



THE GRAMMAR SCHOOL  
AT LEEDS

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APPOINTMENT OF

# Whole School Director of Sport

September 2021





## The Grammar School at Leeds

The Grammar School at Leeds (GSAL) is a unique school. It was created through the merger in 2008 of two prominent schools (Leeds Grammar School and Leeds Girls' High School), on a new site at Alwoodley Gates on the northern edge of the city. The move to this site was completed in September 2020, when the nursery and pre-prep department, Rose Court, was relocated from Headingley. The school is delighted to have been recognised as The Sunday Times North Independent Secondary School of the Decade.

Pupils now range from ages 3-18 on the same site. The school operates a diamond model, with a co-educational pre-prep, primary and Sixth Form, and with girls and boys educated in single sex classes from 11-16. It is one of the largest independent schools in the country, with a total roll of over 2,000.

GSAL enjoys all the advantages of a large, modern, purpose-built campus which is spacious and generously equipped.



## Sport at GSAL

GSAL has a history of success in competitive sport. School teams regularly reach national finals in netball, rugby and hockey and have won a number of national titles, in addition to local and regional success in a range of sports. GSAL's netball teams have won 11 national titles since the 2008 merger, and in 2012 the U15 rugby team won the Daily Mail Cup.

There is a large staff of dedicated PE teachers who contribute significantly to co-curricular sport. They are supplemented by many classroom teachers who choose to coach sports teams, and by full and part time specialist coaches. The school has close relationships with elite sports organisations in West Yorkshire, including Leeds Rhinos Netball, Yorkshire County Cricket Club and Yorkshire Carnegie Rugby. Many pupils are involved in performance pathways, and regularly win representative honours. While mainstream competitive sport is alive and well at GSAL, the school encourages all pupils to be physically active through a wide offer of sports clubs and fitness sessions, designed to be fun and non-competitive. Students also compete internationally with three alumni taking part in the Rio Olympics.

Facilities for sport are purpose built and extensive. They include two all-weather hockey pitches and a 3G pitch for rugby and football. All these surfaces are floodlit, as are the netball courts, and the school is planning to construct a sports barn over one set of netball courts to provide additional covered facilities. There are grass pitches for seasonal outdoor games, including a high quality cricket ground and an athletics track. An indoor sports centre features a large multipurpose sports hall, swimming pool, squash courts and fitness studios including dance, spin and weights rooms.







## The role

The Whole School Director of Sport will develop and lead sport across the school, working closely with the directors of sport in both primary and senior schools to promote collaboration, and build a strong sporting culture for all ages, interests and abilities. S/he will be responsible for developing, and nurturing, sporting talent from an early age by creating different pathways which enable children to develop their skills and interests alongside academic abilities.

The Whole School Director of Sport will help the school to respond to the changes facing its sport going forward by engaging with pupils, securing parental support and coordinating with other co-curricular opportunities. This includes maintaining the weekend sport programme and ensuring effective relationships with other schools. Working closely with relevant colleagues to address all health and safety implications, the role will act as a point of contact for parents, staff and pupils.

The successful candidate will establish a culture in which all pupils are inspired to be physically active, from an early age. Alongside nurturing sporting interest and talent, it will be equally important to develop life-long habits of physical activity, and an appreciation of the benefit of healthy lifestyles.

Outstanding sports facilities on site are in regular use by other schools and clubs: the school seeks to build on this by developing an active and accessible community outreach programme.

This is a new and crucial role which will maintain a positive reputation for sport and physical activity, which will help to firmly establish GSAL as the leading independent school in the north.

# Priorities

The Whole School Director of Sport will develop a strategy for sport that upholds the school's commitment to ensuring that all pupils have a high quality and appropriate experience of sport and physical activity. Central to this will be the integration of the staff and pupils of both primary and senior schools.

## High performance

The school has a long history of producing high performing teams and individual athletes. It is important that the programme maintains top level coaching and team preparation to ensure continued success in key sports. This will also involve liaison with external performance pathways to support the ambition of the school's top athletes. Our unrivalled pupil experience will help to build a competitive advantage in school sport regionally and nationally.

## Team sports

Traditional team games retain an important position within the sports provision at GSAL. There is an ambition that they will inspire the majority of pupils to remain engaged throughout their school career. This will be achieved through an inclusive culture, which ensures that all children have access to appropriate coaching, competition and recognition.

## Sport for all

Alongside team games, the school seeks to offer a complementary programme of other sports and physical activities to inspire those boys and girls for whom traditional activities are not the best fit. Fostering enthusiasm for physical activity amongst all pupils will be a priority. These must be well managed and meaningful, based on a commitment to equality and diversity. This will ensure that there is no loss of quality between opportunities.

## Physical wellbeing

The school seeks to maintain a strong, visible culture of health and fitness, which impacts positively on all pupils. This will encourage all boys and girls to embrace healthy, active lifestyles, as well as support the top athletes in strength and conditioning.

## Community outreach

Leeds is one of the foremost cities in the UK for sport from grassroots to international level. A community outreach programme will extend opportunities for young people across the city to enjoy and participate in sporting activity.





## The person

The Whole School Director of Sport will be an inspiring leader with a proven track record of success. S/he will be a credible and convincing ambassador for the values of sport and physical activity, leading by example to promote fitness and health across the school. Vision and initiative will be required to create an environment in which every teacher and student can thrive.

Strong interpersonal skills will be important in order to inspire a large and diverse group of specialist and non-specialist teachers, and a team of support staff. The Whole School Director of Sport will lead the heads of specific games with confidence and sensitivity, to ensure consistent provision between sports and genders. This will involve empowering all coaches to deliver effective and inspiring sessions, within a contemporary, overall coaching philosophy.

The successful candidate will embody the school's values and ensure a consistent approach. The aim will be to provide for those who aspire to elite competition, support the management of team games, to widen participation and to build an active community.

High level organisational skills are an essential pre-requisite, to ensure that all aspects of school sport are efficiently administered and effectively communicated.

The background of the successful candidate is less important than the capacity to command wide respect, and to inspire colleagues to work as a dedicated and collaborative team. S/he will remain calm, efficient and professional at the heart of a complex pattern of sporting activities, catering imaginatively for pupils aged 3-18.



# Teaching at GSAL

GSAL is a vibrant school, offering its pupils a range of opportunities to develop themselves, as well as being a happy and fulfilling place to teach. We set and expect the highest standards of ourselves in every area.

We combine a proud history and heritage with a modern, innovative approach to teaching and learning. We seek to prepare pupils to face the world as confident, caring global citizens, ready and able to make a difference, within an atmosphere of mutual respect and understanding. All of this is based upon setting the very best habits for the future and physical activity is crucial to this.

GSAL has been rated as 'Excellent' in every category and fully compliant by the Independent Schools Inspectorate at each of its last two inspections (April 2017 and November 2019). In addition, the inspectors used the Ofsted framework to rate the Early Years Foundation Stage at Rose Court Nursery and Pre-prep as 'Outstanding' in every category.

Leeds is an exciting, modern city and the school's location offers the opportunity of living in a range of attractive areas, both urban and rural. Staff are provided with a supportive environment, and an attractive package of benefits. The salary for this position will be highly competitive, based on experience, and will reflect the importance of this new role in the school.







## Next steps

Please note that we are working with Independent Coach Education on this appointment. Neil Rollings is available to answer enquiries from potential applicants. If you would like to arrange this prior to applying, please contact Dan Scargill, on [dan@independentcoacheducation.co.uk](mailto:dan@independentcoacheducation.co.uk) who will make suitable arrangements.

Application forms can be found at [www.independentcoacheducation.co.uk/gsal](http://www.independentcoacheducation.co.uk/gsal). Completed forms should be sent to [vacancies@gsal.org.uk](mailto:vacancies@gsal.org.uk), or Human Resources Department, The Grammar School at Leeds, Harrogate Road, Leeds, LS17 8GS.

**Closing date:** Monday 1 March, 9.00am.

Longlist interviews will be in the week commencing 8 March, with shortlisted candidates invited to the final selection stage in the week commencing 15 March.

These arrangements may be subject to amendment according to the prevailing circumstances at the time.

*The Grammar School at Leeds is committed to safeguarding and promoting the welfare of children. This appointment will be conditional upon successful pre-employment and DBS checks.*

*GSAL recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from Black, Asian and Minority Ethnic (BAME).*

*The School is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, and flexible working arrangements to support staff from different backgrounds. As part of our commitment, we are currently in the process of obtaining accreditation from the National Centre for Diversity.*





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