

Application Pack



For the Position of:
Teacher of Physical Education

Closing date:

Monday, 9 December 2019

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St. Olave's Grammar School is a recently OFSTED 'Outstanding' forward-looking selective Church of England school where academic standards are very high, rivalling the best schools in the country; our naturally able and inquisitive pupils are a delight to teach.

The school prioritises the wellbeing, dignity and morale of its staff and pupils, actively investing in professional development as we very much feel that people make our environment.

If you are looking for a new challenge or you are starting your career, then please do come and visit us or explore our website further.

The atmosphere in our School is truly unique – it is a community which is welcoming, caring and inspiring.

Being a member of staff at St. Olave's Grammar School, allows you to access:

- Competitive salaries and pay progression
- Extensive professional development opportunities
- Training grants for qualifications
- A Cycle to Work scheme
- Competitive terms and conditions of employment
- Membership of the staff association, which includes free tea and coffee throughout the day
- School sports facilities and yoga classes
- Choirs and music groups
- Staff Wellbeing programme, including access to medical advice and counselling



About St. Olave's Grammar School

St. Olave's enjoys a reputation as one of the leading Grammar Schools in the country with a strong focus on scholarship combined with cultural enrichment. We are a Voluntary Aided selective Church of England school which admits 4 forms of entry of boys at age 11, from a wide variety of backgrounds across a broad area of South London, and takes both boys and girls into the Sixth Form. Here you will find a vibrant multi-cultural community of young men and women who respect tradition as well as a dynamic, forward-looking approach. Our students have the very highest aspirations, supported by hard work and commitment; almost all take up places at Russell Group universities and go on to pursue top careers. We are proud to provide outstanding pastoral care, based on Christian values, where each student is valued as a unique individual.

With an outstanding record of academic excellence our A-Level results show consistently around 95% A/B grades, placing St. Olave's amongst the very top schools nationally. Over 200 students have gained Oxbridge places over the last 7 years; this year we had a 25 offers for Oxbridge and 49 for Medicine, both more than many of the schools in the country can replicate. We try to locate academic excellence within the broader context of education, encouraging all of our students to become independent thinkers, engaging critically in the learning process through a vibrant approach to intellectual curiosity.*

Olavians are interesting people who enjoy a variety of cultural experiences alongside their academic pursuits. Sport, Music, World Challenge, Drama, Amnesty International, Duke of Edinburgh's Award, the Political Economy Society, are just a few of the wide range of co-curricular opportunities available at St. Olave's, and we expect every one of our students to get involved in some of these so that their lives are culturally enriched. Our rugby squad recently toured South Africa; Biology students spent three weeks in Malawi doing scientific research with Operation Wallacea; our Economists visited the European Bank in Frankfurt; Art students spent a week in Copenhagen; others visited the sites of Ancient Greece or trekked the jungles, mountains or volcanoes of Honduras, Costa Rica or Tanzania on World Challenge. Our top Chess and Fives teams comprise a number of national champions whilst our budding playwrights have had scripts performed at the National Theatre. Each year 4 choral scholars provide the trebles for The Queen's Chapel of The Savoy – part of the school's rich cultural heritage and a link with its historic origins near London Bridge where it was originally founded in 1561 and later given a Royal Charter by Queen Elizabeth I in 1571.

As soon as you enter the school you cannot help but notice the friendly atmosphere and a deep sense of pride and loyalty. We hope that all of our students will grow into caring, independent young adults with a strong sense of moral and social responsibility.

Mr. A. Rees
Headteacher



Information about this role

St. Olave's Grammar School is currently advertising for a Teacher of Physical Education. This role would suit an experienced colleague or a new entrant to the profession with a genuine passion for Physical Education and Games and a desire to inspire students in this flourishing Faculty. A specialism in Rugby and the ability to coach to First XV level would be an advantage but is not essential. Physical Education and Games is an enthusiastic and energetic department, led by the Director of Sport and comprising 3 full-time professionals and 3 sports' coaches. It is taught across the 11 - 18 age range and includes team teaching and some mixed teaching to Sixth Form groups.

Working hours

Full time from September 2020 (initially fixed term for one year to cover staff absence).

Salary details

Mainscale, Outer London remuneration

How to apply

To apply for this position, please submit the attached application form, along with a covering letter, no later than **Monday, 9 December 2019**.

Submissions can be made via email to ttaylor@saintolaves.net or via post.

Enquiries

Should you have any enquiries, or wish to visit the school prior to applying, please contact Mrs Taylor, the Headteacher's P.A. at ttaylor@saintolaves.net

Interviews

Interviews will take place as soon as possible after the closing date but suitable candidates may be interviewed before the closing date and St. Olave's Grammar School reserves the right to withdraw the position if an early appointment is made.

Safeguarding

St. Olave's Grammar School is committed to safeguarding and promoting the welfare and safety of all students and expects all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check.

Privacy Notice

[The St. Olave's Grammar School Job Applicant Privacy Notice](#) sets out what personal data we the School, hold about you and how we collect and use it during and after the recruitment process. It applies to anyone who is applying to work for us, whether as an employee, worker, contractor, consultant, volunteer, governor, apprentice (together referred to as 'Job Applicant' or 'you').



Job Description

Teacher of Physical Education

<p>Job Title:</p> <p>Teacher of Physical Education</p>	<p>Grade: Mainscale (Outer London remuneration)</p> <p>Line Manager: Director of Sport/ Head of Physical Education</p>
<p>Working Time:</p> <p>Full time from September 2020 (initially fixed term for one year to cover staff absence). Flexibility will be required to cover sports coaching and fixtures.</p> <p>Staff in the Department are involved both within and outside the timetabled school day. There is an expected commitment, throughout the year, to after-school practices, Saturday fixtures and some holiday days for pre-season training and tours. Recent tours include Rugby tours to South Africa and South America and Cricket tours to the West Indies.</p>	
<p>MAIN PURPOSE</p> <p>To teach and inspire students in this flourishing Faculty. A specialism in Rugby and the ability to coach to First XV level would be an advantage but is not essential. Physical Education and Games is an enthusiastic and energetic department, led by the Director of Sport and comprising 3 full-time professionals and 3 sports' coaches. It is taught across the 11 - 18 age range and includes team teaching and some mixed teaching to Sixth Form groups.</p>	
<p>RESPONSIBILITIES AND DUTIES</p> <p>Role of the PE Teacher</p> <p><u>Experience, Skills and Qualities</u></p> <ul style="list-style-type: none"> • An excellent practitioner with a genuine passion for school-level PE and Sport, able to lead by example and inspire pupils across the whole age and ability range. • A good degree in a relevant discipline. • The ability to coach and officiate both of our major boys' team sports (Rugby and Cricket) to a high standard. • A coaching qualification in at least one of these sports. • Willingness to teach and coach as required. • Commitment to the School's ethos and sporting vision, to achieving the highest standards and to ensuring all pupils reach their full potential. • Ability to inspire, challenge and develop staff and pupils. • Ability to play a role in a friendly and supportive team and to think strategically and creatively. • Outgoing and positive in personality with a 'can-do' mind-set and the enthusiasm and gravitas to be an outstanding ambassador for the School. • Approachable and measured in manner with the ability to set high standards whilst forming strong working relationships with pupils, colleagues and parents. • Ability to reflect on teaching and coaching methods. • Commitment to continuing professional development. • Organisation, discretion, resilience, flexibility and attention to detail. • Excellent skills in oral and written communication. • Willingness to contribute to the School's extensive co-curricular programme. • Confident proficiency with using Microsoft Office, especially Outlook, Word and Excel. 	

OTHER (finance, resources, performance management, staff supervision)

General:

Adhere to the Staff Handbook and all School Policies.

Fully and positively participate in the school's performance appraisal scheme in order to develop and enhance personal and service performance.

Undertake any other reasonable duties requested/assigned as required by SLT or Line Manager.

EQUALITIES

Implementation of the school's equal opportunities policies and its statutory responsibility with regard to other individuals and service delivery.

1. Date drawn up	Date November 2019	Name D. Budds (Deputy Headteacher)
2. Agreed by Post Holder		
3. Confirmed by Line Manager		



The Physical Education and Games Department

St. Olave's has a very strong sporting and co-curricular ethos, underpinning not only the acquisition of physical skills, but also the development of leadership, teamwork and responsibility. Despite our strong academic intake sport plays a significant role in the school, with a strong commitment to competitive Saturday fixtures for up to 11 Rugby teams and with popular Southern hemisphere tours every alternate summer. Cricket is the main summer sport where we regularly reach the latter stages of the county tournaments. St. Olave's is one of the few State schools to play Eton Fives where we beat the very best teams from the Independent sector and hold many of the National trophies. We retain strong traditions of awarding individual School Colours as well as Team Colours to a number of students who have made outstanding contributions to sport each year. We are fortunate to have a highly supportive Parents' Association who recently provided funds for a new fitness suite. There is a strong competitive ethos with Inter-House competitions and regular presentations or celebrations of success in whole school assemblies.

Physical Education and Games is an enthusiastic and energetic department, led by the Director of Sport and comprising 3 full-time professionals and 3 sports' coaches. Physical Education is taught across the 11 - 18 age range and includes team teaching and some mixed teaching to Sixth Form groups. The staff teach and take a coaching role in Rugby and Cricket with responsibility for a year group in both sports, as well as contributing to other activities and making a full contribution to the Physical Education and Games programme.

The Department endeavours to provide each pupil in the School with as wide an exposure to physical activity as possible. Our aim is to ensure that everyone who leaves St. Olave's does so having found an activity that they intend to continue to be involved in. Although the major games are Rugby, Eton Fives and Cricket, we also teach Athletics, Badminton, Basketball, Gymnastics, Hockey, Squash, Table Tennis, Tennis, Athletics, Cross-Country and Volleyball. We have a successful senior Football team and, despite not having our own swimming pool, we compete against local schools and enter the county championship. The breadth and depth of provision available is fundamental to achieving our aim.

The School's sporting resources are impressive. In 2011 we opened the Egan Centre Sports Hall (a 3 Badminton court sized hall) as well as owning a gymnasium, 5 Rugby pitches, 2 Cricket squares, 2 bespoke Tennis courts, 4 Squash courts, 4 Eton Fives courts, 4 artificial Cricket nets and a large 4 Tennis court playground. The School also plans to build an artificial pitch so that Hockey can become a major sport in the Spring Term.

Staff in the Department are involved both within and outside the timetabled school day. There is an expected commitment, throughout the year, to after-school practices, Saturday fixtures and some holiday days for pre-season training and tours. Recent tours include Rugby tours to South Africa and South America and Cricket tours to the West Indies.

More details may be found on the school website.

General responsibilities of a teacher

A. Achievement and Standards

- To be accountable for excellent performance of all pupils within your teaching groups.

B. Personal Development and Well-Being

- To have high expectations of students and be committed to ensuring that they can reach their full potential.
- To understand how the development of young people is influenced by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
- To know how to identify potential child abuse or neglect and follow safeguarding procedures.
- To be Form Tutor and to carry out pastoral duties including discipline, attendance, punctuality, reports, assemblies and form rooms, etc., as detailed in the Staff Handbook.

C. Quality of Provision

- To teach well-organised, engaging and motivating lessons with high levels of challenge, questioning and articulation.
- To ensure best practice is sought and integrated into teaching and learning.
- To have a secure knowledge and understanding of your subject and any recent relevant developments.
- To know the assessment requirements and arrangements including public examinations.
- To ensure that data and pupil information are used effectively to inform teaching and learning [including SEN].
- To support students so that they can be reflective and are able to identify how they can improve.
- To encourage high standards of academic and personal achievement, appearance and conduct in all pupils.
- To be committed to the pastoral life of the School, taking account of diversity, promoting equality and inclusion, and managing student behaviour in line with the School's Behaviour Policy.
- To establish a safe and purposeful learning environment.
- To contribute to the wider life of the School and its co-curricular activities.

D. Wider Professional Aspects

- To contribute to departmental development, acting upon the direction and feedback of your line-manager or HoD.
- To have a creative, collaborative and constructive approach to innovation and be prepared to adapt your practice.
- To keep up-to-date with school developments and professional duties, and to carry out a share of supervisory duties.
- To be a role model exemplifying the highest standards of classroom practice and professional conduct.
- To evaluate your performance and be committed to your own professional development.
- To understand the roles of colleagues with specific responsibilities for groups of learners [eg SENCO, Heads of Year]

E. To take responsibility for other areas as may reasonably be requested by the Headmaster.

Professional attributes and personal qualities

- A willingness to grasp the Olavian Grammar School ethos of scholarship, excellence and the highest aspirations.
- A good honours degree with a passion for your subject and the ability to share this with students.
- An interest in the challenges and demands of teaching the most able students.
- A proven track record of excellence in the classroom or on a teacher training programme.
- At least two references with recent knowledge, including a referee from the most recent employer/Head-teacher.
- The resilience and stamina to cope with the demands of the job and work to deadlines.
- Good inter-personal skills and the ability to build professional relationships with colleagues, students, parents, Governors and outside agencies.
- A well-developed sense of proportion and humour, with a positive and enthusiastic outlook.
- Personal and professional integrity.
- An interest in the international dimension with a commitment to an integrated multicultural community.
- Willingness to embrace the school's core Christian values.
- Competence in ICT.

St. Olave's is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the school's Child Protection policy, which is available on our website, and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people. Enhanced DBS Checks from the Disclosure and Barring Service will be sought on all successful applicants. Full details are given on the application form.



St. Olave's Grammar School

Teaching Application Form

Post applied for: _____ Closing date: _____

1. Personal details (BLOCK CAPITALS)

Surname: _____ Title: (e.g. Mr, Mrs, Miss, Ms): _____

First Name(s): _____

2. Education and Qualifications

Please give details of your education and qualification

Title	Dates		University, College or School	Subject	Qualifications/ Certificates/ Grade/Class
	From	To			
GCSEs					
A - Levels					
Degree					

3. Previous teaching/employment experience/career history, starting with current post

Please give a summary of all employment, including any relevant unpaid work and periods of unemployment since leaving secondary education. **Please explain any breaks in employment dates.**

Name of Employer	Type of School/Nature of Business	From	To	Post held	Main Salary/Scale on leaving	TLR responsibility & amount

Please continue on next page →

Name of Employer	Type of School/Nature of Business	From	To	Post held	Main Salary/Scale on leaving	TLR responsibility & amount

4. Training/courses you have attended

Dates		Title of Course	Details
From	To		

5. Additional qualifications or expertise you may be able to offer the school

E.g. Music grades, foreign languages spoken, sporting involvement/qualifications, Duke of Edinburgh, expedition leader qualifications, public speaking/debating etc.

6. Supporting statement

Please use this section to type in your letter of support telling us why you are applying for this post and how your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and job description.

Please continue on a separate sheet if necessary

7. Referees

Please provide details of two people who know you in a professional capacity from whom confidential references can be obtained, one of whom must be your current employer. For teaching staff it is our usual policy to take up references **BEFORE** interviews where possible. Employment is conditional on these references being deemed satisfactory.

Name: _____	Name: _____
Position: _____	Position: _____
Address: _____ _____	Address: _____ _____
Postcode: _____ Tel no: _____	Postcode: _____ Tel no: _____
Fax no: _____	Fax no: _____
Email: _____	Email: _____
Relationship: _____	Relationship: _____

8. Additional Information

Address: _____
_____ Post code: _____

Telephone no (Home): _____ Email (Home): _____

Telephone no (Work): _____ Email (Work): _____

Telephone no (Mobile): _____

National Insurance no: _____ Date of Birth: _____

Do you require a work permit to work in the UK? Yes No

If yes, when does your permit expire? (month, year): _____

Threshold Passed: Yes No Date: _____ QTS Status: Yes No

Dfes/Teacher Number: __ / ____ Other incentives allowances: _____

When did you complete your NQT year? _____

If you have not completed your NQT year, please confirm when you expect this to happen _____

Are you registered with the GTC for England: Yes No

St. Olave's actively promotes disability equality. If you are selected for interview will you require any assistance?

Yes No

If yes, please give details: _____

9. Protection of Children

Disclosure of any criminal background is required. Because of the nature of the work, teaching in the UK is exempt from the provisions of Section 4(2) of the rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) order 1986, and therefore applicants are not entitled to withhold information about convictions which for other purposes are spent under the provisions of the Act. Offers of employment will also be dependent on completion of a satisfactory police check. Disclosure of a criminal background will not necessarily bar you from any appointment.

Have you ever been convicted of a criminal offence? Yes No

If yes, please give details: _____

Date: _____ Offence: _____

Sentence: _____

Please give details of your police check with the Criminal Records Bureau: _____

CRB number: _____ CRB date: _____

10. Data Protection

Under the terms of the Data Protection Act 1998, the information you provide on this form will only be used by Saint Olave's for the purpose of assessing your suitability for employment, for monitoring policies and procedures, and for personal management purposes.

For any position that you apply for, if unsuccessful, this information may be retained on file for 6 months. The information may be used in internal proceedings to consider a complaint about the selection process and/or to defend against a legal challenge to the fairness of the selection process from any interested party. The information you provide to us on this form may also be used in the prevention and detection of crime and fraud.

11. Pension Scheme

Do you contribute to the Teachers' Pension Scheme: Yes No

Or other Superannuation (give name): _____

12. Applicant's Declaration

If you are invited to interview you may be required to answer formal questions as to whether or not you have unspent criminal convictions or summonses pending against you. Spent convictions must be disclosed for certain posts, e.g. Social Workers and Teachers as these are exempt from the provisions of the Rehabilitation of Offenders Act 1974. Some posts are subject to political restrictions. If any of the above applies to the post you are applying for, further details will be made available to you.

I declare that the information I have provided is true and accurate and in particular that I have not omitted any material facts which may have a bearing on my application. I understand that any contract of employment with St. Olave's is offered on the basis of the information I have provided. I understand that a false declaration, which results in my appointment to St. Olave's, may render me liable to dismissal. I give explicit consent that the information which I give on this form may be processed in accordance with the St. Olave's registration under the Data Protection Act 1998.

I am in possession of the certificates which I claim to hold, and understand that wilful falsification may result in dismissal if I am appointed.

I understand that any offer of employment will be subject to satisfactory medical, Criminal Records Bureau and police checks.

Do you have any family or close connection with any existing employees of St. Olave's School including governors?

Yes No

Signed: _____ Date: _____

EQUAL OPPORTUNITIES MONITORING FORM

The School has a policy on Equal Opportunities, which requires fair and equal treatment to be given to all job applicants. To help check how this policy is working the School seeks to record additional details of all people who apply for jobs.

For this reason the School would be grateful if you would give the information that is requested. This request has the full support of the teaching associations. This information is treated as strictly confidential and will not affect in any way the fair consideration of your application for employment. Your participation is entirely voluntary. Thank you for your assistance.

Please complete the following:

Job Applied for: _____

Surname: _____ First name(s): _____

Gender: Male Female Age: _____ years

ETHNIC GROUP

Please tick (✓) the relevant box

White British		Asian/Asian British-Bangladeshi	
White Irish		Asian/Asian British-Other	
White Other		Black/Black British/Caribbean	
Mixed-White & Black Caribbean		Black/Black British/African	
Mixed-White & Black African		Black/Black British/Other	
Mixed-White & Asian		Chinese	
Mixed-Other		Other	
Asian/Asian British-Indian		Refused	
Asian/Asian British-Pakistani			

DISABILITY EQUALITY

According to the Disability Discrimination Act 1995, a disability is defined as 'a physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day-to-day activities'. To help us comply with the Equality Act 2010 please tick one of the following:

- I do not consider myself to have a disability
- I do consider myself to have a disability
- I am registered disabled
- I decline to self classify as to whether I consider I have a disability

RECRUITMENT MONITORING

Where did you see this post advertised?

TES Newspaper

TES online

Recommended by a current member of staff Name _____

Other (please give details) _____

Signed: _____