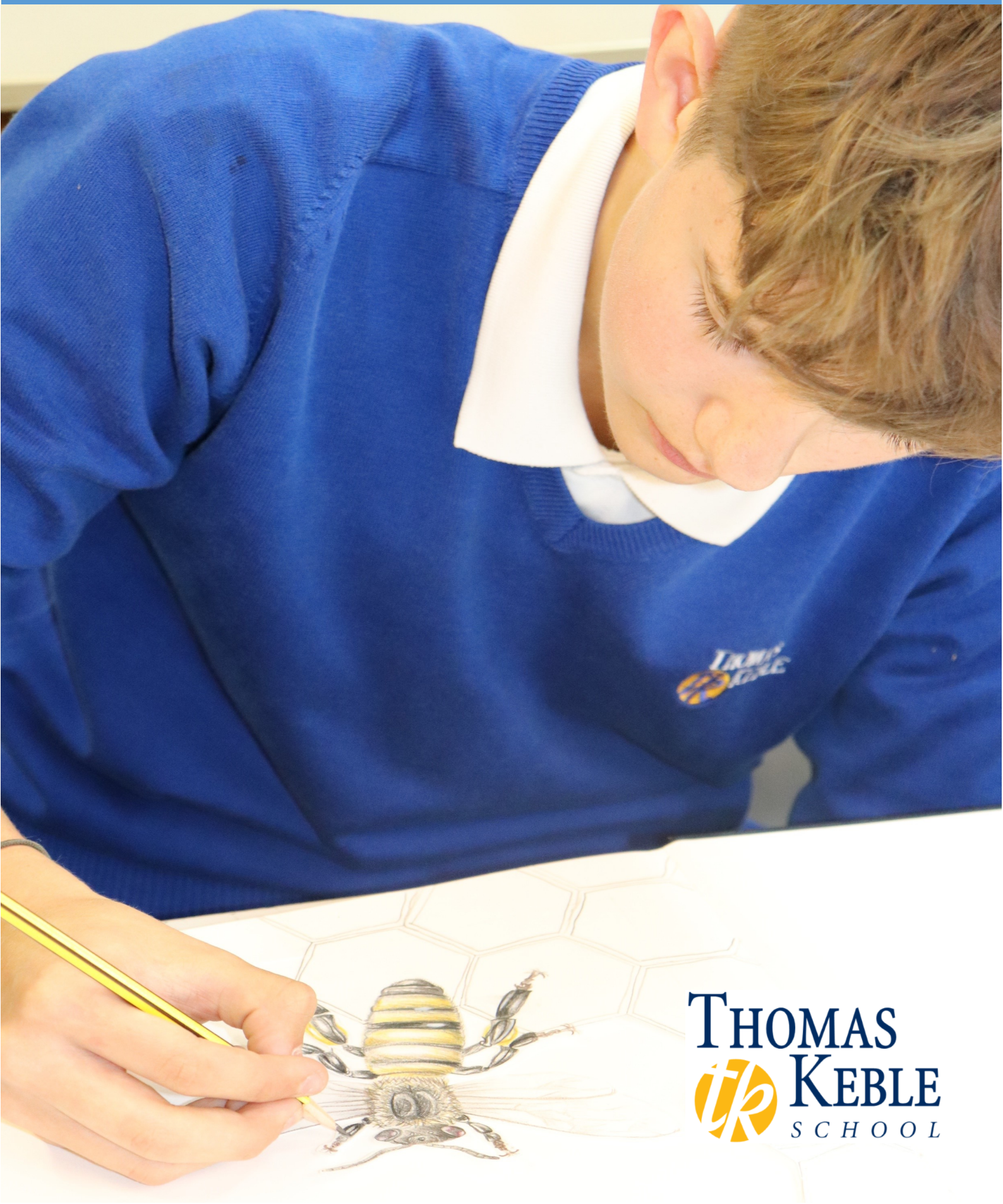


Teacher of PE (maternity leave)  
*Full time*  
Applicant Pack





**Thank you for your interest in our vacancy for Teacher of PE**

I hope this pack, will help you to decide that Thomas Keble is community you want to join, in order to make an invaluable contribution to the life chances of the students within our community. I would encourage you to visit our school website at: [www.thomaskeble.gloucs.sch.uk](http://www.thomaskeble.gloucs.sch.uk) to find out more about what we do and why we do it. This is a very rare opportunity to join a strong and dynamic PE department with a strong reputation that extends beyond the school.

Choosing the school for the next stage of your career is a really important one and, to that end, we welcome prospective applicants to come and have a look around before making the decision to apply. If this would be helpful, my PA, Amanda Oxberry can be contacted via [recruitment@thomaskeble.gloucs.sch.uk](mailto:recruitment@thomaskeble.gloucs.sch.uk). She will be happy to assist. **We are hosting visits to the school WB 20th September 2022**

As a school, we are fortunate to attract staff who are fully committed to delivering our inclusive ethos. We work hard and go the extra mile to ensure our students achieve the very highest outcomes, regardless of ability. In return, our staff are empowered to work within their area of specialism in a way that best supports learning within that subject. We aim to ensure that energy is directed in the best possible way, to promote effective learning. Our approach is personalised to each student and we recognise that this personalisation must be extended to individual subject areas to allow staff the flexibility to instill their passion for their subjects to our students. This post is suitable for Early Career Teachers.

As a staff, we are consistent in our approaches and expectations through reference to our behaviour and discipline codes, with the aim of freeing up staff to focus on their craft. As a result, our student behaviour is recognised as extremely positive with children who are keen to learn.

***“ Staff know pupils well and provide them with support that is appropriate to their individual learning and emotional needs. Relationships between teachers and pupils are characterized by trust and respect.” (OFSTED January 2018.)***

In this pack, you will find a job description and a copy of the person specification for the post.

If you feel Thomas Keble is the right school for you for that next career step, please complete the following by the deadline of 12 noon on Thursday 29th September 2022

- The Thomas Keble Application form (available from the links within the advert).
- A statements of support (contained within the application form) outlining your suitability for the post and how your experience to date has prepared you for the requirements of the person specification.

I look forward to reading your application.

**Steve Shaw: Headteacher - Thomas Keble School**



## **Thomas Keble School's Purpose is...**

To inspire learners to achieve more than they think is possible

## **Thomas Keble School's Principles**

"At Thomas Keble, we believe that every child can achieve beyond their initial expectations. We believe every child's success is worthy of celebration. We have demonstrated the ability to achieve highly consistently, year on year, by combining quality first teaching with a robust pastoral support programme and comprehensive extra-curricular programme. We focus on the individual, tailoring a programme of study and a programme of pastoral support to enable students to leave us as confident, articulate and empowered young adults."

## **Thomas Keble School's Values**

A learning community where every child can thrive and achieve, becoming confident and articulate young adults through adherence to our core principles and values of:

Respect  
Excellence  
Ambition  
Compassion  
Honesty

## **Thomas Keble students will:**

- Experience a rich and broad curriculum and be encouraged to be lifelong learners
- Achieve the highest possible standards
- Become responsible members of the 21st century world community
- Care for and respect themselves, others and the environment, with a strong foundation of moral and spiritual values
- Develop the technological skills needed for the 21st century

## **Strategic Success Measures 2021 -2026**

- Our headline Key Stage 4 national success measures will place us in the top 10% of comparable schools based on student outcomes.
- Our Key Stage 3 students will continue to thrive as a result of their curriculum experience making them increasingly independent, engaged and motivated to succeed as they move into Key Stage 4.
- Our Key Stage 3 students will benefit from high quality feedback and assessment that will support them to make progress above the level one might expect and our assessment processes will enable us to intervene in a timely way, to support where needed.
- Our teaching & learning strategies will be developed by high quality, research and evidence-based CPD and this will enhance the quality first teaching that underpins our approach.
- We will have a school where our values of respect, excellence, ambitions, compassion and honesty permeate everything we do.



## Thomas Keble Curriculum Statement

This statement deliberately does not seek to identify the skills required by a '21<sup>st</sup> century learner' or to second-guess the qualities that employers of the future will be seeking in our young people. Our aims are no less ambitious but, we hope, more realistic: to ensure all students gain the skills and confidence to become effective and resilient learners within a mutually respectful community that is caring and supportive of its members and considerate of the diversities of society more widely. Through such an approach, we aspire to encourage our learners to be adaptable to the evolving challenges of the 21<sup>st</sup> Century.

At Thomas Keble, we recognise that embedding effective curricular development takes time. We are therefore determined not to be distracted by external accountability pressures and attempts to 'play the system'. Instead, we are committed to retaining a broad and balanced curriculum with equality of access for all; and to reviewing research into effective learning and its pedagogical implications. From this, we adjust our approaches in order to maximise their effectiveness. Our approach is to tweak what we know works, rather than embark on a series of fragmented initiatives.

We recognise that each subject is unique. For this reason, Heads of Department, as the experts in their areas, are empowered to develop and structure their curriculums with their department colleagues. Our Trustees supported us in creating significantly more time for CPD. Our resulting subject Teaching and Learning Community (TLC) time is intended to enable departments to discuss and decide:

- **INTENT:** What elements of curriculum content they are teaching so that students can access each academic discipline and tradition.
- **IMPLEMENTATION:** When they are teaching each element so students can appreciate the relationships between them; how they are teaching each element effectively so all students can access and be engaged by the curriculum.
- **IMPACT:** How and when to assess what students know, understand and can do.

### Sequences of learning across all five years should be underpinned by:

- Consistent challenge for all;
- The embedding of subject-specific skills alongside the coherent layering and spiralling of subject-specific knowledge;
- Explicit teaching of each aspect of the TK Learning Process:

## Understanding – Transforming – Reviewing – Applying.



## **Job Description – Teacher of PE (maternity cover)**

**Line Manager: Head of PE**

**Salary: Mainscale**

**Teaching Allocation: ECTs will be allocated additional non-contact time for mentoring to take place.**

### **Main purpose of the role:**

This position is open to dynamic and inspiring teachers who have a passion for delivering excellent attainment and achievement in PE and supporting a dynamic extra-curricular programme.

### **The successful candidate will:**

- Demonstrate a passion for education and a desire to improve the life chances of all students;
- Have the ability to empower and motivate students to engage with a broad offer of extra-curricular opportunity
- Maintain and develop the school's ethos of diversity, inclusivity and equality of opportunity

### **Core Purpose: The postholder will**

- Assist the Head of Faculty in ensuring the highest possible standards of education through the promotion of effective teaching and learning; calling on the best research based evidence to inform pedagogical practice in the teaching of PE
- Support the development of a comprehensive programme of extra-curricular opportunities, to foster a love of sport.

### **Operational Responsibilities: The postholder will**

- Play a key role in promoting the aims, values and ethos of Thomas Keble
- Serve as a tutor for a group of students and contribute to the delivery of our tutorial programme.



## Person specification – Teacher of PE

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable	Evidence
<b>Training &amp; Qualifications</b>	Degree. Teaching Qualification. Commitment to CPD.	<b>Experience of:</b> Netball Coaching / Umpiring. Hockey coaching / Umpiring. Football coaching / Umpiring.	Application form. Certification.
<b>Educational Experience</b>	Teaching PE across KS3 and KS4 including GCSE course Developing & implementing strategies for raising achievement for students Using evidence-based information to inform planning and teaching.	<b>Experience of:</b> Successful record of impact	Letter of application. Selection process. References.
<b>Personal &amp; Professional Qualities &amp; Attributes</b>	<b>Ability to:</b> Work in partnership with a team to achieve successful outcomes for students. Motivate, influence and empower students. Set priorities to achieve ambitious goals. Seek, and act on, feedback from others. Build & maintain effective relationships	<b>Experience of:</b> Working with other agencies to promote sport and develop extra-curricular Opportunity. Determination and drive to improve yourself and others. A strong team ethos and work ethic.	Letter of application. Selection process. References.
<b>Professional Knowledge &amp; Understanding</b>	Effective strategies for maintaining high standards of attainment, behaviour and attendance. Principles and practice of educational inclusion, diversity and access. Developing choice and flexibility to meet the learning needs of every student.	<b>Experience of:</b> Working with other staff to secure Continuous school Improvement. Strong subject knowledge and experience in all or some of: Netball, Hockey and Football	Letter of application. Selection process. References.
<b>Personal Qualities</b>	Flexibility. Team centred approach. Ability to work well under pressure. A passion for all things sport	The ability to teach a second subject to KS3 may offer the opportunity to increase the hours in the role but this is not compulsory.	Selection process. References.





# PE Faculty Overview

## Staffing within the department:

We are a team of 5 staff. One Head of Faculty, x1 2nd I/C Dpt (male and female) with x1 full time teacher of Girls PE and x1 full time teacher of boys PE (also Head of Year 7). From September our new Assistant Head has joined the team along with a PE Technician, a new role to support the department further. This has created a fantastic opportunity for a Teacher of PE to come in and support our department.

## Resourcing & Facilities:

The PE Department currently has a large well equipped sports hall with 4 badminton courts, 2 lane indoor cricket nets, upstairs gym, dance studio and fitness suite. We have 4 tennis courts with 3 outdoor netball courts, a long jump pit and an artificial cricket wicket. Our grass pitches include 2 full sized rugby pitches and a junior 9-a-side football pitch which then converts to 1 senior and 1 junior full sized football pitch with 2 7-a-side pitches and 2 9-a-side pitches for football season.

We are about to be part of a 17 million pound New Build to further enhance our already excellent sports facilities. This will include a refurbishment of our sports hall, a new indoor activity hall and a new fitness suite. There will also be new changing rooms and both indoor and outdoor storage as well as a new rubber crumb long jump pit. Our tennis courts will be converted to a multi-use astro and there are further plans beyond the new build to build a 3G 7-a-side football pitch as well as installing a new 3 lane outdoor cricket net system.

## PE priorities for 2022-23:

One of the main areas of focus for next year will be to further develop the growth and success of girls' PE within the Curriculum. This will include continuing to enhance and improve the PE Curriculum at both KS3 and KS4 levels. There will be an opportunity to teach examination level PE at KS4 as well as helping to support our unique and outstanding Sports Captain system.

Driving forward our Clubs and School teams for Girls PE is vital and we would encourage applicants to have strong subject knowledge and experience in as many of the following sports as possible: netball, hockey and football. There will also be an opportunity to help assist the department in delivering its superb primary provision to our local feeder schools.

## PE Extra-Curricular Opportunities:

The PE Department at Thomas Keble offer an incredible array of extra-curricular opportunities and we pride ourselves on the huge impact this has on the development of our students. We currently run a football tour to Real Madrid every two years taking both boys' and girls' teams. We also run a bi-annual Ski Trip to Austria as well as a residential netball tour every year. There are plans to organise a netball trip to Paris Disneyland next Easter and the successful applicant will be encouraged to get involved in as many of these trips as possible. We also run a Year 10 GCSE PE / OCR trip to the University of Bath as well as a Year 11 Exam PE trip to Tottenham Hotspur Stadium. We are keen to further develop these types of trips to help engage our exam PE groups even more.

The successful candidate will be encouraged to improve our club links with external providers as well as contribute to the leading of training sessions and management of teams in district matches, for all of our core sports.



## Applications

Applications should be submitted via Eteach. The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application. Applications must be received no later than midday on **Thursday 29th September 2022**. Applications received after this date and time will not be considered.

## Shortlisting

Shortlisting will be finalised on **Friday 30th September 2022**. Applicants will be advised whether they have been shortlisted by **Monday 3rd October** and interviews will be held during that same week.

## Interviews

The selection process will consist of lesson delivery, discussions with relevant stakeholders and a panel interview. Candidates may be asked to undertake a practical task related to the knowledge and abilities in the Person Specification. We are intending to interview for the post during week beginning **Monday 3rd October 2022**.

## Notification of outcome

Shortlisted candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

## Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

## Taking up post

The successful candidate will take up post on **31st October 2022**

Should you require any additional information, please contact Amanda Oxberry, PA to the Headteacher, via email: [recruitment@thomaskeble.gloucs.sch.uk](mailto:recruitment@thomaskeble.gloucs.sch.uk)

## Safeguarding Statement:

Thomas Keble is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to an enhanced Disclosure & Barring check along with other relevant employment checks. Disclosure of any criminal convictions and an enhanced DBS check will be required for this post. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. The post may not be exempt from the Rehabilitation of Offenders Act 1974 as certain spent convictions and cautions are 'protected' and are not subject to disclosure. It is important that an applicant provides the School with upfront disclosure of all unspent convictions, cautions, reprimands or warnings. A failure to declare the above (that are not subject to the Disclosure and Barring Service filtering) may disqualify an applicant for appointment and may result in summary dismissal if the discrepancy subsequently comes to light.

**Thomas Keble School**

**Eastcombe**

**Stroud**

**GL6 7DY**

**[www.thomaskeble.gloucs.sch.uk](http://www.thomaskeble.gloucs.sch.uk)**

**Tel: 01452 770301**