March 2023

Dear Colleague,

Thank you for your interest in our vacancy for Head of Physical Education. I hope that this brief letter gives you a better understanding of the enormously exciting adventure we have embarked upon at The Grange School (TGS). We would welcome an application from you if you feel that you share our values and have the determination to transform the lives of young people in our community.

Our vision, quite simply, is, alongside Twynham School, to unlock the potential within all children and young people across Christchurch through world class educational experiences. We believe that, across our two schools we have the expertise, dedication, facilities and infrastructure to deliver a really exciting and progressive future for education across our town.

TGS is on a journey of improvement. Under the leadership of the previous Head of School, it moved forwards leaps and bounds, securing its first ‘good’ judgement from Ofsted in January 2022. Strong systems and structures are in place around behaviour and expectations of students, making it a great place to concentrate on the reason you got into the job in the first place – to teach! Students who are not doing as they should in lessons are simply removed from the classroom and sanctions are centralised, meaning you do not have to worry about deciding on, communicating, organising or supervising them.

I started at TGS as Head of School in September 2022, and can now, with these foundations in place, work on leading the school through its next stages of improvement which involve a focus on key stage 4 outcomes and destinations, improving the reputation of the school in the local and wider community and on ensuring that the strong curriculum in place is delivered through brilliant teaching and learning in every lesson, every day.

We value people and the nature of the relationships across the schools. This includes staff and students alike and our culture permeates all that we do. We believe that our young people are precisely that – people. They are not statistics for league tables and everyone works hard to support and encourage each individual to be the very best that they can be and to give opportunities that they may not have known existed. Excellence runs throughout TGS and Twynham School and it is important to understand that this applies as much to the arts, sport and technology as it does to other subjects.

In practice our teachers work as part of one department split across both campuses. This role is based at TGS and you would be leading the PE department here. The sporting facilities at TGS are exceptional and it is from here that we are looking to create a centre of excellence for sport as well as further develop our co-located Post 16 provision. The Head of PE at TGS reports directly to the Director of Sport, Health and Outdoor Education and works closely with the Head of PE at Twynham School. We are looking for someone who will champion Physical Education and the opportunities that exist within our federated approach.

We are members of Twynham Learning, a high-performing and forward-thinking multi-academy trust committed to sharing approaches to pedagogy and collaborative working. Being part of the Trust enables us to offer opportunities to work alongside colleagues from all phases of education to broaden an understanding of student learning as well as the chance to work in different contexts.

Historically we have been a national Teaching School but in recent years we have developed our own organisation to support professional learning. Two Rivers Institute, based at TGS, is the central hub for our highly regarding teacher training provision (BPD SCITT) and is also the base from which we run regular, high-quality training for all colleagues across the Trust.

We are committed to the highest quality teacher training and continued professional development for colleagues at all stages of their careers. We have a professional culture that drives quality assurance and there are opportunities that arise regularly enabling staff to develop both as teachers in the classroom and in school leadership. We are supportive of colleagues who may wish to undertake further professional learning and have colleagues on a range of NPQs as well as those currently studying for Masters and PhDs.

Our schools and our context are, however, unique and whilst I would encourage you to visit the websites these cannot fully capture all that we do. The only way to get a feel for what we believe in and how we do things is to spend some time with us and meet the people that make our schools such a special place. As such then we will do our very best to accommodate informal visits prior to any further application.

We would welcome an application from you and wish you every success through the process.

Best wishes,



Deborah Hawkins

Head of School