



## **DIRECTOR OF SPORT**

Information for Candidates

[www.gadshill.org](http://www.gadshill.org)

Gad's Hill School, a co-educational independent day school for pupils aged 3 – 16 set in the former home of Charles Dickens, is looking to appoint a Director of Sport.

Our sports provision has expanded significantly in recent years, and the new Director of Sport will lead a department that offers sports as diverse as fencing, karate, skiing, climbing and handball, alongside the traditional team sports and athletics.

Pupils benefit from a programme of fixtures against other schools, entry into regional and national competitions, while our own sporting events – such as the Christmas cross country and summer Sports Days – are some of the most eagerly anticipated days in the School's calendar.

In addition to a large playing field and tennis courts, the centrepiece of our new school building is its sports hall, complete with basketball, badminton and netball courts and a 10m climbing wall.

We have a number of Sport Scholarship recipients within the Upper School raising standards and expectations and GCSE PE is an increasingly popular option, but our sporting ethos is also one of inclusivity and enjoyment of healthy activity for all.



# The Gad's Hill Curriculum

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Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Lower School occupies purpose-built accommodation opened in 2013. The Upper School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has about 370 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

## Our Mission

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Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

## Our Vision

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Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's Hill as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.



## Our Values

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We value **excellence, enthusiasm, friendship and success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: ***"First to thine own self be true"***.

## Our Ethos

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We believe that children do well when they are happy at school and at Gad's Hill we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's Hill enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

## Structure and Nomenclature

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The School is structured as follows:

Section	Year Name	NC Year
Lower School	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
	J3	Year 3
	J4	Year 4
	J5	Year 5
	Lower Shell	Year 6
Upper School	Upper Shell	Year 7
	Lower 4 <sup>th</sup>	Year 8
	Upper 4 <sup>th</sup>	Year 9
	Lower 5 <sup>th</sup>	Year 10
	Upper 5 <sup>th</sup>	Year 11

# The Gad's Hill Curriculum

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## Our History

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Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Lower School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Upper School.

## The Present

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Our new building is now the established home of the Lower School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, theatre and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

## The Future

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It is hoped and anticipated that the second phase of the project will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Upper School. In recent months, some consideration has been given to working up a more phased approach to delivery of the new Upper School buildings. Once the new Upper School is complete, we hope to see the historic house used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

# The Gad's Hill Curriculum

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## The School

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Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three in our Nursery through to Year 2. Here, alongside the foundation in literacy, numeracy, sciences and humanities, there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Juniors are two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, ICT, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. In sport our students have the opportunity to

represent the school in fixtures against other schools.

Our school is located geographically within a selective secondary system and historically many of our pupils would leave to attend grammar schools at the end of Lower Shell (Year 6). However, in the last few years, the growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Lower School and many from the wider community, has resulted in the development of highly capable and aspirational cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Upper School has a two- or three-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Separate or Combined Science and CCF (comprising BTEC Teamwork & Personal Development and Institute of Leadership & Management diplomas). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE, and in recent years we have supplemented these options with Psychology and Statistics exam courses for our increasingly able cohorts.

At present there is no sixth form education at Gad's Hill and pupils currently depart for local schools, colleges or other independents. In the last few years we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

# The Gad's Hill Curriculum

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## The Ethos

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The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Upper School. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's Hill to attend their first-choice sixth form destination, but Gad's Hill is not an academic hot-house. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all

aspects of their school life and this benefits the academic side too.

At Gad's Hill we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are many other ways in which a good school will prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

## Our Curriculum Intent

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Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to

produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

# Director of Sport

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## The Purpose of the Role

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Gad's Hill School requires, from January 2023, a talented Director of Sport to lead on the delivery of an exciting and varied sporting programme for pupils of all ages, from Kindergarten to Upper School.

The successful applicant will lead a motivated team of PE teachers, including specialist fencing and karate coaches, ensuring that every child at Gad's Hill School engages with physical activity to promote a healthy body and healthy mind. The department arranges fixtures against local schools in football, rugby, netball, cricket and athletics and seeks to enter pupils into a range of regional and national competitions in a broad range of sports. All pupils from K2 to Upper Shell (Year 7) take swimming lessons at a local leisure centre.

Sports Days, cross country races and inter-house competitions are just some of the internal events that hold an important place in our annual calendar.

Additionally, GCSE PE (via Edexcel/Pearson) is a popular option choice for pupils at Key Stage 4, and the Director of Studies is responsible for the quality of classroom provision in order to secure outstanding outcomes in that subject.

## Key Accountabilities

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- Direct the whole school sporting curriculum, ensuring pupils of all ages engage in physical activity for fitness.
- Deliver a programme of fixtures in a wide range of sports, in addition to entry into local and national ISA and other competitions.
- Run a successful annual calendar of sporting events, including Sports Days, Cross Country, inter-house competitions.
- Deliver a programme of weekly swimming lessons for pupils from K2 to Upper Shell at a local leisure centre.
- Ensure that the PE department delivers a diverse programme of enrichment

clubs for pupils of all ages, encouraging wider participation in sport.

- Ensure effective provision and challenge for More Able and Talented young sportspeople, including our Sports Scholars.
- Provide effective and efficient teaching so that pupils learn and make good progress in GCSE PE, including quality planning, preparation, marking, recording data, schemes of work and differentiation.
- Maintain an awareness of curriculum, educational, social and welfare issues at school, locally and nationally to ensure that the curriculum, programmes of study and teaching methods are up-to-date.
- Communicate with pupils, parents and other stakeholders as necessary to keep them informed of progress and developments.
- Meet published deadlines with respect to assessment data, marking & recording, reports, examination data, budgeting, registration/attendance data, coursework schedules, schemes of work, planning or any other tasks, to ensure that pupils, parents and the school are kept informed of progress and that the school has data available to track performance.
- Engage in teacher assessment, appraisal and in training in order to maintain and improve personal skills and departmental performance.
- Undertake supervisory duties out of the classroom in order to maintain pupil safety & welfare.
- Perform Form Tutor duties in order to support the pastoral development and welfare of pupils.

## Essential Qualities

- Experience of teaching PE.
- An excellent teacher with very good relationships with students.
- Commitment to the highest expectations of students and their learning.

# Director of Sport

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- High personal standards of meeting expectations, organisation, paperwork, etc.
- An excellent and effective communicator.
- Able to use data appropriately to monitor and inform planning.
- Able to demonstrate a commitment to ongoing CPD.

## Essential Qualifications

- Bachelor's Degree in Education, or in a relevant subject.
- Professional teaching qualification.

## The Process

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Completed application forms are to be received either by **email** to the Headmaster, Mr Paul Savage, via his PA, Mrs Tracy Barker: [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org) or via **TES Online**. Completed applications must be received by the School no later than **4pm on Wednesday 5<sup>th</sup> October 2022**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received.**

*Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.*

## Key Details

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**Contract:** Full-time, permanent

**Salary:** Competitive, including benefits such as up to 85% fee assistance

**Hours:** Teaching staff are required to be present on-site from 8.30am-5pm Monday to Friday in term time, plus to attend such evening and weekend events as the Headmaster may reasonably require. Sports fixtures off site may from time to time require a later return to site.

**Start Date:** Monday 9<sup>th</sup> January 2023

## The Benefits

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As an independent school – working without some of the curriculum and other constraints of the maintained sector - we have a slightly longer school day but enjoy a generous 16 weeks of school holidays.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work. Parking is provided on-site and a subsidised, home-cooked lunch is available each day in term time.

Teachers employed at the school have access to the national Teachers' Pension Scheme at the usual contribution levels. Children of all staff receive significantly subsidised education at Gad's Hill (fee assistance of up to 85%), subject to our policy and standard entry requirements.

## And Finally...

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We thank you for your interest in this exciting opportunity, and look forward to receiving your application.