

Theale Green School



TEACHER OF PE (BOYS) CANDIDATE BRIEFING PACK

MARCH 2024

“Staff feel that their workload is supported well and say that they are proud to work at the school... they have every reason to be proud”
-OFSTED 2022



Part of



**ACTIVATE
LEARNING**
EDUCATION TRUST

WELCOME FROM THE HEAD OF SCHOOL OF THEALE GREEN SCHOOL

Thank you for your interest in the post of Teacher of PE (boys) at Theale Green School. This is an exciting and rare opportunity to join our vibrant and successful PE department, where we are dedicated to providing a dynamic and enriching learning environment. Our department has achieved notable recognition, including the prestigious Youth Sports Trust Platinum award for two consecutive years and the Youth Sports Trust Outstanding Secondary Practice award. We take pride in our state-of-the-art facilities, including a Fitness Zone and rowing suite, and have garnered attention on Sky Sports during National School Sport Week.



We are looking for a candidate that has a passion for education and who is a team player with strong organisational (and IT) skills. We are looking to welcome a colleague to join our team who has aspiration, a can-do attitude, and who enjoys working with young people and adults alike.

Theale Green School is a very special school, anyone who visits our school immediately recognises this and can sense the family-feel welcome. We are delighted this was recognised in our Ofsted report May 2022 **“pupils are proud of their school. All pupils spoken to said they would recommend it. Pupils feel safe and happy”**. We are a school in the heart of a community, with incredible staff, students and families all striving for the same thing: to see students become successful young adults.

Theale Green School is going through a period of sustained growth thanks to the substantial improvements in the Quality of Education and Student Experience we have embedded over the last five years. This was identified by Ofsted **“the curriculum is ambitious, well considered and carefully constructed”**. Students are enthusiastic about learning and are encouraged to explore their natural curiosity about the world they live in. Students achieve strong outcomes as they progress through our school, and go on to outstanding destinations when they leave us, with many being the first in their families to go to university – truly “Transforming Lives Through Learning”. Our students benefit from a rich, broad and balanced curriculum with excellence and aspiration at its core. This develops employability skills and deepens their understanding, opening doors to future successes. Students are empowered to think, to act confidently, and with professionalism: this allows them to compete to be the candidate of choice in the world renowned, local companies’ workforce. This position would build on this strength and take our curriculum to the next exciting phase of development.

Theale Green School has a strong reputation in the local community, and many of our staff choose to send their own children to our school. In 2024, our ability to work together to support each other feels more important than ever, and this year will see us go from strength to strength as we continue to grow and provide a high quality student experience.”

We are looking for the right candidate who can build excellent relationships with both young people and adults, is flexible in their approach and enjoys the dynamic environment of school life. In all schools, the role of Teacher is crucial for ensuring students receive a rich curriculum and classroom experience that will challenge them to achieve the best possible grades. Improving and enabling students to progress in to becoming successful young adults. We have a wonderful PE team who are experienced and forward thinking. If you are the right person to join this team and can bring value to Theale Green School, then we really look forward to receiving your application.

Charlotte Badarello
Head of School

WELCOME FROM THE CEO OF ACTIVATE LEARNING EDUCATION TRUST AND THE EXECUTIVE PRINCIPAL OF THEALE GREEN SCHOOL

Since joining Activate Learning Education Trust (ALET) in April 2018, Theale Green School has gone from strength to strength; evidenced by more parents and children selecting Theale Green School as their first choice, incredibly positive parental feedback and strong outcomes for students.

We're also incredibly proud and delighted that the school received a recent Good grading from Ofsted, which is testament to all the hard work and positivity that has taken place, and which will we will grow on going forward.

As a new member of staff, you will be joining Activate Learning Education Trust at an exciting time as we embark on the next stage of our journey and will work alongside other leaders to support the delivery of our Strategic Plan 2021 – 2025.



The next stage of our development will see the Trust grow in student numbers; stage one of this growth will be through over-subscription in each school, and by further growth with like-minded schools joining our Trust to deliver our vision of transforming lives through learning.

During the period of this strategic plan, we will be working with our talented and dedicated staff body to become the employer of choice; this will see high retention and strong recruitment across all schools, thus providing our students with the best education provision, where we develop their skills, attributes and ability to learn for life.

We will also look back from 2025 and recognise our Trust as leading the way in developing our students, through working with a growing number of employer partners to provide our students with the skills and attributes required for successful future careers and life.

During this time, we will see our Trust move into becoming a more outward facing organisation within our communities, education sector and employer partners. Everything we do aims to transform lives through learning. Our Trust thinks differently by focusing on preparation for successful lives and careers; we just happen to deliver qualifications. At Theale Green School, we recognise the importance and value of our role which is one of privilege and responsibility that requires us to be dedicated. We expect staff to demonstrate our Attributes of being Professional, Aware, Confident, Resilient and Enterprising. Want to join us?

If you would relish this challenge and appreciate the invitation to become a key member of a successful, forward-thinking MAT, we would very much welcome your application.

Joanne Harper
CEO, Activate Learning Education Trust

Mark Blackman
Executive Principal

If you would like to visit the school or if there are questions that the pack does not answer for you, we will happily answer them. Please contact Anita McIntyre, HR Manager on 0118 930 8510 or via email at amcintyre@thealegreen.w-berks.sch.uk

TEACHER OF PE (BOYS)

Location: Theale Green School, Church Street, Theale, West Berkshire, RG7 5DA

Salary Range: Salary Range MPS/UPS

Hours; Full-time or Part-time (not less than 0.6) if full time then this post will likely teach another subject alongside PE

Start date: September 2024

This is a rare opportunity to join our PE Department where we deliver high-quality and engaging PE lessons across Key Stages 3-5. We foster a positive and inclusive learning environment that supports students in achieving their full potential. We contribute to and create innovative teaching strategies maintaining a focus on high standards of teaching, learning, and student engagement. Our PE Department boast excellent sport facilities, including a state-of-the-art Fitness Zone and rowing suite, consistently achieving outstanding Key1, Stage 4 and 5 exam results.

As a result of extraordinary growth in student numbers, our new Ofsted report and improved outcomes and development of our PE department team we are looking to appoint a teacher of PE. Do you think you could inspire a young person to think creatively to change the world we live in? Our PE Department is part of a wider faculty of talented and creative teachers who work collaboratively and consistently to deliver high quality teaching to our students. We are looking to appoint a talented and enthusiastic Teacher of PE to join this team who can enthuse and motivate our students and help them achieve strong outcomes that will open up opportunities for the future. Theale Green School has a strong reputation for our incredibly supportive school community for both students and staff.

Theale Green School is part of the Activate Learning Education Trust consisting of seven secondary schools. We have a rich history in both Sport and the Arts, as important contributors to every young person's development. However, we have now established a rich and broad curriculum which reaches into every corner of our school. We pride ourselves on our vision of being the School of Choice for our local community, and through valuing all relationships within our community, ensuring that every person has a voice and striving to be a Well School, we are well on our way to our vision being reality.

There is an opportunity for potential candidates to visit the school please contact Anita McIntyre on 0118 930 8510 or amcintyre@thealegreen.w-berks.sch.uk.

For more information please visit: <https://www.thealegreen.w-berks.sch.uk/> and <http://www.alet.org.uk/>

Please email completed ALET application forms (available on our website) to: recruitment@thealegreen.w-berks.sch.uk

Closing date for applications is: 9.00am on Wednesday 20th March

Interviews will take place on: Tuesday 26th March 2024

As an Activate Learning Education Trust school we are committed to safeguarding and

promoting the welfare of children and young people. Any post within the Trust is subject to an enhanced Disclosure and Barring Service check.

ACTIVATE LEARNING EDUCATION TRUST

WHO ARE WE

Activate Learning Education Trust (ALET) is a Multi-School Trust (MAT) established by Activate Learning in 2015. We transform lives through learning by providing exciting and innovative education for young people by looking at how we learn as well as what we learn.

Activate Learning is the sponsor for Activate Learning Education Trust, which is run with the support of a number of industry and academic partners.

OUR VISION

“TRANSFORMING LIVES
THROUGH LEARNING”

OUR MISSION

To 'transform lives through learning' by igniting confidence, expanding opportunities, energising the community and generating prosperity. Through **Our Learning Philosophy** and core values of empowerment, enterprise, connectedness and transformation, we will provide our students and staff with a safe and supportive environment in which to thrive and become independent learners.

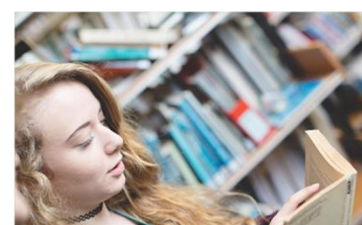
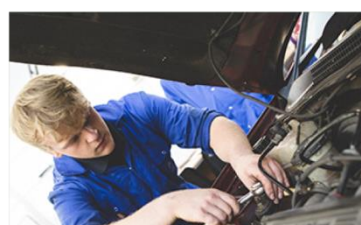
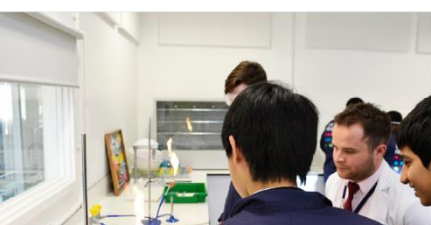
OUR VALUES

EMPOWERMENT

ENTERPRISE

CONNECTEDNESS

TRANSFORMATION



THE LEARNING PHILOSOPHY

Our award-winning Learning Philosophy helps us all understand how best our students learn and how we teach our learners effectively.

We utilise the important relationship between the following elements:

Brain

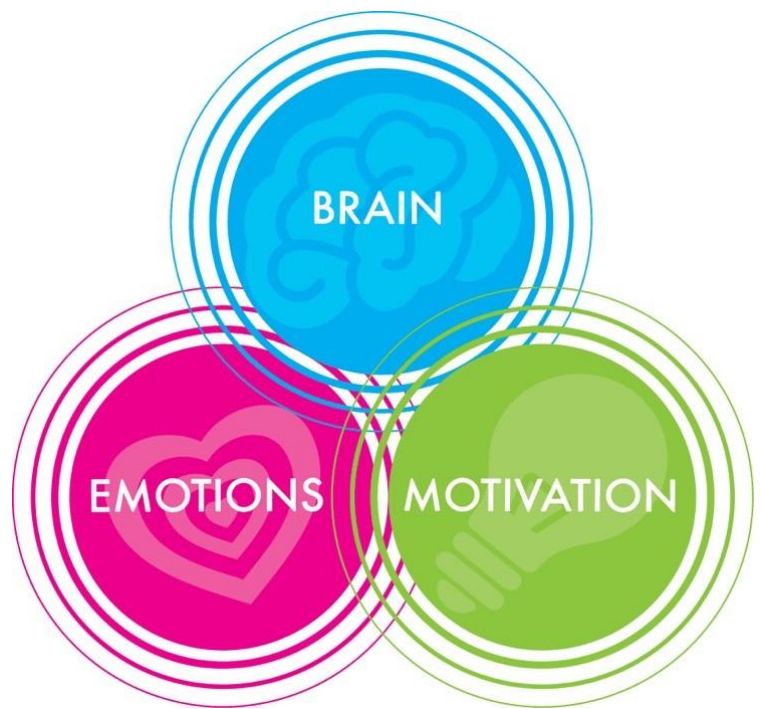
Our brains are capable of incredible things. From the study of neuroscience, we understand that the brain connects neurons to make networks. These networks strengthen and work faster through repeated use. We believe in hard work and recognise the value in working through our failures so that we are constantly learning and improving.

Motivation

We need to motivate ourselves in order to do the practice that strengthens the networks in our brains. By repeatedly demonstrating the relevance and impact of newly learnt skills and knowledge, we maintain our students' motivation.

Emotions

Our emotional response to studying has a massive influence on how we learn. The more positive our learners' emotional response to studying is, the more likely they are to engage with and remember what they're learning.



CURRICULUM

Our curriculum provides a rich, broad and balanced learning experience for all students across all years.

We see our curriculum as being holistic, with our resources carefully planned to flow seamlessly from the moment students join us in Year 7 until the point they leave us at the end of Year 11 or 13.



Our intention is to fulfil all the requirements of the National Curriculum and beyond, and to cater for the needs of students of all abilities. All students in years 7 – 13 study Relationships, Sex and Health Education (RSHE) to enable our students to grow up healthy, happy, safe, and able to manage the challenges and opportunities of modern Britain.

In Years 7 to 9 students follow a rich, broad, and balanced curriculum. These classes are taught by subject specialists to ensure a successful learning experience. Students begin their GCSE option choices in year 10, and these choices mark the transition towards the all-important final assessments in Year 11.

We offer a broad curriculum opportunity in our Sixth Form, including both vocational and A level courses. A curriculum enrichment programme, including P.E. and RSHE, is followed, standards are high and students are expected to be committed to their studies.



ETHOS

At Theale Green School, we believe that aspiration is the preserve of every young person and destinations should never be limited based on historical experience. We all adhere to the principle that developing our talents, valuing our education and achievements, expanding our cultural horizons and respecting others, will prepare us for contributing well to our society.

We value a close working relationship with both parents, whose feedback is important to us, and with our broader community whose support is highly appreciated. We know, and are grateful, that the community has much to offer us, and we aim to offer much in return. We are privileged that our school sits at the heart of a community which supports the success of its young people without exception. By then prioritising the quality of teaching and learning, relationships, behaviour and aspirations, we achieve our Mission.

Our Mission

Theale Green School is the School of choice for our community

Our Values of:

Progress – we welcome challenges and persist when work is hard

Hard work – we make effort and a good impression in the workplace

Respect – we are polite and respectful to everyone, central to every conversation and interaction at Theale Green School.



JOB DESCRIPTION

REPORTING TO HEAD OF PE

Job Purpose

- To keep Transforming Lives Through Learning at the heart of every interaction
- To facilitate and encourage learning in all Key Stages
- To deliver high quality teaching and learning, which encompasses the Theale Green Way and MARGE strategy
- To provide feedback to students that encourages and promotes progress and independent learning
- To share and support the well-being, education, and discipline of all students
- To ensure that safeguarding responsibilities and procedures are followed at all times
- To meet all aspects of the Teachers' Standards consistently

Knowledge and Understanding

- Demonstrate a thorough and up-to-date subject knowledge, and take account of wider curriculum developments
- Be committed to pedagogical excellence and be able to demonstrate how the impact of pedagogical knowledge and understanding impacts on learning
- Be committed to self development and be an active participant in both attending and delivery of CPD
- To understand and well read on behaviour management theory, demonstrating how this applies in the classroom with impact

Quality of Education

- Plan and deliver lessons to meet individual students' abilities and need including being acutely aware of SEND needs in both planning and delivery of lessons
- Deliver lessons that support the MARGE teaching and learning strategy
- Use a range of appropriate strategies for classroom management that are rooted in positive behaviour management
- Make use of a variety of data to support planning and teaching
- Ensure the three calendared assessments are completed, marked (with high quality feedback) and reviewed in line with the departmental and school policy
- Ensure that students receive appropriate feedback that develops their progress and learning
- Demonstrate proactive, regular and appropriate communication with parents/carers that supports teaching and learning
- Use the behaviour systems and processes in a consistent and fair manner

General

- Attend all duties as set
- Complete registers accurately and in a timely manner
- Maintain all records accurately on Classcharts / SIMS being cognoscente of GDPR and professional language
- Support all colleagues and raise aspirations of students by following all school policies consistently to maintain the highest standards of behavior (including e.g. behaviour, uniform, respectful behaviours)
- Prioritising punctuality at all times
- Support colleagues in upholding the highest standards of behavior
- Recognise the importance of evenings, weekends and holidays to all colleagues, using

tools to cease communication during these times (eg email delay)

- Support the House and Tutor Team to which they belong through meeting deadlines, being enthusiastic and supportive, managing tutor time with impact and ensuring they have the highest expectations of all tutees

In addition, to the above, UPS teachers should be:

a) highly competent in all elements of the relevant standards; and b) that the teacher's achievements and contribution to an educational setting or settings are substantial and sustained

Group/Employee responsibilities

Professional Conduct

All employees are expected to:

- Follow TGS 's Appraisal Policy
- Make the most efficient and effective use of human, financial and material resources
- Be aware of and responsive to the changing nature of TGS, adopt a flexible and pro-active approach to work and contribute to a range of cross-site initiatives to facilitate the delivery of key business objectives
- Participate in TGS developments; attend internal and external meetings and training programmes relevant to the performance and execution of the duties of their post
- Be conversant with and operate all appropriate information technology resources available and to keep abreast of developments in this area
- Ensure compliance with all TGS policies, procedures and regulations and assist in the implementation of decisions
- Give good notice of any absence in line with the schools Absence Management Policy
- Adhere to general standards of conduct embodied in TGS policies
- Provide an education service which actively promotes equality of opportunity and freedom from discrimination, demonstrating that TGS encourages the valuable and enriching contribution, which people from a range of backgrounds and experiences can bring to the life and development of the organisation
- Work within any legislation to which TGS is bound by law
- Make the most efficient and effective use of resources being aware of budget implications
- Responsibility to promote and maintain a safe and healthy environment for yourself, all other staff and students
- Responsibility to respect TGS Community and abide by the Equality policy
- Report any incidence of bullying/harassment as part of the safeguarding statement and procedures
- To provide the service in accordance with the Trust's Vision, Strategic Plan and Service Improvement Plans
- To demonstrate and promote ethical behaviour appropriate to that which would be expected by our stakeholders
- To work in a flexible manner and to be willing to undertake other duties as reasonably requested
- To always work and act in accordance with the Trust's Vision, Values and Strategic Plan
- To demonstrate professional behaviours and Attributes
- To be responsible for ensuring that the activities under your control are conducted in accordance with the safeguarding and health and safety requirements of Activate Learning Education Trust's policies and procedures
- To safeguard the welfare of children, young persons and other vulnerable people for whom you come into contact with, ensuring a learning environment where students feel safe and supported, and British values are celebrated
- To be accountable for own safety and that of colleagues/ visitors to the workplace

- To work in a flexible manner and be willing to undertake other duties as reasonably requested

Person Specification

QUALIFICATIONS AND EXPERIENCE		Essential or Desirable
Degree and Teaching Qualification		E
Enhanced DBS		E
Ongoing CPD portfolio		E
At least 2 years' teaching experience		D
Evidence of successful experience in a Secondary School		D
Experience of more than one secondary school		D
Further degree or diploma		D
TECHNICAL COMPETENCES AND SKILLS		
Have a passion and enthusiasm for their specialist subject		E
An experienced and strong classroom practitioner		E
Understanding of the characteristics of high quality teaching and effective learning		E
Evidence of successfully planning and implementing curriculum developments		E
Proven ability to work helping improve classroom practice		E
Excellent written, verbal and non-verbal communication skills		E
Ability to see tasks through to a successful conclusion		E
Ability to work under pressure meet tight deadlines and pay attention to detail		E
Strong ICT skills		E

BEHAVIOURAL SKILLS

Patient and persistent	E
Tactful, respectful and sensitive to the needs of others	E
Enthusiastic and a positive and optimistic outlook and a sense of humour	E
Passionate about bringing the best out in both adults and children	E
Personal attributes; positive, enthusiastic, tolerant, committed to excellence, respectful, enjoys hard work	E
High level of interpersonal skills with the ability to maintain a positive profile with pupils, staff and parents	E

