



# Director of PE & School Sport

## RECRUITMENT PACK

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KINDNESS HONESTY RESPECT

# WELCOME FROM THE PRINCIPAL

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Thank you for your interest in the Director of PE & School Sport vacancy at Uppingham Community College. This is a fantastic opportunity to join a successful, happy and aspirational school. At UCC we have an exceptionally talented group of professionals who work in a positive, collegiate manner to provide our students with an inspirational learning experience.

Our key values as a school community are Respect, Honesty and Kindness. Everything we do is based upon these simple core principles. We are committed to the highest standards of education and have invested in staff, facilities and resources to ensure all of our students acquire the knowledge and skills required to succeed in an ever-changing world.

We offer a broad and balanced curriculum which meets the needs of each individual and we continually focus on developing teaching and learning by focussing on educational research and investing in staff development. As teachers, leaders and as parents ourselves, we understand the importance of young people feeling safe and happy at school. We work tremendously hard to ensure the environment at UCC is welcoming, positive, safe and focussed on learning. We are relentlessly aspirational for our students and we want them to achieve the highest possible standards of academic excellence, alongside becoming amazing young adults.

As a school, we are very committed to developing our staff. I firmly believe that in order for our young people to flourish we must invest in the development of our staff so they can thrive professionally and provide an excellent education for our students. We are determined to provide a working environment for our staff in which workload is manageable, job satisfaction is high and where we are focussed on the aspects of school life that make the biggest difference in the lives of our young people.

We are a school that has excellent staff attendance and retention levels. Consequently, our staff turnover is very low and recruitment opportunities are quite rare. Therefore, this is an exciting opportunity to join a fantastic school, work within a great team and teach a superb group of young people.

Uppingham Community College is a wonderful place to learn and to work! I look forward to receiving your application.

Ben Solly  
Principal



A black and white photograph of a young girl with blonde hair, smiling and holding a rugby ball. She is wearing a dark school uniform with a white collar and dark shorts. The background is a soft-focus outdoor setting.

# THRIVING AT UCC

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UCC is a great place to work, develop and grow. Our vision as a school is simple:

Everyone at UCC thrives in their learning, achievement and development. This applies to everyone in our school community and therefore a central strategy for us is to provide the conditions in which our staff can thrive in all aspects of their role in school.

Considering this, we are serious about developing our staff and investing in their professional development. The approach we take is embodied by the following quote:

*“Train your staff so they are able to leave, treat them so they want to stay”.*

## **UCC performance**

The educational performance of UCC is very strong. Every year we achieve outcomes for our students that are significantly higher than the national averages. In 2018 and 2019, our Progress 8 scores classified us as ‘Above Average’, meaning that our students made very good progress in their education whilst at UCC.

We are also equally proud of our inclusive ethos. We are passionate about our core values and we are just as focussed on our students becoming respectful, honest and kind human beings as we are about the examination outcomes they achieve.

We are classified by Ofsted as a Good school. However, we are not motivated by the inspection framework, nor are we overly focussed on the accountability measures for schools. Instead, we work incredibly hard at building a strong team ethos, setting our expectations extremely high with our challenging curriculum, teaching students really well and caring for them in a compassionate manner. We believe if each of these areas are delivered to a consistently high standard then the outcomes our students achieve will be superb.



# NATIONAL RECOGNITION

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Due to our exceptional delivery of the national Embedding Formative Assessment (EFA) programme, we were awarded Ambassador School status by the SSAT in 2019. This means other schools will learn from the way we develop the knowledge and skills of our teachers.

The SSAT have also recognised UCC as a high achieving school in 2018, placing us in the top 20% of all schools nationally for student attainment.



# WORKLOAD & WELLBEING



## UCC philosophy on workload and wellbeing

We believe that our staff should only take on activities or tasks that lead to improved opportunities or outcomes for our students. As a school, we want to guard against taking on additional workload that deviates from this principle.

We want to create the conditions in which all staff can genuinely thrive; ensuring we have sensible working practices in school is fundamental to this. We believe that careful consideration of staff workload and wellbeing creates high levels of discretionary effort, which is crucial to our success.

Below are a number of strategies we employ to enable everyone at UCC to thrive:

### The school day:

- Only two staff briefings (Monday and Friday)
- Five-minute movement time between lessons to provide teachers with opportunities to set up lessons or take a comfort break.
- Finish time of 3:10pm gives staff more time in the afternoon

### Teaching and learning

- Centralised detentions to protect break, lunch and after school time for teachers
- Embedded Curriculum Time to enable teachers to collaborate on learning resources and curriculum planning
- GO 4 Schools used to centralise markbooks, data analysis and seating plans
- Behaviour For Learning system that supports teachers in delivering the curriculum without disruption
- Feedback for Learning policy – teachers are trusted to decide how and when to provide feedback to maximise learning
- Only 3 data capture points per year



# WORKLOAD & WELLBEING

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## Teaching and Learning continued...

- No lengthy written reports – centralised learning targets created in departments
- No judgements on individual teachers
- Developmental Lesson Observations are completed twice a year and adopt a coaching approach to becoming incrementally more effective
- No written lesson plans of any kind are required
- Teachers are not used for cover

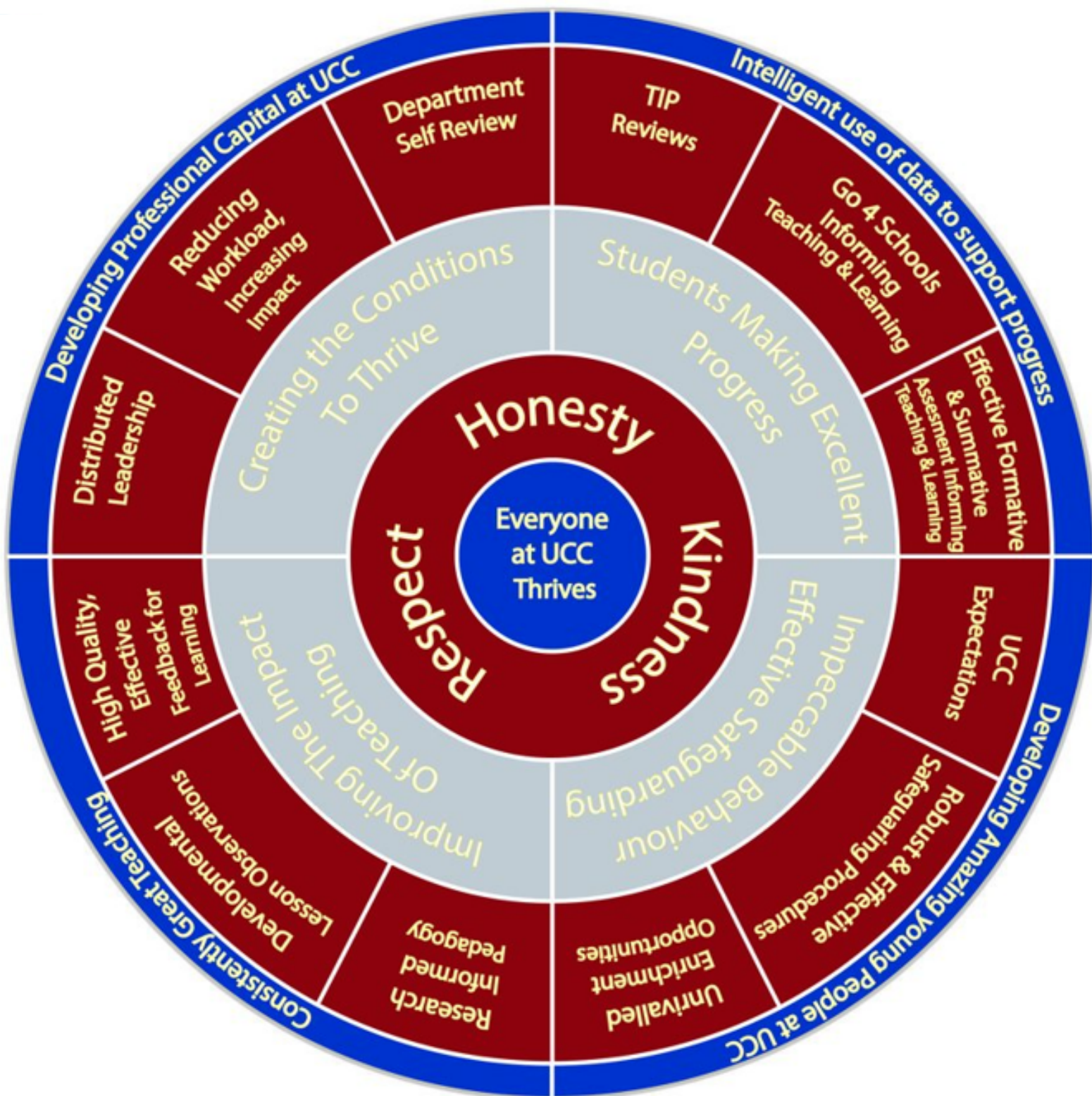
## Training

- At least two training days are disaggregated each year
- Opportunities for choice in direction of training are maximised
- Opportunities to learn from colleagues within a supportive environment
- Personal Improvement Planning instead of Performance Management – no data targets, only strategies to become more effective teachers, leaders and team members
- Dedicated time to plan curriculum resources with colleagues is built into the calendar at regular intervals
- All staff have access to an external professional leadership coach

## Other

- Meetings finish at 4:15pm latest
- Emails are not expected to be accessed or answered outside of working hours – this is reinforced through the school email signature
- UCC data manager produces data in user friendly formats to avoid leaders and teachers manipulating spreadsheets
- Office 365 used innovatively to enhance online collaboration and reduce the number of meetings
- 1265 directed time calculation is significantly under the maximum allocation
- One 15 minute break time duty per week for teachers
- Staff are given flexibility with part time requests, leave of absence and managing family/life commitments





**UCC Vision: Everyone at UCC thrives in their learning, achievement and development.**



# OUR OFFER TO STAFF

*TRAIN YOUR STAFF SO THEY ARE ABLE TO LEAVE, TREAT THEM SO THEY WANT TO STAY*

Strategy	Description
<b>Personal Improvement Planning (P.I.P.) instead of Performance Management</b>	Every member of staff completes a P.I.P. during the academic year. This has replaced the Performance Management process, which schools have traditionally operated. Our P.I.P. empowers staff to take ownership of their professional development whilst encouraging them to become incrementally more effective. We do not use data driven targets relating to student performance, focussing more on the process (teaching and learning) than the product (outcomes).
<b>Developing Professional Capital</b>	Enhancing the professional capital of our staff is critical to our success. We invest in staff training to ensure they have up to date knowledge and skills to perform their roles superbly. We encourage collaboration through our internal training programme to ensure we harness our internal expertise and we use coaching to support our staff with making calm, objective and rational decisions so that we always keep the best interest of young people at the centre of it all. We ensure our staff have opportunities to take qualification that will develop their careers, examples of which include: -The National Professional Qualification for Middle Leadership (NPQML) -The National Professional Qualification for Senior Leadership (NPQSL) -The National Professional Qualification for Headship (NPQH) -Masters Degree
<b>Distributed Leadership</b>	We operate a distributed leadership strategy across the school, which means that leaders have the authority and autonomy to lead their areas of responsibility, as long as the strategies align with the whole school development plan.
<b>Coaching</b>	Coaching forms a fundamental component of our staff development programme. We employ a professional leadership coach who works with staff who hold leadership responsibilities in order to help them become reflective, resilient and effective practitioners. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged
<b>Teacher Development Programme</b>	Our TDP ensures that all teachers, regardless of their career stages, receive a challenging, supportive and developmental training programme. Our Developing Leaders Programme (DLP) provides staff who are aspiring to, or are new to leadership roles. A coach is allocated to members on the DLP and we use Leadership Matters training materials to ensure the content of the programme has a strong evidence base. Our Established Leaders Programme offers a similar structure for more experienced leaders, incorporating coaching and reflection throughout a personalised leadership programme.





# OUR OFFER TO STAFF

*TRAIN YOUR STAFF SO THEY ARE ABLE TO LEAVE, TREAT THEM SO THEY WANT TO STAY*

Strategy	Description
Newly Qualified Teachers	We offer newly qualified teachers a robust, supportive and bespoke training programme that will enable you to develop into an outstanding teacher.
Recently Qualified Teachers	Teacher retention in the UK is a major problem with many teachers leaving the profession within their first 5 years of teaching. At UCC our teacher retention is excellent and we continue to support RQTs throughout their first 5 years of teaching with a bespoke programme delivered by our experienced staff.
Flexible and Part Time Working	Flexible working arrangements are also promoted where possible, to enable our staff to manage their work life and family commitments.
Health and wellbeing strategies	<p>Having happy and healthy staff is key to a successful organisation. UCC is committed to:</p> <ul style="list-style-type: none"><li>- providing employees with a safe, healthy and supportive environment in which to work</li><li>- recognising that the health and wellbeing of our employees is important</li><li>- providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged</li></ul> <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place.</p>
Equal opportunities	We are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
Comprehensive Induction	We want you to instantly feel part of the UCC family when you join us. It is important to us that every member of staff has the right start to working here. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of Team UCC.



# PE & SPORT AT UCC

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At Uppingham Community College the PE department has high expectations for all and we aim inspire students so they maintain a lifelong participation in physical activity. We strive to make PE a challenging and enjoyable subject. Our UCC PE motto is 'Be better than before' and we pride ourselves on delivering an excellent experience for our students in Physical Education and School Sport.

Our approach to Physical Education is a holistic one; we want the wide ranging benefits of sport to be 'taught and not caught'. This means that we deliberately and explicitly teach leadership, teamwork, resilience, communication and organisation skills through a variety of sports within our curriculum, rather than these developing simply as a by-product. We want our students to develop their physical skills and techniques through the curriculum but more importantly, we want the PE and School Sport provision to support them in becoming fantastic human beings who are ready for the world.

All of our students participate in core Physical Education from Year 7 to 11; they enjoy two hours a week of sport in KS3 and three hours a fortnight in KS4. At present, all year 7, 8 and 9 students participate in Physical Education in single and mixed sex groupings of approximately 30 students. These year groups are organised into six tutor groups and we have three groups at a time for their P.E. lessons, which are then divided into three classes, one girls group, one boys group and a mixed group, which then rotate throughout the year. In addition, KS4 students have the opportunity to study either Cambridge National Award in Sports Studies or GCSE PE AQA syllabus, with typically between 50-60 students selecting a KS4 qualification in PE each year.

All UCC students are offered the opportunity to develop sports leadership skills as part of the Rutland Leadership Academy. The Junior Academy is for students in Years 7 and 8 and the Senior Academy is for students in Years 9, 10 and 11. Students are expected to attend 6 after school sessions throughout the year which are all held at UCC. A range of key leadership skills are developed and then students will have the opportunity to apply these skills in UCC sports fixtures, School Games events and at local sports partnership activities.

We have an outstanding range of sporting facilities at Uppingham which includes: a full-sized and newly re-surfaced 3G floodlit all weather pitch, various grass pitches which are used for football, rugby, cricket, volleyball, rounders and a 400m athletic track. There are four high quality floodlit tennis courts which can also be used as 3 Netball courts. We also have a sports hall which is used for gymnastics, dance, aerobics and table tennis and combines a full size basketball, volleyball, tennis and netball court, as well as four badminton courts. Included in the sports hall are two cricket nets and a climbing wall. By September 2021 we will have built a new fitness suite of over 130m<sup>2</sup> alongside a new staff workroom for PE and refurbished changing facilities for students.

Students have the opportunity to represent the College in various local and regional competitions which include the 'Melton and Rutland Varsity Competition'. In recognition of our outstanding extra-curricular provision, UCC was awarded the 'Ernie White Award' for two consecutive years (2018 and 2019), meaning that UCC had the highest number of students participating in school sport across all schools in Leicester, Leicestershire and Rutland.