



The Crossley Heath School Applicant Pack



To inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We
aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow.

Department Leader for Physical Education

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Welcome from the Head Teacher

Dear applicant,

We are delighted that you are interested in applying for the role of Department Leader for the PE department. Joining a school with the history and heritage of Crossley Heath as we celebrate 160 years of education in our unique building is a really exciting time. The Crossley Heath of today still retains so much of the culture of inclusion, determination to positively shape the future and dedication to providing a rich academic education that can be found in reading about the school's origins. The PE department consistently achieve GCSE results well above the national average for the subject. The PE department is respected nationally for its work and has been recognised by being placed in the Top 30 State School for Sport in the UK on two occasions.

We encourage participation amongst our students in a wide range of activities and many of our students enter competitions at school, regional, national and international levels. Student teams compete in a broad range of activities, most notably in Rugby Union, in which we won the National Vase and also netball and tennis, in which we have been National Finalists. Student teams also compete in cricket, athletics and football.

The purpose-built sports centre contains a sports hall which can accommodate most sports, including cricket nets and a well-equipped fitness suite. The department has a history of some very successful sports tours which we would like to capitalise on and continue in the years to come.

At Crossley Heath we are an inclusive school family, building on our proud heritage to champion the students of today to become the leaders of tomorrow. Crossley Heath really is a very happy school community with our values of kindness, courage and excellence at its heart. We have a long tradition and enjoy an outstanding reputation in the region and beyond. We offer a strong, supportive ethos, excellent CPD opportunities and a beautiful and unique environment in which to work.

Details of the application process can be found on page 10 of these documents.

Please visit our website (www.crossleyheath.org.uk) to explore the school further.

Please do not hesitate to get in touch with the Executive Leader, Mrs Debbie Gallimore, (d.gallimore@crossleyheath.org.uk) if you require any further information in the first instance.

I hope you will take the opportunity to explore further and decide that this role is the right one for you and we look forward to receiving your application.

Dean Jones
Head Teacher



Who we are and what we stand for

At Crossley Heath we see ourselves as a school family. Our school building was founded as an orphanage and school 160 years ago and the spirit of inclusivity and social mobility on which we were founded lives strong today. The school evolved into an amalgamation of Crossley and Porter and Heath Grammar Schools allowing us to trace our heritage back to 1585 and the origin of the school motto 'Omne bonum ab Alto' meaning "all good things come from above" which can both have a spiritual dimension and remind us to be thankful to the generations before.

We are a selective grammar school for entry into Year 7 which means students of all backgrounds are welcome at our school, they just have to show the aptitude to excel on the entrance examinations. We are proud of our diverse student body and much higher proportion of students accessing Free School Meals than other grammar schools as inclusion is at the heart of our ethos. We have a thriving non-selective sixth form which is integral to the life of the school. We embrace and celebrate our wide ethnic and geographic diversity and endeavour to be a genuinely warm, inclusive and vibrant school community.

Our ambition is to inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow. The vision for the school is rooted in our core values: Respect, Responsibility, Self-Belief, Purpose, Challenge and Aspiration. We are high performing with students achieving a high proportion of top grades at both GCSE and A Level. We are very proud to have been included recently in the top five of the Sunday Times Parent Power report for the best secondary schools in the north of England.

We have a vibrant House system which adds a strong sense of positive competition and affords students an opportunity to express themselves, demonstrate their talents, make lifelong friends and have fun. Indeed, many former students comment that some of their fondest memories are of taking part in activities for their House. Student leadership is a strength at Crossley Heath with all students, led by 6th form leaders, taking part in fundraising, Eco Schools, health and well-being initiatives. Extra-curricular activities, especially a wide variety of sports, are also a strength of the school as we have teams competing in rugby, football, netball, cricket and athletics throughout the year. Our school trips are many and varied across all subjects and with overseas trips ranging from Belgium to Berlin and Canada to China.

Partnership building is a Crossley Heath characteristic as we are a school family with highly supportive parents, carers and families, a vibrant local community and alumni who stay connected to our school for life. We care deeply about wellbeing and believe in being the friendliest and happiest school possible. Our staff are supported with a culture of listening, collaboration, commitment to professional development and an additional weekly free period on top of that typical in schools by way of a thank you for all that teachers do to support our wonderful students. Our students are the warmest and most welcoming people, they make being part of the Crossley Heath school family an absolute pleasure. Come along and see for yourself!





THE CROSSLEY HEATH SCHOOL

Savile Park, Halifax, HX3 0HG

Tel: (01422) 360272 | email: admin@crossleyheath.org.uk | www.crossleyheath.org.uk

Head Teacher: Mr Dean Jones MA

To inspire each of our young people to flourish as an individual, to be curious, to be resilient and to love learning. We aspire for them to grow into articulate, independent future citizens and to become the leaders of tomorrow.

Department Leader for Physical Education

From September 2024

MPS/UPS + TLR2B

We are seeking to appoint an enthusiastic, inspirational and resourceful leader with the energy and vision to further improve standards of achievement in PE and ensure teaching is of the highest level across all key stages. An outstanding classroom practitioner, you will have the ability to teach PE across all the key stages and have a strong commitment to extra-curricular activities.

The PE department works collaboratively to provide the best possible opportunities for students in and out of the classroom. A broad range of activities are taught across the key stages with a view to engaging students and giving them a positive outlook on a healthy active lifestyle.

We can offer you the opportunity to develop personally and professionally, to excel in your field and to contribute to the wider life of this wonderful school.

We are a very friendly, down to earth school with a diverse student population. We welcome applications from all backgrounds.

Information about the school is available on our website together with further details about the post and an application pack. All completed applications should be returned to Mrs Gaynor Fisher, HR & Events Coordinator (g.fisher@crossleyheath.org.uk) by 8.00am on **Tuesday 16 April 2024**. Interviews will be held on **Tuesday 23 April 2024**.

We are committed to safeguarding children in all aspects of recruitment and selection. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff.



Job Title: **Department Leader for PE**

Grade: **TLR2B**

Line Manager: **Assistant Head**

Job Purpose

To provide dynamic and inspirational leadership of a team of teachers in the PE department, and to lead the strategic development of the subject. To facilitate high quality teaching and learning which enables all students to attain high standards, and to drive improvement in levels of attainment, achievement and progress within the PE department.

Main Duties /Responsibilities

- Systematically monitor and evaluate the quality of teaching within PE and lead the promotion of excellent practice.
- Oversee and monitor the effectiveness of assessment procedures to ensure all students are able to make maximum progress.
- Take responsibility for performance management of staff, ensuring that appropriate objectives are set and that staff are able to access appropriate CPD.
- Ensure the development and training of department staff, including participation in performance review arrangements and the supervision of early career teachers or appointed teachers.
- Be accountable for curriculum provision that leads to strong outcomes for pupils, ensuring effective delivery by all teachers in the department.
- Ensure that arrangements for internal and external examinations and coursework are made, accurate marking takes place, and that students and parents are informed of outcomes in a timely manner.
- Take overall responsibility for the Department's Area Self-evaluation form
- Take responsibility for setting and monitoring departmental budget.
- Ensure appropriate curriculum provision with up-to-date schemes of work and Curriculum Ambition Plans (CAPS) that reflect national developments.
- Ensure that all staff are maintaining accurate and up-to-date records of student attainment and progress.
- Collate student data, analyse and agree action points with relevant staff and monitor implementation
- Lead on support and intervention for identified students at risk of under-achieving within the department.
- Monitor and evaluate the effectiveness of the courses, projects and new initiatives in the department.
- Ensure that department policies are in line with whole school policies and that training is provided to staff where necessary.

- Monitor and plan PE resources to ensure adequate and strategic provision of learning materials to enhance teaching.
- Disseminate and communicate key information to team members.
- Ensure consistency of approach and standards across the team.
- Ensure the ongoing development of all extra-curricular activities, including inter house sports competitio



Person Specification – Department Leader for Physical Education

Qualities	Essential	Desirable	How Identified
QUALIFICATIONS	Good honours degree. Qualified Teacher Status.	Additional qualification in PE and/or school middle leadership qualifications.	AF
TEACHING EXPERIENCE & PRACTICE	PE at KS3, KS4 and KS5 with successful outcomes.		AF/I
	Strong, up to date subject knowledge	Awareness of current national changes to the curriculum	AF/I
	An outstanding classroom practitioner with demonstrable impact on student progress, particularly with students of high ability		AF/I
	Targeted intervention for students to achieve outcomes above expectations	Perseverance and evidence of adopting a range of strategies to support less confident students	AF/I
	Understanding of examination processes and other assessment systems processes		AF/I
	Effective analysis of data relating to student performance to inform teaching		AF/I
	Provision of effective feedback to students to ensure continued progress		I
TRAINING & DEVELOPMENT	Commitment to continually developing own professional skills and practice		AF/I
	Evidence of recent training and/or development relating to subject		AF/I
PERSONAL QUALITIES & SKILLS	A strong leader with the ability to plan strategically and operationally, allocate resources appropriately and design an effective curriculum.		AF/I

	Ability to lead, motivate, challenge and inspire others and evaluate the work of teams and individuals.		I
	High standards of communication and interpersonal skills	Ability to provide high quality feedback to parents	
	Ability to self-evaluate and reflect so as to improve own practice		
	Empathy for young people and an understanding of issues which may impact on their learning and engagement with PE		AF/I
	A positive, proactive and resilient person who has the ability to manage workload effectively (own and others) and to meet deadlines.		I
	Ability to support students in pastoral and personal guidance matters for example as a form tutor		AF/I
	Willingness to lead and contribute to a programme of extra- curricular activities		AF/I
	Willingness to organise, run and support trips and visits	Experience of leading residential and non-residential trips and visits	AF/I
	Commitment to the ethos of the school and its values.		
	Commitment to implementation of school safeguarding practices and procedures		I

Why apply to Crossley Heath?

You will be joining a school which is all about putting staff and students first. There are numerous wellbeing initiatives and social events to enjoy each term.

We believe our staff are the school's greatest asset. We have signed up to the Education Staff Wellbeing Charter with the aim of supporting the wellbeing and mental health of all staff

Other benefits include:

- Free parking
- Free access to onsite Fitness Suite
- Automatic enrolment to the Teacher Pension Fund
- Excellent CPD programme
- Additional period of non-contact time each week

How to Apply

Applications must be made using the school's application form. The application form requires the names of two referees, one of which must be your current or most recent employer. If you currently work in a school, this should be from the Head teacher.

Closing date: 8.00 am on **Tuesday 16 April 2024**. Interviews will be held on **Tuesday 23 April 2024**. Applications should be submitted by the deadline via email to Gaynor Fisher, HR/Events Coordinator, g.fisher@crossleyheath.co.uk

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff are in a position of trust and therefore have a responsibility to promote and safeguard the welfare of children, young people and vulnerable adults in accordance with the nature of this post. The appointment will be subject to pre-employment checks, including an enhanced DBS check.

The Crossley Heath School
Savile Park, Halifax, West Yorkshire HX3 0HG
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email: admin@crossleyheath.org.uk
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