



Director of Sport Job Description

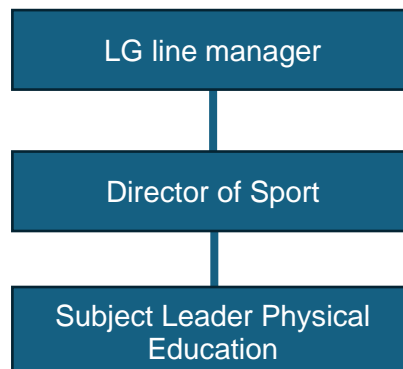
Job Title	Director of Sport
Location	Wycombe High School
Reporting To	Leadership Group member with responsibility for PE
Additional Allowance	Competitive TLR

Job Purpose

The Director of Sport is responsible for the school's sports programme and will shape, direct and deliver an exciting future for sport as part of WHS commitment to looking beyond. The postholder is responsible for the overarching strategy regarding all aspects of sport and PE, considering aspects of both performance and participation for all students across a range of sports.

The Director of Sport will line manage the Subject Leader Physical Education (PE) in the development and delivery of an outstanding PE curriculum across Years 7 to 13. They will have a clear vision for PE education both within and beyond the classroom, and the ability to promote professional leadership and management of all colleagues to ensure high standards of learning and teaching. The Director of Sport will also work to develop successful relationships with external stakeholders including parents, local sports organisations and colleagues in other local schools.

Organisational Structure





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We are looking for...		
Director of Sport competencies	Essential Experience/Qualifications	Main duties and responsibilities
<p>Analysis & Decision making</p> <ul style="list-style-type: none"> Gathers information efficiently to ensure a full and thorough understanding of area(s) of responsibility. Interprets data to support future planning. Can deep dive where needed. 	<ul style="list-style-type: none"> Involvement in curriculum planning, curriculum sequencing, options and timetabling. Strong understanding of the KS3/4 and 5 curriculum. Understanding of the PE national curriculum at KS2 to inform KS3 curriculum decisions. 	<ul style="list-style-type: none"> Knowledge of current curriculum and learning and teaching developments within PE and an enthusiasm to be involved in leading further development and establishing best practice in this area. Reviews departmental data to monitor trends and patterns, identify gaps in learning and inform faculty planning. To ensure the faculty is well prepared for external audits.
<p>Innovation & change</p> <ul style="list-style-type: none"> Explores and creates alternative approaches and is open to new ways of doing things. Can flex to new circumstances. Motivates others through change and creativity. 	<ul style="list-style-type: none"> Experience of leading a team of colleagues. Involvement in extra-curricular opportunities. Involvement in planning and leading extra-curricular visits. 	<ul style="list-style-type: none"> Work closely with Subject Leader PE to identify barriers to effectiveness and develop strategies for improvement that are realistic, timely and suited to the school's values. Utilise line management structures to work effectively with a range of stakeholders including Subject Leaders, Senior Leaders and Trustees. Liaise with colleagues to maximise opportunities for extra-curricular sport and promoting Sport and outdoor activity. Run and manage the 'Friends of Sport' scheme and engage the support of parents for the growth and support of sport at WHS.
<p>Strategic thinking</p> <ul style="list-style-type: none"> Sees how different factors inter-relate. Puts own work in the broader faculty context. Shapes a vision. 	<ul style="list-style-type: none"> Involvement in improvement planning at department, faculty or whole school level. 	<ul style="list-style-type: none"> To manage staff wellbeing with due attention to workload. To support the performance of teaching and support staff through the provision of high quality CPD and performance review. Facilitate annual celebration of sporting participation and success, including House events, Sports Awards and the Sports Captain scheme.
<p>Influential communication</p> <ul style="list-style-type: none"> Uses a range of nuanced influencing skills. Can disagree or challenge agreeably. Has presence and can galvanise people. 	<ul style="list-style-type: none"> Evidence of a successful teaching career and excellent classroom practitioner Ability to teach specialist subject to A Level. Experience of leading a team of colleagues. 	<ul style="list-style-type: none"> Be an outstanding and passionate teacher of PE, motivated to bring forth the best learner characteristics in students, inspiring them to aim and achieve beyond their expectations. Demonstrate and articulate consistently high expectations of pedagogy and classroom practice to provide challenge and improvement. To promote research into best practice pedagogy and curriculum design within PE.

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		<ul style="list-style-type: none"> • Communicate effectively with colleagues, students, parents, trustees and other schools and external organisations. • Promote and celebrate the participation and achievements of students via school social media channels.
<p>Collaborating</p> <ul style="list-style-type: none"> • Shows empathy. • Builds connections internally and externally. 	<ul style="list-style-type: none"> • Experience of developing a cohesive, ambitious team and leading them successfully. • Experience of line management, target setting and appraisals. • Evidence of motivating, developing, supporting and challenging staff. • Experience of dealing with challenging situations. 	<ul style="list-style-type: none"> • Work effectively with the Subject Leader PE and the PE Assistant to further the development of sport at Wycombe High School. • Seek to develop the school's provision by actively seeking external expertise and opportunities to learn from, and contribute to, the learning of others. • Develop links with local primary schools.
<p>Developing others</p> <ul style="list-style-type: none"> • Has varied ways to support people's development. • Gives prompt and constructive feedback. • Has good coaching skills. • Can motivate people to change or improve. 		<ul style="list-style-type: none"> • Ensure that staff understand their professional responsibilities and are held to account through effective line management. • Act as line manager for nominated staff. • Ensure staff have access to appropriate, high standard professional development opportunities. • Use a range of tools and evidence to support, monitor, evaluate and improve aspects of the faculty, including challenging poor performance.
<p>Organisation</p> <ul style="list-style-type: none"> • Can structure and organise own and others work. • Sets clear expectations. • Monitors and follows up. 	<ul style="list-style-type: none"> • Experience of managing a budget/resources at department, faculty or whole school level. • Involvement in improvement planning at department, faculty or whole school level. 	<ul style="list-style-type: none"> • Lead and develop the sporting extra-curricular programme, maximising uptake and success across all year groups at district, county, regional and national level. • Line manage all staff involved in the delivery of extra-curricular provision, including external/guest coaches. • Manage and monitor fixtures and competition entries for all team sports and further develop WHS as a centre of sporting excellence. • Manage and monitor the provision of outdoor adventurous activities across all year groups e.g. Duke of Edinburgh (Bronze, Silver, Gold) and Outlook Expeditions. • Design and implement a strategic plan for the medium-long term development of sport and outdoor activity at WHS. • Support, facilitate and monitor the progress of PE strategic plan to ensure the department makes a significant contribution to the School Development Plan.

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		<ul style="list-style-type: none"> Effectively manage all resources within the faculty ensuring good value for money and compliance with health and safety procedures. Fulfil all statutory safeguarding duties, including ensuring all persons involved in coaching/volunteering comply with relevant codes of conduct.
<p>Drive</p> <ul style="list-style-type: none"> Shows strong personal accountability to deliver. Perseveres through difficulties. Can work without supervision. 	<ul style="list-style-type: none"> Honours degree in relevant subject QTS / PGCE or other appropriate teacher training Professional development in preparation for role e.g. NPQ or similar Demonstrable experience of improving student outcomes. Proven history of coaching excellence 	<ul style="list-style-type: none"> Be responsible for your own professional development in discussion with your line manager Ensure school policies are implemented, monitored and evaluated. Promote a passion for girls education and their involvement in sport and physical activity. Committed to the ethos and values of Wycombe High School.
<p>Self-management</p> <ul style="list-style-type: none"> Sets an example of on-going self-development. Knows own limits and when to stop or seek help. Proactively looks after own wellbeing. 		<ul style="list-style-type: none"> Maintain high standards of ethics, behaviour and professional conduct. Build positive and respectful relationships across the school community. Support the wider life of the school. Undertakes any other duties which may reasonably be required by the Headteacher.