



Samuel Whitbread Academy Application Pack

Director of Netball





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INTRODUCTION

Welcome to Samuel Whitbread Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

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Samuel Whitbread Academy

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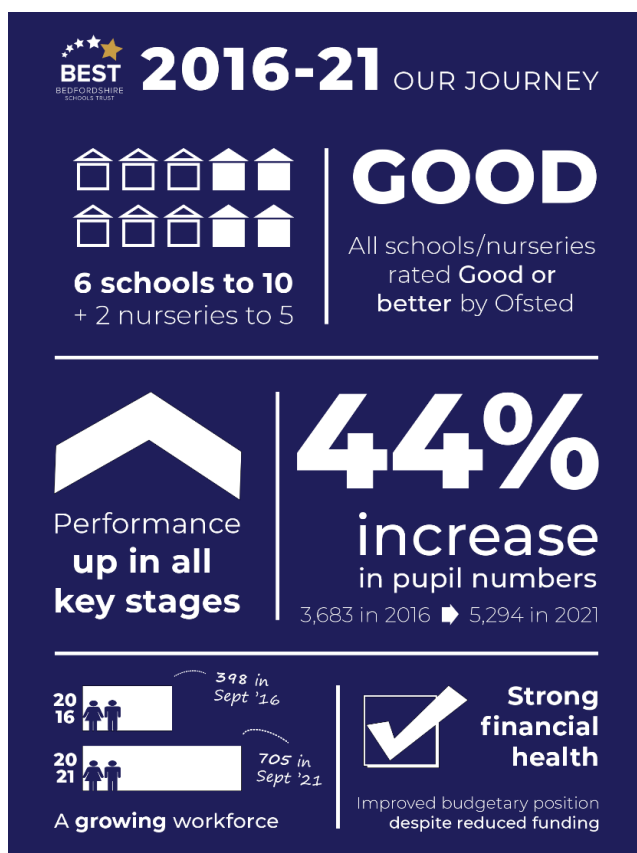
www.samuelwhitbread.org.uk



ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 10 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest single employers in Central Bedfordshire. We now educate more than 5,000 children across the area, from nursery age to advanced level study.



*This infographic charting the journey of our trust was originally created for our **5 Years of BEST** commemorative brochure which was produced in September 2021 – a digital version is available to read on our website*

It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate



Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at **www.bestacademies.org.uk/jobs**

The first five years of BEST has been a real success story – and we are looking forward to an exciting future, too.

A primary-secondary model of education is being established to replace the current three-tier system in Central Bedfordshire, more schools are looking to join us as we seek to grow further, and performance across all key stages continues to improve.



ABOUT SAMUEL WHITBREAD ACADEMY

Samuel Whitbread Academy is a large, rural upper school with approximately 1,700 students including a Sixth Form approaching 450 students. The school is situated on the outskirts of the town of Shefford, in Bedfordshire, and has all the variety and energy of a fully comprehensive secondary school.

In our most recent Ofsted report (October 2017), we were judged as Good by inspectors. We are committed to continuing our journey to reach Outstanding and are constantly striving to develop our practice and raise outcomes.

The size of the Academy and membership of BEST means that opportunities available to staff are incredibly varied and wide-ranging. We have a growing reputation for developing an exciting and innovative culture of research within the Academy and believe high quality CPD for staff and a focus on workload and wellbeing results in confident, compassionate and happy staff who strive to do their BEST.

All Teachers within the PE Department have responsibility for examination groups and are also timetabled to lead Core Games. CPD is at the forefront of the PE Department's ethos. We strive to maintain the highest of standards for students at Samuel Whitbread Academy, to ensure they receive the best learning experience whilst in our care. Staff within the PE Department are incredibly dedicated, always going above and beyond expectations as they push academic and extra-curricular achievements for students in all year groups.

The PE Department at Samuel Whitbread Academy is striving to be ranked in the top 5% of PE departments in the UK based on our excellent exam results. We are a large department of 16 with a range of sporting experiences, different teaching styles and specialisms that challenges students to achieve the highest possible outcomes. We have three sports academies: Football, Netball and Rugby and the Directors of these sports are some of the best in education.

With regards to extra-curricular activities we consistently win district and county titles in numerous sports and have enjoyed national success at Football, Rugby, Athletics, Netball and Badminton. We are building a reputation for sport across the UK and are now recognised by many schools and competitors as a force to be reckoned with in any sporting event. We hope



to build on success and continue to produce professional sports men and women that, through our excellent teaching, fulfil their potential.

The PE Department has an excellent range of practical teaching facilities including a new sports hall, gymnasium, an activities hall, eight tennis courts and extensive fields which surround the Academy site. We are also very fortunate to have two PE computer suites fully equipped for theory lessons.

We have extensive equipment due to generous backing from the Principal and constant fundraising by the Department. This allows us to have specific and innovative equipment which can be used in a range of activities. This year we have invested heavily in trampolines, table tennis and gymnastic kits, as well as elite sports equipment.

The PE Department at Samuel Whitbread Academy is greatly valued by the Academy's Senior Leadership Team, which has allowed us to grow and, challenged us to be the best both academically and in extra-curricular activities. We are an exceptional department that persistently wants to improve on its already outstanding features. We constantly challenge each other to become better Teachers and regular sharing of good practice has resulted in outstanding teaching seen across the department.

If you have a passion for sport and improving student progress and outcomes, Samuel Whitbread Academy will be able to satisfy your aspiration, support you to improve your pedagogy and, encourage you to take risks.



HOW TO APPLY

We use an application form, rather than asking for CVs, for most vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at **www.mynewterm.com** before the closing date.

Closing date: Midnight, Sunday 15th May 2022

Interview date: Tuesday 17th May 2022

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

We look forward to receiving your application.



JOB DESCRIPTION

Job Title	Director of Netball
Based at	Samuel Whitbread Academy
Salary/Grade Range	MPS / UPS plus £100.00 bonus for each external student recruited to the Academy's Netball Programme
Responsible to	Head of the PE Department
Liaising with	Principal, Senior Leadership Team, teaching/support staff, LEA representatives, external agencies and parents.

Purpose of Role

- To develop and deliver Netball coaching of a high standard to students involved in the Academy's and Saracens Mavericks Netball Programme.
- To provide a full learning experience and support for students.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a Teacher and Tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support each Academy's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.

Duties and Responsibilities

- Leading and implementation of Saracens Mavericks Netball Development Programme.
- To assist in the development of resources, schemes of learning, assessment policies and coaching strategies.
- To contribute to the PE Department's improvement plan and its implementation.
- To plan and prepare high quality, coaching sessions, courses and lessons.
- To use data on pupil performance to inform target setting, lesson planning and to identify underachieving students.
- To analyse student data and implement targeted intervention and monitor the progress.
- To support the BEST and Academy's monitoring procedures.



- To support the review, development and management of curriculum and assessment processes.
- To attend all Department and staff meetings.
- Provide the Data and Exams Team and other staff with relevant information about teaching and tutor groups, to help their planning and ensure all staff have high expectations of pupils and students.
- Participate in arrangements for training and continuing professional development.
- To coordinate and manage work as a Form Tutor.

Specific Duties

- To lead the Netball Academy.
- To undertake a designated programme of coaching.
- To respond to support needs as directed by the Head of the PE Department.
- To plan and deliver a structured Netball Programme to be delivered in games lessons.
- To plan and deliver a structured Netball Programme to Sixth Form students in line with the Mavericks Netball Development Programme.
- Create unique development opportunities between Mavericks and BEST.
- Deliver extra-curricular sports sessions and organize enrichment opportunities.
- To recruit and retain players for the Sixth Form Mavericks Netball Development Programme.
- To monitor the involvement/attendance of students in Netball enrichment options.
- To support BEST initiatives and relationships.
- To attend Academy calendared events including Open Evenings, Parent Information Evenings, Induction days, Next Steps days and results days.
- To carry out administrative tasks to support the Netball Academy to run effectively (e.g. maintaining databases, up-dating contact information, liaising and working with the behaviour and attendance administrators, liaising with parents via telephone, e-mail, letter and face to face meetings.)
- To promote, monitor and evaluate the use of Academy systems by the PE team (e.g. Attendance protocols, behavioural contracts, academic referrals, 'well done' post cards, information notice boards.)
- To support a focused and committed learning environment for all pupils and staff.
- To ensure a high-quality learning experience for all students that will stimulate learning appropriate student needs.
- Liaise with colleagues in lower, middle and upper schools to ensure a smooth transfer of information.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students where appropriate.
- Take responsibility for professional development, keeping abreast of subject developments and reviews, locally and nationally.



- Contribute to the whole-Academy and BEST ethos, with due regard to wider professional effectiveness.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere in accordance with the Department assessment policy.
- To ensure that ICT, Literacy, Numeracy are reflected in the coaching/learning experience of students.
- To maintain discipline in accordance within BEST and individual Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

Please note, while every effort has been made to explain the duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from the BEST Principals to undertake work of a similar level that is not specified in this job description.



PERSON SPECIFICATION

Job Title: Director of Netball

Attributes	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • QTS • Relevant Degree • NGB coaching awards • Netball Coaching experience within youth or school environment • A commitment to professional development. 	<ul style="list-style-type: none"> • MIDAS minibus driving licence.
Professional Experience	<ul style="list-style-type: none"> • Teaching experience (minimum 2 years) • Netball coaching / training experience • Understanding of the importance of using data in support of student progress and staff development • Understanding of how to track, monitor and evaluate systems • Knowledge of the Netball structure within Netball England and Schools. 	<ul style="list-style-type: none"> • National or County success in netball. • Use of Sims, EduLink and ALPs
Professional Knowledge, Skills and Understanding	<ul style="list-style-type: none"> • An exceptional subject knowledge of the PE and Netball curriculum • An enthusiasm and commitment towards teaching, in particular the teaching of Netball • An ability to embrace change and keep up with current developments. • An ability to work within staff teams to secure understanding of progress data as well as performance data. • Demonstrate application of information and communication technology for development of learning and coaching. • Excellent classroom management to encourage positive behaviour • An understanding of differentiation, assessment for learning and SEND needs. 	<ul style="list-style-type: none"> • Understanding of how pupils and students learn • An appreciation of the need to handle pupils and students sensitively and to motivate them • Good personal ICT skills
Personal Qualities	<ul style="list-style-type: none"> • Ability to inspire, enthuse and motivate pupils and staff • Ability to work collaboratively or on own initiative 	<ul style="list-style-type: none"> • Experience of having led a change initiative and can evaluate the impact made • Successful sporting background.



	<ul style="list-style-type: none"> • The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities; • Willingness to be flexible • Willingness to undertake further training • A passion for PE and Netball and a good sense of humour. 	
Physical	<ul style="list-style-type: none"> • Ability to perform all the physical duties and responsibilities of the post. 	
Other	<ul style="list-style-type: none"> • A commitment to equality principles and practices • Willingness to take part in residential trips and visits • Knowledge of relevant safeguarding / child protection legislation and best practice • Value and respect the views and needs of children and young people • Appropriate DBS clearance (before the post is taken up) 	

We are committed to the safeguarding and promotion of children's welfare and offers of employment are subject to DBS clearance

