UPLANDS
COMMUNITY COLLEGE

Subject Leader for PE

Application Pack



Letter from the Principal

Dear Candidate,

Many thanks for your interest in applying for a position at Uplands. Our mission is to empower our students to 'dream more, learn more, do more and become more.' We recognise that we are developing the next generation of leaders and we want our young people to make a positive contribution to their families, their local communities, and their workplaces throughout their lives.

Uplands will be converting to an Academy in September 2022 and will be a member of the MARK Education Trust (formally Beacon Community College Academy Trust). The acronym MARK was selected because staff who work in the trust are motivated, ambitious, resourceful, and knowledgeable. This partnership will provide many exciting opportunities for professional development, and the sharing of good practice across the two schools. This is the start of a new era for Uplands and an excellent time to join our thriving rural school.

Uplands is located in the heart of Wadhurst and is surrounded by beautiful countryside. Our school is co-educational and non-fee paying. We provide education and care to learners from Key Stage 3 through to Key Stage 5. We are lucky to have a sports centre on site and members of staff benefit from free gym membership.

We are aspirational for our staff and enable all staff to improve their knowledge and skills. As a member of the school, you will be part of a professional learning community, and you will work collaboratively to develop and enhance your practice. We participate in local and national training programmes and subscribe to The National College online training package. Ambitious members of staff will engage with educational research to develop their pedagogical skills in a supportive and constructive environment

We work in close partnership with parents and primary schools to nurture a collaborative approach to learning and enjoyment.

A vacancy has arisen in our PE department. More details of the post are included in this pack.

I look forward to reading your application.

Yours faithfully,

Mrs J. Mountford
Principal

About Uplands

We are a friendly and welcoming school that enjoys an excellent reputation for providing a high standard of education. It is described by the surrounding community as a 'local treasure.' We provide students and colleagues with a warm and supportive learning environment. This creates an atmosphere that enables students to reach their full potential intellectually, physically, spiritually, and ethically. We believe it is important that young people recognise that failure is part of success, and we encourage them to take risks with their learning. This supports students to achieve their goals. Students are challenged to do their very best and make the good progress from their starting points.

Our vision is to inspire our students "to dream more, learn more, do more, and become more." We ignite a passion for education and a determination to succeed. We will develop our students' resilience so that mountains become molehills, rather than the other way round. We provide leadership opportunities and recognise the positive contributions that students make both in and out of school. We embed core values of respect and responsibility and develop kindness and compassion. We give our students a sense of themselves in the local community and the wider world.

Our vision, in essence, is to make sure that our students have the skills, qualifications, and attributes to be successful as they leave school and take their next steps. We do this by providing an engaging curriculum which meets the needs of all our students: a curriculum that enables all students to enjoy learning and do their best; a curriculum that is relevant to their daily lives but is also focussed on preparing them for their future life.

We want the best for and from our students. We insist on high standards of behaviour and uniform and we are uncompromising in our quest for excellence. We are ambitious for our students, supporting and challenging them to make progress throughout their time at Uplands.







Vacancy Advert

Job title: Subject Leader for PE
Salary: MPS1 to UPS3 with a TLR 2 (point dependent upon experience)
Contract: Permanent
Hours: 0.8 FTE with a possibility of 1 FTE for the right applicant
Deadline for applications: Midday on Thursday 26th May. Interviews to be held on Friday 27th May
Start date: 1st September 2022

Do you have the necessary skills and attributes to become an integral part of our community? Would you like to work in a welcoming and vibrant rural school? If you have the relevant skills, you could join a friendly staff dedicated to providing an outstanding educational experience. Uplands is a school committed to staff development, where individual needs are supported through a variety of development opportunities.

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We are committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be subject to references and enhanced DBS clearance.

We are an equal opportunities employer and welcome applications from all sections of the community.

Information about PE at Uplands

The successful applicant will join our well-resourced PE department. We have two large sports halls and access to a professional gym. Our sports field looks out over the Weald, which must be one of the best views in Britain. In addition, we have a brand-new polymeric pitch and a more traditional MUGA. Finally, we are very fortunate to have our own 'field' which we use for cross-country running. You would be leading three other members of staff who are enthusiastic and effective teachers.

Curriculum

All KS3 students have four PE lessons each week and KS4 students have two periods of core PE. In addition, we offer both Level 2 BTEC and GCSE PE. We also offer A Level PE. Students at Uplands look forward to their PE lessons and are keen to participate in sporting activities. We have a good range of extra-curricular activities, although we would like to see this expanded further. Finally, we have excellent links with the local primary schools, and the primary liaison sports leader also teaches in the department. We train young people to be sports leaders and they help the primary liaison leader to run range of activities and tournaments.

Our pastoral care

At Uplands, students are well known to staff We place the well-being and success of our students at the heart of all that we do.



Students need to be responsible, respectful, and ready to learn. This means that they need to arrive at school on time, dressed smartly in their full uniform. They need to ensure that their behaviour promotes good learning in the classroom and that they speak politely to other students and staff. We expect students to be respectful of differences, including race, gender, religion, and sexuality. We are an inclusive school, and we recognise that the world is a richer and more interesting place because of diversity.

We seek to develop our students as individuals, but also as good citizens within society. This is fostered by being part of a tutor group and year team. The students are also in vertical communities.



Students are led by form tutors who offer support and guidance, both socially and academically. In Year 7, the tutor groups are supported by 'buddies' from older year groups. Tutors are the first point of contact for students and parents alike, and will get to know students well, seeing them every morning for personal development time.

Our pastoral team is run by Pastoral Leaders. They are teachers who strive to ensure that students in their year group leave Uplands not only equipped with a set of outcomes which allow them the best choices for their next stage in life, but also with the personal, social, and emotional skills to be able to thrive.



We know that a positive partnership with parents is key to ensuring that the young people in our care flourish. We look forward to working with you in partnership to achieve this.



Wadhurst

Wadhurst is situated on the Kent-Sussex border. Other nearby towns include Tunbridge Wells, Crowborough, Ticehurst, Burwash, Mayfield and Heathfield in East Sussex, and Lamberhurst, Hawkhurst and Cranbrook in Kent. Wadhurst lies on a high ridge of the Weald – a range of wooded hills running across Sussex and Kent between the North Downs and the South Downs. The reservoir of Bewl Water is close by - visitors can enjoy the scenery, activities on the water, walks, cycling, fishing, the café, additionally there is a large play area for children.

In the 16th, 17th, and 18th centuries, Wadhurst had a thriving iron industry. In the church of St Peter and St Paul there are several iron ledger-stone memorials of ironmasters, which are unique to this area.

During World War I, Wadhurst lost 149 men, out of a total village population of 3,500. The worst losses were during the Battle of Aubers Ridge, when twenty-five men from Wadhurst were killed in one day, which was nearly 80% of the men from Wadhurst who went into No Man's Land that day.

The railway station (the highest in southern England) is on the line from London Charing Cross to Hastings via Tunbridge Wells. In addition to the railway, there are buses to Tunbridge Wells, Crowborough, and Hastings, as well as community transport and 'rail link' buses to Ticehurst and Mayfield.







Today, Wadhurst is a bustling small town, with extensive local amenities and recreational activities, including Uplands Sports Centre, the village hall (which runs plays and other events throughout the year), the local Church, numerous shops, cafés, a library, beauty bars, hairdressers/barbers, a dog grooming parlour, dry cleaners, a grocer, and wine merchants, to name but a few.

Wadhurst Warriors organise the impressive annual fireworks display and 'Wadhurst fair' (the fair is held here at Uplands).



Safer recruitment

Uplands is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All posts within school are exempt for the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bindovers, including those regarded as spent and complete an Enhanced Criminal Records Disclosure via the Disclosure and Barring Service (DBS).

The school will implement robust recruitment procedures and checks for appointing staff and volunteers, to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role. We request references for all applicants short-listed for interview. We follow East Sussex County Council procedure and require our references to be comprehensive. All offers of employment will be subject to satisfactory references.

At least one member of each interview panel will have completed Safer Recruitment training.

All members of staff are required to hold an enhanced DBS certificate (with barred list check).

If required, prohibition, right to work in the UK, and overseas criminal records checks will also be performed before appointment.



How to apply

Closing date: Midday on Thursday 26th May. Interviews to be held on Friday 27th May.

An application form is available to download from the vacancies page of our website.

Applications must be completed fully. Incomplete applications will not be considered.

Applications should be returned (ideally electronically) to Miss D. Atkinson, HR and Marketing Manager, datkinson@uplandscc.com before the deadline. Applications received after this time will not be considered.

We reserve the right to interview applicants before the deadline and an appointment may be made before this date.

Job description

Department: PE
Job title: Subject Leader for PE
Responsible to: Mr Luke Fuller

Duties:
The conditions of the Employment of School Teachers specify the general professional duties of all teachers. The safeguarding of children and young people underpins the work of the school and must be adhered to as a prime responsibility. All staff working in the school must read our safeguarding policy and statutory guidance on safeguarding before employment begins and on a regular basis. In addition, certain duties are reasonably required to be exercised and completed in a satisfactory manner.

Responsible to	Assistant Principal
Key Responsibilities	• To carry out responsibilities of a subject teacher in accordance with National and LA Standards for Qualified Teachers. • To implement all school policies, including the safeguarding, behaviour and health and safety policies. • To work within the National Curriculum and OFSTED framework to design an effective and engaging PE curriculum. • To be a consistently 'good' or 'outstanding' teacher who meets the relevant set of professional standards for the specific pay point and participates fully in the appraisal process. • To be an appraiser and a mentor for ECT teachers as required. • To lead, motivate and quality assure the PE team. • To offer advice, support and training to members of the PE team so that best practice is shared, and all members of the team are consistently teaching effective lessons that meet the school expectations. • To devise and develop an effective assessment system so that student progress can be judged and accurately reported to parents • To maintain a tidy and professional environment within the PE area • To ensure electronic class registers are taken promptly and accurately as required by law and effective safeguarding procedures. • To monitor attendance and punctuality of students and take appropriate action to address any issues. • To ensure that students at all key stages make good progress. • To motivate and enthuse young people to be physically active now and in the future • To establish systems and routines so that the PE department works efficiently and in line with school expectations. • To develop and refine the PE resource bank of materials. • To plan and deliver lessons for each class. • To establish constructive working relationships with other members of staff. • To communicate with parents and other stakeholders as appropriate. • To ensure appropriate work has been set and resources are available in the case of any absence.

Teaching and managing student learning	• To be able to teach PE at all key stages, from 3 to 5. • Set clear targets for student learning, building on prior attainment, and considering each student as an individual. • Use appropriate behaviour management strategies and adhere to the Uplands Community College Behaviour Policy. • Highlight positive performance and behaviour and reward it appropriately. • Use teaching methods which engage students and ensure lessons have pace and variety. • Ensure the progress of every student within each lesson. • Mark and monitor student's class and homework and provide appropriate feedback. • Ensure that assessment and attainment data inform teaching and that students understand how to improve and make progress. • Contribute to the college's aims, policies and practices including those in relation to safeguarding, behaviour and bullying.
Safeguarding	• An understanding of Child Protection procedures and a commitment to promoting and safeguarding the welfare of children.

Job Description – Form Tutor

Accountabilities	• To monitor progress and set targets for academic progress and behaviour so that under-performing students are identified, and action is initiated. • To guide and mentor students identified in conjunction with the Pastoral Leader so that targeted, measurable, and significant improvement is secured. • To ensure regular high quality and frequent communication between the school and home so that parents are involved and students' attitude to learning is maximised. • To organise a daily tutorial session so that students feel secure and confident to face their learning experiences.
Responsibilities	• The Form Tutor will act as the first interface between school, home and the student and such other agencies as may be required, helping, and advising as appropriate. • Monitoring the academic progress of all students in your Tutor group, acting as their mentor, and supporting them in the setting of targets. • Supporting the students in your Tutor group in the growth of their social, behavioural, and personal development through the delivery of the tutorial programme. • Responding to students' merits, causes for concern and other relevant information. • Checking and signing planners or diaries and following through any issues as appropriate. • Registering students and accompanying them to assembly. • Alerting appropriate staff to problems experienced by individual students and making recommendations as to how these may be resolved. • Attending Tutor meetings and contributing to the development of your pastoral team. • Maintaining the form base in good order. • Advising Learning Support of any students who might require more focused attention. • Assisting with the preparation of profiles, references, and UCAS forms as required. • Complying with any reasonable requests from the Principal or manager not specified in this job description.