



## **SPORT ASSISTANT**

**Information for Candidates**

[www.gadshill.org](http://www.gadshill.org)

From 1 September 2025, Gad's Hill School, a co-educational independent day school for pupils aged 3 – 16 set in the former home of Charles Dickens, is looking to appoint a Sports Assistant on a fixed-term basis for the period of one year. This is a term-time only position working 35 hours per week, Monday to Friday. Exact working hours will be agreed, between 8.30am and 5pm, depending on fixtures and timetable.

Our sports provision has expanded significantly in recent years, and the Sport Assistant will assist pupils and staff in a department that offers sports as diverse as karate, climbing and handball, alongside the traditional team sports and athletics.

Pupils benefit from a programme of fixtures against other schools, entry into regional and national competitions, while our own sporting events – such as the Christmas cross country and summer Sports Days – are some of the most eagerly anticipated days in the School's calendar.

In addition to a large playing field and tennis courts, the centrepiece of our new school building is its sports hall, complete with basketball, badminton and netball courts and a 10m climbing wall.

Our Sporting Excellence programme has raised standards and expectations at elite level, but our sporting ethos is also one of inclusivity and enjoyment of healthy activity for all.



# The Gad's Hill Curriculum

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Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Lower School occupies purpose-built accommodation opened in 2013. The Upper School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has about 360 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

## Our Mission

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Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

## Our Vision

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Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's Hill as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.



## Our Values

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**Gratitude** We appreciate our and each other's worth and the opportunities we have.

**Respect** We value ourselves and each other; showing courtesy, listening, and following rules.

**Equality** We value our diversity and treat ourselves and each other fairly and with kindness.

**Aspiration** We make choices which support ourselves and each other in being the best we can.

## Our Ethos

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We believe that children do well when they are happy at school and at Gad's Hill we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's Hill enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

## Structure and Nomenclature

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The School is structured as follows:

Section	Year Name	NC Year
Lower School	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
	J3	Year 3
	J4	Year 4
	J5	Year 5
	Lower Shell	Year 6
Upper School	Upper Shell	Year 7
	Lower 4 <sup>th</sup>	Year 8
	Upper 4 <sup>th</sup>	Year 9
	Lower 5 <sup>th</sup>	Year 10
	Upper 5 <sup>th</sup>	Year 11



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## Our History

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Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Lower School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Upper School.

## The Present

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Our new building is now the established home of the Lower School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, theatre and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

## The Future

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We have recently commenced formal pre-application consultation with Gravesham Borough Council on a proposed project that will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Upper School. Once the new Upper School is complete, we hope to see the historic house used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

# The Gad's Hill Curriculum

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## The School

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Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three in our Nursery through to Year 2. Here, alongside the foundation in literacy, numeracy, sciences and humanities, there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also Computing.

The Junior School is currently two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, Computing, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. In sport our students have the

opportunity to represent the school in fixtures against other schools.

Our school is located geographically within a selective secondary system and historically many of our pupils would leave to attend grammar schools at the end of Lower Shell (Year 6). However, in the last few years, the growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and aspirational cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Upper School generally has a two- or three-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Separate or Combined Science and CCF (comprising BTEC Teamwork & Personal Development and Institute of Leadership & Management diplomas). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE, and in recent years we have supplemented these options with Psychology and Statistics exam courses for our increasingly able cohorts.

At present there is no sixth form education at Gad's Hill and pupils currently depart for local schools, colleges or other independents. In recent times we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.



# The Gad's Hill Curriculum

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## The Ethos

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The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Upper School. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's Hill to attend their first-choice sixth form destination, but Gad's Hill is not an academic hot-house. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all

aspects of their school life and this benefits the academic side too.

At Gad's Hill we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other ways in which a good school will prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

## Our Curriculum Intent

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Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to

produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

# Sport Assistant

## The Purpose of the Role

Gad's Hill School requires, from 1 September 2025, an enthusiastic Sport Assistant to support the PE department in the delivery of an exciting and varied sporting programme for pupils of all ages, from Kindergarten to Upper School.

The successful applicant will work with a motivated team of PE teachers, including specialist coaches, ensuring that every child at Gad's Hill School engages with physical activity to promote a healthy body and healthy mind. The department arranges fixtures against local schools in football, rugby, netball, cricket and athletics and seeks to enter pupils into a range of regional and national competitions in a broad range of sports. All pupils from K2 to Upper Shell (Year 7) take swimming lessons at a local leisure centre.

Sports Days, cross country races and inter-house competitions are just some of the internal events that hold an important place in our annual calendar.

The Sport Assistant role will involve coaching and mentoring children alongside qualified teachers, and generally promoting the wellbeing and progress of individual young people.

## Job Description

This role will suit someone who is passionate about sport and who may be considering a career in teaching. This is a varied role, and tasks include coaching and running sports teams, officiating fixtures, assisting PE staff with the delivery of lessons and with games administration, and assisting with the running of the Sporting Excellence Programme. It also includes taking cover lessons and undertaking duties at break and lunch times. This represents an unusually interesting opportunity for someone with enthusiasm and relevant experience to join a talented and successful team of teachers and coaches.

## Person Specification

- A sport-based degree or have played sport to a high level (*desirable*)
- Familiarity with at least one of our main sports (Football/Rugby/Netball/Cricket) (*essential*)
- Aspirations to teach PE or progress along a coaching pathway (*desirable*)
- A level 2 coaching qualification (*desirable*)
- Ability to be reflective and driven towards self-improvement
- Energy and enthusiasm
- Excellent verbal and written communication skills
- Excellent administrative and organisational skills
- Ability to work as part of a busy team
- A UK drivers' licence (*desirable*)
- A commitment to the ethos of the school

## Key Details

**Contract:** 35 hours per week, fixed-term (September 2025-July 2026)

**Salary:** £17,777.76 per annum (age 21+); £14,560 per annum (age 18-20)

**Hours:** 35 hours per week, Monday to Friday, to be assigned between 8.30am and 5pm, depending on timetable and fixtures. Sports fixtures off site may from time to time require a later return to site.

**Start Date:** Monday 1<sup>st</sup> September 2025



# Sport Assistant

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## The Process

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Completed application forms are to be received either by **email** to the Headmaster, Mr Paul Savage, via his PA, Mrs Tracy Barker: [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org) or via **TES Online**. Completed applications must be received by the School no later than **4pm** on **Friday 27<sup>th</sup> June 2025**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received.**

*Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.*

## The Benefits

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Slightly longer school days are offset by a generous allowance of 16 weeks holiday per year, along with a bookable Staff Wellbeing Day which can be taken in term time. A complimentary, quality home-cooked lunch is available each day in term time.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work.

## And Finally...

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We thank you for your interest in this exciting opportunity, and look forward to receiving your application.

