



DR CHALLONER'S GRAMMAR SCHOOL

1 Year Fixed Term
Sports Coach
Information Pack

Challenge with reward



DR CHALLONER'S GRAMMAR SCHOOL

1 Year Fixed Term Sports Coach

Full Time Equivalent Salary	Age 18 -20 £14,314 fte (Actual Salary £5,378 pro rata - £7.34 pr hour inc holiday pay Age 21 - 22 £16,508 fte (Actual Salary £6,202 pro rata £8.47 pr hour inc holiday pay Age 23+ £18,508 fte (Actual Salary £6,755 pro rata £9.22 pr hour inc holiday pay
Contract	1 Year Fixed Term
Hours per week	18 hours
Working weeks per year	36 weeks

We are seeking to recruit a 1 year fixed term Sports Coach to support the work of our outstanding Sport and PE Team. This post represents a unique opportunity for someone with a strong interest in sport to gain experience working with young people. Applicants will be expected to assist with teaching and coaching and other duties. An interest in hockey netball or rugby would be an advantage. Sport plays a central role in the life of the school, and Challoner's sportsmen compete at the highest level both locally and nationally.

Prospective applicants are welcome to contact John Deadman (Director of Sport) on 01494 787568 or by email, jde@challoners.org, prior to application.

Closing date: Tuesday 4 May, 12 noon. Please apply as soon as possible

To apply for the post, please email a completed application form to Alison McAloon (Head's PA and HR Officer).
Email: employment@challoners.org

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.

Dr Challoner's Grammar School is committed to safeguarding and successful candidates will be required to complete an enhanced DBS check.

A warm welcome...

From Mr David Atkinson, Headmaster Dr Challoner's Grammar School



Dear Applicant,

I hope that the information which follows will help inform your decision about whether to make a formal application for this post.

When you do your research you'll find that our Ofsted inspection, carried out in November 2019, graded the school as outstanding in every respect. We believe that this judgement is a reflection of the fact that Challoner's is genuinely a special place. The report echoed what many visitors tell me – that the school has a distinctive ethos and culture of teamwork, loyalty and aspiration, with the well being of staff and students at the heart of what we do. Our students are intensely proud of coming to school here, and our staff feel similarly about their place of work. The relationship between staff and students is a very special one, and we see ourselves as running the school with the students rather than for them.

Our motto - Excellence with Integrity - demonstrates the purpose behind this ethos. We also highlight three key values which we believe can underpin the effective education of all our students. These are Aspiration, Kindness and Resilience. Our staff demonstrate these characteristics in their own ways, and inculcate the same attitudes in our students. This is not an attempt to produce a 'standard Challoner' student, but a means of encouraging our young people to find their own ways of demonstrating those crucial characteristics to help them flourish in the future.

Despite its formidable academic record, Challoner's is not an examination hothouse – it's a place of genuine creativity, fun and comradeship. In staff we appoint, we look for that much undervalued quality of humanity, along with an acceptance that young people will always make a few mistakes – and that it's our job to ensure that they learn from them. Two of the most immediately noticeable qualities of the people who work here are their humour and their sense of proportion. Even on the dullest of days, laughter pervades the school and reflects a genuine warmth and professional respect amongst colleagues. Sharing a laugh and a joke with the students is the norm and serves to brighten our daily work no end. One of the reasons our teachers are prepared to give up so much of their time to run educational visits (we do more than any school I know) and other extra-curricular activities is that spending time with our students is so rewarding and enjoyable.

We believe that the next generation of leaders will be drawn both from among our staff and our students and we take our responsibility for their development very seriously. We take the care of our staff very seriously. To keep them fresh, we have shortened the school year and moved to a two week Half Term break in October, so working at Challoner's now has many of the advantages of the independent sector! In addition, we do our very best to promote good mental health at work through the way we organise things, and the way we relate to each other. This kindness for others, not just students, is one of the hallmarks of our ethos. We have worked closely with MIND, using their Workplace Wellbeing Index to identify the best ways to promote wellbeing and positive mental health. This resulted in our achieving their Gold award in 2018, 2019 and 2020 against the standards of that Index - one of only a handful of organisations in the country to do so.

You'll find a lot more information about the school on our website www.challoners.com (which we hope encapsulates that intangible 'feel' of the school) and about the Astra Teaching School Alliance at www.astra-alliance.com. If you would like further clarification or just an informal chat with someone, please feel free to contact us by phone or email. I enclose some information about your subject at Challoner's along with some general information about the school, a Role Profile and a Person Specification. When I read your application, I will be trying to assess whether you would be a 'good fit' for our school, so I hope that some of the things I have said will be useful to you in writing your supporting statement.

I do hope that you will decide to make an application to join us and that we will have the chance to meet.

Mr D Atkinson,
Headmaster

As the Lead School in the Astra Teaching School, and the upcoming Lead School for the Astra Teaching School Hub- Buckinghamshire from September 2021, DCGS offers a wide and diverse range of professional development opportunities for staff, including the opportunity to gain designation as a Specialist Leader of Education, where eligible. Astra's status as a School Centred Initial Teacher Training provider (SCITT) and Lead School for the Teaching School Hub - Buckinghamshire also ensures Challoner's is at the cutting edge of curricular and pedagogical developments in education. Having been rated 'outstanding' by Ofsted in all categories for ITE in 2018, the Astra SCITT trains approximately 70 new entrants per year. In this way, colleagues at Challoner's are able to contribute to, and benefit from, high quality teacher training and CPD across over 50 schools in Bucks, Herts and beyond.



'The facilities are outstanding in many respects. The forward-thinking management and leadership ensure learner-led environments are possible'.

Why work for Dr Challoner's Grammar School?



Dr Challoner's Grammar School is based in Amersham. The school benefits from outstanding modern facilities including spacious, light classrooms, all of which are fully equipped with a whiteboard and digital projector. The school also enjoys recently modernised sports, music and arts facilities.

Staff often remark that DCGS is a great place to work. Staff retention is very high which we think reflects the supportive and friendly environment in which we work. Students are hard working, capable and diligent. New staff to the school often remark that they enjoy working in an environment where students want to learn. The Ofsted inspection from November 2019 noted that the school has a culture of teamwork, loyalty and aspiration, and that staff feel exceptionally well supported.

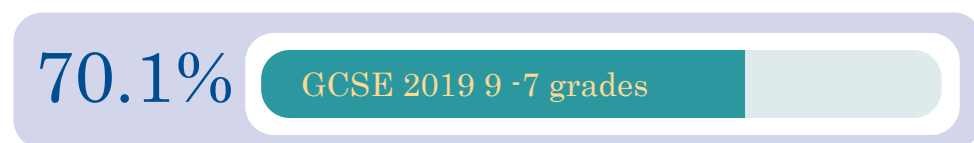
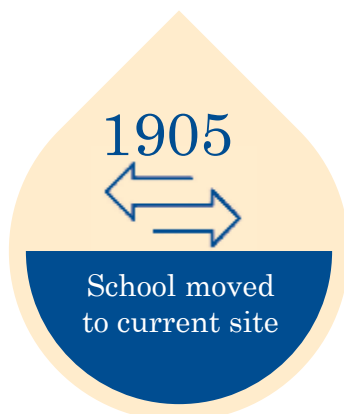
Working at Dr Challoner's is busy and very rewarding. The School has high expectations of it's staff, so looks to offer a positive range of benefits in addition to the ones already mentioned.

- Engaging, able and well-motivated students
- An innovative approach to learning
- Outstanding facilities in every subject
- The school offers a friendly working environment with supportive and caring colleagues.
- Access to an Employee Assistance Programme including financial and legal advice, counselling and health programmes
- Preferential admission for qualified children of staff (some restrictions apply)
- Access to onsite cardio fitness and weights room
- Free onsite parking
- Access to regular staff social events
- Generous pay based on the London Fringe Allowance
- Dr Challoner's offers access to join the [Teachers' Pension Scheme ("TPS") / Local Government Pension Scheme ("LGPS")]. The[TPS/LGPS] is a Career Average Related Earnings ("CARE") Defined Benefit Pension Scheme. Full details of the superb benefits conferred by membership of this scheme can be seen by following the hyperlinks.
- The School operates a successful and well recognised professional development scheme, which all colleagues have access to and are encouraged to make use of.
- All staff are issued with a Chromebook computer for use during their employment at Challoner's
- There is an extensive induction programme for all staff joining the school, with components tailored to individual requirements, such as for those new to the teaching profession.

Dr Challoner's Grammar School at a glance



2020 qualifications were awarded through the provision of a centre assessed grade, because of the cancellation of public examinations. As such those results are not comparable with previous years' outcomes, and are not published here.



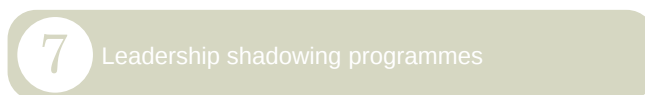
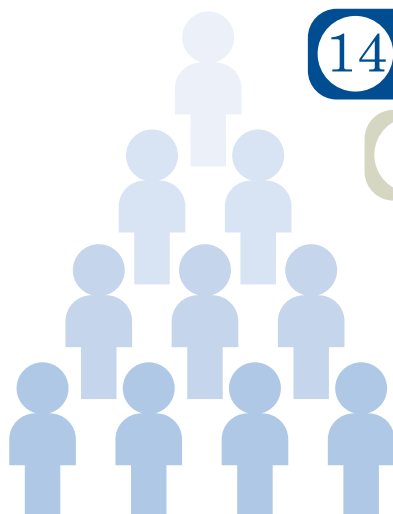
1351 Staff Years of
experience of
working at DCGS

Current staff
have worked
over 10 years

62



Staff development 2019/20:



Dr Challoner's Grammar School at a glance



Due to school closures in 2020 and 2021 and on going guidance on educational visits, the data reflects both current and previous years figures.

2 week October
half-term

International residential trips

Marseille, Murcia, Bruges, Ardeche,
Berlin, Bensheim, Sicily, Krakow, Iceland,
Washington, Geneva, Namibia, Portugal,
Holland, Paris, Austria, Barbados,
Normandy.



55 Staff went on
residential trips
(inc Support
Staff) last year



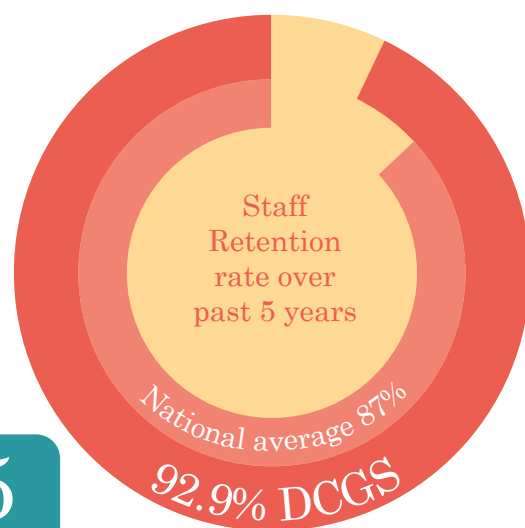
1 staff member wedding reception at school
1 played nationally for their country
123 Strawberries eaten at Staff Wimbledon

Mental
Health
awards
(One of 15
nationally
to do so)

3

Average Number of
extracurricular Clubs
and Societies per Term

85

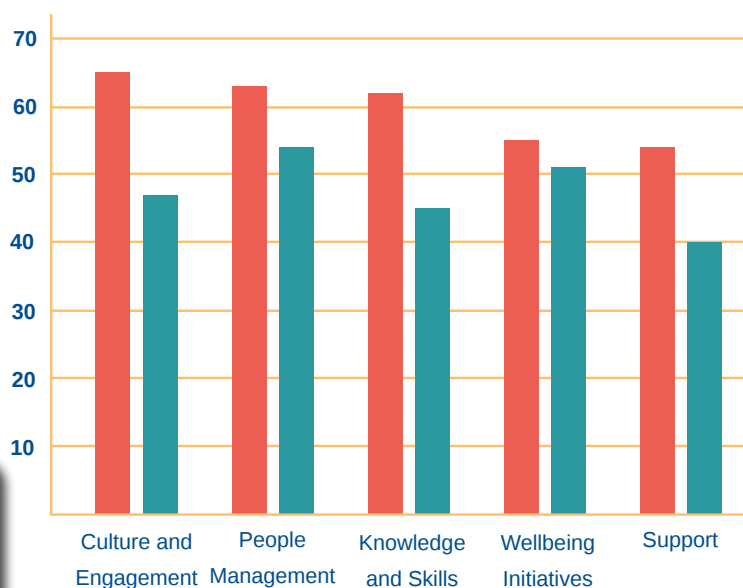


Staff Survey Results

What % staff rate positively

■ DCGS

■ Sector Average



Staff Football End of Term Gatherings Christmas Party Secret Friend

Staff Yoga Time to Talk Day

Mental Health Day

Staff Badminton

"How's it going?"

Step Challenge

Secret Santa

Leavers Dinner

Staff Society

Staff gathering

French Film Society

Staff Wimbledon

Staff Tennis

Pub trips

Staff Cake Rota Staff Tea and Coffee



Staff walked 5302.47 miles in 3 weeks
(twice round the earth's circumference)!



Sport at Challoners



Sport at Dr Challoner's is both enjoyable and rewarding. Students are intelligent and enthusiastic, and their attainment and commitment levels within PE lessons are exceptional. All students at Key Stages 3 and 4 have two one hour lessons per week (one PE and one Games lesson). Key Stage 5 students in Year 12 also have one Games afternoon per week. Added to this, GCSE PE and BTEC Sports Science are taught from the AQA specifications. These are popular courses, with currently over 60 GCSE students and 28 studying BTEC Sports Science. Examination results in these subjects have been consistently very good.

We have first class facilities for Sport and PE. These include a floodlit all-weather pitch, two sports halls, two fitness suites, eight tennis courts, climbing wall, an outdoor activities area and extensive playing fields which incorporate a county-standard cricket pitch plus rugby and football pitches. We also use the adjoining Hervines Park for its excellent cross country features, as well as for football and cricket.

Our extra-curricular programme is supported by twenty two non-PE staff, who help with the running of School teams, and also some Sixth Form sports leaders, who help run lunchtime clubs and assist with coaching teams. Over 60 School teams represent Dr Challoner's in 14 different sports. Our School teams have an outstanding record, having competed at Regional and National Finals in Cricket, Football, Hockey, Swimming, Squash, Table Tennis, Cross Country, Tennis and Rugby during recent years. B teams (and sometimes C teams) are also run in several sports. We enjoy a prestigious fixture list in many sports, and this includes regular block Saturday fixtures in Football, Rugby, Hockey and Cricket

Apart from School teams, an extensive House Sports competition is organized throughout the year, and many recreational clubs are run at lunchtimes for those students not in School teams. This is the most important part of our extra-curricular programme because it supports our inclusive, non-elitist 'sport for all' ethos. We currently run over 25 lunchtime clubs per week in activities such as Basketball, Badminton, Weight Training, Football, Hockey, Cross Country, Dodgeball and Table Tennis. There is also an after school Climbing club. Some activities are available to everyone, but some are restricted in numbers. These activities are open initially to students who are not playing in any School teams.

There is also an after school Climbing club. Some activities are available to everyone, but some are restricted in numbers. These activities are open initially to students who are not playing in any School teams.

House Competitions are organised for each sport, and run throughout the year in many different activities. This includes a House Swimming Gala and Sports Day. Between 18 and 20 in each form group are regularly involved, whilst certain events (e.g. Cross Country, Fox & Hounds & Dodgeball) can be offered to all boys.

Sports Tours at Challoner's are an integral part of our extra-curricular programme. These operate on a regular basis, recent examples being Cricket in the Caribbean, Tennis and Senior Football to Portugal, and also a Junior Football & Senior Hockey Tour to Holland. There are also annual Ski trips.





Role Profile



Job Title

Sports Coach

Job purpose

To make a significant contribution to the school's sporting and co-curricular activity through leadership, coaching and administration

Principal Responsibility Areas

- A - To contribute significantly to the leadership and coaching of school sports teams
- B - To support the effective organisation of co-curricular activities and sports teams

Key Tasks

A: To contribute significantly to the leadership and coaching of school sports teams

- To coach students effectively as part of both the school's elite and participatory sports programmes
- To lead a daily lunchtime sports activity
- To lead a daily after school sports activity
- To support the PE team in the delivery of afternoon lessons
- To support the school's Sports Leaders in their work with younger students
- To deliver effective administration of designated activities, including equipment, fixture and team sheet organisation and provision of information to students and parents.

B: To support effective organisation of co-curricular activities and sports teams

- Support the Director of Sport and Co-curricular Activities and the Attendance and Welfare Officer with the preparation and monitoring of attendance at co-curricular activities
- To support the Director of Sport and Co-curricular Activities with the administration of the school's co-curricular programme

Person Specification



	ESSENTIAL	DESIRABLE
Qualifications	Good standard of general education up to A Level or equivalent	Coaching qualifications in a major sport.
Previous Work Experience	Experience of a position of responsibility, either at school or in a club environment.	Experience of employment requiring reliability and initiative.
Professional Skills & Experience	Good written and oral communication skills.	
People Management Skills	Effective communicator with students, staff and parents. An effective team player, working collaboratively with others.	Experience of working with young people in a sporting context.
Other personal qualities	Appropriate motivation for working in a school (one which values young people and shows concern for their personal safety & well-being). Well developed planning & organising skills including time management.	Ability to use initiative but be willing to ask for help. Sense of humour. A willingness to contribute to extra-curricular activities outside contracted hours.

Making an application



The purpose of the selection process is to assess your suitability for the post and give both the panel and yourself an opportunity to gain further information before making a successful appointment. It is also an opportunity to seek clarification on information which you have provided on the application form and accompanying information. The interview will also assess your suitability to work with children and will include questions relating to safeguarding and promoting the welfare of children.

How to apply

To apply for this position, you will need to complete an application form, which can be downloaded by following this link.

Completed applications should be sent to employment@challoners.org

Please note that only fully completed application forms will be considered.

CVs will not be included in the short-listing process

Short-listing

Applications will be assessed based on the information provided on the application form; only those best fulfilling the criteria for the role and the person specification will be short-listed.

Subject to the number of applications, short-listing may take place before the deadline for applications has passed.

If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

Interview

Candidates will be asked to lead a sporting activity

Candidates will also be given a tour of the school, and there will be a chance to meet members of the team informally over lunch or coffee.

Candidates will be interviewed by the Assistant Team Leader of Sport.

Selected candidates will then be formally interviewed by the Head and the Director of Sport and Co-curricular activities.

Please note that the school adheres to all social-distancing guidelines in schools.

(Support Staff) Task

The interview process for support staff will include a skills test which is relevant to the role in which you are interviewing for.

As part of our safer recruitment process please find a link to our Child Protection Policy, Safeguarding Statement and recruitment of ex-offenders policy.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure and cannot be taken into account. Further information about filtering offences can be found at DBS filtering guide. It is an offence for any applicant to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.

Excellence with integrity

At DCGS...

**We are determined to give our best to everything we do
We are prepared for the opportunities and challenges of today and the future
We serve the wider community**

At DCGS We Value...

Aspiration



Kindness



Resilience



In All Our Actions And Intentions

At DCGS everyone learns through...

Teaching that is rigorous, engaging and high quality

Developing leadership at all levels

Maintaining a culture of high expectations

Showing a concern for everyone's wellbeing

Providing a first class learning environment

Ensuring a breadth of opportunities for all

Promoting an open and outward facing attitude

Engaging with the global potential of technology

Exploring innovative and sustainable approaches

Dr Challoner's Grammar School, Chesham Road, Amersham, Buckinghamshire, HP6 5HA

Headmaster: Mr D Atkinson Email: admin@challoners.com
General Enquiries: 01494 787500 Web: www.challoners.com