



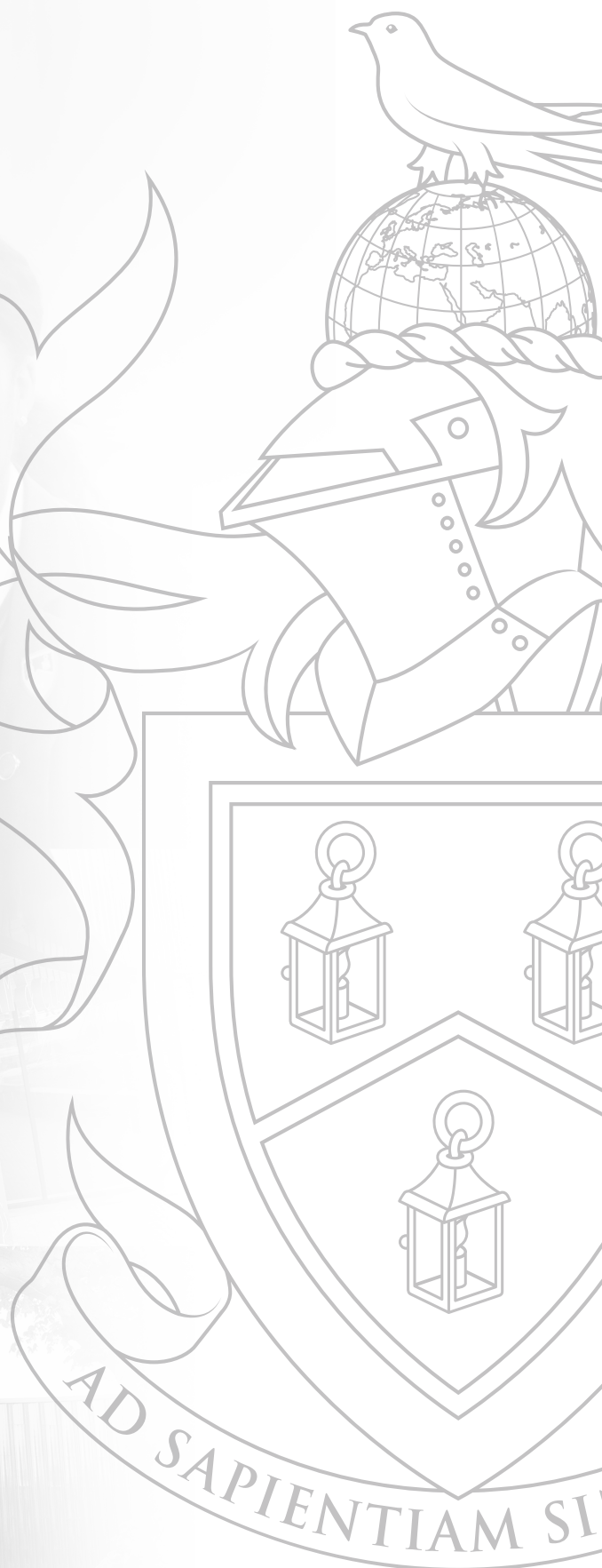
STREATHAM & CLAPHAM HIGH SCHOOL

GDST
GIRLS' DAY SCHOOL TRUST

Job Application Information

Graduate Sports
Fellow

From September 2024



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EXECUTIVE SUMMARY

Streatham & Clapham High School (SCHS) seeks to appoint a dynamic and innovative Sport Science or relevant sport-based graduate to contribute to the co-curricular sporting life of SCHS.



The successful candidate will be assisting with the smooth running of the Physical Education department, leading teams in the major sports during lessons and at fixtures, at both Senior and Prep Schools.

They will be required to accompany teams to fixtures and tours outside of normal school hours, including school holidays.

The successful candidate will help with co-ordinating sports resources and ensuring that all equipment is organised at both Prep and Senior Schools, stored and maintained appropriately and informing the Director of Sport of any issues.

They will assist in the preparation of students for university and Sport Science college applications in the subject area and related disciplines and creating links with these institutions.

The post-holder is responsible to the Director of Sport.

The post commences 1 September 2024.

ABOUT US

We are one of the UK's leading private girls' schools, educating pupils from Nursery through to Sixth Form. Pupils prosper in a vibrant setting that provides challenge and width of opportunity. They thrive on account of the school's family ethos, and draw strength from the school's rich social and cultural mix.

Streatham & Clapham High School is an independent, academically selective school for girls aged 3–18 with over 870 pupils across the Prep and Senior Schools. The Prep School is located in spacious buildings with outstanding facilities in Streatham Hill.

The Senior School inhabits a four-acre site focused on an impressive 1930s building in a delightfully tranquil and leafy oasis of south London. Founded as Brixton High School in 1887 by the Girls' Public Day School Trust, it is one of the Trust's earliest member schools, and we are proud of our heritage and founding principles of breadth, fearlessness, inclusivity, and a focus on developing every individual to achieve their potential, and this is articulated in our motto: Towards Wisdom Unafraid.

SCHS holds true to its founders' mission, and we are proud of our exciting and challenging curriculum, with a commitment to innovative teaching and excellent relationships across the community.

School life embraces a broad range of sporting, artistic, social, and cultural opportunities in an environment specifically created to inculcate the values of independent learning, responsibility for others and the enjoyment of challenge.

The school has first-class facilities, providing an environment that enables pupils to develop their interests and strengths both inside and outside the classroom.

The best outcomes and experiences for the girls are at the heart of all that we do, characterised by a warm, supportive, and positive culture. This helps build pupils' confidence, self-fulfilment, resilience, and happiness.

A richly diverse culture underpins this with kindness, generosity, opportunity, and social responsibility, combining a global outlook with a sense of local belonging.

The School is part of the GDST, the leading network of independent girls' schools in the UK, founded in 1872.

The Head is a member of HMC and GSA. The Head of the Prep School is a member of IAPS. The GDST is a founding member of the International Coalition of Girls' Schools.

For more information, please visit the school website www.schs.gdst.net.

AIMS AND ETHOS

Our vision is to be unrivalled in empowering our young women to discover, nurture and project their unique identities and character. Our purpose is to enable every girl to achieve beyond the bound of expectation on a daily basis, across the spectrum of endeavour.



The school offers its pupils an inspiring, enlightened, and intellectually challenging education in a lively, vibrant, and warmly supportive environment. The school's family ethos enables us to know, value and nurture each pupil as an individual and we are determined that all members of the school community should be inspired to outperform expectations daily.

The pursuit of excellence is the school's defining feature. It nurtures pupils to attain success and self-awareness across the widest spectrum of activity, extending far beyond the 'academic' horizon. The school's pupils, whether very able or late developers, discover their unique identity and achieve beyond the realms of expectation.

Intrinsic to pupils' success are the school's expert and alert pastoral systems. The care extended to all pupils enables them to make outstanding progress, both academically and in their personal development. They mature into confident, accomplished and well-adjusted young women, prepared for the challenges of university education and their future careers, rooted in our core values of kindness, respect, integrity and compassion.

- We nurture, not coerce, excellence
- We are a family, not a factory, school
- We celebrate difference through our diverse community, drawing strength from all that is great about London
- We have an unstinting commitment to innovation; we do not stand still but are trailblazers
- We draw strength from being part of the GDST family of schools, being pioneers in, and the shapers of, girls' education.

PASTORAL CARE

“Pupils are highly respectful of each other and exhibit qualities which reflect their concern for justice.” ISI Report, 2019



SCHS has a diverse cultural, social, and economic pupil body, forming a key part of its identity and ethos.

Pupils achieve best if they are happy and settled in their social and working relationships, hence the ‘family’ ethos of our school.

Pupils benefit hugely from the outstanding care and support that the school provides which is inclusive and outward-looking, and built upon the three ‘Rs’ of pastoral care: relationships, respect and responsibility.

We help each pupil develop her own strengths with encouragement rather than pressure.

This level of care and personal attention stimulates each of our pupils to make rapid progress. Staff are easily accessible to pupils, providing for an environment in which girls feel warmly supported and valued.

Our comprehensive and bespoke pastoral care, which is rooted in our house system, where girls form excellent relationships across year groups and every stage of their development is expertly nurtured.

ACADEMIC LIFE

We build a curriculum to fit each girl's needs rather than trying to fit the girls into the curriculum.



SCHS offers a broad, balanced curriculum, where excellent teaching is provided in a supportive and stimulating environment, enabling pupils to equip themselves with the skills and characteristics needed to succeed in today's ever-changing and dynamically global society.

Pupils are encouraged to try new subjects, taking a broad-minded view of learning, and as our pupils advance, they enjoy progressively more independence throughout their secondary education.

Our broad choice enables pupils to nurture and develop their natural talents, but also explore subjects they may have never considered before.

Throughout their education, pupils benefit from subject-specialist teachers who ensure whatever choices they make as they progress through the school, they are individually supported to help them succeed.

The attainment of academic excellence is by itself of little value unless it is accompanied by strong personal growth. Our pupils develop as spirited, well-rounded citizens who embrace the opportunities life offers.

The four-acre site and excellent facilities ensure that the school can provide extensive co-curricular and enrichment opportunities.

LIFE BEYOND THE CLASSROOM

“Being part of the GDST gives us a competitive opportunity to play with schools from across the country, my most memorable tournament would be winning the GDST hockey rally in Bath.” Fran – Sports Scholar



There has been significant investment in the school's facilities by the GDST, notably a state-of-the-art Sixth Form Centre, innovative and spacious new dining room, and striking new reception.

The drama and performance spaces were refurbished in order to provide state-of-the-art lighting and studio facilities, and the staff room has been redesigned and renovated.

In 2021, the renovation of the library was completed. Most recently, we have built a new sports pavilion and completed the renovation of the Prep School library.

PUPIL OUTCOMES

“Pupils of all abilities are highly successful in their academic achievements and make rapid progress across all areas of learning.” ISI Report, 2019



The academic starting points of our pupils are significantly above the national average, with a proportion of pupils being far above the national average.

The school is in the top tier of independent schools in terms of its public examination results.

Pupils do themselves proud in their examinations outcomes: in 2023 at GCSE 12% of the cohort achieved all grade 9s and grade 8s across their subjects. Moreover, a significant portion of girls accomplished grades within the 7-9 range across all subjects, showcasing their well-rounded academic achievements.

At A-Level, 17% of pupils secured A* and A grades in 2023 with 11% of grades at A*. Furthermore, 36% of grades were within the A*-A range, indicating a robust proportion of students achieving strong academic proficiency. A significant milestone was reached with 88% of grades attaining A*-C, and nearly half of pupils that studied for an EPQ gained A*-A grade. Frequent destinations include Oxbridge and other leading universities, along with art foundation courses and degree apprenticeships.

ROLE DESCRIPTION

The Department

The Physical Education department provides opportunities for pupils to experience a range of sports and to receive specialist coaching at both the Prep and Senior school.

We provide “sport for all” whilst also striving for excellence and ensuring that every girl achieves her goals.

All pupils are encouraged to become actively involved in co-curricular sport and belong to a team or squad. Our fixtures list provide pupils with a chance to represent their school in A – F teams, taking place mid-week and on mornings.

In addition to a full programme of fixtures, trips and events, the school has a great partnership with the Lambeth sports development team and the School Games Organiser and hosts London Youth Games Teams as well as School Games competitions for local secondary and primary schools.

Within the curriculum, a variety of sports are taught but our focus sports are hockey, netball, athletics, cross-country, gymnastics, cricket, rowing and football. From Year 10 the curriculum broadens to include badminton, tennis, rounders, volleyball, yoga, dance, alongside many other activities. The department offers the Edexcel GCSE, and AQA A-Level courses are offered to Years 9, 10 and Sixth Form.

Pupils at all stages of the curriculum have access to excellent spaces and resources, including a full-size all-weather hockey pitch, three outside netball courts, a dance studio/rowing room, a large four-court badminton sports hall, a fitness suite and a large teaching room.

In recent years, SCHS sports teams and athletes have represented the borough of Lambeth, Surrey, London and the South East in netball and competed in England nationals. The hockey, netball and cricket teams have won the GDST national competitions. We compete in English Schools Athletics and cross country and have been placed high in these competitions with pupils representing the borough, London, England and Great Britain. Streatham & Clapham is placed in the top 5% of sporting schools in the UK (2022) which is School Sport Magazine’s annual ‘Top 200 Sports Schools’ list. School Sport Magazine follows over 120 competitions, for both independent and state schools, and base their list on schools who repeatedly reach the final stages of national competitions in a variety of sports.

Responsibilities

Teaching & Learning

- Working with the Director of Sport, and Heads of individual sports to ensure the development of the pupils, including professional standards of punctuality, discipline and sportsmanship.
- Assisting with the smooth running of the Physical Education department at both schools; Senior and Prep under the direction of the Director of Sport.

- Leading teams in the major sports during lessons and at fixtures, in both Prep and Senior Schools.
- Accompanying teams to fixtures and tours outside of normal school hours, as required, which may take place during school holidays.
- Playing a full role in the life of the School, including weekend commitments and duties.
- Supporting students in their preparation for practical and PE theory examinations.
- Assisting in the preparation of students for university and Sport Science college applications in this subject area and related disciplines and creating links with these institutions.
- Helping co-ordinate sports resources and ensuring that all equipment is organised at both Preparatory and Senior Schools, stored and maintained appropriately and informing the Director of Sport of any issues.
- Assisting in the planning and delivery of tournaments hosted by SCHS.
- Contributing fully and generously to the school's programme of co-curricular sporting activity.
- Attending fortnightly meetings with the Director of Sport and Head of Prep PE and helping with cross-site administration.
- Supporting the Physical Education department administratively including the management of SOCS, organising teas, transport for matches and sports events.
- Working with the visiting sports coaches across the Prep and Senior Schools.

Co-curricular Activities

- Actively promote interest in the subject outside the immediate physical and timetabled confines of the department

Marketing & External Links

- Actively promote the department within the school community to encourage pupils' interest in the subject area
- Contribute to the positive promotion and marketing of the school and the GDST in the local and wider community
- Lead the department's contribution to marketing events and external links.

General Requirements

- Support and contribute to the School's responsibility for safeguarding students
- Ensure a safe working environment for staff, students, and visitors as per the Health & Safety Policy
- Work within the GDST's Diversity Policy, promoting equality of opportunity for all students and staff
- Maintain high professional standards of attendance, punctuality, appearance, and conduct, developing positive and courteous relations with students, parents, and colleagues
- Engage actively in the performance review process
- Develop strong, positive relationships with GDST colleagues, contribute to collaborative work across GDST schools and support other staff in participating in GDST work to develop and share best practice

PERSON SPECIFICATION

Skills Required

- Decision-making skills: the ability to solve problems and make decisions
- Team work: the ability to work collaboratively with others
- The ability to plan time effectively and organise oneself well
- Excellent interpersonal skills, able to work effectively and harmoniously with others (including pupils, colleagues and parents)
- Ability to communicate effectively, both written and verbally, with colleagues, staff, governors, GDST and external bodies.

Knowledge Base

- Excellent professional and subject knowledge, and understanding
- Experience of playing in a team for one of the focus sports
- Experience in coaching and/or officiating netball, hockey or football

Attainment

- A well-qualified graduate in Sport Science or have at least Level 1 coaching qualification in one of SCHS's focus sports (netball, hockey, football or cricket)

Attitude and Approach

- Ability to enthuse children and adults
- Possess a positive attitude and approach to change and development
- Flexible and firm with the ability to know when to be either
- Enjoy rising to the challenges inherent in a school environment
- Commitment to the safeguarding of children and young people
- Lifelong learner
- Commitment to maintaining the caring and supportive ethos of the school

HOW TO APPLY

Any candidate wishing to seek additional information about the post or to discuss any related matter should contact the HR & Recruitment Manager, Ms Angela Bolton via email: a.bolton@schs.gdst.net.

Applications should be received no later than midday, 22 April 2024. All candidates should use the following link to apply and include a covering letter addressed to the Head, Ms Cathy Elliott.

https://my.corehr.com/pls/gdstrecruit/erq_jobspec_version_4.jobspec?p_id=034867



Interviews will take place shortly thereafter, though the school reserves the right to appoint an exceptional candidate at any stage of the application process. All candidates invited to interview must bring original documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original certificates). If original certificates are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.

All candidates invited to interview must also bring with them:

- An original passport and/or other appropriate document proving your eligibility to work in the UK
- One other form of identification, such as a driving licence or birth certificate
- Two other documents, such as utilities bills, TV licence, bank, building society or credit-card statements confirming your current address
- Documents confirming your educational and professional qualifications

Please note that candidates must bring originals of the above documents. Photocopies or certified copies are not acceptable.

TERMS OF APPOINTMENT

The role will attract a competitive salary in line with qualifications and experience, and the successful candidate will also be entitled to an interest-free season ticket loan and free lunches during term time.



Any offer to a successful candidate will be conditional upon:

- receipt of at least two references, satisfactory to the school (if not already received), prior to appointment
- verification of identity and qualifications
- a satisfactory DBS Disclosure at the enhanced level
- satisfactory completion of any pre-employment checks as relevant such as an online search and those to check whether you are registered for or prohibited or restricted from practicing certain professions or roles
- where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the school may require in accordance with statutory guidance
- (for teaching posts) verification of medical fitness in accordance with DfES Circular 4/99 - Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training
- satisfactory completion of the probationary period



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