



Applying for a job at Brigshaw High School

Teacher of PE

Recruitment Information Pack

June 2021

This school is committed to promoting and safeguarding the welfare of all children

RECRUITMENT INFORMATION

Thank you for expressing an interest in this post within our school. The enclosed application pack contains a number of documents providing background information about our school and the vacancy that we are advertising. We hope you will find this information useful and we look forward to hearing from you.

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- Brigshaw Learning Partnership
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The Brigshaw Learning Partnership and Brigshaw High School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance and pre-employment checks will be undertaken before an appointment is confirmed.



Brigshaw High School – Current Context

This is a 'snapshot' view of Brigshaw High School. We hope it will give you a flavour of our vision, values and some of our current priorities.

Brigshaw is a thriving, popular school, occupying a large, attractive campus between Kippax and Allerton Bywater. Pupils come to us from these two “villages”, as well as from Great and Little Preston, Swillington, Micklefield, Methley, Woodlesford, Garforth and the outer Leeds suburbs. About 25% attract Pupil Premium funding. There are currently 1300 pupils on roll, including 136 in the Sixth Form. Our planned admission limit is 240 per year and we are once again fully subscribed in Year 7 for 2018. On September 1st 2016 we converted to Academy status alongside five of our partner primary schools as part of The Brigshaw Learning Partnership. Having worked together for several years as a very successful Trust, this conversion has been a natural progression. Our new status is helping attract additional school improvement resources and we are actively seeking further challenge and scrutiny for ourselves to help us raise achievement.

Pupil achievement and attainment remain at the heart of what we do. We are committed to maintaining a balanced curriculum offer and insist on consistently good teaching. Post-16 outcomes are good and retention is high. The number of 16-18 leavers in education, employment and training is regularly one of the highest in the city. This reflects the excellent work done by our transition staff as well as the solid grounding our curriculum provides in preparation for life beyond Year 11. Most of our Year 13 leavers go on to their first choice universities, including Cambridge and Oxford. In autumn 2018 30% of our leavers began a degree in a Russell Group university.

We are a “resourced school” for pupils with physical disabilities and our excellent inclusive practices have meant that pupils with a very wide range of special and additional needs come to Brigshaw from further afield through parental preference. They believe their child will succeed and thrive here. We believe that our effectiveness as a school should be judged on the basis of how we support our most vulnerable children as much as our most able.

We have made significant improvement and progress without sacrificing Brigshaw's traditional qualities: all staff who work at Brigshaw are asked to commit to providing ‘every child every chance of success, whatever it takes’. Caring for our pupils as individuals, and providing a supportive learning environment allows young people freedom to develop ‘Respect For Learning’, develop themselves as successful learners, and encourages them to explore opportunities beyond their immediate surroundings. We are fortunate to have superb facilities to support our children in this mission.

Our most recent Ofsted Report (May 2013) judged us as a good school. Ofsted noted that:

- Students make good progress because of the good and outstanding teaching they receive.
- Provision in English is outstanding.
- Students’ behaviour and attitudes to learning are good.
- Students are extremely proud of their school.
- Students feel safe and well cared for.
- Teaching in the sixth form is good and outstanding.
- Staff work relentlessly to ensure students flourish.
- Students’ spiritual, moral, social and cultural development is strongly promoted.
- The Governing Body are highly effective.

However, we are not complacent. We believe that pupils can make faster progress. There is still more we can do to

further raise attainment. Current priorities in our School Improvement Plan are centred on raising achievement at all levels and ensuring all students are stretched; developing improved outcomes through our Vertical Tutoring and House System; and developing and consolidating partnerships. Under-pinning these objectives is an over-arching commitment to personalising learning and encouraging student leadership and parent/carer engagement at all levels of our work.

We are also keen to support other ways of helping children and young people learn and develop. We are committed to looking outwards and actively seek international perspectives. We have strong links with schools in many countries including Holland, Poland, Latvia, Czech Republic, China, Japan France, Germany and Spain. For the London Olympics we held our own student-led Olympic event, hosting over 200 international visitors from ten countries. We repeated the event in 2013 as an Olympic legacy event and in 2014 we focused on Le Grand Depart, contributing to the success of Le Tour de France in Yorkshire. The last four years have built on this legacy in a variety of ways with a range of countries.

Much of Brigshaw's success comes from the strong partnerships we belong to. As mentioned above, Brigshaw is part of the Brigshaw Learning Partnership. This multi-academy trust aims to support the whole community in achieving excellence for all of our young people. The work of the trust is enriching our work in many ways, from developing shared approaches to teaching and learning, to supporting vulnerable children, to developing creativity and leadership in our schools.

For a number of years we have worked closely with our partner school, Temple Moor High School, to develop shared post-16 provision, which has led to improved choice and higher levels of recruitment, retention and performance. Royds School have recently joined this collaboration. Our senior school leaders have played key leadership roles at an area and city-wide level, and Brigshaw has been involved in a number of regional and national projects.

Brigshaw has undergone a number of quite profound changes during the past few years - building a 'learning culture', changes in the curriculum and timetable structure, and most recently in our conversion to an academy as part of a multi academy trust. The debate surrounding these developments has always been conducted in a constructive, congenial atmosphere, typifying the good personal relationships in the school. Brigshaw is a friendly, welcoming place in which to work and to learn. Staff work very hard, and co-operatively, to provide a stimulating and successful learning environment.

We agree with Ofsted that ours is a good school with outstanding features and still has much scope for improvement. We also believe that it is a unique and exceptional place to work, to learn, and to grow, and that to be associated with Brigshaw as a pupil, a parent, carer, a colleague, a governor, or as a member of our community is a very great privilege indeed.

The Brigshaw Learning Partnership and Brigshaw High School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance and pre-employment checks will be undertaken before an appointment is confirmed.

M A Williams

Mrs Maria Williams
Headteacher

BRIGSHAW LEARNING PARTNERSHIP

MULTI-ACADEMY TRUST

Allerton Bywater Primary School, Great Preston CoE Primary, Kippax Ash Tree Primary School, Kippax Greenfield Primary School, Kippax North Primary School, Lady Elizabeth Hastings CoE Primary (Ledston), Swillington Primary School and Brigshaw High School, in partnership with Kippax and Villages East Children's Centres, have been working together for a number of years as we believe that a strong partnership will achieve more for all our children and young people, through co-operation, openness and trust.

Since September 2016 Allerton Bywater Primary School, Kippax Ash Tree Primary School, Kippax Greenfield Primary School, Kippax North Primary School, Swillington Primary School and Brigshaw High School have become the Brigshaw Learning Partnership Multi-Academy Trust. We have recently been joined by Methley Primary School. All the schools continue to work closely together and share the same values.

What are our values?

- Self-help – helping people to help themselves.
- Self-responsibility – being responsible for our own actions and playing a full part.
- Equality – everybody should be treated justly and fairly.
- Equity – all members have an equal right to be informed.
- Democracy – having an equal say in how things are run.
- Solidarity – taking collective responsibility and supporting other co-operatives.
- Honesty – openness, social responsibility, caring for others.

What are our aims?

- To ensure high expectations across all of our schools among pupils, parents, carers and staff.
- To enable pupils to have consistently high quality teaching and learning experiences by sharing strengths, resources and staff, and developing creative ways to help pupils achieve.
- To work with parents, carers and the wider community to improve health and well-being, working more effectively with health, social care, sport and leisure services.
- To work with our partners to provide more opportunities for family and community learning and wider cultural experiences.
- To strengthen our commitment to co-operative values.

APPLICATION PROCESS

Making an Application

Application Form

If you wish to be considered for this post please complete the enclosed application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment please state the reasons why (e.g. gap year, career break, unemployed, etc.).

You will note that we require details of two referees, one of which must be your current or most recent employer (Headteacher).

CVs are **not** accepted as part of the application process.

Please return your completed application form to: **hammonj01@brigshawtrust.com** by the closing date below.

Supporting information

This section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. If you do not have enough space, please attach a separate sheet.

Please remember to sign the declaration on the final page of the application form.

The closing date for applications is: Friday 2nd July 2021 at 9am

Interview and Selection Process

Those candidates who meet all the requirements for the post will be short listed and details of the interview programme will be confirmed in writing.

As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children.

Under the Disability Discrimination Act 1995 and 2005, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act to enable an applicant with a disability (as defined under the act) to meet the requirements of the post.

Induction and Continuous Professional Development

The head teacher and governing body are committed to ensuring your well-being and continuous professional development in this role. On appointment, the Head Teacher will discuss an appropriate induction programme with you that will help familiarise you with the culture of the school, local practices, policies and expectations. You will be offered the opportunity to further develop your professional knowledge by participating in local training events and, where appropriate, working towards further qualifications.

Pre-Employment Checks

References

If you are short listed, we will normally take up references **before** the interview date. One of your referees must be your current or most recent employer (Headteacher). Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or references that are addressed "to whom it may concern" will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

DBS & Disqualification checks

Employment at this school is subject to an enhanced check with children's barred list through the Disclosure and Barring Service. Employment is also subject to a childcare disqualification check. All such checks must be satisfactory before we confirm any offer of appointment.

Under the Rehabilitation of Offenders Act 1974 (Exemption Amendment) Order 1986, there are a number of jobs where we must take account of convictions, even though they are 'spent'. All posts at this school are regarded as such. However, spent and/or unspent convictions may not necessarily make you unsuitable for appointment. Please ensure you complete the Criminal Record Declaration Form and submit this alongside your completed application form.

Prohibition checks (Teaching posts only)

Prior to confirming an offer of employment, the school is required to make a mandatory check to ensure a new employee does not have any prohibitions, sanctions and restrictions that might prevent the individual from taking part in certain activities or working in specific positions. The check is undertaken by the school using the Teacher Services, DfE Secure Access Portal.

Validation of Qualifications

All short listed candidates will be asked to bring original certificates of relevant essential qualifications for the role to interview. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies.

Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

Medical Assessment

A satisfactory medical assessment will be required for newly appointed staff before we confirm any offer of an appointment.

School Policies

Child Protection

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We have a designated senior member of the leadership team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.

Whistle Blowing

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so therefore our policy is to ensure that all staff are made aware of their duty to raise concerns about any inappropriate attitude or actions of colleagues.

Code of Conduct and Personal Behaviour

The school believes that it is essential for standards of conduct at work to be maintained to ensure delivery of quality services and also to protect the well-being of all its employees and pupils. The head teacher and governing body regard everyone working at our school as a role model to our pupils. As such employees, should conduct themselves with integrity, impartiality and honesty. Furthermore, everyone in the school has an absolute duty to promote and safeguard the welfare of children. Teachers are bound by the school code of conduct and safeguarding procedures

Equal Opportunities

We are committed to promoting best practice in our efforts to eliminate discrimination and to create a working and learning environment where all are treated fairly and with respect. We take action to ensure that nobody is treated less favourably than anyone else because of their colour, race, ethnic or national origin, religion, gender, sexual orientation, disability or age.

Full details of all these policies are available in school.

If you have any queries on any aspect of the application process or need additional information please contact our HR Officer on 01132878900 Ext 1164 or email hammonj01@brigshawtrust.com

June 2021

Dear Applicant

Re: Teacher of PE (Job share: 0.4)

Thank you for showing an interest in the above post.

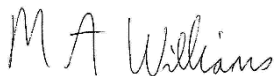
I enclose some information to help you if you decide to apply for the post: an application form including an equal opportunities form, a 'snapshot' view of Brigshaw and a job description. Further information about the school, including a map, can be found on our website, www.brigshaw.com. Our 2019 Ofsted Report is also available through www.ofsted.gov.uk.

I would draw your attention to the sheet within the pack which outlines the requirements of the Asylum and Immigration Act 1996 and the relevant document required, if you are invited for interview.

The closing date for applications is **Friday 2nd July 2021 at 9am** and we intend to interview shortly after this date. If you do not hear from us, I am afraid that on this occasion your application will have been unsuccessful, but I wish you well in your future job-hunting.

I look forward to receiving your application if you decide to apply.

Yours faithfully



Maria Williams
Head Teacher

Teacher of PE

Salary: MPS / UPS

This is a permanent position, 0.4 per week Job Share

We are seeking to appoint an enthusiastic and committed Physical Education teacher to join a successful and highly regarded department. The successful candidate will be required to teach KS3, KS4 and KS5 at GCSE and A level.

This is an exciting opportunity to be part of this thriving subject team, which consistently supports students to achieve outstanding results at both GCSE and A Level.

We offer an environment with a supportive induction and professional development programme, recognising that our teachers are the reason for our continuing success.

Applications from experienced teachers are welcome.

This is a fantastic opportunity to make a substantial difference to the lives of young people.

Brigshaw High School is a very successful and inclusive 11-19 comprehensive school of over 1300 students serving communities across outer east of Leeds. The school has outstanding teaching accommodation and sporting facilities and strong learning and community partnerships.

On 1st September 2016 Brigshaw converted to an Academy status as part of the Brigshaw Learning Partnership, a multi-academy trust consisting of ourselves and five other primary schools.

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

Details can be obtained from the school by telephone 0113 2878900, e-mail office@brigshaw.com or downloaded from our website www.brigshaw.com

We warmly welcome all applicants to visit the school. Please contact Jon Hammond, HR Officer, on 0113 2878900 Ext 1164 via email hammonj01@brigshawtrust.com to arrange a suitable date and time.

Closing Date: Friday 2nd July 2021 at 9am

Interview Date: TBC

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL BRIGSHAW LEARNING PARTNERSHIP POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY ENHANCED DISCLOSURE BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE BLP.

Issues arising from references will be taken up at interview; all appointments are subject to satisfactory reference.

JOB DESCRIPTION

Job Title: Teacher of PE (Job share: 0.4)

Salary: MPS / UPS

Teaching and Learning

- To teach PE at KS3, KS4 and KS5
- To plan, teach and assess highly effective lessons to ensure all students make good progress taking into account teaching and learning policy in school.
- To develop one's own teaching practice alongside the school's CPD priorities, to a level of advanced proficiency
- To use a range of engaging styles and resources to best meet the needs of students.
- To mark students' work regularly and provide constructive feedback to students to help them improve.
- To monitor and be responsible for each students' progress in your class.

Staff and Resources

- To implement school and departmental policies
- To contribute to the extra-curricular life of the department
- To be involved in aspects of departmental planning and development

Pupils

- To be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To maintain high levels of behaviour in the classroom and around the school
- To be a Form Tutor and contribute to the Personal Health and Social Education teaching programme
- To assess, record and report pupils' progress effectively.
- To engender a commitment to success in each of the pupils.

This post is subject to an enhanced Disclosure and Barring Service check

We warmly welcome all applicants to visit the school. Please contact Jon Hammond, HR Officer, on 0113 2878900 Ext 1164 or via email hammonj01@brigshawtrust.com to arrange a suitable date and time

PERSON SPECIFICATION

We are looking for a colleague who has the following experience, skills and qualities:

- A knowledge of Child Protection and Safeguarding procedures
- To support Brigshaw's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- A good Honours Degree or equivalent in PE or a related discipline and strong GCSE and GCE results; including A level PE
- Successful and substantial experience of delivering GCSE and GCE PE (with evidence of impact: GCSE and GCE exam results)
- A sound understanding of recent curriculum developments in PE
- Excellent practical and classroom management skills
- Up to date knowledge in the curriculum area
- Enthusiasm, energy and commitment
- Good inter-personal skills and the ability to work well as part of a team
- Good communication, planning and organisational skills
- Willingness to be a 'creative risk-taker'
- Generosity of spirit

Career development:

- Access and support to follow middle or senior leadership programmes from the outset e.g. NPQML, Teaching Leaders; Yorkshire Leadership Community, PIXL leadership programmes, Red Kite TSA, Leading Learning Partnership, Chartered College of Teaching...

We offer:

- Outstanding career development
- Bespoke support
- Guaranteed visits to other establishments to view and share best practice
- A team of experienced and supportive SLT and staff
- Effective technology
- A focus on teaching and learning

Top ten reasons to work at Brigshaw High School:

1. We have great students! Excellent student behaviour for learning means that you will be able to deliver outstanding lessons
2. A career development coach to enable you to become ready for middle / senior leadership in three years with the opportunity to gain the National Professional Qualification for Middle Leadership (NPQML) or equivalent
3. Access to professional development through the Red Kite Teaching School Alliance
4. A weekly CPD induction plan to establish you in school
5. Leaders who walk the talk
6. Senior leaders who teach and understand the demands of the role
7. Leadership with moral purpose
8. Passionate staff who always want the best for our students
9. A well resourced and recently built school site with extensive community and school links
10. An exciting and fast paced, oversubscribed 11-18 school that is going from strength to strength

PHYSICAL EDUCATION AT BRIGSHAW

Physical Education is an established part of Brigshaw's curriculum across Key stage 3, 4 and 5. As well as the core Physical Education offer, we offer OCR GCSE Physical Education and OCR Cambridge National Sports Studies at Key stage 4. In Post 16 we have offer AQA AS and A2 Physical Education and Cambridge Technical Level 3.



Staffing:

The department presently consists of: Paul Brennan (Head of Physical Education), Stephanie Hopkins (second in charge of Physical Education), Gavin Parkinson (School Sports Co-ordinator), Rochelle Petty, Rob Barker and Laura Pylypiuk.



The Curriculum:

At present all **Key Stage 3** pupils receive 3 hours of Physical Education per fortnight. All **Key Stage 4** pupils receive between 1 hour and 3 hours of Physical Education a fortnight. Pupils who are currently completing their **GCSE P.E. and Sports Studies** course receive five hours of lessons per fortnight.



In **Key Stage 3 and 4** the national curriculum is covered through the teaching of; Gymnastics, Tchoukball, Dance, Rugby, Football, Netball, Basketball, Rounders, Cricket, Badminton and Tennis, Athletics, Health Related Fitness and Team Building Activities.

We have also created the Brigshaw Sports Academy which is for Post16. This covers sport and A Level PE but also delivers various enrichment opportunities to students.

Post 16 Sports Academy
At St Georges Park
Home of the England Football



Year 13 Badminton Leaders awards



Extra Curricular Activities:

Extra Curricular plays a big part in the role of a Physical Education teacher at Brigshaw. The Department offers a wide range of inter house and inter school fixtures in many sports. We have also competed at a national level this year in Rugby and Dance. We would be looking for a new member of staff to support the department with the ongoing success of teams and clubs in a variety of sports. A number of non-competitive clubs are also open to all school pupils such as Fitness Club, Dance Club, Trampolining and Climbing Club.

We run an annual whole school sports day which is very popular and we are very proud that there are many opportunities for our students to take part and be active. Every March we put on a very popular dance showcase with



over 100 students taking part and presenting to their parents and friends.

Inclusion is very important at Brigshaw and as a department we offer extra- curricular opportunities to our lifeskills students. Last year we took students to the West Yorkshire School Games – a fantastic opportunity for them.

Facilities:



All facilities were opened in September 2005 and provide state of the art teaching accommodation. A four court Badminton Sports Hall, one Gymnasium with climbing wall, a dance studio, a fully equipped fitness suite, a purpose built classroom, four Tennis courts, four Football pitches, two Rugby pitches a full size synthetic turf pitch and a Hard Court Games Area. The department is well equipped with excellent facilities and the equipment required to teach each activity.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL BRIGSHAW LEARNING PARTNERSHIP POLICIES.

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Issues arising from references will be taken up at interview; all appointments are subject to satisfactory references.

REQUIREMENTS OF THE ASYLUM AND IMMIGRATION ACT 1996

In order to comply with the requirements of the Asylum and Immigration Act and to confirm your eligibility to work in the UK you will be required to produce one or more of a statutory list of documents. A photocopy will be taken of the documentation before your interview and will be destroyed in the event that you are unsuccessful in your application. If you are appointed the photocopy of the document confirming your identity will be placed on your personal file. The documents that you may use are listed below:

- United Kingdom passport.
- European Economic Area passport.
- National Identity Card.
- United Kingdom residence permit.

OR

An official document with a National Insurance Number.

PLUS

One of the following:

- A full birth certificate from the United Kingdom, Channel Islands, Isle of Man or Ireland.
- A letter from the Home Office.
- An Immigration Status document endorsed by the Home Office.

The original document will be returned to you as soon as it has been photocopied.

The European Economic Area Agreement consists of the following countries:

Austria	Hungary	Norway
Belgium	Iceland	Poland
Cyprus	Ireland	Portugal
Czech Republic	Italy	Slovenia
Denmark	Latvia	Slovakia
Estonia	Liechtenstein	Spain
Finland	Lithuania	Sweden
France	Luxembourg	The UK
Germany	Malta	
Greece	Netherlands	