



The
Gryphon
School

TEACHER OF PHYSICAL EDUCATION

START DATE: AS SOON AS POSSIBLE



SAST

SCHOOLS ACHIEVING SUCCESS TOGETHER

September 2024



Dear Applicant,

Thank you for expressing an interest in the post of Teacher of PE at The Gryphon School. Accompanying this letter is information about the School and the Department which we hope will provide you with everything you need to know to apply for the post. The School website gives further details about us.

This is a fixed term, full-time post commencing as soon as possible. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed.

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy and enthusiasm to join our team. An unqualified teacher would be considered.

The successful candidate will

- Have a passion for teaching and learning
- Have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- Have the ability to embrace and contribute to the vision of the department and school
- Be able to build relationships quickly, with humility and empathy
- Be positive, optimistic, caring, kind and approachable
- Have a real interest in educational issues, approaches and alternatives from around the world
- Be proactive and confident, yet humble and considered
- Use resources, intellect, creativity and innovation to be successful
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- Have the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

The Gryphon is a wonderful place to work and has a special atmosphere and feel. In May 2022 our inspection as a Church School (SIAMS) judged us to be Excellent. “The school’s Christian vision of ‘Life in all its fullness’ is lived in an exemplary manner by the whole school community. The caring ethos has an outstanding impact on the flourishing of pupils and adults.” – SIAMS 2022

Our most recent Ofsted visit, in June 2023, was very positive and confirmed our status as a “good school”. “Pupils enjoy learning at the Gryphon school. Pupils know the school’s mantra, ‘respect me, respect you’ well. They are encouraged to value difference and treat everyone equally.” OFSTED 2023

Our focus, which reflects our Church School status, is that we should be a “10:10” school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community.

We support and encourage every student to strive for the highest possible levels of academic achievement alongside developing the personal attributes and qualities to thrive, and make a positive contribution throughout life. The Good Schools Guide 2023 concludes that “A big school with a small school feel is exactly right. No child goes unnoticed and teachers seem to be genuinely motivated to

see pupils progress to the best of their ability. An impressive capacity to cater for extremely different academic needs in a nurturing environment. No wonder it's over-subscribed”.

We are a comprehensive school serving a diverse community. Our high quality staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve.

The Gryphon gains high results for its students at both GCSE and A Level. Our large Sixth Form of 350 students is exceptional. We have an outstanding record of success in university entrance, including places at Oxford, Cambridge and other Russell Group universities, as well as for training places and apprenticeships.

Our 2024 GCSE exam results were, once again, excellent. 20 students achieved nine or more 7s, 8s and 9s with many staying on to attend The Gryphon Sixth Form.

Additionally, our A level results were excellent with 28 students receiving grades worth at least 3 A grades including five students heading off to Oxford and Cambridge.

Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

J W Gower

Jim Gower
Headteacher

THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Monday 23rd September 2024**

The interviews will be held **Friday 27th September 2024**

Salary: Main Pay Range Teachers Pay – M1-M6
Contract: Fixed term until 25.05.2025, full-time

We are seeking to appoint an ambitious, creative and inspiring teacher or ECT with energy, enthusiasm and a love of physical education, sport and recreation. Applications from an unqualified teacher would be considered. This is a full-time, fixed term post commencing as soon as possible. This is a great opportunity to join a fantastic school community with a very dedicated and hardworking staff team.

The successful candidate will:

- Have a passion for PE, recreation and sport
- Have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- Have the ability to embrace and contribute to the vision of the Department and school
- Be able to build relationships quickly
- Have a positive approach
- Have a real interest in educational issues, approaches and alternatives from around the world
 - Be proactive and confident
- Use resources, intellect, creativity and innovation to be successful
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- Have the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

We can provide you:

- Supportive, experienced school team of staff and governors
- Great leadership opportunities to develop your career
- The chance to make a difference and contribute to the school's future development
- Training and leadership development
- The opportunity to work within SAST, a forward-thinking and growing multi-academy trust
- Support and collaboration with other schools across the Trust.

Should you wish to arrange a visit to view the School, please do not hesitate to contact Caroline Rabbetts, Office Manager on caroline.rabbetts@gryphon.dorset.sch.uk or at 01935 810101 who will be happy to arrange this.

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned by email to: recruitment@sast.org.uk

SAST will conduct online searches of shortlisted candidates. In line with KCSIE guidance, this will be part of safer recruitment checks, and the search will purely be based on whether an individual is

suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.

Safeguarding responsibilities associated with this role may include engagement in regulatory activity, such as administering first aid or supporting an upset child. It will have contact with young people on a day-to-day basis. SAST is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

SAST recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex, or sexual orientation.

This role is UK- based and your right to work will need to be established as part of the appointment process.

(Internal ID Number: RAF507)



JOB DESCRIPTION



Job title: Teacher of Physical Education

Grade: Main Teachers Pay Range: M1 – M6

You are required to carry out the duties of a School Teacher as set out in the School Teachers' Pay and Conditions Document.

Main Job Purpose

Under the co-ordination and direction of the Head of Department, to contribute to the teaching and other work of PE.

Relationships

The post holder:-

- is ultimately responsible to the Headteacher in all matters and through the appropriate Assistant Headteacher, Head of Department and Head of Year for academic and pastoral matters within a given tutor team;
- interacts on a professional level with colleagues and seeks to establish and maintain productive relationships with them in order to promote mutual understanding of the subjects in the school curriculum and cross-curricular links, encouraging development and improving the quality of teaching and learning in the School.

Key Tasks

- To teach PE and, if necessary, subsidiary subjects for which qualified to teach, and to participate in the development of appropriate syllabuses, materials and schemes of work in these subject areas, attending team meetings as necessary.
- To control and oversee the use of and storage of books, stationery, sporting equipment and other teaching materials related to their teaching and ensuring that relevant Health and Safety Regulations are observed.
- To carry out a share of supervisory duties in accordance with published rosters or as detailed by the Headteacher.
- To participate in appropriate meetings with colleagues and parents as required in respect of duties connected with the post.
- To keep abreast of trends and developments in education, relevant to the post.
- To undertake other tasks/responsibilities specific to the post holder's subject area or work.
- To assist the Year Progress Leader in his/her work through delegated key tasks and carry out the duties of a group tutor (if required) in respect of the students in the tutor group to include:-
 - the maintenance of discipline and acceptable standards of conduct and appearance of students;
 - the establishment of rapport with students to develop their social and academic potential and be a main source of reference for their problems;
 - the marking of the tutor group register (a legal document), ensuring that all information therein is kept up to date and that absences and lateness are accounted for and taking appropriate action where they are not;
 - the compilation of reports and references on the students as required, the maintenance of and conversance with the contents of the tutor group's students' files;
 - the monitoring of homework, student planners and the academic progress of students;
 - the effective use of mentoring and tutor periods through activities/tutoring, supervising movement to and from assemblies with the tutor group, and attending tutor team meetings and briefings

- The postholder will be responsible for promoting and safeguarding the welfare of children and young people that they are responsible for/come into contact with, in accordance with the school's safeguarding and child protection policy.

Other Duties

- To have due regard for safeguarding and to follow child protection policies and procedures adopted by SAST.
- Understand the importance of inclusion, equality and diversity and to promote equal opportunities for all.
- Uphold and promote the values and ethos of the academy.
- Take a proactive approach to health and safety to minimise and mitigate potential hazards and actively contribute to the security of the school.
- Participate in workplace learning and development opportunities and work continually to improve own and team performance.

The job description is **NOT** necessarily a comprehensive definition of the post. It will be reviewed as required and may be subject to modification or amendment after consultation with the post holder.

Safeguarding Responsibilities for this post

Safeguarding responsibilities associated with this role will include engagement in regulatory activity, such as administering first aid or supporting an upset child. It will have some contact with young people on a day-to day basis. SAST is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and the post is subject to safeguarding checks, including an enhanced DBS check and Children's Barred List check. The post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

This is not a comprehensive list of all tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. The duties of this post could also vary from time to time as a result of new legislation, changes in technology or policy changes.



PERSON SPECIFICATION

Teacher of Physical Education

Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mindset

Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

PE DEPARTMENT – USEFUL INFORMATION

Your Role

We are seeking to appoint an outstanding teacher or ECT who recognises the importance of Sport and PE for the School and the local community. They will be able to enthuse students and will show a real passion for Sport and PE themselves. This is an outstanding opportunity to join a very successful team in a school with a great range of extra-curricular activities, team and individual international achievements.

We are offering the successful candidate the opportunity...

- To join a large and successful team in a thriving school.
- To promote success in an array of sports, physical education and healthy lifestyles.
- To work with students across the full age and ability range in an 11-18 School.
- To help shape and create an enhanced provision beyond the great range and quality we already provide.
- To work in an innovative and outward looking school.

There are many factors which will support this opportunity:

- Very strong parental and community interest in sports
- Positive, courteous and enthusiastic students
- Excellent existing links with clubs and community organisations
- A Joint Use Leisure Centre at the heart of the school including a well-equipped Fitness Suite and dedicated teaching spaces. There is an AWP, Dance Studio, Sports hall, Tennis/Netball Courts and extensive playing fields.
- Extensive links with other schools in the Sherborne Schools Partnership, with the local independent schools, across North Dorset, Dorset and Somerset Academies, good and outstanding schools across the South West.

Background

Standards

- BTEC L2 Tech Award in Sport is taken a KS4. The results are outstanding
- Both BTEC L3 Sport and A-Level in Physical Education are available in the Sixth Form. The BTEC results are outstanding. The AL results are at least good and improving.
- Participation in lessons is very high and pupils also get the opportunity to visit the University of Bath to experience elite level fitness testing.

Sporting Success

- Former pupils such as Tom Lawday and Tom James both play for Premiership sides Harlequins and Northampton Saints in Rugby and Ollie Devoto played in the England U20 Rugby World Cup winning team, as well as gaining his first England Cap last Year in the RBS Six Nations and is now playing regularly for Exeter Chiefs Rugby having attended The Gryphon School in Years 7-11.
- Regular friendly fixtures against local schools in all sports.
- Former National Champions in Gymnastics, Sailing and Biathlon
- Success in National Competitions for the Rugby, Football, and Netball



- Regularly winning district girls' sports leagues in Netball, Hockey and Rounders.
- Individual students represent the country, district and county as well as being selected for academies in Football and Rugby.
- The Annual Sports Awards Evening celebrates all the success and effort.
- Students involved in Sports Leadership make a significant contribution to school events and inter school activities and competitions.
- Achievements are promoted in the school newsletter, social media and website as well as in the local press.

The Curriculum

- Pupils in years 7 to 11 follow the national curriculum with each year group learning about 12 different activities across the year.
- We feel that our more tailored Year 10 and 11 programmes reflect the changing maturity and attitudes of our older pupils who seek a more leisure based approach to physical activity.
- We are also pleased to provide Gifted and Talented students with a full range of opportunities to develop their skills via after school clubs as well as in local and national competitions.
- There are currently 100 students in Year 10 and in Year 11 taking examination courses.
- At KS5 students can opt for the AQA A Level course or a BTEC course. There are currently over 35 students following courses in the Sixth Form.
- Sixth Form enrichment includes numerous activities and fixtures mainly on Wednesday afternoon.



Facilities and resources

- Exclusive use of a modern Leisure Centre throughout the day.
- The Joint Use Leisure Centre consists of a very large Sports Hall, Fitness Suite and Dance Studio.
- The school has a floodlit All Weather Pitch as well as having 2 games fields which enable us to host the majority of athletics events, 4 football pitches and 2 excellent rugby pitches.
- The Department has its own classroom, with an interactive whiteboard and access to a range of ICT facilities.
- There are very good relationships with the local independent and state schools.
- Outside coaches and organisations also contribute to sporting participation and success, for example the Sherborne Sports Trust and Sherborne Rotary Clubs.



Extra-Curricular

- The School offers a large array of activities to cater for the needs of all pupils both competitively and recreationally.
- Within PE lessons students regularly compete in an Inter House System where they have the opportunity to work with their peers and demonstrate their skills in engaging activities
- The PE Department also organise Inter Tutor events to allow pupils to work with their fellow tutees and support each other using the pastoral system
- At the end of each year the whole school take part in "the Gryphon Games," where all staff and all pupils participate in a plethora of activities. This has proven to be highly successful and popular event across the whole school, which has a real community feel, showcasing the enjoyment and enthusiasm that students and staff have for sport.

THE GRYPHON SCHOOL

WHAT WE PROVIDE



High Quality Professional Development

- Extensive INSET Programme with schools across the Trust.
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- ECT teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, volunteers and other routes

Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc

Supporting families

- Forget me Not Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Free on-site parking

Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc

INFORMATION ABOUT WORKING FOR SAST



SAST is a multi-school trust, formed in June 2017, with 18 schools across Dorset and South Somerset. We have more than 5,700 students and over 850 members of staff. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 5 secondary schools, some with a Sixth Form provision. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

Our Schools:

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-school trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

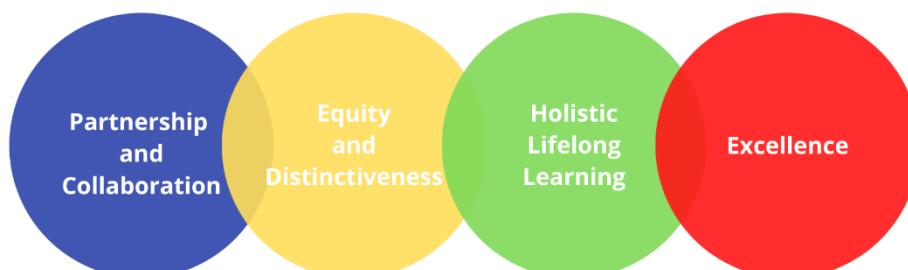
At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all of the children's development and progress between 0-19 years.

Our Vision:

Delivering educational excellence through aspiration and collaboration.

Our Values:



Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Equity and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Excellence

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

Organisation - How we work:

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every school to continue to provide an excellent education for all our students while protecting their role at the heart of the community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

Partnerships:

Partnership and collaboration is a core feature of all our schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together across Dorset and Somerset.

SAST Benefits:

As part of SAST, we can offer you a range of benefits including:

- High- quality CPD opportunities
- A strong and highly experienced network of Trust senior leaders
- Access to the Local Government Pension Scheme
- Employee Assistance Programme
- On-site nursery provision at some of our schools
- Cycle to work scheme

