have been A* or A and 91% have been A*, A or B. The majority of our boys and girls progress to their first-choice courses at UK and overseas universities and specialist centres of learning. At GCSE, 68% of grades awarded have been either A* or 9/8, 91% of grades either A*/A or 9, 8 or 7, and 98% A*-B or 9-6. The vast majority of pupils join the Sixth Form at Alleyn's and study A levels here.

Facilities

The School has approximately 30 acres of grounds with extensive playing fields. There is a high quality floodlit sand-dressed Astroturf, a Sports Hall, floodlit all-weather netball courts, a cinder running track and new strength and conditioning studios. The Edward Alleyn Building provides a theatre and additional facilities for teaching, pastoral care and the performing arts. In recent years the swimming pool has undergone a significant redevelopment and in 2016 a major project saw a new wing added to the Science building. In February 2018 we opened our brand new Lower School which comprises 12 state-of-the-art classrooms, seminar rooms, a flexi space and large atrium space. An ongoing major capital programme includes future plans for additional facilities in the Junior School, Library, Archive and Sixth Form centre as well as a new Dining Hall.

The library is very well stocked and well used and individual Departments are all extremely well resourced. Networked computers are available throughout the school, with broadband internet access and high speed WiFi across the site.





Co-curricular

Alleyn's offers a wide range of co-curricular activities to complement the academic curriculum and provide pupils with experiences and opportunities beyond the formal classroom. These are an integral and essential part of an all-round holistic education, where we recognise that individuals flourish in a supportive environment in which all their abilities and talents are acknowledged and encouraged. All members of the teaching staff are expected to play a full part in both the enrichment activities within their own department and the school co-curriculum more broadly.

The vast majority of pupils join the CCF, Duke of Edinburgh's Award Scheme or the Volunteering programme in Year 10. In addition there is a very wide range of clubs, societies and other activities.

Alleyn's Sport offers opportunities at all levels. The PE/Games curriculum throughout the School is varied, encompassing a wide variety of team games and individual sports. School teams run in a large number of sports, and practices for every sport are open to all pupils. Over the course of a year well over three-quarters of the pupils in the School will have taken part in some competitive sport.

In Music there are over thirty performing groups including orchestras, choirs, wind bands, a jazz band and numerous chamber groups. In Drama there are usually three main productions each year, with additional pupil-led Bearpit productions. In Dance there are several different groups rehearsing weekly, and an annual Dance Show takes place in the school theatre.

The PE Department

This is an opportunity to join a highly successful and vibrant department which currently has ten full-time members and several part-time members of staff. The department is led by the Director of Sport, assisted by a Head of Girls' and a Head of Boys' Physical Education and Games. All members of the department teach across the age range and the broad curriculum which includes significant programmes in Football, Hockey, Netball, Basketball, Water Polo, Fives, Tennis, Cricket and Athletic pursuits. They are supported in running co-curricular clubs and squads by a large number of staff who teach in other subject areas. We also currently have specialist coaches in Cricket, Fives, Hockey, Gymnastics and Netball and are supported by a PE Technician, Administrative Assistant, Physiotherapist First Aider and Swimming Pool Manager.

Facilities and Resources

Our 30 acres of grounds incorporate extensive playing fields in addition to a recently refurbished floodlit high-quality artificial turf pitch, a new multi use games area, a swimming pool with state of the art electronic timing equipment, a shale athletics track, tennis courts, netball courts (floodlit) and Rugby fives courts. The indoor facilities include a sports hall, sprung floor gymnasium, dance studio and newly refurbished strength and conditioning and cardiovascular suites. Additional facilities are available off-site at the Edward Alleyn Club (the School's alumni body).

Curriculum and Co-curriculum

The Physical Education programme is structured to maximise the aims of the department and to support, complement and contribute to the aims and policies of the School as a whole. All students have double periods of PE and Games from Years 7-10 and Year 11 students have a single PE lesson in addition to their



Games afternoon. During the course of the year all pupils follow a balanced programme of physical activity. A level Physical Education is an option in the Upper School curriculum.

There are Sports Scholarships available to pupils entering the School in Year 7 and in Year 9. Sports Exhibitions are also awarded to students who have performed well at the 11+ Sports Scholarship assessment days.

Co-curricular activities are a core part of school life at Alleyn's for both staff and pupils, and the extensive sporting activities available play a major role in this. We run teams and play competitive matches against other schools in most if not all activities. A very large number of pupils regularly involve themselves in the inclusive lunchtime and after-school practices and clubs where, alongside technical proficiency and tactical awareness, they are positively encouraged to improve and develop the requisite positive attitudes and attributes that set them in good stead for later life and of course on the field of play. Competition at inter-form, inter-house and inter-school level affords all pupils the opportunity to develop further in an appropriately competitive environment with fixtures taking place during the week and at weekends. The successful candidate would be expected to contribute fully and enthusiastically to our impressive and inclusive co-curricular programme.

As well as the large programme of friendly fixtures in many sports we also compete in the relevant Regional and National competitions, with teams regularly enjoying success at all levels. Each year many pupils also achieve representative honours in both team and individual sports and the School is involved in organising and hosting local, regional and often national rounds of competitions.

Commitment, enthusiasm, passion and outstanding subject knowledge alongside a capacity for hard and sustained work are required in any candidate for a post in the PE Department.



Post Outline

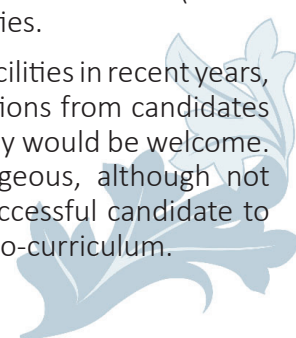
We are seeking to make a full-time appointment for the start of the Advent term 2020 (1 September). This post could suit either an experienced teacher, someone seeking NQT status (we have a full induction programme in place) or possibly an aspiring teacher wanting to enter the profession (again, we have a full training and induction programme in place).

For this particular role we are looking for a committed, dynamic person who:

- will teach co-educationally across the age groups and all areas of our broad curriculum;
- will take their share of responsibility for co-curricular clubs / teams throughout the year, after school, at the weekend and on occasions during the holidays;
- will work collaboratively with all members of the department to continue to develop our thriving and successful co-curricular sporting programme; and
- where time allows will contribute to and participate in the wider (non-sporting) school programme of co-curricular activities.



Given the significant refurbishment of the Hockey facilities in recent years, and the level of engagement in this sport, applications from candidates able to support the newly appointed Head of Hockey would be welcome. The ability to deliver Netball would be advantageous, although not essential. There may be an opportunity for the successful candidate to take responsibility for one or more aspects of the Co-curriculum.



Additionally, there are some core responsibilities that are common to all teachers at Alleyn's who are expected to:

- promote and protect children's welfare in all aspects of their contribution to school life, demonstrating a clear understanding of all aspects of safeguarding and Keeping Children Safe in Education (KCSIE);
- establish a safe and stimulating classroom environment, rooted in mutual respect;
- demonstrate consistently positive attitudes, values and behaviours and encourage pupils to take a responsible and conscientious attitude to their own work and study;
- demonstrate and employ good subject knowledge, and become fully acquainted with the appropriate specifications and schemes of work;
- keep abreast of developments in their subject(s);
- plan and teach well-structured lessons; imparting knowledge and developing understanding through effective use of lesson time;
- promote a love of learning, intellectual curiosity, good progress and outcomes by pupils;
- reflect systematically on the effectiveness of lessons and approaches to teaching;
- adapt teaching to respond to the strengths and needs of all pupils;
- set homework and plan other out-of-class activities that consolidate and extend the knowledge and understanding pupils have acquired;
- have a clear understanding of the needs of pupils with special educational needs, those of high ability, those with English as an additional language, those with disabilities, and use a range of approaches that is conducive to successful engagement and learning for all;
- make appropriate and consistent use of rewards and sanctions in line with school policies;
- give pupils regular feedback, both orally and through marking work regularly (in accordance with departmental guidelines), and encourage pupils to respond to the feedback;
- make accurate and productive use of formative and summative assessment, keep appropriate academic records, and use relevant data to monitor progress, set targets and plan subsequent lessons;
- contribute to the design and provision of an engaging curriculum within the subject;
- be ICT literate and have experience of using appropriate software in the classroom to enhance teaching and learning;
- take a proportional share of responsibilities for departmental activities (e.g. trips, societies, hub, University admission etc.), new initiatives and provision and maintenance of resources (e.g. the writing and updating of schemes of work, the display of pupils' work, etc); and
- contribute to the extension and enrichment activities of the department.

Other Responsibilities:

- to support the School's vision and values;
- to support the holistic development of pupils by contributing to and supporting the pastoral work and wider school programme of co-curricular activities;
- to promote good and courteous behaviour both in classrooms and around the school;
- to work positively to develop effective professional relationships with both teaching and support staff colleagues across the school;



- to make arrangements to attend all relevant meetings and evenings as published in the School calendar;
- to engage positively in professional development opportunities;
- to have proper and professional regard for the ethos, policies and practices at Alleyn's, as written in the Staff Handbook and School Policies; and
- to carry out any other task at the reasonable request of the Head.



Person Specification

Alleyn's seeks to appoint teachers who will have the following qualities, or the potential to develop them:

- the energy, dynamism and stamina to contribute fully to the life of a busy co-educational independent London day school;
- profound and continuing interest in the academic subject(s) to be taught;
- empathy with pupils across the age and ability spectrum;
- the depth of knowledge and agility of mind to allow flexibility in lessons, adapting delivery as appropriate in the light of pupils' responses;
- the capacity to understand and deal professionally and sensitively with pastoral problems raised by pupils;
- the ability to create effective rapport and a sound relationship with pupils, earning their respect and trust but maintaining proper professional boundaries;
- the ability to create effective rapport and sound relationships with parents and colleagues; and
- a willingness to contribute to the extensive range of activities provided for pupils outside the classroom including departmental extension and enrichment activities, and whole-school co-curricular activities.

Alleyn's has its own competitive salary scale and accommodation may be available. If you have any questions for the Head of Department, please contact the personnel administrator (personnel@alleyns.org.uk).

Arrangements for the Appointment

Applications

The application pack can be downloaded from our website, www.alleyns.org.uk/school-vacancies. Candidates should complete all sections of the application form and submit it together with a completed Equal Opportunities Monitoring Form, full CV and covering letter (addressed to the Headmaster, Dr Gary Savage). All documents should be emailed to personnel@alleyns.org.uk.

Alternatively they can be posted to Dr Gary Savage, Headmaster, Alleyn's School, Townley Road, London SE22 8SU

The deadline for applications is midday (12pm) on Monday 20 January 2020.

Interviews

Interviews will take place at the School on Thursday 23 January 2020 and will consist of an interview with relevant colleagues including the Headmaster. Shortlisted candidates will be asked to plan and teach a lesson and there will be an opportunity to have a tour of the School and to meet other members of the department.

Please note that references may be taken up before the interviews. If you would prefer to be contacted first please state this in your application.

Safeguarding Checks

Alleyn's School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Equal Opportunities

Alleyn's School is an Equal Opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of age, disability, ethnicity, gender, marital status, sexual orientation, religion or belief.

