

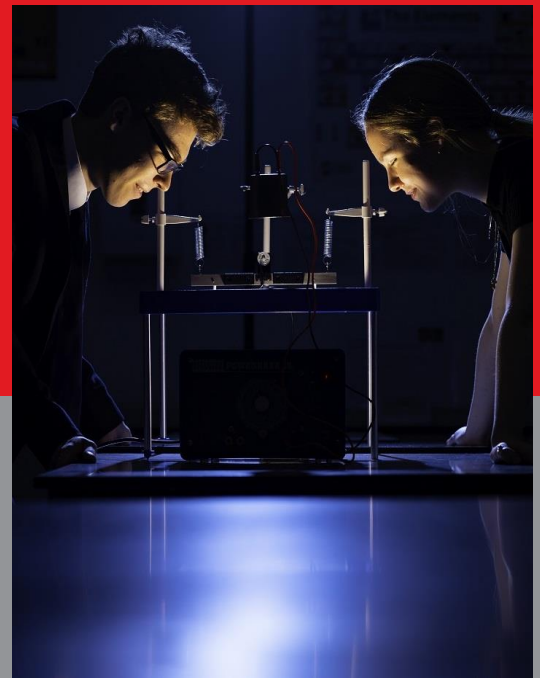


CHESHAM
GRAMMAR
SCHOOL

JOIN OUR TEAM

'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'

Ofsted, 2014 (Outstanding)



Recruitment pack



PE TEACHER (fixed term)

POSITION:	PE Teacher (fixed term)
TYPE:	Teaching
HOURS:	0.8 FTE - Full time
CONTRACT:	Fixed term (January 2025 – December 2025)
GRADE:	MPS / UPS (fringe)
START DATE:	January 2025

An exciting opportunity has arisen for an outstanding and inspirational colleague to join our successful PE team on a fixed term basis. Physical Education is a central part of the school curriculum including the Sixth Form and the extracurricular programme makes a significant contribution to the life of the school. The successful candidate will be committed to providing students with outstanding curricular and extracurricular sporting experiences. The role would suit an Early Career Teacher or a more experienced teacher looking to widen their skill set.

BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff and students alike. Some of the benefits of working at CGS are:

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

APPLICATIONS Completed applications should be emailed to: recruitment@redkiteschoolstrust.org

CLOSING DATE FOR APPLICATIONS: Monday 7 October 2024, 10am

INTERVIEWS: Thursday 10 October

We reserve the right to interview and appoint on application. Early applications are encouraged to avoid disappointment
Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service



CHESHAM GRAMMAR SCHOOL

September 2024



Anmarie McNaney
Headteacher

Dear colleague

Firstly, I would like to thank you for your interest in Chesham Grammar School and in the post of PE Teacher. I hope this information will help you decide whether you wish to apply for this exciting position. CGS is a co-educational selective school of over 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS is an outstanding school. That is the conclusion Ofsted reached when they last inspected the school in March 2014, although they didn't tell us anything we didn't already know. However, it is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS better still; in short, to make it a truly exceptional place in which to study and to work. Our examination results at GCSE and A level are superb, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university, with a good number each year winning offers of places at Oxford or Cambridge.

Sport plays an important part in life at CGS. Our PE Department is thriving and successful. All students take part in compulsory PE lessons throughout Key Stages 3 and 4 and our sixth formers are also expected to undertake an hour of PE each week. PE is a popular subject at GCSE level and A level with a high uptake in both key stages. Sport also plays a key role in the extracurricular life of the school and we are proud of the high levels of participation in clubs as well as of the successes of the teams we field in a wide range of sports. We are seeking a colleague who is committed to giving our students an excellent curricular experience and who is also wholeheartedly committed to delivering a varied and high-quality extracurricular programme to encourage both the pursuit of excellence and an ethos of sport for all. Ideally, the person we appoint will offer expertise in rugby and/or cricket.

Our curriculum is broad and balanced from Year 7 with all students studying traditional academic subjects as well as having the opportunity to explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to the Sixth Form. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring, organised around our strong House system, gives the school a very distinctive family 'feel' and enables every student in the school to be known well by their tutor. It also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions throughout the year in sport, music, art, drama to name but a few.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.

This role is a superb opportunity. We are seeking an outstanding PE practitioner and leader who will inspire and motivate our students and staff.

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: www.cheshamgrammar.org and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form. Additionally, please submit a letter of application. Your application and responses should then be emailed to recruitment@redkiteschoolstrust.org.

I look forward to hearing from you.

Yours sincerely,



Annmarie McNaney
Headteacher

CGS FACTS

1947

School Founded

186

Teaching days per year

1324

Number of students

411

Number of sixth form students

54%

2024 A level A- A grades*

86%

2024 A level A- B grades*

51%

2024 GCSE 8-9 grades

75%

2024 GCSE 7-9 grades



Annual Celebration of Sport Award

17

RESIDENTIAL TRIPS

7

DIFFERENT COUNTRIES

34

Number of staff who have worked at Chesham Grammar School for over 10 years.





PE TEACHER (fixed term)

RESPONSIBLE TO:	Director of Sport
GRADE:	MPS / UPS (fringe)
HOURS:	0.8FTE – full time
CONTRACT TYPE:	Fixed term (January 2025 – December 2025)
START DATE:	January 2025

OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

KEY ELEMENT OF THE ROLE

- To encourage and support the learning of all students
- To promote positive values and attitudes
- To demonstrate professional values and practice

TEACHING

- To plan and teach sequences of lessons which incorporate an appropriate range and depth of subject knowledge
- To teach lessons with clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- To tailor teaching and learning strategies for individual students accordingly
- To employ a variety of assessment, marking and feedback strategies to inform planning, develop learning and evaluate students' progress
- To provide constructive feedback to help students reflect upon and improve their work
- To ensure the highest possible standards of student behaviour
- To contribute to the department development plan

CPD

- To demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme

PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

General School Responsibilities

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
Relevant coaching qualification(s)	✓	
EXPERIENCE		
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
Ability to coach teams to a high level across the school		✓
PERSONAL SKILLS AND QUALITIES		
A demonstrable passion for PE and sport with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to set high standards	✓	
A total commitment to sporting excellence and to the ethos of sport for all	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓

ABOUT PE

At Chesham Grammar School, students are offered a wide range of sporting opportunities. We are committed to a philosophy of 'sport for all' while also valuing sporting excellence. Our aim is to encourage all students to participate in a range of sports so that they develop lifelong habits which will enable them to live healthy lives. Our school vision of 'enjoy, achieve and belong' is reflected in our approach to sport across the school.

The department currently has seven teachers, one of whom is part-time. Two have whole school responsibilities outside the department and one has a leadership role in PE, working under the direction of the Director of Sport. We also have a full-time PE technician. We have some external coaches with whom we work, such as those who run our girls' rugby club. A number of staff outside the department run clubs and teams and we have a committed group of Sports Leaders in Year 12 who support our extracurricular programme in PE. All of this enables us to run a busy fixture list across a range of sports.

All students in Years 7 -11 have two hours of compulsory PE a week. Our Sixth Formers also have games on their timetable. It is compulsory in Year 12 and optional in Year 13. We currently offer PE at GCSE and A Level; both are extremely popular choices for students.

Lots of students across the school represent CGS with pride in fixtures. We compete in football, rugby, hockey, netball, tennis, athletics, cricket, rounders, table tennis, swimming and cross country, enjoying success at county, regional and national level. Our PE and Sports Team's X feed, @cgssport will give you a good idea of the role and importance of sport at CGS. Every student in the school takes part in our House sports events which are held on a termly basis. These are always a wonderful mix of healthy competition and great fun.

In terms of facilities, we have extensive playing fields, netball and tennis courts and a gym as well as access Chesham Leisure Centre which is on the same site. This houses a full size sports hall, fitness suite, swimming pool and dance studio. We are currently involved in a capital campaign to fund the addition of an artificial pitch to our facilities and we very much hoping this to be completed by November 2024, this is an exciting time to be a part of the PE Department at CGS.



HOW TO APPLY

To apply for this position, you will need to complete an application form, which can be downloaded from our website. Completed applications should be sent to Clare Harvell, HR Manager at recruitment@redkiteschoolstrust.org

SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within a week of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEW

Shortlisted candidates will be invited to interview. The interview process will consist of a panel interview, lesson observation and tour of the school. Some roles, such as middle or senior leadership, may also have a student and staff panel interview and a written task or presentation.

Selected candidates may be interviewed by the Headteacher or other members of the management team.

