



Head of Sport Performance

April or September 2020

Vacancy Information

Wycombe Abbey
High Wycombe
Buckinghamshire
HP11 1PE

Tel: 01494 520381



WELCOME FROM THE HEADMISTRESS

Wycombe Abbey is an exceptional place; it operates as a modern full boarding school for 640 girls and we are committed to the development of each one. Built on the firm foundation of more than 120 years of educating young women, our vision is to provide a world-class education. We are excited about encouraging curiosity, bold ideas, innovation, leadership and delight in learning - inside and outside the classroom.

Superb academic outcomes are the hallmark of a Wycombe Abbey education and girls regularly secure places at the most prestigious universities globally. However, we understand the importance of looking beyond the narrow confines of excellent examination results to define success. Our rich co-curricular programme includes an array of activities and opportunities, ensuring that every girl develops her passions and explores new possibilities. These experiences, in turn, help to build the skills, discipline and character that will support her future life.

We were delighted with this year's A level results. The UVI girls achieved 31.0% at A* and 80.6 % A*-A grades. Most importantly the vast majority of the UVI are heading off to top ranking universities to study a fantastic range of courses. four girls have met their offers to read Medicine/Veterinary Medicine, four to read Law and ten girls are to read Natural Sciences/Engineering/Mathematics. seventeen girls are heading off to Oxford and Cambridge, and six girls will start at US universities this year including Duke, Georgetown, Carnegie Mellon, Pomona, UCLA and Brown. At GCSE, we achieved 86.8% at A* and 97.6% A*-A grades. There were some superb individual performances. The vast majority of last year's UV are continuing into our Sixth Form.

Ultimately, schools are about people and at the heart of Wycombe Abbey's success is our total commitment to pastoral care through boarding. The values of mutual respect, encouragement and trust underpin everything we do; in this happy and close-knit community everyone is known as an individual, friendships flourish and girls enjoy each other's company, all within the wonderful surroundings of 170 acres of magnificent parkland.

We offer superb modern facilities, including a leading-edge sports centre with a heated indoor 25-metre pool, a performing arts centre with its own theatre and recital hall, excellent teaching facilities and our Courtyard Café. We are constantly improving and developing our top-class estate; we are committed to refurbishing much of our boarding accommodation and we are constantly upgrading and renewing our teaching and learning areas.

Wycombe Abbey's outstanding reputation for excellence is built very much on the dedication and skills of our staff. Every member of staff at Wycombe Abbey contributes towards the School's thriving community and works to continually strengthen our ambition for excellence. We seek to recruit well-qualified and enthusiastic staff who demonstrate knowledge of, and passion for their area of expertise and contribute to the wider life of the School. In return, the School provides staff with a variety of opportunities to develop professionally in a supportive team and wonderful working environment.

Thank you for your interest in joining the team here at Wycombe Abbey. We hope that you will find the information in this pack useful and we look forward to hearing from you if you feel that this post may suit your skills and experience.



Mrs Jo Duncan

Headmistress

TEACHING AT WYCOMBE

The pupils at Wycombe are highly motivated with a strong work ethic. They are inquisitive, creative and eager to learn. Both pupils and teachers benefit from the small classes (typically no larger than 20 in Key Stages 3-4 and no larger than 12 in the Sixth Form), as well as well-resourced classrooms, libraries, laboratories and other facilities.

There is a wide range of ages and experience amongst the 115 teaching staff. Each year a number of newly qualified, and in some cases unqualified recent graduates, join the staff body. Wycombe offers statutory induction for Newly Qualified Teachers and also offers the initial teacher training (ITT) programme to those without a PGCE. There is proactive support for all new members of staff, who are guided through their first year at Wycombe by a variety of colleagues, with the line manager and an individually-appointed mentor taking the lead.

The School prides itself on the many opportunities for continuing professional development. We organise regular whole staff in-service training and have a generous budget for training outside of school. In addition, academic departments commit to sharing good practice. There are opportunities to take part in peer observation, peer coaching, learning reviews and working parties.

A Wycombe PE teacher typically teaches 36 35-minute periods per week. In addition, she/he is attached to a boarding house and is responsible for a tutor group of around 10 pupils from the house. Teachers give freely of their time outside timetabled lessons, with many committing to co-curricular activities and helping individual pupils with their academic progress. Teachers are also expected to commit to other (supervisory) duties, such as accompanying house outings.

As a boarding school, Wycombe has lessons on Saturday mornings. All PE Teachers are required to teach on Saturday mornings and to run fixtures on Saturday afternoons. There is time off during the week in lieu of Saturday teaching. Teachers are expected to be in school by 8.15am on weekdays and 8.45am on a Saturday. The teaching day finishes at 5.15pm on Monday, Tuesday, Thursday and Friday, 4.15pm on Wednesday and 11.50am on Saturday. Co-curricular and enrichment activities typically extend beyond these hours and as a PE teacher, you would be asked to support practices and clubs which take place after school.



THE PE DEPARTMENT

The Physical Education Department is a busy, energetic and lively department with twelve full and part-time teachers and over twenty visiting staff who contribute to a full extra-curricular programme. The sporting facilities are exceptional: there are extensive grounds with five lacrosse pitches, a large floodlit Astroturf pitch, sixteen netball courts and twenty tennis courts. The School has an impressive, state-of-the-art sports centre, which is staffed by a full-time manager and two assistants. It houses a sports hall, gym/dance studio, fitness suite, swimming pool, four squash courts, climbing wall, teaching room, changing rooms, café area and offices.

In Years 7-9 the girls experience a broad base of activities with a generous allocation of taught Physical Education/Games each week. Lacrosse and Netball are the main winter games with additional lessons taught in Gymnastics, Dance and Swimming. During the summer the main sports are Tennis, Swimming and Athletics.

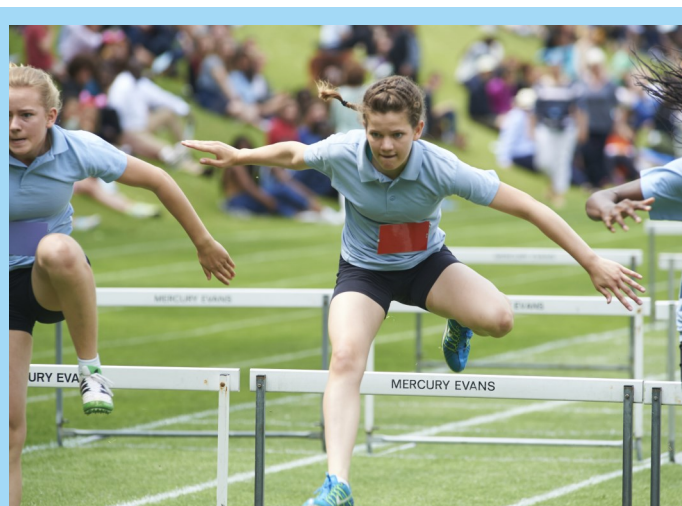
In Year 10 all girls attend two double lessons of PE each week. Volleyball, Football, Tag Rugby, Squash and Badminton are taught during the Autumn and Spring terms, as well as a Health Related Fitness course. For the second double lesson there is a wide choice of activities, including Lacrosse, Netball, Dance, Aerobics, Swimming, Aqua-aerobics, Hockey, Football, Golf, Trampolining, Climbing, Ultimate Frisbee, Tennis and Athletics. Year 11 pupils have one double lesson of PE each week. During this they learn to play Basketball, and can also opt for a similarly wide range of other activities.

In the Sixth Form all pupils choose from a wide variety of sporting activities and are encouraged to pursue them to a reasonable standard. They have two compulsory lessons of PE each week. The activities on offer include Aerobics, Badminton, Basketball, Climbing, Hockey, Netball, Squash, Swimming, Tennis, Trampolining, use of the fitness suite and Volleyball.

GCSE PE is well established (AQA specification) and A Level is available in the Sixth Form (AQA specification).

The School fields teams in a wide number of sports (e.g. Lacrosse, Netball, Swimming, Polo, Gymnastics, Squash, Skiing, Athletics, Hockey, Tennis, Football and Fencing.) Mid-week and weekend fixtures are arranged with other schools for many of these teams. Pupils take part in district, county and national competitions in a wide variety of sports. A ski team is entered annually for the British Schoolgirls' Ski Race Championships in Flaine, and there are regular Lacrosse and Netball tours abroad. In addition, the department organises a highly successful annual dance show as well as an annual gymnastics show.

The School has academy status for Sports Leadership.





THE ROLE OF HEAD OF SPORT PERFORMANCE

The department aims to provide a broad, balanced and relevant curriculum which contributes to the educational needs of all pupils. The structure of the overall programme provides opportunities for pupils to develop their physical potential, to experience challenges and achievements, and to foster a sense of responsibility and co-operation.

This exciting role will focus on the growth and development of performance sport at Wycombe Abbey. The role will maximize opportunities to pupils across the age range and will aim to build on our existing offer to create a comprehensive performance sport programme.

The Head of Sport Performance will be responsible for overseeing individual sporting profiles of our most able pupils, overseeing individual and team strength and conditioning programmes and promoting performance levels across the wide range of sporting activities at the School.

Key responsibilities will include:

1. Leading the School's Aspiring Athlete Support Programme to nurture girls of all ages who wish to raise their sporting performance level. This will include the coordination of workshops, taster sessions and individualised support sessions on time management skills, nutrition, injury prevention and career planning.
2. Enhancing the athletic development of all pupils, giving one to one training advice through overseeing the individual and team strength and conditioning programmes.
3. Helping pupils who have been injured return to sport by supporting their rehabilitation.
4. Making connections with external clubs to ensure that pupils can access suitable provision across a range of sports.
5. Increasing the number of opportunities to play sport at a higher level, more often, for more pupils.
6. Creating new programmes, events and opportunities for pupils to play in a competitive environment.
7. Supporting the Department in upholding the School's outstanding reputation for Independent School sport.
8. Overseeing some key minority sports e.g. basketball, volleyball, sailing, horse riding and promoting a range of opportunities, both competitive and non-competitive.

PERSON SPECIFICATION

The successful applicant will be responsible for overseeing individual sporting profiles of our pupils, leading the School's Aspiring Athlete Support Programme, overseeing individual and team strength and conditioning programmes and promoting performance and participation levels across the wide range of sporting activities at the School.

The successful applicant is likely to possess:

- A good degree in the relevant subject(s)
- A teaching qualification (e.g. PGCE) is desirable
- Experience of coaching and/or playing either lacrosse, netball or tennis at a high level
- The motivation to develop excellent teaching and learning by sharing good practice and participating actively in continuing professional development
- A clear and innovative vision with the ability to bring the subject alive
- The vision to create and coordinate a programme of workshops, taster sessions and individualised support sessions to reinforce the School's Aspiring Athlete Support Programme
- A willingness to contribute to the wider objectives of the department (e.g. through the sharing of teaching materials, the writing of schemes of work, organising and attending departmental enrichment events)
- The highest level of communication skills for dealing with pupils, parents and staff
- A proven ability to build a positive and collaborative rapport with pupils and staff alike
- A willingness to be involved in the wider life of the school through commitment to the co-curricular programme and/or boarding
- An appreciation of the aims and ethos of Wycombe Abbey





THE BENEFITS OF LIVING IN HIGH WYCOMBE

Wycombe Abbey is set in 170 acres of parkland. It is a beautiful countryside setting, within a five-minute walk of the town of High Wycombe where there are many cultural amenities such as the Swan Theatre, with touring West End productions, a multiplex cinema, a range of restaurants and shops including a John Lewis and a House of Fraser. A Waitrose has opened nearby, and there is easy access to the Chiltern Hills and attractive towns such as Marlow, Beaconsfield and Henley-on-Thames nearby. There are many National Trust properties within five miles such as Hughenden Manor, Disraeli's home for many years, West Wycombe Park and Cliveden.

There are outstanding Grammar Schools for girls and boys in High Wycombe itself and also in surrounding towns. London is within easy reach, with the fast train from High Wycombe to London Marylebone taking just 24 minutes. Oxford and Bicester Village are within 30 miles, with a new direct train link. Wembley Stadium and Heathrow are just 20 miles away and there are good transport links to the other London airports.

TERMS OF APPOINTMENT

A formal contract of employment will be drawn up on appointment. The following notes provide guidance, without prejudice, on the main provisions of the agreement.

CONTRACT

This is a full-time, fixed-term contract. The first six months will be a probationary period.

Rental accommodation may be available

APPOINTMENT DATE

April or September 2020.

SALARY

Wycombe Abbey has its own pay scale which compared favourably with other independent schools.

PENSION SCHEME

The school currently offers membership of the Teachers' Pension Scheme.

DEATH IN SERVICE COVER

Members of the Teachers' Pension Scheme have life cover at x 3 annual salary.

TRAINING & DEVELOPMENT

There is an extensive induction programme for new colleagues and ongoing professional development and training of all staff.

PROVISION OF MEALS

Meals and refreshments are provided free of charge during the working day.

SPORTS CENTRE

The facilities in the Davies Sports Centre (swimming pool, squash courts, fitness suite, etc.) are available for staff use.

FEE REMISSION

Fee remission is available for daughters attending the School, subject to the usual entry requirements and space being available.

PARKING

Free parking is provided.

EQUAL OPPORTUNITIES

It is the policy of Wycombe Abbey to ensure equality of opportunity for all members of staff, both teaching and non-teaching.

SAFEGUARDING

All staff share responsibility for promoting and safeguarding the welfare of the pupils and must adhere to, and comply with, the school's Child Protection Policy at all times.

PRE-EMPLOYMENT CHECKS

The appointment is subject to an Enhanced Disclosure and Barring check.

APPLICATIONS

The closing date for applications is 12 noon on 25 November and interviews will take place on 4 December.

Please submit a completed application form, which you will find on our website under 'Vacancies', as soon as possible, together with a covering letter addressed to the Headmistress, Mrs Jo Duncan, outlining the experience and personal qualities which you believe qualify you for this position. The application form and letter should be emailed to Mrs J Wetenhall, HR Manager:

wetenhallj@wycombeabbey.com



www.wycombeabbey.com