



Post:	Director of Sport and Head of Academic PE
Line Manager:	Assistant Head Co-Curricular
Hours of Work:	Full Time
Salary:	Attractive salary dependent on experience
Location	Dean Close School

Overview

Dean Close School is a co-educational, independent school of 500 pupils in Cheltenham, and is part of the Dean Close Foundation, which is part of The Heads' Conference (HMC) and the Society of Heads. Dean Close believes that education is as much about building character and relationships as it is about gaining knowledge, with its founding Christian principles still as central today as they were in 1886.

The Director of Sport at Dean Close will lead two important but distinct aspects of school life – a thriving academic department and a high-profile school sports and exercise provision. The role provides an opportunity to impact every pupil, through a staff team that includes the majority of full-time members of the teaching staff, professional coaches.

We have enjoyed significant sporting success, with recognition at national level for both individual pupils and teams across a wide variety of sports. We commit a significant amount of time and finance to ensuring that every individual can play sport at a level that is appropriate for them and place real emphasis not only on the quality of the performance but also the spirit in which we play.

The work of the department is led by a team of elite level specialist leaders of individual sports who work with the Common Room, a flexible team of coaches and Graduate Teaching Assistants.

The Department

Department Staffing:

- Academic PE – four teachers
- Administrator – 20 hours per week
- Sports Facilities Manager
- Specialist Directors and Heads of the following sports:

Full time:

- Hockey
- Rugby
- Cricket
- Tennis
- Strength and Conditioning

Part Time:

- Netball



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- Swimming
- Equestrian

We are fortunate to have first-class facilities to help us provide an excellent sporting experience for our pupils. All the facilities are on the school site and are used across the whole of the school community.

Facilities include:

- Two astro turfs
- Modern multi-purpose sports hall
- 25m swimming pool
- Extensive playing fields which provide space for 7 rugby pitches in the Michaelmas Term, rugby and football pitches in the Lent Term and cricket and rounders pitches as well as athletics track in the Trinity Term.
- Hard courts providing 6 netball and 8 tennis courts (with an additional 12 courts on the Astro Turf in the Trinity Term)
- Gymnasium
- Dance studio
- Fitness suite

Personal Skills and Qualities

Required Skills:

- Strategic Management – leadership and management skills demonstrating initiative, vision and the ability to drive through change.
- Critical Thinking – analyse the task to be undertaken, together with reviewing and evaluating the outcomes.
- Collaboration – work with colleagues to achieve goals. Take responsibility for own work. Negotiate and allocate tasks as well as completing own tasks.
- Communication – speaking and listening skills when discussing sports matters with colleagues. Able to prepare clear and precise reports.
- Creativity – seeing what is possible and looking for things that have not yet been done.
- Compassion – maintaining a commitment to the welfare of others, even under pressure.

Personal Qualities:

- An experienced educator and first-class teacher
- Ability to teach PE to A Level.
- A commitment to enabling others to flourish
- Demonstrates love, courage and makes a positive contribution to their community
- An inspirational leader
- Supportive of the Christian ethos of Dean Close.
- A manager of personnel and resources
- Patience, attention to detail
- Ability to use initiative
- Enthusiasm and confidence
- Ability to relate well to people from all backgrounds
- Does not take themselves too seriously

Additional Qualities:

- High personal standards
- Experience of a wide range of sports, both team and individual
- Powerful desire to motivate others
- Achievement at a high level in sport is desirable although not essential

Head of Academic PE

The Department's ethos is based upon a Sport for All principle, challenging pupils of all abilities to set and work towards realistic goals and thereby achieve their true potential. The core curriculum is enhanced by an extensive games and extracurricular programme which includes participatory and competitive elements. All pupils are taught a high quality broad and balanced physical education programme that includes individual and team-based activities that are planned, performed and evaluated. At Key Stage 4 pupils are given the opportunity to follow a GCSE course in Physical Education. In the Sixth Form pupils can develop their knowledge further by studying the subject at A level.

Fourth Form (Year 9)

Term One (4 groups on rotation)	Term Two (2 groups)	Term Three (2 groups)
Effects of fitness	Pre-GCSE course predominantly looking at practical activities such as swimming and badminton, and the theory and practice behind them.	Improving technique of track and field events, and looking at the theory of improving performance.
Components of fitness		
Principles of training		
Types of CV training		
Types of strength training		
Types of flexibility training		
Planning a relevant training session		

Remove (Year 10) – Whole year group 2 lesson of Core PE per fortnight

Term One	Term Two	Term Three
Volleyball	Swimming	Tennis
Cross country	Basketball	Rounders
Badminton	Water Polo	
Orienteering	Handball	

GCSE (OCR) – Two sets per year group



Remove (Year 10)

Term One	Term Two	Term Three
Components of fitness	Muscular system	Respiratory system
Principles of training	Movement analysis	Aerobic and anaerobic exercise
Prevention of injury	Cardiovascular system	Short term and long-term effects of exercise
Skeletal system		

Fifth (Year 11)

Term One	Term Two
Characteristics of skilful movement	Commercialisation of sport
Classification of skills	Ethics in sport
Goal setting	Drugs in sport
Mental preparation	Violence in sport
Types of guidance	Health, fitness and well-being
Types of feedback	Diet and nutrition
Physical activity in UK	
Participation	

Results in 2023 – 78% 9 – 7 (Whole school target = 60%)

A Level (OCR) – Generally, two sets per year group

Lower Sixth (Year 12)

Physiology

Term One	Term Two	Term Three
Joints, movements and muscles	Diet and nutrition and ergogenic aids	Levers
Cardiovascular system	Aerobic training	Analysing movement using technology
Respiratory system	Strength training	Injury prevention and rehabilitation
	Flexibility training	
	Periodisation and lifestyle diseases	
	Biomechanical principles	



Psychology

Term One	Term Two	Term Three
Phases/stages of movement skill learning	Individual Differences Attitudes	Individual Differences Aggression
Application of classification to types of practice	Individual Differences Motivation	Individual Differences Social Facilitation
Types of Practice methods and their impact upon performance	Individual Differences Arousal	Group and Team Dynamics in Sport
Transfer of learning	Individual Differences Anxiety	Goal Setting in Sports Performance
Theories relating to the learning of movement skills		
Types of guidance and their impact upon effective performance		
Feedback		
Individual Differences Personality		

Upper Sixth (Year 13)

Physiology

Term One	Term Two
Energy systems	Angular motion
The energy continuum	Fluid mechanics
The recovery process	Projectile motion
Environmental effects on body systems	
Linear motion	

Psychology

Term One	Term Two
Attribution	Memory Models
Confidence and self-efficacy in sports performance	Stress management to optimize performance
Leadership in sport	

Sociology

Term One	Term Two
Global Sporting Events	Commercialisation and media
Emergence and Evolution of Modern Sport	Routes to Sporting Excellence
Ethics and Deviance in Sport	Modern Technology in Sport

Results in 2023 – 58% A* to B (Whole school target 80%.)
n.b. These results are strong when context of group considered.

Duties as an Academic Head of Department

- To efficiently manage the curriculum, staffing, scheduling and resources of the department
- To contribute with other Heads of Department to the academic development of the school
- To monitor the academic work of each member of the Department to provide support and direction as appropriate, and to participate in the process of feedback and appraisal
- To oversee the completion and administration of GCSE and A Level coursework
- To liaise with the exam boards about external moderation days.
- To chair regular department meetings and to publish the minutes
- To attend Faculty meetings and ensure that PE contributes to Faculty endeavours
- To promote CPD opportunities within the department
- To review the examination results annually
- To ensure pupils are informed and advised on the GCSE and A Level courses and that there is a strong link to the Futures Department
- To promote the awarding of prizes in assemblies and in other forums

Leadership and Co-ordination of the Games Programme

- Chair the Games Committee in its policy discussions relating to the nature and frequency of games, standards of behaviour and performance, nature and review of sports awards and quality of kit and equipment.
- Be responsible for the co-ordination of all sports activities for boys and girls throughout the school including staffing and necessary administration.
- Promote and be responsible for fair play, good sportsmanship, good conduct and good appearance throughout Dean Close School sport.
- Enable all pupils, whatever their abilities, to have a full and programme of games.
- Invest in the quality of officiating across all sports so that matches are played safely and with maximum enjoyment for both sides.
- Organise the staffing and development of “alternative games”, enhancing the profile and enabling further opportunities for participants outside of our main offering.
- Oversee the database so that pupils are accounted for and Housemasters and Housemistresses are provided with adequate information.
- Termly reports to Assistant Head Co-Curriculum
- Co-ordinate, in liaison with the Assistant Head Co-Curriculum, a balanced programme of sports tours.
- Oversee, in liaison with the Assistant Head Operations, the sports programme part of the termly calendar.

Staffing



- Oversee, in liaison with the Assistant Head Co-Curriculum and Deputy Head (Academic) the staffing of all sports activities.
- Be responsible, in liaison with the Assistant Head Co-Curriculum, for the appointment and management of necessary coaches who are not members of the academic staff.
- Be responsible for staff INSET on all sports issues, including coaching and umpiring/refereeing courses, termly briefings and sports compliance.

Finance

- Hold and manage the Games budget, ensuring that all sports have a fair allocation, particularly with regards to capital expenditure for development.
- Manage the Academic budget for the department to ensure successful delivery of all courses.

Facilities

- See that full, economic and imaginative use is made of all sports facilities and monitor their ongoing provision, maintenance and further development.
- Organise cover for the sports hall and swimming pool areas in the evening so that boarders can be offered use of the facilities.
- Ensure there is effective liaison about facilities with between DCS, DCPS & DCPPS.

Links and Marketing

- Develop links on sport education issues.
- Encourage and support the development of the use of Dean Close facilities and expertise by local schools and community groups.
- Liaise with Dean Close Services Limited over the use of DCS facilities.
- Develop links with local prep schools and ways to encourage top sportsmen and sportswomen to come to Dean Close as pupils.
- Liaise with the Director of Admissions and Director of Marketing over marketing of DCS sporting events with preparatory and primary schools.
- Maintain and promote formal links within the Dean Close Foundation to ensure pupils come through to the Senior School from DCPS, DCSJ and DCAS

Promotion of Excellence

- Promote and encourage excellence in both team and individual sports.
- Facilitate pupils' participation in sport at county, regional and international levels.
- Advise on the allocation of sports awards and review their progress.
- Ensure that sports scholars have full access to proper activities.
- Ensure that our sports programmes are well serviced with regards to sports science, sports medicine and other support mechanisms such as video analysis and mentorship to ensure our pupils can reach their potential

Health and Safety

- Ensure that there is a consolidation of and provision for the Health and Safety of those taking part in sports education, both staff and scholars.



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- Holding, updating and sharing of risk assessments for sports, facilities and trips to staff.
- Ultimate responsibility for trips and tours via EVOLVE on behalf of the department.
- Keeping up to date and advising the Assistant Head Co-Curriculum on any changes of legislation, compliance and safety in sport and physical activity in line with NGB's and other bodies such as the Professional Association of Directors of Sport in Independent Schools (PADSIS), that will keep our pupils and staff safe.



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Terms and Conditions

- Teachers are automatically enrolled in the Teachers' Pension Scheme (TPS), alternatively they can join AVIVA APTIS scheme employer contribution 3% and employee contribution 4%
- Health cash plan
- Community events
- Free three course lunch, during term time
- Free onsite parking
- Use of the gym and swimming pool, at specified times
- Discounted Bacon Theatre tickets
- Company sick pay entitlement
- Company pension scheme
- Discounted golf fees at Brickhampton Golf Club.

All staff are expected to

- Work towards and support the Dean Close Foundation values of love, courage, contribution allowing pupils and staff to flourish.
- Demonstrate and develop the following skills:
 - Critical Thinking
 - Compassion
 - Creativity
 - Collaboration
 - Communication
- Support and contribute to the Foundation's responsibility for safeguarding pupils.
- Work within the Foundation's health and safety policy to ensure a safe working environment for staff, students and visitors.
- Promote equality of opportunity for all students and staff, both current and prospective.
- Undertake any other reasonable duties required that are related to the job purpose from time to time.

The post holder may be required to perform duties other than those given in the job description for the post from time to time. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

How to Apply

Applicants must complete a Dean Close Foundation application form in order to be considered.

<https://www.deanclosefoundation.org.uk/vacancies>

The Dean Close Foundation is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.