



# The Knights Templar School

## Application Pack – Teacher of Physical Education

September 2021



We are proud of our School as a community comprehensive serving the people of Baldock and the surrounding villages and our students' learning is greatly enhanced by the strong links with our local area.

# Our Vision

## **Excellent academic achievement**

Academic achievement, underpinned by the highest quality teaching.

## **Committed to developing well-rounded individuals**

We believe strongly in exposing our students to the widest possible range of experiences and opportunities that will enable them to achieve their maximum potential. We consider it our responsibility to ensure they leave the school respectful, successful, happy, well-rounded individuals who are a credit to themselves and their community.

## **All abilities and backgrounds welcome**

Success to us is not, however, simply about focusing on the brightest and most gifted. The school is open to children of all abilities and our pastoral care ensures that every student receives the nurturing, support and guidance they need. As an integral part of our community, we accommodate students from all backgrounds and while the school is broadly Christian, we are equally welcoming to those of other faiths and no faith.



# An Introduction to the School

“The Academy motto “Courage and Courtesy” is evident in the excellent relationships between all students and with adults.” (Ofsted)

Knights Templar School is both a successful and happy school. Students’ results are good and behaviour is excellent. The school is highly regarded locally, being regularly oversubscribed. We receive in the region of 600 applications for 210 Year 7 places each year.



Students of all abilities achieve well and make good progress. Young people have an excellent attitude to learning. They enjoy school and want to succeed. Examination results at GCSE and A level are consistently good. In 2019, 73% of students achieved English and Maths at grade 4 or above (National 64%) and 51% achieved English and Maths at grade 5 or above (National 43%). 2019 Progress 8 for the Maths element was +0.26 (2018 +0.20). The School has a strong Sixth form, most progress on to University degree courses, including places at Oxford or Cambridge.



The Knights Templar School offers a very broad range of opportunity beyond the classroom, with nearly 100 extra-curricular clubs running every week. There are a wide range of school sports teams in all years with traditional house matches and a sports day annually. The House System is strong and senior students lead and run a number of house events every year. Some 250 students learn a musical instrument and there are many school concerts. Drama, too is very strong with regular school productions.

The Duke of Edinburgh Award Scheme is particularly vibrant with 200 young people participating at Bronze, Silver or Gold level. We run a wide range of trips and visits both curriculum-based and of a wider educational nature. Staff are very generous with their time in supporting this wide range of activities.



We provide a disciplined, caring, fair and moral environment in which individuality is encouraged and equality of opportunity promoted, in order to allow students to develop personally and socially. There is a mutual respect and good relationships between students and also between staff and students, with the students being

given responsibility and feeling valued whilst knowing that support and advice will always be available when needed. We have an excellent Pastoral system to support and encourage this.

Pastoral care is a strength of the school. It is based on tutor groups, horizontally organised within Year Teams. Ofsted reported that "Students were particularly positive about the extent to which you encourage them to be independent. They value being asked to take on responsibilities. Students learn to treat others with respect. You promote the school values of 'courage and courtesy' well."

Staff at Knights Templar "go the extra mile". They give their time, effort and commitment to ensure high standards in the classroom and in the wider life of the school. Ofsted also reported that "Students value the extra-curricular activities available to them, and spoke with enthusiasm about the range of trips on offer." The school has high expectations of its staff as well as its pupils.

The school's name often provokes interest. The Knights Templar developed the town of Baldock in the Middle Ages. The school has been an all-ability mixed comprehensive school for over 40 years. In 2011, the school became an academy retaining its status as a community comprehensive school, serving the needs of Baldock and the surrounding villages that form our catchment area.

Accommodation varies and some of the buildings are certainly showing their age. We do have an excellent modern Sports Centre with a floodlit all-weather pitch. A new purpose-built Sixth Form teaching block opened in September 2013 and in 2016, we were very proud to open our new Science Centre. The latest development is the new Arts block, which opened December 2018. The vacated buildings have been demolished and the outside areas have been landscaped to increase the recreational space.

Knights Templar is doing well but we have the potential to do even better in future. Our focus is to improve standards by constantly improving the quality of Teaching and Learning.



Sue Welch  
Chair of Governors

Tim Litchfield  
Headteacher





## **Ofsted**

The current Ofsted inspection framework focuses on raising expectations and the importance of quality training. We were most pleased, therefore, when in September 2017 The Knights Templar School was inspected that it was judged to be a good school offering a “great education” and “the type of school you would want to send your own child”. We are certainly not complacent, however, we want the very best for our students and whilst most teaching seen was judged to be good or outstanding, we want all of it to be so. Whilst our results are good, we want them to be even better. We were particularly pleased that the inspectors’ views as to how we can improve totally matched our own improvement plan: their priorities are our priorities. Our students have every right to be proud. The inspectors saw them both in the classroom and around the school; their conclusion was very clear, they found their behaviour and general manner to be outstanding.

## **Teaching and Learning**

Purposeful learning is at the heart of everything we do. Our dedicated and hardworking teaching staff ensure that students are engaged, challenged and able to succeed within a culture that values both tradition and innovation. We encourage a range of approaches to teaching that ensures that students have a rich and varied learning experience.

It is important that teachers have time to reflect, share ideas and develop their own practice. We have a structured programme of Continued Professional Development, offering a range of ongoing opportunities. For example, our lesson study programme provides an opportunity for colleagues to work collaboratively and reflect upon the impact of research-based strategies on their own teaching. This is supplemented by external courses and trainers. Lesson observations are geared to improving practice and offering professional support and development opportunities appropriate to individual needs.

We encourage teachers to share their expertise through mentoring trainee teachers, NQTs and those who have taken on new roles and responsibilities. We are also developing a coaching programme.

## **Staff**

The Knights Templar School currently employs 114 teaching staff and 60 support staff, many of whom have positively contributed to the school for a number of years. Many of the staff have children who are currently at the school or have passed through our school system. There are also members of staff who are past students.

## **Community**

The Priority Area for the School consists of Baldock, and surrounding villages. We are fortunate to have good relationships with the primary schools in the area with teachers and students from The Knights Templar School regularly running events for our primary partners. Our primary schools will often visit for a variety of activities in PE, music, drama, dance, maths and science to name but a few.

# The Physical Education (PE) Department

## The Department

The PE department is staffed currently by eight PE teachers and one administration support assistant.

Mr M Bradley	Head of Department
Mr S Smith	Second i/c PE
Mrs S Gamester	Lead Teacher in PE (currently on maternity leave)
Mrs K Curtis	Director of Pastoral Services
Miss L Ward	Head of Year 7
Mr D Raymen	Deputy Head of Sixth Form
Mrs F Edwards	
Mrs J Major	Assistant Headteacher
Miss N Wilson	PE teacher/Dance Specialist (maternity cover)
Mrs P Brewer	Administrative Support

Each staff member has a relentless drive to achieve our aims of:

- Encouraging students to develop physically and acquire the highest possible level of attainment and achievement in the skills and techniques which form part of the PE curriculum.
- Providing a variety of opportunities, both competitive and non-competitive in which students can enjoy the experience and achieve success.
- Promoting the benefits of a healthy lifestyle and encourage students to understand their body, its capabilities and needs.
- Encouraging students to use leisure time positively and constructively and make them aware of opportunities through both the school and community curriculum.
- Developing students into mature young people who can lead their own and others' learning.

## Our Facilities

The PE department is incredibly well resourced. Our facilities include:

- Full sized sports hall, equipped with four badminton courts, one full size basketball court and four indoor cricket lanes
- Outdoor netball courts
- Full sized AstroTurf, suitable for both hockey and football
- Dance studio
- Fitness suite

- Extensive field space with a variety of pitch markings throughout the year
- Old gym equipped with gymnastic equipment and one small basketball court
- Numerous pieces of specialist equipment e.g. cricket bowling machine, three trampolines

### **Our PE Curriculum**

All Key Stage 3 (KS3) pupils have four one hour lessons of PE a fortnight, with Key Stage 4 (KS4) enjoying three lessons per fortnight. During these lessons students are taught in both single gender and mixed gender groups in a wide range of activities including, Netball, Hockey, Football, Rounders, Tennis, Rugby, Hockey, Cricket, amongst others. Groups are set over a range of activities by students' ability to select, apply and evaluate skills in both isolation and in competitive or formal situations. Sets are reviewed regularly, and changes are made as and when is appropriate based on the progress made by individual pupils.

Within KS4, namely Year 11, pupils follow an options programme where they select their own activity, so in general these groups are usually, although not always, mixed ability. Activities that are on offer include, Sports Centre Fitness, Volleyball, Dodgeball, Lacrosse, Girls' Rugby, Softball, Trampolining, Tri-Golf, Spinning and Boxercise.

At Key Stage 5 (KS5) all students can still be involved in recreational physical activity through their specialist hour once a week.

We are of the opinion that our curriculum should be accessible to all students!

### **Qualifications Offered**

Students have the choice to pursue their passion within Dance/PE through specialist courses which are on offer to all students. At KS4 we offer GCSEs in both PE (AQA) and Dance (AQA). If a student opts to study these courses they will have five lessons per fortnight combining both theory and practical lessons.

At Key Stage 5, A level PE (AQA), A Level Dance (AQA) and Cambridge Technical (OCR) are available for students to study.

### **Extra-Curricular Sport**

We are delighted when our students make the commitment to be part of our extensive extra-curricular programme, practices and teams. It is an expectation of all colleagues that they oversee a particular sport and engage fully in the extra-curricular programme.

There is a huge variety of sports and a multitude of teams available to pupils. Practices are open access for all pupils regardless of ability; the ethos within PE/Dance is that you come to practise regularly to improve and have fun. Teams are selected based on several factors including regular attendance at practice, willingness to listen to coaches, determination and perseverance to try new skills, teamwork and co-operation, ability, behaviour in school (not just in PE lessons!).

Our fixture list is extensive, and as a department we value the contributions that all PE colleagues make to ensure students are given a variety of opportunities. As mentioned previously, it is expected that all colleagues contribute to this aspect of our school.

# Teacher of Physical Education

## - Job Description

**Reports To:** Head of Physical Education Department

**Purpose of the Job:** To prepare and teach appropriate lessons in accordance with the policies of the school and the department using appropriate resources

### Key Responsibilities:

- To encourage students to achieve the highest standards of work/performance possible.
- To set and mark students' work regularly and in accordance with the department's and school's policy; to record marks, monitor progress and write reports as required.
- To co-operate in developing appropriate departmental teaching materials.
- To review from time to time methods of teaching and programmes of work and to participate in arrangements for further training and professional development.
- To participate in the agreed performance management process.
- To share in the pastoral responsibility for students in their teaching groups and where appropriate liaise with the Form Tutors and Year Leaders.
- To maintain good order and discipline among students and to safeguard their health and safety at all times when they are the responsibility of the School.
- To ensure that the learning environment for their lessons is purposeful and if it falls short to utilise the school's behaviour policy.
- To share in supervisory and general duties during the working day.
- To cover classes for absent colleagues in accordance with the School's policy.
- To attend staff and departmental meetings.
- To undertake professional development as appropriate.
- To undertake any designated Form Tutor responsibilities.
- To attend assemblies.
- To attend Parent Consultation Evenings and to communicate with parents when appropriate.
- To fully support the extensive extra-curricular programme

### Job Context:

- The Department consists of eight teaching staff.

### Review of Duties:

- The specific duties attached to any teacher are subject to annual review and may, after discussion with the teacher, be changed.



# Teacher of Physical Education - Person Specification

## Qualifications:

- Qualified Teacher Status (or working towards QTS)
- Evidence of continuing professional development where relevant

## Professional Experience:

### *Essential:*

- An ability to teach KS3 and KS4 PE
- A specialism in one of our main winter (football, netball, hockey, rugby) and summer activities (cricket, athletics, rounders)
- Passionate about your subject
- An excellent classroom practitioner
- Enthusiastic and able to make teaching and learning in PE interesting and enjoyable
- An up to date knowledge of recent trends in the teaching of PE
- A well-organised, efficient team worker
- To be able to get the best out of students at all levels of ability
- Good knowledge of and confidence in the use of student performance data to be able to get the best out of students at all levels of ability
- Excited by opportunities to learn from colleagues, and to share your expertise with them
- Committed to your own professional development
- Committed to the important role of Form Tutor
- ICT literate, making appropriate use of IT as a teaching and management tool
- To fully support the extensive extra-curricular programme and a desire and willingness to oversee a particular activity within our provision
- Open to teaching/coaching both boys and girls PE/extra-curricular teams
- An ability to drive a minibus would be desirable, but not essential

## Personal Qualities:

- Willing to actively support and contribute to the school's ethos
- Excellent communication and interpersonal skills
- A willingness to participate in trips and other extra-curricular activities

- Approachable and flexible
- An excellent record of personal attendance, punctuality and health
- High personal standards – dress, conduct and presentation

*The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

# How to apply

Use **our Application Form**, which is a version of Hertfordshire's standard application form. *Please fill it in fully.*

You must include a **Letter of Application**. This does not in fact have to be in the form of a letter; a document using bullet-points will be very acceptable. It should be no more than two sides of A4.

Finally, complete also a **Person Specification** and **Declaration of Criminal Records**.

Please send your application to the school, by post or email to [vacancies@ktemplar.herts.sch.uk](mailto:vacancies@ktemplar.herts.sch.uk)

## Further notes for applicants

### Visits

If you wish to visit the school, you will be made welcome, though this is not a requirement at this stage. Please telephone to make an appointment; your chances of getting the post will not be affected by whether or not you make such a visit. Those invited for interview will, of course, be given plenty of chance to see the school.

### Moving house

If you would need to move nearer, consider investigating property prices before deciding whether to apply: information is readily available via the web.

### The Knights Templar

The school is named to commemorate the connection between Baldock and this ancient Order, which founded the town in the twelfth century. Readers of *The DaVinci Code* and similar works may be disappointed to find that we have no other connection with Templar organisations!