



Cranbrook
School



HEAD OF SPORT

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School Information

Cranbrook School is a mixed state grammar school with 900+ pupils aged 11-18 years, including around 250 boarders. It was founded in 1518. Day pupils come from within 5.28 miles of the school, following a test to judge their suitability for a grammar school education. Boarders are admitted from a wide area, having sat the same test. Although it is a selective school, Cranbrook admits a wider ability range than many other grammar schools. We provide a challenging and supportive curriculum so that students of all abilities are catered for.

Pupils join at the age of 11 or 13, and in Year 10 they start GCSEs in nine or ten subjects. Most students then qualify for the Sixth Form, this being supplemented by a healthy intake into Year 12 from other schools. All Sixth Formers take at least three A levels and can choose the EPQ and other qualifications in addition.

For a state school, the facilities are impressive. Within the seventy acres of school grounds are found the six boarding houses, the Queen's Hall Theatre (used for assemblies, school productions, visiting theatre companies and concerts), a large library and lecture theatre. Sports facilities include a large sports hall, dance studio, cardio gym, weights room, heated outdoor swimming pool, squash courts and extensive playing fields and facilities for games - hockey, rugby, cricket, netball, tennis and athletics – as well as an astro-turf pitch. The school also possesses a Performing Arts Centre that houses a drama studio and music practice rooms, and a vibrant Sixth Form Centre. The school boasts an Observatory named after Dr Piers Sellers OBE, an Old Cranbrookian and NASA astronaut.

Cranbrook is keen to educate the whole person and to this end it runs a wide programme of extra-curricular activities, including the Combined Cadet Force and Duke of Edinburgh Award Scheme, as well as a broad range of sports, music and drama, both during the week and at the weekend. We have a long tradition of overseas trips and, in recent years, groups have travelled to South America, Portugal, Nepal, and southern India for sports tours, exchanges, adventure, and to work on projects.

Cranbrook's boarding houses each have their own ethos and identity and a marked sense of house pride. There is a full fixture programme on weekends and a variety of trips and activities on Sundays, for which a number of staff give up their time. The boarding life of the School offers both staff and students new and enriching experiences and makes this an exciting and fun place to work.

Cranbrook is an active school which will appeal to those prepared to give generously of their time and to take the progress and development of their students very seriously. The school seeks to appoint staff who will involve themselves fully in the life of the school, and applicants are invited to indicate areas where they would be able to make a contribution. We welcome Early Careers Teachers and have a number of experienced mentors on our staff. ECTs and their mentors are offered additional support via Teach in Kent to help ensure a positive experience during the two-year training.

Benefits of working at Cranbrook include:

- Possible priority entry for staff children: please see our Admissions Policy - Section e [here](#)
- Lunch in the dining hall every day
- Use of the sports facilities and gyms
- Regular socials and use of our on-site bar, the Coach House
- A rural site in a small country town, 15 minutes' drive from the nearest station (Staplehurst) and an hour from London.

If you would like further information, please contact the Head's PA, Brigitte Santer: office@cranbrook.kent.sch.uk / 01580 711801.

Job Details

Job Title Head of Sport (TLR post)

Accountable to: Assistant Head (Sixth Form & Co-Curriculum) for co-curricular sport, and Assistant Head (Teaching & Learning and Key Stage 4) for curricular PE

Sport at Cranbrook

Sport is an integral aspect of student life at Cranbrook School, with a rich tradition of excellence and a substantial number of students participating in our diverse sporting programmes. Our aim is to make a meaningful and lasting impact on all students through sports, fostering their development into outstanding individuals. As part of our commitment to achieving excellence in both performance and engagement, we are making significant investments in Sport, with the exploration of a strength and conditioning unit and a resurfaced full size astro turf.

Whilst proud of our diverse sporting heritage, we are forward-facing, seeking to cultivate a dynamic and progressive approach to sports. Core sports such as rugby, hockey, netball, cricket, and swimming form the foundation, complemented by a broad-ranging sports curriculum.

Students can represent the school in over twenty sports, spanning from dance to skiing or horse riding. The rapidly growing enrichment sport programme aims to provide diverse opportunities, facilitating every student's exploration of sporting interests.

All students engage in a Games afternoon each week, with team practices scheduled after the school day, as well as during lunchtimes. Our sports department, comprised of specialist sports teachers, external coaches, and teachers of other academic subjects, supports the sports programme. The sports facilities are distributed around the main college site, but we do utilize other local facilities to enhance our provisions. The main site features a sports hall with indoor cricket nets, netball courts, outdoor swimming pool, all-weather AstroTurf pitch, rugby and football pitches, cricket pitches, cross country trails and orienteering.

Sport is taught alongside academic PE throughout the school from Year 7 upwards. Pupils can continue studying PE at GCSE (OCR) and A-level (OCR).

The Person & Position

We seek to appoint an outstanding Head of Sport who is deeply enthusiastic about sport and recognises the transformative impact it can have on young individuals. The position requires a commitment to both the practical and academic facets of Sport and Physical Education. Additionally, the role encompasses duties related to the organisation of sports fixtures, involvement in co-curricular activities before, during, and after regular school hours, with some weekend commitments. The ideal candidate should be committed to nurturing outstanding individuals through sport, as well as teaching academic PE lessons up to A-level.

Main Duties & Responsibilities

Professional Responsibilities:

- To promote a school culture which is positive, purposeful and professionally stimulating.
- To uphold the school's vision, mission and values within the school and beyond.
- To encourage high standards in all aspects of school life, particularly in student progress and behaviour.
- To actively take ownership of your own continual improvement through sustained engagement in self-driven professional development, as well as engaging in the School's formal professional development programme.
- To identify and work towards professional development objectives in liaison with your line manager; the objectives will support both your professional aspirations and the fulfilment of the department and school development priorities.
- To complete any mandatory training related to your role or required to fulfil the school's statutory or regulatory obligations.
- To proactively explore developments and innovations in pedagogy and subject knowledge.
- To demonstrate consistently high standards of personal and professional conduct.
- To be punctual, organised and willing to fully contribute to wider aspects of school life.

Strategic Direction, Development and Accountability

- In conjunction with the Head of Academic PE, to be successful in the delivery of sport and PE across the school.
- To inspire and enthuse members of the team, with a clear vision for the direction of the department.
- In conjunction with the Head of Academic PE, to ensure that the school's policies and strategies are embedded in the department schemes of work and operational plans.
- In conjunction with the Head of Academic PE in producing an annual departmental review and strategic plan for delivering academic and sporting excellence.
- To ensure the health and safety of pupils and staff within the department, making sure risk assessments are in place for all sports and trips.
- To assist the Head of Academic PE in achieving challenging objectives, pupil outcomes, standards, and performance targets.
- To establish and maintain a climate within the department of positivity and inclusivity where pupils feel safe and secure, ensuring excellent behaviour and progress.
- To ensure the department provides the best possible educational experience both in and out of the classroom, for all pupils of all ages and abilities.
- To encourage links across the curriculum, between departments and with other schools.
- To ensure continuity within the curriculum and sporting programmes across the entire school.
- To design and review fixtures, equipment, facilities, provision and tours.

Leadership and Management of Others

- To undertake regular audits and quality assurance checks to ensure the highest standards are being achieved in all aspects of the department's work, holding the team accountable in their roles and responsibilities
- In conjunction with the Head of Academic PE, allocate and manage the teaching structure within the department.
- To inspire and promote excellent attainment in Academic PE through promoting high standards of teaching and learning to ensure all pupils develop their full potential and are equipped for life beyond school.

Responsibilities to the Department and School

- To be respectful of the needs of colleagues and the department with regards to cooperation, collegiality, deadlines and team cohesion.
- To participate positively in department meetings, follow policies and generally contributing to the effective and efficient running of the department.
- To promote professional dialogue, share ideas about teaching and learning and support other teachers in developing good practice and new approaches and initiatives.
- To lead INSET activities within the department as required and take part in INSET activities organised by the school.
- To enthusiastically contribute to cross-curricular links and initiatives.
- To plan the organisation of sports day and the annual sports awards.
- To keep up to date with developments in the subject, and in education more generally.
- To participate and promote the department and school at calendared school events, such as Saturday Open Days, Careers Evening, Options Evenings, Parents Evenings.
- To be committed to weekend fixtures and tours that may take place in the school holidays

Co-curricular and Boarding

- To contribute to the school's extended day and after school activity programmes.
- To participate in three weekend boarding outings a year.
- To organise fixtures and tours to promote and develop sport at the school.
- To accompany pupils on trips as and when required.

Pastoral Care

- To be a Form Tutor where necessary and contribute to Tutor time and other tutor-based activities.
- To promote the progress and well-being of individual pupils and the tutor group.
- To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To monitor attendance and punctuality within the tutor group and contact parents if either of these becomes a concern.
- To alert appropriate staff to problems experienced by your tutees or any pupil and make recommendations as to how to resolve these.
- To have good lines of communication with the parents/guardians of your tutor group.
- To teach PSHE if required.

Safeguarding and Staff Conduct

- To show commitment to safeguarding, child protection and the well-being of students.
- To insist of high standards at all times.
- To act as a role model for punctuality, resilience and commitment.
- To display a smart and professional appearance, representing the school in a positive manner.
- To uphold the Staff Code of Conduct.

The above is not an exhaustive list. Applicants must be willing to undertake other reasonable duties as requested by the Subject Leader and Senior Leadership Team and any duties that the Head deems necessary for the effective operation of the school.