



Twyford Church Of England Academies Trust

“I have come that you might have life
and have it to the full” John 10 v10

William Perkin Church of England High School

Job Description

Job Title:	Director of Sport
Grade:	Leadership L6 - L10 (£52,771 - £57,494)
Line Manager:	Associate Headteacher
Supervisory Responsibility:	Sport teachers and Sports Coaches

Main purpose of Post

To increase participation and enjoyment in sport across the Twyford Trust Schools through the delivery of outstanding sport provision with an emphasis on team sports, 14 = 19 academic excellence and strong links with strategic community partners

Key responsibilities

- The Core Sport Curriculum at William Perkin delivers sport enjoyment and engagement for WP students of all abilities
- Full programme of well attended extended school sports sessions
- Outstanding achievement in selected Ks4 and 5 academic qualifications
- Twyford Trust sport strategy clear and successfully implemented in each of the four schools
- Success of representative teams in the selected ‘showcase sports’ and successful delivery of the school to club transition experience
- Positive links are built with the Sport and Leisure industry
- The Sport budget is well spent, providing high standards and good value for money

Specific responsibilities and tasks

The Core Sport Curriculum delivers sport enjoyment and engagement for WP students of all abilities

- Development of a Programme of Sports that enables each Yr 7-11 year group to enjoy an ‘afternoon’ of school sport. (Core elective 1.55 – 3.35pm)
- Develop and deliver a resource plan to meet the requirements of the Programme of Sports to include the use of the sports facilities and changing facilities to accommodate 200 students
- Select sports: agree showcase sport provision (eg Cricket, Rugby, Netball, Football); agree wider sports provision (eg basketball, badminton, dance, table tennis, athletics) and agree off site sports provision – swimming, climbing, canoeing, golf, cycling
- Recruit a team of teachers and sport coaches to deliver the Programme of Sports

- Develop and deliver a full training programme for all teachers and coaches to enable efficient delivery of the Programme of Sports
- As part of the Programme of Sport develop a termly sport curriculum model. Ensure that each Sport in each year has a course overview and each individual session has a plan and other relevant resources. Ensure that these resources are stored on Copia (VLE)
- Establish a distinctive model lesson structure for that focuses on coaching within game situations and competition. Ensure this model is used by all teachers and coaches
- Take lead role in the delivery of this programme in your selected sport/s
- Monitor and evaluate this provision each Quarter and report to Line manager

Full programme of well-attended extended school sports sessions and inter-house competition

- Market and advertise the extended school Programme of Sports to ensure that the sessions are well attended
- Development of a Ks3 and 4/5 Programme of Sports that extend the 'afternoon' of school sport (Extended elective 4 – 5.30pm). To include a range of
 - squad training for school teams in the 'showcase sports'
 - a 'sport for all' programme including refereed games
 - other sports clubs
- Organisation and leadership of an Inter-house sport competitions
- Communication of results and point scores via assemblies, PE noticeboard, website and Perkin Post
- Elite coaching provision/pathways offered for elite sportsmen and women identified by the Director of Sport
- Take lead role in the delivery of this programme in your selected sport/s
- Monitor and evaluate this provision each Quarter and report to Line manager

Outstanding achievement in selected Ks4 and 5 Academic Qualifications

- Agree the Ks4 and 5 (Yr 9 – 13) exam courses with the Associate HT that lead to appropriate university progression and employment opportunity
- Ensure that all teaching resources meet the WP minimum expectations and are stored on Copia. Include year overviews, unit overviews, lesson resources in ppt, standardised HW resources, revision resources.
- Ensure that the Twyford Trust teaching principles are fully embedded within these programmes of study
- Ensure that Lesson Prep is set in line with school expectations
- Ensure links are made with our Science Specialism to promote health and fitness
- Market the courses effectively to ensure affordability
- Deliver outstanding results in selected courses with 75% meeting Trust Targets
- Make links as appropriate with selected sporting universities

Twyford Trust sport strategy clear and successfully implemented in each of the four schools

- Establish a Twyford Trust Sport Strategic Group with representatives from the Trust Executive and each of the 4 Trust schools
- Agree upon the Trust strategy and three year plan in the following areas:
 - Non-negotiable expectations relating to Trust Schools core PE offer agreed
 - Non-negotiable expectations relating to Trust Schools extended PE offer agreed
 - Inter Trust school sporting competition plan agreed in selected sports
 - Approach to elite squad coaching and establishment of Trust Teams to play selected private schools in rugby, cricket and football
- Agree a Half Termly Sport Strategy meeting as part of the Twyford Trust calendar of strategic group meetings

- Ensure routines and systems are established for sharing best practice and sharing all sporting opportunities eg trips, visits, speakers
- Implement agreed QA routines thus ensuring all Trust Schools are achieving the agreed expectations in sport
- Ensure that excellent links and relationships are made with key strategic partners to the Trust – both local and national
- Represent the Trust at local sporting events, occasions and where appropriate sit on relevant committees and bodies
- Network with all local sporting providers and clubs to identify possible opportunities for the Trust

Success of representative teams in the selected ‘showcase sports’ and successful delivery of the school to club transition experience.

- Deliver the ambitious cricket programme established at WP including overseeing the Elite Cricket Academy selected by current member of staff and ex England fast bowler Saj Mahmood
- Develop the link between the Twyford Trust and Brentford FC Community Sports Trust with a particular focus on developing the A-Level academy programme starting in September 2019.
- Develop WP Sport Hall of Fame and ensure sporting successes are communicated via assemblies, the PE noticeboard, web site, Sport newsletters
- 5 Year Success in Sport plan produced to ensure Trust schools are able to compete at County Level within this time frame
- Further develop the relationship with the RFU to continue to showcase WP as a beacon state school for rugby
- Teachers and coaches identified to lead school teams who are entered into Ealing Borough, Middlesex and National competitions.
- Take lead role in the teams in your selected sport/s
- Provide development opportunities for student sports leaders through accredited programmes
- Lead and monitor Sports representatives for each year and tutor group
- Develop a system for school sport ‘colours’
- Make links with the National and Regional Governing Organisations in each ‘showcase sport’
- Provide coaching support for local feeder primary schools to ‘skill’ up our students in the selected showcase sports
- Local community partner clubs will be selected in each of the ‘showcase sports’ to:
 - Support in the delivery of the Programme of Sport through providing and sharing of coaching expertise
 - Take advantage of the facilities to deliver youth sporting programmes to WP students and the wider youth community in the Youth Hub time slot – 6-8pm

Positive links are built with the Sport and Leisure Industry

- Identify opportunities for linking with professional Sporting organisations
- Secure bids to external funding agencies to support development of specific projects as appropriate
- Take a proactive approach to building relationships with key industry partners
- Ensure progression opportunities within Sport are flagged up to students as part of work experience, careers education. Post-16 or post 18 transition.
- Provide / seek opportunities for Sport related internships & work placements
- Establish links with Higher Education organisations to develop progression opportunities at Post 16 and HE level

Other

The role has been designed to have responsibility for all the sport provision, including the 14-19 academic curriculum, which is delivered at WP. The successful candidate will be based at WP leading a team that includes HO Boys PE and a HO Girls PE. To enable the delivery of the Trust aspects of the role the successful candidate will have a time set aside to facilitate visits and meetings hosted at the other 3 schools

The successful candidate will work alongside the Senior Leadership Team and may be required to attend SLT, Governors, Directors or PTFA meetings.

Key measures of success

- Numbers of students participating in school Programme of Sports – extended electives
- Numbers of students taking part in school teams and squads
- Student survey indicates over 85% of students satisfied with The Programme of Sports
- Progression rates into sports pathways offered by local clubs
- Exam results in selected courses
- Regular involvement in Borough and County competitions

Person specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• A good relevant degree, QTS,	<ul style="list-style-type: none">• Coaching qualifications in cricket or rugby
Knowledge, Skills and Experience	<ul style="list-style-type: none">• A commitment to sport for all and elite sporting programmes• At least three years teaching experience and an ability to coach selected sport/s to a high standard• Experience of leading sport provision that delivers outstanding levels of participation, engagement and success• The ability to convince high level sports officials to work with the Twyford Trust – outstanding communication skills• Experience in managing teams and recruiting teachers and sports coaches to deliver outstanding provision• Knowledge of National curriculum, statutory requirements and 14-19 exam syllabuses that qualify for best 8• Ability to teach selected Ks4 and Ks5 sport qualifications• Ability to train recently qualified teachers and sports coaches to deliver excellent sport lessons• Ability to develop high quality teaching programmes and resources and select other 'showcase' sports that are delivered through the curriculum and the extended sport offer	<ul style="list-style-type: none">• Existing links or networks with professional sport organisations, or groups• Experience of working within a range of sport providers• Experience of budget planning, recruitment & pay and conditions• The ability and commitment to deliver outstanding provision in cricket• Ability to offer exceptional opportunities for sport trips and visits

	<ul style="list-style-type: none"> • A commitment to engagement with local strategic partner clubs to offer a range of sport pathways • Ability to run a range of school teams that achieve recognition at Borough/County level • Strong organisational skills & experience of programming a range of sports teams and clubs • Awareness of national and local sporting opportunities • Experience of monitoring quality of delivery of team members • Proven experience of excellent time management & ability to forward plan 	
Equal Opportunities and Educational Commitment	<ul style="list-style-type: none"> • Energy and reflectiveness in their own practice • A proven commitment to achieving high standards in a comprehensive education context • An appropriate understanding of inclusion, access and opportunity • A commitment to professional development • Support for the school's specialist status • Supports the school unreservedly in its commitment to safeguarding and promoting the welfare of children & young people. A commitment to support and promote the school's Christian character 	<ul style="list-style-type: none"> • Proactive use of professional development to develop quality of teaching
Personal Qualities	<ul style="list-style-type: none"> • A strong commitment to, and ability to articulate and model, the values of the Twyford Trust • A passion for community engagement in sport • Ability to motivate , enthuse and encourage children and young people • A firm approach to discipline, and good management skills • An ability to work within, lead and motivate a team • A commitment to the highest standards in all areas of school life (behaviour, academic, enrichment). • A grasp of contemporary educational issues • A proven team worker with a very strong commitment to collaboration • Outstanding communication and inter-personal skills • Ability to set challenging and achievable targets and ensure their delivery • Good time management /ability to multi task • Willing to contribute to the rich life of the school, including its extra-curricular offer • Clarity of vision/strategic thinker 	<ul style="list-style-type: none"> • A practising Christian
Any Additional Factors	<ul style="list-style-type: none"> • A commitment to personal and whole school development • Willing to contribute to the rich life of the school, including its wider learning offer • Flexibility of working hours where required 	

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful applicant will be required to apply for an enhanced disclosure from the DBS (Disclosure and Barring Service), previously the CRB. For more information visit <https://www.gov.uk/crb-criminal-records-bureau-check>

You will also be expected to sign and adhere to the school's SAFEGUARDING CHILDREN and YOUNG PEOPLE and SAFE WORKING PRACTICE AGREEMENT which is available as a download on the school website Vacancies page.