



Director of Sport Information Pack

Completed applications should be emailed to recruitment@mgs.org

Deadline for applications: 09:00 on Monday 1 October 2018

Director of Sport

We are seeking to appoint an outstanding individual to lead and manage all aspects of curricular and co-curricular sport and P.E in the School. This opportunity arises with the relocation of the out-going Director of Sport, Mark Walmsley, to AKS Lytham, after five years of outstanding leadership. Whilst the position will be vacant from 1 January 2019, we would not wish this to be a barrier to any application, and the start date will be a matter for agreement with the successful candidate.

The successful candidate will lead a department which has gone from strength to strength in recent years. Sport is extremely important at MGS and the School is very strong in many areas. In 2018 *School Sport* magazine named Manchester Grammar School as the best school for sport in the North of England, and placed the School in the national top five. We regularly win county competitions and are very strong in national competitions. We have recent high-level successes in football, swimming, water-polo, cross-country, rugby, squash, badminton and cricket. Our pupils take part enthusiastically and levels of participation in representative sport are exceptionally high. The cornerstones of this vibrant sporting life are the contributions made by large numbers of enthusiastic and committed teachers from other departments, and the leadership and expertise provided by coaching staff, many with a distinguished professional background.

At present the P.E and Games department consists of eleven specialist, full-time teaching and coaching staff, including a deputy head of department. Various members of the department have lead responsibility for major sports (most notably Heads of cricket, soccer and rugby). This specialist team receives outstanding support from a very large number of members of other departments who share their passion for sport by running school teams.

There has been strong development of the P.E curriculum in recent years, with highly successful use of assessment for learning, extensive differentiation and a strong focus on pupils' knowledge and understanding in physical education. Swimming is an important part of the P.E curriculum in the Junior School (the School has its own pool). In the Lower School (Years 7-8) the department concentrates its teaching on the areas of gymnastics, ball skills, health-related fitness, athletics, tennis and swimming. In the Middle School (Years 9-11) pupils begin to specialise into the areas of basketball, badminton, health-related fitness, athletics, tennis and swimming. This is backed up by a games programme including the main team games such as rugby, football, cricket, hockey, squash and basketball. In the Sixth Form there is a wide range of sports available within our enrichment programme.

Facilities are excellent. They include a new sports hall, opened in 2015, swimming pool, squash courts, extensive, well-drained playing fields for cricket, football and rugby, gym and

multi-gym. In November a new water-based, floodlit hockey pitch and tennis courts will open.

A basic job description follows. However, we would emphasise that the most important role of the new Director of Sport cannot be confined to the list of duties. It is to establish and maintain

the philosophy and culture in promoting participation, enjoyment and an understanding of sport and physical activity, to encourage and inspire pupils and teachers, and to lead and manage a talented and diverse team of specialist and non-specialist colleagues.

Director of Sport job description

The Director of Sport is responsible for leading and managing the department, creating and developing a shared sense of vision and purpose and maintaining high professional standards in the team. The role requires someone who is an excellent teacher, has an ability to think and act strategically, and an ability to motivate members of the department. The person appointed will be expected to lead by example, playing an active role in leading teams. A keen commitment to promoting engagement in, and enjoyment of, sport and physical exercise amongst all pupils, whatever their ability, is essential.

All members of staff are expected to act as a Tutor and make a significant contribution to the co-curricular life of the School.

Whilst this job description gives an indication of the range of responsibilities, it should not be regarded as definitive. Specific duties include:

- Responsibility for high-quality teaching in the department.
- Monitoring and managing the performance of staff, including regular work scrutiny and lesson observation; carrying out annual staff reviews; dealing with any concerns about teaching which may arise among pupils or parents; undertaking regular discussions with the Academic Deputy Head.
- Monitoring the progress of boys through the use of tracking data; ensuring that intervention strategies are used to support boys, where appropriate.
- Maintaining the departmental development plan annually as a working document for the department.
- Maintaining, developing and promoting a full programme of teams and sports, as well as

coordinating co-curricular sport, including managing training schedules, staffing and external coaching staff.

- Liaison with the Head of Junior School and the Head of Junior PE and Sport regarding the running and organisation of the Junior School programme.
- Coordinating and communicating the sporting calendar.
- Ensuring that the highest professional standards are maintained by all staff and sportsmanship and good manners among pupils representing the School.
- Maintaining the departmental handbook as a working document.
- Ensuring that the department is prepared for inspections.
- Assigning teaching allocations; organising internal departmental responsibilities.
- Leading regular departmental meetings and producing minutes for the High Master and Academic Deputy Head.
- Attending meetings of heads of department and other relevant meetings; representing the views of members of the department to the High Master and senior leadership team and *vice versa*.
- Liaising with pastoral staff regarding pupils' participation in co-curricular sport, ensuring that participation is not at the expense of academic progress.
- Promoting sport and P.E. at meetings of parents and boys, on Open Days and via the MGS Sport Twitter account.
- Representing the MGS P.E. and Games Department in HMC Divisional meetings and other regional and national forums.
- Drawing up the annual budget submission; ordering materials; supervising the maintenance of the P.E. and Games department areas, facilities and equipment; liaising with the Bursar and Building Services Manager.
- Ensuring that all relevant health and safety issues associated with MGS sport and P.E., whether on or off site, are dealt with, and that appropriate risk assessments are in place.

Why work at MGS?

The School

The Manchester Grammar School has a long and distinguished history, and is an exciting, stimulating and rewarding community in which to work.

It was founded in 1515, by Hugh Oldham, Bishop of Exeter, to prepare able boys from the Manchester area, regardless of their background, to go to Oxford or Cambridge. The School has gained an international reputation for academic excellence, and enjoys a strong record of success with top universities, both in the UK and overseas. It is the Sunday Times 2018 North-West Independent School of the Year.

We take our motto, Sapere Aude ('Dare to be Wise'), as meaning that we must challenge our pupils and expect to be challenged by them, and this is one of the things which makes teaching at MGS so rewarding.

Bursaries and social mobility

MGS's Foundation Bursary Appeal has been the most successful appeal of its kind held by any school and is a cornerstone of our ethos. Its aim is to ensure that a place at MGS is

available to any boy who passes our entrance assessments, regardless of his family's financial background. More than 200 boys currently receive full or partial means-tested bursaries. (The average bursary is 90% of the school fee.) Our long-term ambition is to be needs-blind, so that every boy who passes our entrance assessments can take up a place, regardless of his parents' ability to pay.

Our pupils

The School comprises over 1500 boys in Years 3 to 13. All boys are assessed for entry on the basis of their considerable potential by observing their individual talents in imaginative lessons. A formal entrance exam only plays a part in entry to Year 7. Our admissions policy aims to be needs-blind to enable the School to be a diverse community of talented individuals from all backgrounds.

Boys come from across the North-West and from every type of background, and the boys who join the School each year come in equal numbers from maintained and independent primary schools.

Our teachers

Staff at MGS come from every walk of life. Every year we welcome to our staff NQTs as well as experienced teachers. We expect all applicants to have a good degree. However, a teaching qualification, whilst desirable, is not essential; we can and do provide full support for those who wish to become qualified after appointment. Often teachers who have taught for a number of years join us to gain extra experience before moving on to become a head of department elsewhere. We are deeply committed to the professional development of our staff. Many colleagues have gone on to deputy headships and headships elsewhere; likewise, many staff choose to stay with us.

People who teach here will have a love of their subject and will have the ability to inspire and challenge able pupils. Our teachers enjoy making an active contribution to co-curricular activities, both for the reward of the activity itself and because of the different dimension it gives to their relationship with their pupils.

Our co-curriculum

The co-curriculum is central to the ethos of MGS. Life outside the classroom is extraordinarily vibrant, both in terms of its diversity and quantity, and is a source of great enjoyment and challenge for our pupils and staff alike. It includes sport, music, drama, adventure, service and intellectual activities.

The School values the passion and commitment of its teachers in sharing their interests and enthusiasms with pupils outside of the classroom and seeks to enable staff to play to their passions whenever possible. Staff are given great autonomy over the activities they organise, and our pupils are given equal freedom to develop passions of their own.

Some numbers may best illustrate what we offer. We have over 150 clubs and societies, 95 representative sports teams and 40 different sports. We have 24 musical groups with 280 participants, and typically more than a dozen drama productions each year.

Every year 250 pupils go on four week-long camps and we have overseas treks; we offer a wide range of outdoor pursuits and are one of the largest centres for D of E in the North-West. Alongside this there is a vast range of educational trips and visits, both in the UK and abroad. On average, each pupil spends twelve days a year on trips.

In 2018 *School Sport* magazine named Manchester Grammar School as the best school for sport in the North of England, and placed the School in the national top five.

Our facilities

Facilities are excellent. Recent developments have included a new sports hall, astro-turf and tennis courts, award-winning Junior School buildings, exceptionally equipped theatre and drama studios.

Manchester and the North-West

Manchester is a vibrant and exciting place, as you would fully expect of Britain's second city. One of the fastest growing cities in Europe, it has a cosmopolitan outlook, a flourishing, varied cultural life and excellent restaurants and nightlife. It is a wonderful, stimulating place to live, with outstanding sport and leisure facilities, catering for every possible interest.

Theatre is vibrant and diverse, with venues including the innovative Royal Exchange, Home, The Lowry (in Salford Quays), Palace Theatre and Opera House. The Bridgewater Hall is an international centre of musical excellence and home to three major orchestras, whilst the Manchester Evening News Arena, the Apollo and many smaller venues contribute to the diverse range of music on offer in the city.

Befitting a city with such rich history and traditions, Manchester has excellent galleries and museums, and is, of course, a major centre for soccer, cricket, cycling and many other sports. Media City in Salford (adjacent to Manchester) is one of the country's most important centres for television and radio production, and is growing all the time.

Whilst offering all that you would expect from a major city, Manchester has the advantage of being very accessible and enjoys excellent transport links. London is only two hours away by train and Manchester's international airport is only five miles from the School. Areas of outstanding natural beauty are close by. The Peak District National Park, the Pennine Way and the Cheshire Plain are within an hour's drive, whilst the Lake District and Snowdonia are within two hours.

There is a wide choice of places to live, with ample rented accommodation. Property prices compare very favourably with those elsewhere in the country. Many staff live in the South Manchester suburbs, but others live surrounded by the Pennine moors or the Derbyshire hills. There is an excellent choice of schools, both private and maintained, at all levels.

For more information about the city, visit www.visitmanchester.com.

How to apply

Candidates of any age and any level of experience are invited to apply. Appropriate induction and support will be given. MGS provides full support to enable NQTs to obtain QTS; the School also will consider providing funding and support for a suitable unqualified teacher to complete a PGCE.

The salary for this post will be competitive and will be discussed at interview. The Manchester Grammar School has its own generous salary scale, and pays significantly above main scale rates.

Applicants should complete an application form: this can be downloaded either from the job advert on the TES website or from the vacancies section of the School's website, and emailed to recruitment@mgs.org.

The deadline for applications is 9.00am on Monday 1 October, and we expect to hold interviews shortly afterwards.

The Manchester Grammar School is an equal opportunities employer and we welcome applications from all sections of the community. We are committed to safeguarding and promoting the welfare of children and successful applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). Our Safer Recruitment policy may be viewed on our website (click on 'our policies' at the bottom of the homepage).

We would like to thank all applicants for their interest in the School and for taking the time to apply. However, please note that, because of the high volume of applications we receive, we regret that we are unable to reply individually to each application. Applicants who have not heard from us by Monday 8 October should assume that they have not been shortlisted for interview.

September 2018