Hutchesons’ Grammar School



**Appointment of**

**Director of Sport and PE**

**August 2020**

**The Aims of the School**

Hutchesons' Grammar School aims to provide boys and girls with a broad Scottish education, with the emphasis on academic excellence.

Founded in 1641, Hutchesons’ is a famous school which has always been at the forefront of teaching and learning in Scotland. Nowadays, it is a large and dynamic school of great vitality and diversity, where around 1250 pupils from Nursery right through to sixth year follow a broad curriculum, blending the traditional and the modern.  Excellent teachers are one of Hutchesons’ greatest strengths, along with the resources, training and support they need to do their job to the highest possible standards.

Hutchesons’ pupils excel in a wide variety of sports both nationally and internationally, and the quality of performance in music, drama and the arts is equally high.  All pupils can follow a structured programme in and out of the classroom which broadens their outlook and helps them develop their interests and enthusiasms.  There are many opportunities for involvement in clubs and societies, community work and charity fund-raising, visits and tours both within the UK and abroad, and for the Duke of Edinburgh award scheme.

As individuals, Hutchesons’ pupils are encouraged to develop confidence, self-discipline, integrity, courtesy and consideration for others.  They are part of a large community of learners, where every individual is important.  They learn to be thoughtful, articulate and well-read and to have a clear idea about how they want to live their lives beyond school and university.

Scots have always valued education very highly, and for over three centuries Hutchesons’ has sent young men and women out into the world secure in the knowledge that they are part of that tradition.

Hutchesons’ prides itself on being an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.  If you have what it takes, we really want to hear from you.

# The Department

At present, the experienced and committed Physical Education Department at Hutchesons’ comprises of 11 full-time and two part-time members of staff and is supported with assistance from external coaches and teachers from other departments. The Department also benefits from a full-time Head of Athletic Development, line managed by the Director of Sport, who works with the department, our teams, individual athletes and manages our recently opened Strength/Conditioning and Cardio Gyms. The current department structure includes Head of Girls Hockey, Head of Rugby, Head of Girls’ Games and Head of Boys’ Games. It is anticipated that the next Director of Sport and PE will work with the Department and SLT to undertake a review of this structure as part of the wider school and sport strategy moving forward. There may also be administrative support made available to the Department.

The underlying departmental philosophy is to promote ‘Sport for All’ whilst pursuing excellence in performance. The main emphasis of the Department is on core PE with a primary aim to ensure that a high percentage of pupils are motivated to be involved in sport and physical activity beyond their school years. Pupils in S6 have the potential of taking either a Higher in Physical Education or a course in Sports Leadership. They are also strongly encouraged to participate in the Senior Games programme on a Wednesday afternoon.

Excellence in sport is very much desired and pursued and the School has enjoyed considerable success in inter-school sport. Every effort is made to ensure that our reputation and high standards of performance at District and National level is maintained. Hutchesons’ pupils have achieved Junior and Senior International status in a variety of sporting disciplines.

The major winter term sports are rugby and hockey for boys and hockey for girls and we also compete in netball, cross country, swimming and soccer. On an average Saturday, 13 rugby teams and 17 hockey teams from P6 to S6 compete in inter-school fixtures. The major summer term sports are athletics, tennis and cricket. The PE Department is fully committed to Saturday morning inter school fixtures and encourage as many of our pupils as possible to participate by representing the School.

The facilities at the school are excellent. On site we have a large Sports Hall (comprising of 7 badminton courts) a gymnasium, an AstroTurf hockey pitch, an international standard tartan running track and a recently built state of the art Strength and Conditioning suite. The school also has 4 rugby pitches at our Auldhouse ground and has regular use of the international standard cricket pitch and the water based astroturf at Clydesdale Cricket and Hockey Club, the 4G rugby pitch at Glasgow Hutchesons’ Aloysians Rugby Club, the Arlington Swimming Pool, Titwood Tennis Club alongside other local facilities which complement our teaching and activities.

**Job Description**

At Hutchesons’ GS sport, and competitive sport in particular, has long played a central role in the history of the school. It is not an optional extra but rather a key component in building self-esteem, confidence, school ethos and even academic excellence. Young people learn respect, focus and commitment, find grit, determination and honesty and work individually and collectively towards achieving their goal. These are real life transferable skills, vital for future success and fulfilment. Physical activity and sport imbue our youngsters with the school’s ethos and values for the rest of their life. Following long and successful service, the retirement of the current position holder means we are looking to appoint a new Director of Sport and Physical Education.

This is an exciting opportunity to lead a keen and talented Department with high levels of success in major sports on to the next phase. We want all our pupils from Nursery to S6 to be exposed to a range of opportunities and to improve their skills and fitness whilst enjoying themselves. We are clear about the central importance of Sport and PE in the complete development of all our pupils, whether this be about health and wellbeing, participation or performance in individual or team sport at the highest national levels. The drive to compete and excel in sport shapes a young person’s character, binds the school together and reinforces the drive to compete and excel academically. Competitive sport is used to energise the entire school culture and as leaders in the school it is our role to understand its value and continually promote it. Pride in a team, the thrill of challenge and motivation to “have a go” all pay dividends in building character. We require to align the importance of sport with our academic excellence to establish an all- round culture of success.

The Director of Sport and Physical Education is a highly significant role at Hutchesons’ and brings with it a need for flexibility. Whilst not a definitive list, the role will expect the following from applicants:

**Leadership**

* To have an exciting vision and educational philosophy about why PE and sport are so important for all pupils.
* To have the proven ability to lead by providing clear direction, inspiration and motivation and to encourage and model that leadership so developing others in the team.
* To provide a clear strategy for achieving sporting excellence in our major school sports.
* To regularly review and develop the formal PE curriculum, ensuring that every child sees a progression of skills and experience.
* To review and develop our sporting programme so that it offers breadth as well as depth for all pupils.
* To manage and work with staff and coaches to raise standards and increase participation.
* To monitor and evaluate the quality of coaching and standards of pupils’ achievements.
* To encourage, recruit, motivate, develop and provide training for teaching staff who are involved in school sport.
* To build constructive pathways with local sporting clubs and associations and with regional and national programmes.
* To ensure that our top athletes get the support they need in school.
* To oversee the organisation of inter-House sports competitions throughout each term and on Sports Day.
* To work with SLT and pastoral staff to balance the needs of all sports whilst focusing on the wellbeing of pupils.
* To work with the Rector, SLT and the Department to review the Departmental structure in line with future strategic priorities and development.

**Finance, Facilities and Administration**

* To support communication with the school community via use of our SOCS sports management system, electronic and social media channels and school reporting systems.
* To have overall responsibility for the sports budget.
* To have overall responsibility for the arrangement of efficient PE and sport-related transport
* Liaison with grounds staff for preparation of school sports fields.
* Maintain and develop good working relationships with local sports clubs and partnerships to optimise facility sharing, usage and development in line with the School Sport Strategy.
* To ensure all aspects of Health and Safety are understood and procedures are followed at all times.
* To regularly review and update risk assessments for sports and PE.
* To liaise with the School Calendar and Events Co-ordinator and ensure the SOCS online calendar is kept up to date.
* To work with the Development Office to publicise sporting achievements and events
* To co-ordinate sports awards and colours

**Person Profile**

This is an excellent opportunity for an experienced and inspirational teacher of Sport and PE to lead and develop our excellent sport, games and PE programme. The successful candidate will lead the whole school sports policy and provision; including the opportunity to review current provision to implement and build upon the School Sport Strategy.

They will be self-assured, engaged and reflective practitioner in coaching key sports but will be keen to raise the profile of, and participation in, a wide range of others. They will also have strong interpersonal skills and be a supportive and sensitive manager of people, within and beyond the specialist sports staff. They will be keen to enable, develop and empower coaches and teachers on the staff equipping them with what they need to deliver an enjoyable and stretching sports programme for all.

The successful applicant will be able to demonstrate the following:

* Be a qualified and experienced teacher of PE/Sport in line with government requirements, a current PGCE will be required and registration with the GTCS ( see below)
* Real enthusiasm, passion and a genuine excitement for all sport.
* A wide range of sporting interests and a high level of experience in one or more sporting areas
* Experience of leadership of a significant team of people.
* Outstanding and proven organisational skills and the ability to think and plan strategically
* Excellent personal relations and team working skills and networking
* Objectivity and consistency of judgement in areas such as team selection, awards and development of individuals pupils’ talents.
* Energy, drive and stamina to continuously develop sport within the school
* Willingness and ability to promote and market the school’s sporting activity internally and externally.

Attached is the clearly articulated Sports Strategy, written in 2018, that we are currently following.

**How to Apply**

Candidates should send a letter of application and curriculum vitae, together with the completed application form to:

recruitment@hutchesons.org

**The closing date for applications is Friday, 21 February 2020 at 12 noon.**

Hutchesons’ has its own salary scale, which is in line with the current National Salary agreement plus a 4% Hutchesons’ allowance. Although by law not compulsory all our teachers are members of the Scottish Teachers’ Superannuation scheme. There is a 50% fee concession for children of members of staff who attend Hutchesons’ Grammar School.