



Sports and Fitness Leader Recruitment Information - 2021





Thank you for your interest in the post of **Sports and Fitness Leader** at Ashlyns School.

The information included in this pack will give you an insight into our school; the high aspirations we have for our students and the excellent support and opportunities given to Ashlyns staff. [View our Prospectus here.](#)

Ashlyns is a popular and oversubscribed school. We became a full secondary school in September 2013 following the re-organisation of the education provision in Berkhamsted, and now have over 1,350 students. The school has undergone significant refurbishment with continuing improvements in progress following the school's expansion to eight forms of entry in September 2017. This is an exciting time to join our school and make your impression as we continue to grow and build on our success.

The school was rated 'Good' by Ofsted in May 2018 and is focused on continuous improvement with the aspiration to be rated 'Outstanding' at our next inspection. [View our Ofsted report here.](#)

Ashlyns is a thriving school with a rich heritage. Originally established for the most vulnerable in society, the school continues to emphasise the traditional values of respect, honesty and hard work. These values, combined with high expectations, innovation and creativity, mean that Ashlyns is a school which encourages and helps students to develop and make the most of their abilities and interests.

If you want to provide outstanding learning opportunities for students within a forward-thinking, hard-working school community, we would like to hear from you. We welcome visits from prospective candidates prior to application; please see contact details at the end of this pack.

A handwritten signature in black ink that reads "Shapland".

James Shapland
Headteacher

A handwritten signature in black ink that reads "Julie Laws".

Julie Laws
Chair of Governors



Aspire and Achieve

- In our recent staff survey, 100% of Teaching Staff are proud to work at Ashlyns School and of what the school does
- Strong track record of staff development
- Strong leadership at all levels
- Supportive and ambitious board of governors
- Friendly, supportive and collaborative staff
- Popular and oversubscribed: “Pupils are incredibly proud of their school and clearly enjoy attending” (Ofsted 2018)
- Excellent behaviour for learning: “Pupils work diligently, reflectively and with enthusiasm. Teachers consistently create and sustain trusting relationships” (Ofsted 2018)
- Above Average Progress at KS4 +0.37; Above Average Progress at KS5 +0.20
- KS4: 84% students achieved grades 9 – 4 in English (national 67%)
- KS4: 75% students achieved grades 9 – 4 in Maths (national 60%)
- KS5: 60% of A Level entries graded A* to B
- KS5: 94% of applicants secured a place at their first or second choice University
- Thriving Student Ambassador and Leadership Programme - Sports Leadership Academy of the Year
- Superb extra-curricular opportunities including World Challenge, Duke of Edinburgh, music concerts and trips abroad (skiing, MFL, sports and music)
- A magnificent 40 acre site blending impressive Georgian style buildings with modern development, most recently a new Sixth Form Block and state of the art gym

Why choose to work at Ashlyns School?

Ashlyns provides a well resourced, exciting environment for staff. Our systems provide flexible working and a truly collaborative culture. As well as joining our experienced and close-knit team, there are other benefits that come with the role:

Health/ Wellbeing support

Free use of on-site gym with weekly staff fitness sessions

Free access to mental health support, physiotherapy

Free annual flu jab

Dedicated and active Staff Wellbeing/Social Team

Excellent staff facilities: *ample on-site parking, large staff room, free tea and coffee, departmental offices*

Staff Occasional Day (school usually schedules this annually)

Wealth

Elective - Paid lunch duty available plus lunch allowance

Herts Reward Scheme: *savings at supermarkets, on leisure activities*

Cycle to work scheme

Family

Children of Staff Admission Rule



Our Georgian style, listed building is an impressive sight. Built in 1935 as a foundling hospital, it is steeped in history; its very fabric has an ethos of looking after children. Our school has been used as the backdrop in films and TV programmes – most recently in the BBC’s ‘Call the Midwife’ and Netflix’s ‘The Crown’.

Ashlyns School is located on the edge of the market town of Berkhamsted in south west Hertfordshire, recently named The Sunday Times’ best place to live in the south east of England. Berkhamsted is surrounded by Chiltern countryside, is within easy reach of London (30 minutes to Euston by rail) and has great transport links with M25, M1 and A41.

We have lovely staff accommodation for colleagues moving to the area, subject to availability, in our on-site lodges. Berkhamsted is easily commutable from many nearby towns including Aylesbury, Hemel Hempstead, Luton, St Albans and Watford.





Job Description

Post Title: Sports & Fitness Leader
Salary: H5 + Fringe Allowance,
37 hours per week (full time); afternoons/evenings (will include weekends)

Responsible to: Sports & Facilities Manager

Job descriptions are subject to review and amendment. This job description may be amended at any time following discussion with the Headteacher and is to be reviewed periodically.

Duties Specific to the Post Holder

- Oversee the day to day management of all aspects of the school's sports facilities, with particular emphasis on the Aspire2fitness Gym and Dance Studio.
- Oversee the Sports Hall, 3G AstroTurf, Tennis/Netball courts, Dojo and Pump track whilst bookings are taking place.
- Develop and manage a class schedule for Aspire2fitness members – including taking the lead in delivering classes to the highest standards where applicable
- Develop and promote a robust school staff well-being programme including, talks, presentations, inductions and classes
- Ensure health, safety and cleanliness requirements are upheld to the highest standards
- Drive gym membership sales through the local community and corporate outreach activities
- Provide exceptional customer service to all users of the school sports facilities
- Assist in maximising potential of the facilities focusing on usage and income: finding potential new business using a variety of tools including social media, local newspapers, local community venues, corporate outreach activities etc.; attend local meetings to increase the awareness of school community lettings programmes and opportunities
- Create and distribute staff rotas and cover schedules
- Carry out day to day administrative roles i.e. emails, telephone calls, sales tours, information distribution etc.
- Cover classes in situations of sickness and emergencies
- Responsibility as a key holder and/or locking up the gym
- Assist in interviewing and appointing staff and delivering staff inductions, training and appraisals; be responsible for the management of Personal Trainers
- Be responsible for achieving high standards of customer care
- Achieve targets and objectives as set out by the Sports & Facilities Manager
- Prepare for and attend regular monthly Directors' meetings
- Be available on-call during all operational periods

Person Specification

The Governors are looking for an exceptional support staff member to play their part in driving and shaping the future of Ashlyns School. Our person specification is underpinned by our educational philosophy. This centers around a shared view that a child's starting point should not define their destiny and an understanding of, and belief in, the difference that school can make.

The successful candidate will share a commitment to:

- our core values of respect, trust, honesty and hard work
- high standards of academic achievement for all students
- excellent pastoral care, support and guidance
- developing the experiential element of school life to ensure that students leave our school as well-rounded individuals ready to take their place in the world

Person Specification

	Essential	Desirable
Qualifications		
<ul style="list-style-type: none"> • Level 3 Personal Trainer Certification • A good standard of general education, including a C grade at GCSE (or equivalent) in English and Maths • A First Aid qualification, preferably First Aid at Work • CPDs in spinning, body pump and similar classes • A Level qualifications • Intermediate ICT training in Microsoft programmes 	X X	X X X X X
Experience		
<ul style="list-style-type: none"> • Proven track record of managing a facility of similar size and workforce • Experience of opening and closing down a facility • Working with children, young people, parents and families • Working as a part of a team, as well as on your own initiative • Experience of managing a team • Sales experience 	X X X	X X X
Knowledge		
<ul style="list-style-type: none"> • Knowledge of school systems and procedures • Demonstrate an understanding of issues linked to confidentiality and demonstrate high moral standards 	X	X
Skills		
<ul style="list-style-type: none"> • Ability to communicate effectively both orally and in writing • Ability to prioritise and meet deadlines • Excellent attention to detail • Excellent telephone manner • Ability to use IT systems effectively to produce reports and record information • Demonstrate an ability to cope with stressful/conflict situations • Demonstrate enthusiasm, tact, diplomacy, warmth, empathy, forward thinking and good organisation • The flexibility to adapt to changing workload demands and new school challenges • Personal commitment to continuous self-development 	X X X X X X X X X	

Application Guidance

Candidates should be aware that there are 2 components to the online application via Teach in Herts:

1. Online application form (including personal statement); CVs will not form part of the application process and should not be submitted.
2. Covering Letter: please attached this as a separate document. It should not exceed 2 sides of A4 (font size no smaller than point 10) and should be distinct from the personal statement within the application form.

When nominating referees, please provide a telephone number and email address. One of these must be the Headteacher of your current school, if you are currently employed as a teacher. Please note that, if you are shortlisted, your references will be taken up before the interview day.

If you are appointed, you will be required to complete an online Disclosure and Barring check. This post is exempt from the Rehabilitation of Offenders Act 1974; shortlisted candidates will be asked to complete a Criminal Records [Self-Declaration Form](#).

We would be delighted to show you around our school.

Please contact Clare Richardson, HR Officer, on 01442 863605 to arrange a visit.

Ashlyns School is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidates will be subject to an Enhanced Criminal Records Disclosure from the Disclosure and Barring Service, along with other relevant employment checks, including overseas criminal background checks, where applicable. All new employees and volunteers will be required to undertake safeguarding training on induction which will be updated regularly in line with statutory guidance.

As an equal opportunities employer, Ashlyns School is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Ashlyns School. We operate an anonymised shortlisting process.