



**Clifton High School**

co-educational nursery school to sixth form



# **Teacher of Girls' Games Candidate Brief**





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## An Introduction

Clifton High School is a forward-looking school set in beautiful surroundings in the heart of Clifton. We are a mid-sized, all-through, independent school of 600 pupils, educating boys and girls from 3-18 years. 'Realising Individual Brilliance' is central to our approach at Clifton High. We believe each child has unique talents and our aim is to nurture and celebrate the brilliance of all. Our approach to education is distinctive in that on transition into the Senior School, boys and girls are taught separately in core subjects. Research has shown, and our experience has borne out, that this gives our pupils the best environment in which to learn. At the same time our boys and girls benefit from having social interaction on a day-to-day basis which is crucial for their personal, social and emotional development. We call this the Diamond Edge Model of education.

Clifton High School is known for its strong pastoral and family ethos. Principally we are a school for parents who want their child's emotional and personal development to be given the same level of importance as their academic achievements. Parents comment on the excellent relationships between staff and pupils - relaxed but always respectful. The rapport, encouragement and support available to every single child, pupil and student create an atmosphere where children and young people can develop happily and progress successfully.

Academic success is extremely important to us at Clifton High School and we have a selective admissions policy. Typically, our students receive excellent results, and year on year the majority go on to secure their first choice of university. There is a firm belief, however, that there is more to school life than just good grades and we put as much emphasis on our pupils' development as on their achievement. Our pupils and young people want to extend themselves beyond the classroom to acquire new skills and develop character traits which will equip them for life. We support our boys and girls wholeheartedly as they embrace with conviction and enthusiasm the rich extra-curricular opportunities available to them. As a school, we believe that the privilege of excellent education brings with it responsibility and we send young people out into the world who are ready to make a real and positive contribution to society.

Four 'Houses' named after the School's founders, Percival, Pears, Wollaston and Winkworth, offer community structure across all ages. The majority of teaching is on one site with facilities including music technology and ICT suites, dance and theatre studio and hall with the latest audio-visual technology and, most recently, a new dedicated STEM room. The School has two senior computer laboratories and a junior computer room. Teaching rooms are equipped with interactive whiteboards and in many rooms, the latest interactive televisions and projectors. There are bespoke resources for learning and for play, including an environmental pond, eco garden, vegetable beds, outdoor classroom, fire-pit and mud kitchen. On-site sports facilities include swimming pool, climbing wall and gymnasium, strength and conditioning room, and outdoor multi use games area. At our nearby sports ground, Coombe Dingle, which is shared in partnership with the University of Bristol, there are international standard pitches, tracks and courts.



## The Diamond Edge Model

Clifton High was the first school in the South West and is the only school in Bristol to follow the Diamond Edge Model of Education. Issues relating to gender and education have been debated for many years and it is widely accepted that boys and girls learn better in single-sex groups for certain subjects. It is also clear that young people benefit from interacting with both genders at all stages of their education and development. The Diamond Edge Model is where boys and girls are taught together until Year 6, then in Years 7-9 are taught separately in subjects where this is most beneficial and together in other subjects where mixed work is productive, before coming back together for Years 10-13 to study their chosen examination subjects for GCSE and A level. We believe that this offers the best of all worlds both socially and academically, allowing boys and girls to thrive and achieve their full potential.

### Nursery School to Year 6

Our Nursery School currently has one class of children. There are two or three classes in all other year groups from Reception to Year 6. The curriculum is informed, but not constrained by the National Curriculum and the school chooses to enrich rather than accelerate learning. We are proactive in providing children with plentiful opportunities for self-discovery and make the most of the talented teaching from right across the school. Children from Nursery School to Year 6 benefit from specialist teaching and facilities in our sports, science, art, design technology, music, languages and enhanced learning departments. Children in Years 5 and 6 are also taught by specialist mathematics teachers.

### Years 7-9

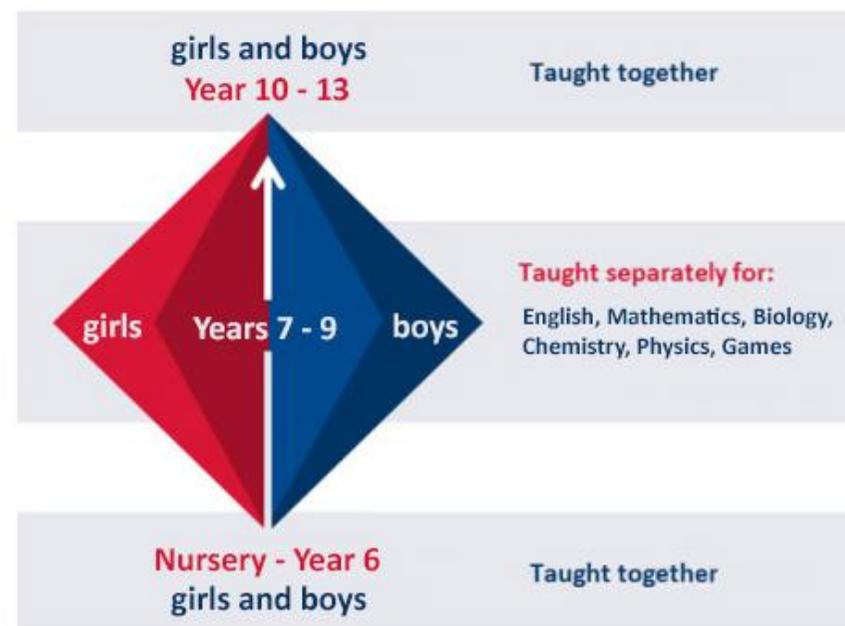
Clifton High School is now well established in its delivery of the Diamond Edge Model of education. This model has proved to be highly popular amongst pupils and their parents, offering single-sex teaching when it is most beneficial, together with opportunities to interact socially amongst pupils and their parents.

### Years 10-11: GCSE

Our pupils achieve superb examination results. A broad curriculum, small class sizes and excellent teaching are instrumental in this. At GCSE, pupils are encouraged to take nine subjects, including the separate sciences. They also have a comprehensive Life Skills and Competencies programme.

### Sixth Form

Our Sixth Form is a centre of excellence within the School. Academic performance is high, both in terms of students achieving outstanding grades but also in terms of those who exceed expectations and perform better than predicted. We offer a flexible and broad curriculum with courses running subject to demand; students may also complete an EPQ and have access to a full extra-curricular programme. All students follow the School's bespoke 'Futures and Skills Programme'; the support Clifton High students receive in terms of their UCAS applications is second to none. Typically, over 80% of students achieve their first choice of university





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## Extra-Curricular and Co-Curricular

There are over 100 weekly extra-curricular clubs at Clifton High School ranging from Young Contrarians, Astronomy and Animation to Fencing, Drama and Taekwondo. The School actively encourages pupils to partake in activities to ensure a range of skills are being developed and individual talents are nurtured. The School welcomes many specialist coaches and has developed unique partnerships with outside sporting associations which provide our pupils with elite coaching and player pathways into participation up to international standard. Pupil performance in music and drama is exceptional. There are a wide range of musical ensembles to choose from and an annual school theatre production and school concert. The Junior School performs regularly in the Shakespeare Schools Festival.

## International Pupils and Students

Clifton High School welcomes international pupils and students and operates a host-family boarding scheme for those students who are 16 or over. Bristol is home to large French-owned companies and, as such, has a growing population of French professionals. Clifton High School has met this need and is the only school in the South West that operates FECP, allowing French pupils to follow the French and English curriculum concurrently. Additional support is given from a well-structured English as an Additional Language (EAL) Department.





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## Department Overview

### Aims

Clifton High School maintains strong traditions, valuing sport as an essential area in the holistic development of its children and pupils. There are many opportunities for children and pupils to extend and develop their sporting skills and interests within the curricular lessons and extensive extra-curricular programme. A full schedule of competitive team sports are offered along with high level swimming, cross country, athletics and tennis fixtures. Clifton High takes pride in sport and children and pupils have achieved considerable success in team and individual sports at local, national and international level. Talented pupils are entered for county trials, local, regional and national tournaments and our support network for the pupils is highly regarded.

The Department aims to support lifelong involvement in sport and exercise and use is made of the School's extensive sporting facilities. Unique partnerships with the University of Bristol and Henleaze Swimming Club allows clear collaboration in the sporting vision, and joint use of coaches from both establishments provides consistency and clear player pathways into elite competition. With an extensive array of contacts within Bristol and the wider area, pupils of all abilities have the opportunity to access sports across every ability range.

The School can cater to all levels of sporting ability and sport plays an integral role in the life and education of children and pupils at Clifton High School. From Year 2, every child is encouraged to participate in team games to develop their physical competence, teamwork and confidence in a competitive environment. Children are involved in competitive fixtures with other schools from Year 3 up to Year 13. Every pupil in Years 1 – 6 has an hour and a half of Games activities, a single 50 minute lesson of Physical Education and a single 50 minute lesson of Swimming per week. Pupils in Years 7 – 9 receive an hour and a half of Games activities and a single 50 minute lesson of Physical Education or Swimming per week. Pupils in Year 10 and 11 have one single 50 minute Physical Education and Swimming lesson per fortnight plus an hour and a half of Games activities per week. Students in the Sixth Form can choose either Games or fitness sessions twice a week, with a strong emphasis on developing the first team sports. AS Level Physical Education is a popular subject that Clifton High School is offering from September 2018.





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The major sporting activities on offer are:

Rugby	Hockey	Netball	Football
Swimming	Tennis	Cricket	Rounders
Volleyball	Tumbling	Climbing	Basketball
Gymnastics	Badminton	Synchronised swimming	Trampolining
Water polo			

## Facilities

The Coombe Dingle Sports Complex, which is owned jointly with the University of Bristol, is a ten minute minibus ride from the school. Fixtures in hockey, netball, football, rugby, cricket and athletics are all held there along with Games lessons in team sports, making use of the excellent facilities. Surfaces include RFU approved 3g artificial pitch, professional grade water and sand based artificial pitches, multiple grass pitches, outdoor and indoor tennis courts. A link on our website provides a location map and a virtual tour.

On site facilities confirm the importance of sport at Clifton High School. These include:

- An indoor 25m heated swimming pool with spectators' mezzanine
- A gymnasium with trampolining facilities, tumbling track, climbing wall and indoor space for wet weather programmes
- A brand new health and fitness suite
- A large grassed lawn area with a long jump pit
- An all-weather floodlit multi use games area for tennis, netball, basketball, five-a-side and other court sports.

## Staffing & Coaching

The Department is led by the Head of School Sport and Extra-Curricular Activities, with a separate Head of School Games (Boys) and the Head of School Games (Girls). There are two other full time teachers within the Department and all members contribute to the teaching of sport from Year 1 to 13, with emphasis on their activity specialisms. There are several professional specialist sports coaches that assist with the coaching of rugby, swimming, tennis, fencing, dance and tae-kwon-do. Teachers from other Departments also run after school clubs such as basketball and running club.



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## House Tournaments

The School has four pastoral 'Houses', named after the School's founders, Percival, Pears, Wollaston and Winkworth and all pupils join a House in Year 3. House tournaments are organised in all major sporting activities giving pupils a further opportunity to develop their competitiveness whilst working with others who do not necessarily play in a school team. The tournaments are organised at the end of each term and prove ever popular with pupils and staff.

## Overseas Tours

Overseas tours are arranged for all competitive sports, including skiing. The annual trips provide the pupils with different challenges and lifelong memories of competing for their School in different cultures and environments. In recent years, Clifton High School has successfully competed in Italy, France, Barbados, USA and Portugal.

## Fixtures

Clifton High School has an extensive range of highly competitive fixtures against other local and regional schools, both during the week after school and on Saturday mornings. Teams compete in hockey, netball, rounders, rugby, football, cricket, cross country, athletics, swimming, tennis, waterpolo and equestrian.

## Annual Sports Events

A Sports Day for the whole school is held at the end of the Summer Term and this traditional event is hugely popular with pupils and parents. A Sports Celebration Evening is held for our older pupils, involving guest speakers, dinner and a full awards ceremony. Invitational tournaments are often hosted by the School showcasing the sporting talent at Clifton High School.

## The Podium

The department also runs a programme of speakers, where pupils are exposed to acclaimed national, international and elite athletes, who excite them and allow them to appreciate the role of sports in our communities.





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## The School Ethos and Aims

### Our Ethos

We aim to produce young people with the ability to think independently, who have a strong belief in themselves, confidence to pursue their ambitions and the resilience, flexibility and adaptability to succeed whatever life presents.

### Our Aim

At Clifton High School, our aims are based around five key areas:

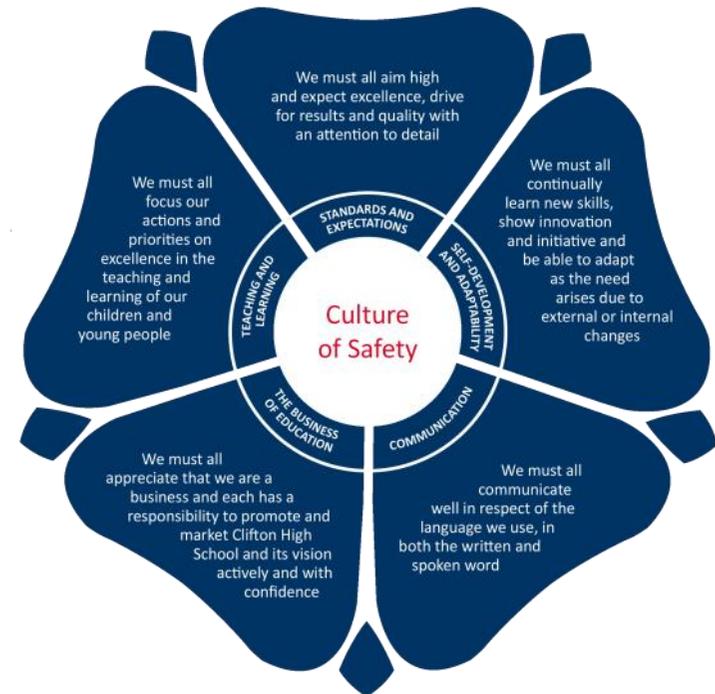
- Teaching and Learning
- Standards and Expectations
- Self-development and Adaptability
- Communication
- Business of Education

### What do we have to offer you?

- Committed and supportive staff
- Motivated children with a desire to learn
- A drive to change and be better
- A culture of high ambition and excellent pastoral care throughout the school
- A history of embedded excellent best practice
- A creative and inspiring ethos and school values that our children and team carry for life
- Strategic, committed and supportive leaders
- Beautiful grounds and facilities enabling an outdoor and broad curriculum for our pupils

### What skills will you bring to us?

- You are a natural, charismatic leader, who communicates well and demands excellence from yourself and others, whilst having empathy and common sense
- You are passionate about teaching and learning and possibly have a successful record of mastery teaching
- You operate strategically independently and as part of a team
- You have the courage to deliver change where needed and you can demonstrate past success
- You have the credibility to inspire and motivate a highly effective team





# Clifton High School

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## INFORMATION

### ACCOUNTABILITES AND DESCRIPTION OF POST

<b>JOB TITLE:</b>	<b>TEACHER OF GIRLS' GAMES</b>
<b>DEPARTMENT:</b>	<b>PHYSICAL EDUCATION</b>
<b>REPORTS TO:</b>	<b>HEAD OF SCHOOL GAMES (GIRLS)</b>

1.	<p><b>GENERAL QUALITIES</b></p> <p>The Clifton High School teacher will be articulate and inspiring, confident, stable and supportive, highly able and innovative. She or he will have stamina, energy and drive, with the ability and determination to attain and maintain very high educational standards and to raise her or his pupils' standards of achievement to the very highest levels.</p> <p>Clifton High School has a well-established reputation and proud history of sport and the successful candidate will join a forward thinking and thriving department that enjoys an impressive sporting reputation, as well as excellent sporting facilities. Physical Education is extremely important in maintaining a healthy lifestyle developing resilience and acquiring new skills. Sport, in conjunction with extra-curricular activities provide significant opportunities for our pupils to enquire, choose, participate, enjoy and in most cases master new individual and team skills.</p> <p><b>SAFEGUARDING</b></p> <p>The Clifton High School teacher will be committed to Safeguarding and promoting the welfare of children and young people across this 3-18 School, both in and out of the School when in their charge and care. She or he will also ensure that any volunteers they have engaged to work with the children and young people are also committed to Safeguarding and are fully aware of the School's policies and procedures beforehand.</p>
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2.

**MAIN RESPONSIBILITIES:**

The teacher will demonstrate high levels of competence in the following areas:

**SPORTING COMMITMENTS AND FIXTURES**

- Teach a wide variety of team sports and individual pursuits
- Coach teams up to first team level and support them in fixtures against other schools and clubs
- Officiate games
- Assist with key departmental events such as Sports Day, Awards Evenings, Alumni Matches and Sports Tours.

**PLANNING AND SETTING EXPECTATIONS**

The teacher will be able to:

- Demonstrate an excellent ability to plan
- Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all pupils
- Set consistently high expectations for pupils in work completed in class and at home
- Plan her/his teaching to ensure it builds on the current and previous achievement of pupils
- Think creatively and imaginatively to anticipate and solve problems and to identify opportunities
- Make full use of the additional opportunities for curriculum enrichment in the wider school environment.

**TEACHING AND MANAGING PUPILS' LEARNING**

The teacher will be able to:

- Demonstrate an excellent ability to teach, manage pupils and maintain discipline
- Understand and use the most effective teaching methods to achieve the teaching objectives in hand
- Display flair and creativity in engaging, enthusing and challenging groups of pupils
- Use questioning and explanations skilfully to secure maximum progress
- Quickly understand pupils' perceptions and misconceptions from their questions and responses
- Develop pupils' literacy, numeracy and ICT skills as appropriate within their phase and context
- Provide positive and targeted support for all pupils, including those who have special educational needs, are very able or lack confidence
- Maintain respect and discipline and be consistent and fair.

3.	<p><b>ASSESSMENT AND EVALUATION</b></p> <p>The teacher will be able to:</p> <ul style="list-style-type: none"><li>• Demonstrate an excellent ability to assess and evaluate</li><li>• Use assessment as part of her/his teaching to diagnose pupils' needs</li><li>• Use assessment to set realistic and challenging targets for improvement</li><li>• Use assessment to plan future teaching.</li></ul>
4.	<p><b>PUPIL ACHIEVEMENT</b></p> <p>The teacher will be able to:</p> <ul style="list-style-type: none"><li>• Demonstrate the ability to achieve excellent results and outcomes.</li><li>• Demonstrate that, as a result of her/his teaching:<ul style="list-style-type: none"><li>• Pupils show consistent improvement in relation to prior and expected attainment</li><li>• Pupils are highly motivated, enthusiastic and respond positively to challenge and high expectations</li><li>• Pupils exhibit consistently high standards of discipline and behaviour.</li></ul></li></ul>
5.	<p><b>KNOWLEDGE AND UNDERSTANDING:</b></p> <p>The teacher will know and understand:</p> <p>What constitutes excellence in teaching and learning</p> <p>How to make use of recent research findings and theories about the different types of intelligence and how children and young people learn.</p> <p><b>She or he will have:</b></p> <p>Highly developed teaching skills</p> <p>Excellent subject knowledge</p> <p>A full understanding of the connections and progressions in her or his subject(s) and she or he will make good use of this understanding in her or his teaching to ensure that pupils make good progress</p> <p>Up-to-date knowledge of ICT and the new technologies, and of ways of using them to enrich her or his teaching and to improve learning.</p>

6.	<p><b>COMMUNICATIONS:</b></p> <p><b>RELATIONS WITH PARENTS AND THE WIDER COMMUNITY</b></p> <p>The teacher will be able to:</p> <ul style="list-style-type: none"><li>• Demonstrate a consistent record of positive parental involvement in learning and a generally high level of satisfaction.</li></ul>
7.	<p><b>RESPONSIBILITY FOR:</b></p> <p><b>MANAGING OWN PERFORMANCE AND DEVELOPMENT</b></p> <p>The teacher will be able to:</p> <ul style="list-style-type: none"><li>• Keep up-to-date in her or his subject(s) and/or specialism(s)</li><li>• Improve her or his teaching through evaluating her or his own practice in relation to pupils' progress, school targets and inspection/review evidence</li><li>• Achieve challenging professional goals</li><li>• Participate very effectively in professional development, taking responsibility for her or his own professional development.</li></ul> <p><b>MANAGING AND DEVELOPING STAFF AND OTHER ADULTS</b></p> <p>The teacher will be able to:</p> <ul style="list-style-type: none"><li>• Provide clear feedback, good support and sound advice to others</li><li>• Analyse teaching and understand how improvements can be made</li><li>• Have highly developed interpersonal skills which allow her or him to be effective in a wide range of learning situations.</li></ul> <p><b>MANAGING RESOURCES</b></p> <p>The teacher will:</p> <ul style="list-style-type: none"><li>• Know how to plan and prioritise her or his own time and actions effectively</li><li>• Ensure that resources are used to their best advantage.</li></ul>

9.

## **RESPONSIBILITY FOR:**

### **MANAGING OWN PERFORMANCE AND DEVELOPMENT**

The teacher will be able to:

- Keep up-to-date in her or his subject(s) and/or specialism(s)
- Improve her or his teaching through evaluating her or his own practice in relation to pupils' progress, school targets and inspection/review evidence
- Achieve challenging professional goals
- Participate very effectively in professional development, taking responsibility for her or his own professional development.

### **MANAGING AND DEVELOPING STAFF AND OTHER ADULTS**

The teacher will be able to:

- Provide clear feedback, good support and sound advice to others
- Analyse teaching and understand how improvements can be made
- Have highly developed interpersonal skills which allow her or him to be effective in a wide range of learning situations.

### **MANAGING RESOURCES**

The teacher will:

- Know how to plan and prioritise her or his own time and actions effectively
- Ensure that resources are used to their best advantage.

### **STRATEGIC LEADERSHIP**

The teacher will:

- Provide a role model for pupils and other staff through her or his personal and professional conduct
- Be highly respected and able to motivate others.

### **TEACHING REQUIREMENT**

A full time teacher at Clifton High School is currently required to teach 50 out of 60 periods per fortnight. Teachers are guaranteed 15% of their teaching time as non-contact time.

The postholder will be required to make a considerable contribution to our after-school and weekend sports events and fixtures. This will demand a commitment to Saturday sports fixtures on most term time weekends. If required, the postholder will be required to participate in residential sports tours with pupils in the United Kingdom and further abroad.

**The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post.**



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## INFORMATION PERSON SPECIFICATION

<b>JOB TITLE:</b>	<b>TEACHER OF GIRLS' GAMES</b>		
<b>DEPARTMENT:</b>	<b>PHYSICAL EDUCATION</b>		
<b>REPORTS TO:</b>	<b>HEAD OF SCHOOL GAMES (GIRLS)</b>		
<b>Aspects</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assess by</b>
	Qualities which are essential to the satisfactory performance of the job and without which an applicant cannot be appointed	Qualities additional to those described as essential which may enhance your application. This is not an exhaustive list and you may add anything you feel is relevant to your application for the role.	AF = application form T = Teaching I = Interview
<b>Skills and abilities</b>	<ul style="list-style-type: none"><li>• Good interpersonal skills</li><li>• Ability to communicate effectively, both orally and in writing</li></ul>		AF/T/I
<b>Knowledge</b>	<ul style="list-style-type: none"><li>• Excellent high level ICT skills</li><li>• Excellent subject knowledge</li></ul>		AF/T/I
<b>Experience</b>	<ul style="list-style-type: none"><li>• Proven experience of recent and successful teaching the subject</li></ul>	<ul style="list-style-type: none"><li>• Experience of teaching Years 1 – 6</li><li>• Examination teaching experience</li></ul>	AF/T/I



Aspects	Essential	Desirable	Assess by
<p><b>Qualifications and Professional Development</b></p>	<p>Qualities which are essential to the satisfactory performance of the job and without which an applicant cannot be appointed</p> <ul style="list-style-type: none"> <li>• Degree and QTS</li> <li>• Demonstrably up-to-date in Physical Education pedagogy</li> </ul>	<p>Qualities additional to those described as essential which may enhance your application. This is not an exhaustive list and you may add anything you feel is relevant to your application for the role.</p> <ul style="list-style-type: none"> <li>• First aid</li> <li>• Lifesaving</li> <li>• D1 Driving licence</li> <li>• NGB coaching awards</li> </ul>	<p>AF = application form T = Teaching I = Interview</p> <p>AF/T/I</p>
<p><b>Personal competencies and qualities</b></p>	<ul style="list-style-type: none"> <li>• Commitment to own professional development</li> <li>• Adaptable and flexible</li> <li>• Ability to take responsibility and to show initiative</li> <li>• Good team worker</li> </ul>		<p>AF/T/I</p>
<p><b>Attitudes and Outlook</b></p>	<ul style="list-style-type: none"> <li>• Boundless energy and vision</li> <li>• Ability to work under pressure and a capacity for hard work</li> <li>• Ability to appreciate the needs of the whole school</li> <li>• Positive and proactive approach to continuous improvement</li> </ul>		<p>T/I</p>