



Candidate brief for the position of
PE Teacher Fixed Term Maternity Cover

Bancroft's
Independent Co-educational Day School 7-18

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The Role

We are looking for an enthusiastic and motivated candidate to join our team in a thriving PE department. This is an opportunity to join a vibrant, challenging and enormously fun teaching community in one of London's leading co-educational schools.



Key Responsibilities

- Significantly contribute to the co-curricular programme including Saturday mornings, evenings and sports tours.
- Implement the PE curriculum as laid down in the schemes of work
- Ensure standards are maintained in PE
- Demonstrate excellent teaching practice
- Ensure that within the department individual pupil progress is regularly assessed, recorded and reported and used to inform future teaching.
- Actively promote the department within the school community to encourage pupils' interest in the subject area.



Teaching and Learning:

- With regard to the curriculum, plan and teach challenging, well-organised lessons and sequences of lessons, informed by secure subject knowledge, specifically by:
- Using an appropriate range of teaching strategies and resources, which meet learners' needs and expectations and are designed to raise levels of attainment
- Building on the prior knowledge and attainment of earlier learning in order that learners meet their learning objectives and make sustained progress
- Developing ways to encourage, challenge and inspire pupils to apply new knowledge, understanding and skills and deepen them further
- Using language appropriate to learners, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively
- Managing the learning of individuals, groups and whole classes effectively, using teaching techniques appropriate to suit the stage of the lesson and the needs of learners
- Maintain an up-to-date working knowledge and understanding of a range of PE teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential, incorporating these in the planning and delivery of lessons
- Assessing, recording and reporting on the development, progress and attainment of pupils
- Advising and co-operating with the Heads of PE, Sports and Games and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
- With reference to learners' individual learning objectives, planning, setting, supporting and assessing classwork , homework and other out-of-class assignments and



coursework for examination, where appropriate and reasonable, to sustain learners' progress and extend and consolidate their learning

- Contributing as appropriate to the development of schemes of work and adhering to schemes of work when planning and teaching
- Knowing and implementing the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications
- Organising the learning environment and resources and creating displays to encourage a positive PE learning environment
- Providing pupils, colleagues, parents and carers with timely, accurate and constructive feedback on pupils' progress, attainment and areas for development
- Working collaboratively across the PE department and school community
- Managing pupils' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Management of resources, in conjunction with the Head of PE and Games
- Training and development of self and others
- Reviewing own methods of teaching and programmes of work
- Evaluating own performance and being committed to improving own practice through appropriate training and professional development
- With the line manager, engage actively in any process of appraisal or performance review for self and for those supervised





Additional Work Information

- This job description is not an exhaustive list of all responsibilities or duties but reflects the major core of the role
- The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- In the event of a major incident or disaster, you may be required to provide assistance in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events
- To demonstrate a commitment to improving and developing the organisation's processes and facilities
- To carry out such duties that may be reasonably required by your line manager

Safeguarding

Bancroft's is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates are required to undergo child protection screening appropriate to the role, including checks with past employers and the Disclosure and Barring Service (DBS).





The Person

The ideal candidate demonstrate the following:

- Ability to use a wide range of PE teaching strategies in order to meet the needs of all pupils
- Sound behaviour management skills and discipline, both inside and outside the classroom/teaching area
- Dedication to promoting PE within the school and marketing within and outside the school
- Ability to communicate effectively, both verbally and in writing with colleagues, school-based staff, parents, pupils and other external bodies
- Excellent interpersonal skills, able to work effectively and harmoniously with others (including parents, pupils and colleagues)
- Excellent organisational and time management skills with the ability to prioritise and work to deadlines
- Ability to work on own initiative and react to competing demands
- Confident use of ICT to aid administration and learning
- Excellent professional knowledge and understanding
- Excellent subject knowledge – for example Level 2 Cricket / Netball coaching OR personal expertise of playing to a high level.



- Knowledge of latest developments within PE and Games teaching
- Proven track record of sporting and coaching success within a range of sports
- Experience of teaching across a range of sports, ideally with skills in cricket and netball
- Enthusiastic, positive and hard-working
- Commitment to the safeguarding of children and young people
- Ability to inspire, motivate and support pupils
- Flexible and approachable attitude
- Ability to work under pressure, on own initiative, accurately and with attention to detail
- Commitment to the improvement and development of own teaching and performance
- Commitment to maintaining the caring and supportive ethos of the school
- Commitment to running co-curricular clubs and sporting activities

Desirable Criteria

- Ability to drive a minibus
- Qualified Teaching status or willingness to gain qualification within a reasonable period
- Experience of working within a successful team
- Proven experience of successfully contributing to or running co-curricular clubs and sporting activities
- Experience of teaching PE to 11-18 year-olds
- Specialism in cricket and/or major Games.



The Department

The PE department currently consists of 10 full time and a number of part time specialists. The school has excellent sporting facilities; with a new sports hall and fully equipped fitness suite , 25m indoor swimming pool, playing fields and hard courts all on site and further grass pitches and hard courts less than a mile away.

Curriculum PE is compulsory for all students until the sixth form and offers a variety of activities including swimming, gymnastics, fitness, badminton, volleyball and table tennis. Lessons are generally taught in mixed ability groups. Each year group also has a timetabled Games afternoon where the major sports of Hockey and Rugby (Autumn Term), Hockey and Netball (Spring Term), Cricket, Tennis and Athletics (Summer Term) are taught within ability groups with a range of options from climbing to golf also on offer for older pupils.

Sport at Bancroft's plays an important role within the wider education of our students and it enjoys a high profile within the school. Bancroft's has a proud sporting tradition and has gained National recognition in a variety of sports.

Competitive sports fixtures take place on Saturday morning, as well as mid-week, and are complemented by strong inter-house competitions in all areas. Major overseas sports tours have also become a regular aspect of the sporting life at the school.





Background

The School

Bancroft's School was founded by the Drapers' Company in 1737 on the Mile End Road as a day-school for local boys from a diverse range of backgrounds; the School has come a long way geographically and institutionally since then but remains committed to pupils from a wide range of backgrounds and has a long tradition of excellence.

We are now a co-educational independent day school for around 1200 pupils from 7 to 18 and an unashamedly aspirational school, devoted to scholarship and intellectual inquiry. We aim to provide an atmosphere in which each child can flourish and we believe that children succeed when they take full advantage of the huge range of different opportunities we provide – whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music and attending some of our numerous clubs and societies, our pupils challenge themselves and learn by taking part wholeheartedly in school life.

We have the highest expectations for every child in the School and we support, encourage and nurture each individual; we want our pupils to enjoy life to the full, make enduring friendships and grow up in a friendly, safe but challenging environment.



At Bancroft's we continually strive to ensure that all our pupils leave here with the confidence, self-awareness and knowledge to thrive in the world beyond, as well as taking with them an awareness of others and an abiding curiosity about the world.

Bancroft's has a selective 5 or 6 form entry at 11+, with just under half the pupils coming from the Preparatory School. The school uses its own entrance exam and admits boys and girls in equal proportions. There is a further small entry at 16+, and most pupils stay into the Sixth Form. Public examination results are very strong and place Bancroft's among the top co-educational schools in the country.

Due to the continuing Covid-19 pandemic, students were unable to sit their GCSE and A Level examinations in June 2021. Instead they received Teacher Assessed Grades which were awarded after a rigorous review of various evidence including tests and coursework.

82.2% of all GCSEs at Bancroft's in 2021 were awarded the top grades of 9 or 8; 99.1% achieved either grades 9/8/7 with 99.8% graded as a 5 or better.

In common with the pattern across the country, the number of top A Level grades which were awarded to Bancroft's pupils increased. Bancroft's pupils achieved 63.9% at A*; 98.1% of exams were awarded grades A* - B.

Bancroft's is a forward-looking, modern school; a centre of excellence for the twenty-first century.



Working at Bancroft's

The successful applicant will receive an attractive salary package according to experience and expertise. Benefits include free school lunch and refreshments during the day, private medical insurance, pension (TPS) and concessionary fees for children attending the school (dependent upon academic assessment). We have a generous CPD budget and staff are encouraged to look for opportunities to develop their skills and expertise either to further their career or to support their enjoyment of their role. We have a Staff Wellbeing Group, and an active Senior Common Room who organise a range of social events. Staff have access to various sporting facilities such as the gym and the swimming pool at allocated times. We also have a staff group working on Diversity and Inclusion and are founding members of the Schools' Inclusion Alliance.

How to apply

An application form is available to download from the School website, <http://www.bancrofts.org/about-us/employment-opportunities> or by emailing recruitment@bancrofts.org

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children and applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

