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**INFORMATION PACK**

**Position: Assistant Curriculum Lead for PE**

**Scale: MPS/UPS & TLR 2b (Not suitable for ECTs)**

*A Letter from the Headteacher*

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Dear prospective colleague,

Thank you for showing an interest in the post on offer at Saddleworth School. What follows is a snapshot that I hope will give you a genuine insight into our School. I really hope that having read the information and researched the school you feel that your values resonate with ours and you choose to apply.

We are seeking to create an exciting and nurturing learning environment which is inspiring and empowering for all of our students. During their five years with us we ensure that they have the opportunities to explore their passions and interests; find the things which get them excited about their futures and which inspire them to strive for their very best. Our aim is to harness the enormous potential of each and every student so they can be empowered to have happy, successful and rich lives.

At Saddleworth we are looking for people who are ambitious for our students, ambitious for themselves and who are passionate about working with young people to ensure that they fulfil their full academic potential and develop into happy, confident, compassionate, and successful young adults. We are a community; we work and learn together and we support and care for one another. This is what makes our school unique and special.

Saddleworth is a comprehensive school and the only local authority maintained 11-16 school in Oldham. The school is significantly oversubscribed and is forecast to remain so for years to come. It serves a semi-rural area; students join us from villages such as Delph, Dobcross and Uppermill as well as areas closer to Oldham such as Lees and Springhead.

Due to our success, the school has grown over the years and we are now able to accommodate 1460 children, organised into five year groups. We have recently moved into a brand new purpose built school building with a wealth of facilities. This will not only support us to provide a first class learning experience for our students but will also mean that we can continue to grow and increase our student number to 1500.

Currently, we have 88 teachers and 77 support staff at the school. Their hard work, dedication and generosity of spirit is a key strength of our school. We invest heavily in our staff and their development and as part of our commitment to ‘empower and inspire’ everyone in our school community. We want to support colleagues to develop and grow in their roles and be able to take advantage of the many opportunities for career progression. We have a comprehensive CPD programme in school which supports colleagues at all stages of their career.

We also are an associate partner of The Dovestone Learning Partnership made up of eight partner primary schools and expect to become a full partner now that we have moved to our new school building. For more information about the Dovestone Learning Partnership visit: <https://www.dovestonelearningpartnership.org>

Included in this pack is a more detailed profile of the school as well as an application form. I look forward to receiving your application.

Yours sincerely,



# Section 1:

# An Introduction to Saddleworth School

**Our Vision**

To **Empower** and **Inspire**

Enabling young people to develop and find their talent

**Our staff**

The key strength of the school is the staff. There is a genuine sense of community and all

within the school work together to support the students and each other. We have a real blend of youth and experience on the teaching staff and there is a flourishing CPD programme to support all staff at every stage of their career.

**Our geographical area**

Saddleworth School is a 10-form entry, 11-16 Comprehensive School, situated in pleasant rural surroundings at the foot of the western slopes of the Pennines, some four miles east of Oldham. The school, which enjoys a good reputation, caters for the whole rural district of Saddleworth and also for the nearby residential areas on the eastern side of Oldham. This district contains nine large villages with varied industrial undertakings and farming activities. Manchester and the M62 are within easy reach and the region is popular with commuters. The school has recently moved to the village of Diggle just off the main A670 Ashton-Huddersfield Road which links with the A669 Oldham Road.

**Our school organisation**

The school is growing and we have a PAN 1460 but will expand to 1500 by 2026 now that the school has moved to its brand premises in the village of Diggle. After more than 100 years at our old school we relocated to a new site with a new school building in 2022. We now have a school with state of the art classrooms, fully equipped specialist areas and modern facilities to support our delivery of a first-class learning experience for our students.

On entry, children in Year 7 are placed in mixed attainment classes, but set by attainment in Maths during their first half term. From Year 8 onwards, there is increased setting in maths and science. There is a long-standing record of strong achievement in external examinations and students tend to leave with above average attainment.

A wide range of extra-curricular activities is available. Fieldwork and outdoor pursuits are very strongly supported; a full programme of sporting activities is maintained, as are a wide range of excellent musical and drama activities and the Duke of Edinburgh Award Scheme is particularly well represented.

The school day is shaped around five one-hour lessons and a daily 8:30am form time registration. All students have their lunch break from 1.20pm to 2.00pm. All staff engage in CPD that runs after school on Wednesdays.

The pastoral system is organised on a year basis, with each year led by a Home School Leader. Form tutors play a crucial role and it follows; therefore, that all candidates for teaching posts at the school must be fully committed to the education of the ‘whole child’ and be prepared to contribute to the school as an active and caring form tutor. Standards of student dress and behaviour are good and children are encouraged to play a part in the running of the school, through the elected Senior Student Leadership body and the School Council.

The school has become the focus of many of the leisure pursuits of the local community. It is widely used after school and in the evenings for sport and cultural activities. The element of community service in the Duke of Edinburgh scheme has involved helping the Tame Valley wardens with their conservation work, helping at the museum, and the St John Ambulance, and giving support to the old people in the area.

The school’s high standard of inclusion is well supported by Pastoral Support Assistants who are attached to each year group. The school also has a specialist provision through or Link Department for students in need of additional support and/or a personalised curriculum.

Saddleworth School is a stimulating and rewarding environment in which to work. This is a school where teachers and students can really flourish.

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| **Quick Facts** |
| **Age range** | 11-16yrs |
| **Local Authority** | Oldham LA |
| **Number of children** | 1440 |
| **% FSM** | 21.71% |
| **% SEN** | 18.83%  |
| **% EAL** | 1.34% |

**Our Values and Ethos**

The school has a proud tradition of enabling our young people to experience academic success whilst also providing a nurturing and supportive environment. Our students and their wellbeing are at the heart of everything we do and our team of dedicated staff will support every young person so that they can thrive and flourish.

At Saddleworth we are ambitious for our students and we aim to instil that sense of ambition in them too. We have high standards and expectations of them and their futures. We want our students to be successful academically but also to gain the knowledge and skills to make sense of the world and to contribute positively to the communities in which they live.

The key to this is building effective relationships for learning. That means children must have a voice, be valued and sit at the centre of all we do. It is vital that children learn to listen, value the views of others and improve their own thinking. We are developing the curriculum, our teaching and assessment so that it is fit for purpose and nurtures self-esteem, self-discipline, confidence and independence.

Ultimately, we want children to leave our school feeling happy, empowered and inspired and we want to work with parents, students and colleagues who share that ambition.

**CPD opportunities**

Saddleworth School is committed to ongoing CPD for all staff. Each Wednesday there is a calendared programme of development opportunities in which all staff engage. There is also a complementary programme of CPD accessible to all staff to support development of their career stage or specific areas of interest.

**Equality of opportunity**

Saddleworth School is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, gender, race, colour, nationality, ethnic origin, disability, religion, marital status, sexual orientation and/or medical condition.

**Safeguarding**

Saddleworth School is committed to safeguarding and promoting the welfare of all children and young people. There is an explicit expectation that all employees share this commitment and adhere to all safeguarding policies and procedures. Applicants should be aware that the recruitment process will include an assessment of your suitability to work with children.

**Saddleworth school is a place where:**

* We each feel that we are valued by and belong to the Saddleworth community.
* All work hard and are considerate and courteous towards each other
* We are respectful, compassionate and kind.
* We are all encouraged to explore, find, nurture and develop our passion
* We are ambitious for ourselves and for each other.
* We have high standards and expectations and strive for excellence.
* We embrace success and take pride in our own achievements and those of others
* We develop and encourage a growth mind-set and positive attitudes in ourselves and others
* We all actively contribute to the Saddleworth community to ensure that it remains a place that we all want to work and to learn.

**Section 2:**

**Department Information:**

The physical education department is a well-established and high achieving department, consistently achieving excellence in the KS4 qualifications that come under the PE umbrella. There is a strong emphasis is placed on all students achieving their full potential within a culture of high expectations and a drive to ensure that students receive inspirational, challenging and exciting teaching. We have excellent attendance to our extra-curricular clubs, which covers a wide range of activities. Our participation in local, regional and national competitions has led to an excellent reputation due to our level of success.

The department comprises nine members of staff with a combined wealth of experience; the successful candidate will be joining a team of professionals working collaboratively to ensure that all students achieve their potential. The ethos of the department is one of mutual support where good practice and effective teaching resources are frequently shared. Open door classrooms promote the sharing of best practice and support our constant drive to develop and improve our pedagogy. Increasingly, data is used effectively to identify gaps in learning and maximise student progress and achievement.

Existing schemes of learning and assessment processes are regularly reviewed in order to create a compelling, engaging and challenging learning journey for our students. The department is well resourced in the new school. Each classroom has a ViewSonic board, visualiser and projector. There are well-stocked storerooms with a range of high quality equipment, support materials for all year groups.

At Key Stage 4, we have large numbers taking one of our four qualifications. Although there is a common curriculum for each, members of the department are careful to tailor lessons to the individual needs of their classes.

1. **GCSE PE:**
2. **CNAT Sports Studies:**
3. **Technical Award in Health & Social Care**
4. **BTEC Performing Arts**

Attainment and achievement are strong across all qualifications with students achieving grades at the highest levels.

In addition to the strong team ethos, we are also fortunate in teaching in modern, purpose-built facilities including:

 · Sports hall (4 courts).

· Activity Studio.

· Fitness Suite.

· Muga (x2), as well as additional yard space.

· Astro Turf.

· Grass.

· Athletics Areas (including a long jump pit).

**Section 3: Job Description**

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| **Post Title** | **Assistant Curriculum Leader PE**  |
| **Purpose**  | * To support the CL to raise standards of pupil attainment and achievement within the whole curriculum area and to monitor and support pupil progress.
* To be share accountability for pupil progress and development within the subject area.
* To assist and take a lead in developing and enhancing the teaching practice of others.
* To support the CL to ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupil studying in the department, in accordance with the aims of the school and the curricular policies determined by the governing body and headteacher.
* To share some accountability for leading, managing and developing the subject area.
* To assist the CL to manage and deploy teaching/support staff, financial and physical resources within the department effectively to support the designated curriculum portfolio.
 |
| **Reporting To**  | **Curriculum Leader for PE**  |
| **Responsible for:** | Teaching staff and other relevant personnel within the department in consultation with and in the absence of the Curriculum Leader.  |
| **Liaising with:** | Curriculum Leader, other Curriculum Leaders / 2nd in Department, relevant staff with cross-school responsibilities, support staff (where relevant), voluntary groups such as those for Teaching and Learning, Curriculum and Assessment, LA staff, parents, governors (where appropriate)  |
| **Working Time:** | 195 days per year Full time |
| **Salary/Grade:** | **MPS/UPS & TLR 2b** |
| **MAIN (CORE) DUTIES** |
| **Teaching** | * To undertake an appropriate programme of teaching in accordance with the duties outlined in the job description for all teachers.
 |
| **Operational/ Strategic Planning** | * To assist the Curriculum Leader in leading the development of appropriate syllabi, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
* Taking a lead in the development of Schemes of Learning within specific areas of the curriculum.
* Assisting and deputising where necessary for the CL in the day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
 |
| **Curriculum Provision and development** | * To liaise with the Curriculum Leader to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school improvement plan.
* To assist the CL in leading the development and delivery of this curriculum area; including taking responsibility for specified curriculum areas.
* To keep up-to-date with national developments in the subject area, including teaching practice and methodology.
* To work with and support the CL to monitor and respond to curriculum development and initiatives at national, regional and local levels.
* To assist the CL to liaise with appropriate senior leadership members to maintain accreditation with the relevant examination boards.
 |
| **Professional Development and team management:** | * To work with Curriculum Leader to ensure that departmental staff development needs are identified and that appropriate programmes are designed to meet such needs.
* To assist the CL in ensuring the efficient and effective deployment of the department’s support staff.
* To undertake Performance Development Reviews as a team leader and to act as a reviewer for a group of staff within the designated department.
* To work with and deputise for the CL to make appropriate arrangements for classes when staff are absent, ensuring the provision of appropriate work for classes in the department and liaising with the cover administrator to ensure appropriate cover supervision.
* To participate in the interview process for teaching posts when required and work with the CL to ensure effective induction of new staff in line with school procedures.
* To promote teamwork and to motivate staff to assist the CL to ensure effective working relations.
* To participate in the school’s ITT programme.
* To work with and deputise for the CL in being responsible for the day-to-day management of staff within the department and act as a positive role model.
 |
| **Quality Assurance:** | * To assist with and take a lead in ensuring the effective operation of quality control systems.
* To assist the CL in ensuring that effective operation of pupil tracking systems according to school practice, including the dissemination of pupil data within the department, setting of targets for all pupils, regular monitoring of pupil progress, identification of underachievement and appropriate follow-up action.
* To ensure common standards of practice within the department and develop the effectiveness of teaching and learning styles.
* To contribute to school procedures for lesson observation.
* To assist the CL to implement school quality procedures and to ensure adherence to those within the department.
* To work with the CL to monitor and evaluate the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria.
 |
| **Management Information:** | * To ensure the maintenance of accurate and up-to-date information concerning the department on the management information system.
* To make use of analysis, evaluate performance data provided and produce reports as appropriate.
* To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.
* To produce reports on examination performance, including the use of value-added data.
* To provide the governing body with relevant information relating to departmental performance and development.
 |
| **Communications:** | * To work with the CL to ensure that all members of the department are familiar with its aims and objectives.
* To work with the CL to ensure effective communication/consultation as appropriate with the parents of pupils.
* To represent the department’s views and interests
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| **Marketing and Liaison:** | * To support the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at open days/evenings and other events.
* To support the promotion of the development of effective subject links with external agencies actively.
 |
| **Management of Resources:** | * To assist the CL in managing the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down, including deploying the departmental budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock and keeping appropriate records.
* To work with the Curriculum Leader to ensure that the department’s teaching commitments are effectively and efficiently timetabled and roomed.

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| **Pastoral System** | * To monitor and support the overall progress and development of pupils within the department.
* To monitor pupil targets and attendance, ensuring that follow-up procedures are adhered to, and that appropriate action is taken where necessary.
* To act as a form tutor and to carry out the duties associated with that role as outlined in the generic job description for teachers.
* To contribute to PSHCE, citizenship and enterprise according to school policy.
* To ensure the behaviour management system is implemented in the department so that effective learning can take place.
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| **Additional Duties:** | * To play a full part in the life of the school community, to support its “Aim High” ethos by “Empowering and Inspiring” all with whom you work.
* To continue personal development as agreed.
* To engage actively in the Appraisal process.
* Assist the CL and take a lead role in developing effective assessment practice and use of data to drive improvement
* To undertake any other duty as specified by the STPCB not mentioned in the above.
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| **Other Specific Duties:***Whilst every effort has been made to explain the main duties and responsibilities of this post, each individual task undertaken may not be identified.**Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.**Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.**The school will endeavour to make any necessary reasonable adjustment to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.**The job description is current at the date shown, but, in consultation with you, may be changed by the headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.* |

**Section 4: Person Specification**

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| **Expertise** | **Essential** | **Desirable** |
| Qualifications | * Graduate **(A)**
* Qualified teacher status **(A)**
* Evidence of continual professional development **(A)**
 | * Further higher education qualification beyond first degree level **(A)**
* NPQML or similar **(A)**
 |
| Experience | * Successful and proven track record teaching across the ability range 11 – 16 **(A/I/R)**
* Has initiated and successfully managed change **(A/I)**
 | * Experience of leading and managing in a secondary school **(A/I/R)**
* Experience of leading a successful Computing department **(A/I)**
* Experience of the needs of students from different ethnic backgrounds **(A)**
* Experience of working in a school with a similar context **(A)**
 |
| Leadership and Management | * The desire and enthusiasm to develop leadership and management skills. **(A/I)**
* Ability to support, develop and nurture others. **(A/I)**
* Potential to lead, motivate and inspire **(A/I)**
* Ability to lead and work as part of a team **(A/I/R)**
* Commitment to community education **(A/I)**
* Ability to prioritise, plan and organise **(I/R)**
* Ability to work under pressure to achieve, to have high expectations, lead by example and meet deadlines **(I/R)**
* Ability to communicate clearly **(A/I)**
 | * Development of broader vision through involvement in relevant organisations outside the school **(A/I)**
* Experience of leading whole school in-service training for staff **(A/I)**
* Proven ability to raise standards of progress and achievement **(A/I)**
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| Professional Competence | * An unrelenting passion for Computing and engendering a love of the subject in pupils
* Proven record of helping all students to achieve high standards and to fulfil their potential **(A/I/R)**
* Experience and expertise in developing and implementing successful assessment, and associated QA processes in Computing **(A/I)**
* Working knowledge of relevant legislation and current educational issues **(I)**
* Expertise in the use of ICT as a management and educational tool **(A/I)**
* Excellent record of attendance and punctuality
 | * Expertise in using data to establish benchmarks and set targets for improvement **(A/I)**
* Experience of effectively monitoring and evaluating departmental provision and performance **(A/I)**
 |
| People andRelationships | * Deal sensitively with people and help to resolve problems **(I/R)**
* Demonstrate courtesy, integrity and be approachable and fair **(I/R)**
* Create and secure enthusiasm and earn the confidence of staff, students parents and governors **(A/I/R)**
* Develop appropriate working relationships with all in the school community **(A/I/R)**
* Have energy drive and enthusiasm to lead projects through to completion **(I/R)**
* A visible and effective presence around school **(I/R)**
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| Communications | * Effective oral and written communication to a wide range of audiences **(A/I)**
* Effective agenda setting and chairing of meetings **(I)**
* Consult and negotiate effectively **(I)**
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**A = APPLICATION FORM AND SUPPORTING LETTER**

**I = INTERVIEW PROCESS**

**R = REFERENCE**



**Safer Recruitment Safeguarding Statement**

Saddleworth School is committed to our responsibilities for safeguarding and promoting the welfare of children and young people. We are committed to recruiting candidates who share this commitment to safeguarding, and therefore we apply robust recruitment and selection procedures to ensure that all candidates are appropriately screened prior to appointment.

All posts in school are exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020). If shortlisted for an interview you will be required to disclose to us information about any:

* Adult cautions (simple or conditional)
* Unspent conditional cautions
* Unspent convictions
* Spent convictions that are **not protected** as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020

It is an offence for anyone to apply for a role if they are barred from engaging in regulated activity relevant to children.

The school will undertake the following pre-employment checks as applicable:

* Receipt of two satisfactory references - You will be required to provide the names and contact details of two referees who can comment on your suitability for this position. One should be your current or most recent employer. If you are not currently working with children but have done so in the past the second referee should be the employer by whom you were most recently employed in work with children. References will not be accepted from relatives, or persons who only know you as a friend. References will be sought prior to interview, the references will ask your current/previous employer/tutor about any disciplinary offences relating to children. For Headteacher and Deputy Headteacher appointments a reference will automatically be sought from your current L.A.
* Verification of identity
* A children’s Barred List check (when undertaking regulated activity)
* A satisfactory enhanced DBS disclosure
* A prohibition from teaching check
* Verification of mental and physical fitness to carry out work responsibilities
* A satisfactory online search
* Verification of qualifications applicable to the role
* Verification of professional status where required e.g. QTS status
* Verification of eligibility to work in the UK
* Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
* If the person has lived or worked outside the UK, make any further checks the school considers appropriate