



**Physical Education Teacher
January 2023**



Kent College's Vision

To be the school of choice for its forward thinking, creative and adventurous approach to life and learning.

Kent College's Core Values

- Daily life at Kent College is underpinned by the Wesleyan values of 'doing all the good you can' in an accepting and supportive Christian ethos which welcomes pupils of all faiths and none.
- We provide an educational framework in which intellectual curiosity and love of learning are fostered.
- We value and celebrate each child as an individual.

Kent College's Strategic Aims

- To maximise the academic achievement of all pupils whilst equipping them to make a purposeful contribution as global citizens.
- Place physical, spiritual and mental wellbeing at the heart of school life.
- To attract, retain and appropriately remunerate high quality staff.
- Develop our facilities to ensure that we are providing outstanding opportunities for the pupils.
- Ensuring the financial security of the school through strong stakeholder engagement, careful cost controls and additional opportunities for revenue generation, whilst being mindful of our obligations to widen access and fulfil Public Benefit requirements.

Background

Founded in Folkestone in 1886, Kent College is an independent day and boarding school for girls, with a Senior School (ages 11–18) and Preparatory School (ages 3–11) sharing the same site, facilities and some specialist staff. From September 2020 the Prep School, welcomed boys into the Nursery (rising 3's). This will mark the beginning of a gradual transition for the Prep School in becoming fully co-educational by September 2027. The school is one of a group of twelve schools within the Methodist Independent Schools Trust. The school has a resident Chaplain who leads the Christian worship in the school.

Since 1939, Kent College has been located on 75 acres of beautiful countryside in Pembury, near Tunbridge Wells. The school campus comprises an elegant Victorian manor house and purpose-built modern facilities, including boarding houses, a music centre, science building, sports hall and an A level study centre. The school is committed to a continuous programme of development and the resources are excellent

The Senior School

The current roll in the Senior School is approximately 400 and attracts pupils from all over the world. Entry at eleven and thirteen is by the GL CAT4 test and the school accepts quite a wide range of academic ability, with approximately half of our KS3 intake within the top 25% of the national ability range.

Kent College offers a choice of over 26 GCSE subjects, with group sizes usually between three and eighteen. Most pupils complete 10 GCSEs or IGCSEs, but there is the opportunity to take more or less depending on interest or need. In summer 2019, 62% of GCSE grades awarded were 9–7 and the school's value added, based on predictions at KS3 baseline data, was among the best in the country. Excellence was seen in core subjects such as English, Languages and Science, with 93% of all English grades being 7–9. The school is in a highly competitive area with grammar schools, strong comprehensives and many independent schools locally.

Students are also accepted for entry at 16+ and there are approximately 100 pupils studying for A-level courses. In 2019, at A-level there were 72% A*–B grades and 37% A*–A Grades. We offer around 27 subjects: A-levels in most subjects including PE together with BTECs in PE and Drama. Class sizes at 16+ normally range between three and 12. Scholarships to the Senior School are offered at 11+, 13+, 16+ and means-tested bursaries are available.

The Prep School

In 1945, a Prep School, 'Aultmore' was opened in the centre of Tunbridge Wells and in 1989; it was moved to the main school site in Pembury into architect-designed purpose built accommodation. The move also enabled the Prep School to benefit from a range of excellent facilities, which now include, two sports halls, professional theatre, dining hall and all weather pitch as well as extensive play areas and superb Forest School.

The Prep School is a friendly, caring and happy school with a current roll of approximately 110 pupils aged 3 to 11 (Nursery – Year 6). The majority are day pupils with a small number of boarders. In addition to the core subjects of English, Maths and Science, all of the pupils in Key Stage 2 study Geography, History, Art, DT and RE, ICT Taught from Year 1 upwards. Specialist teachers in Music, French, Drama, PE and Swimming work with pupils throughout the school and Mandarin is now also taught in Year 6. Class sizes in KS1 and KS2 are normally a maximum of 18. Each year, a number of pupils apply for and are awarded scholarships to the Senior School.



Extra-curricular Activities (ECAs)

Kent College places a strong emphasis on extra-curricular activities and has a flexible and innovative lunchtime and evening programme of prep and activity sessions. Boarders can choose when they do their prep and day pupils choose whether to do homework at home or at school. All pupils participate in extra-curricular activities and are encouraged to plan the use of their time so that they follow a balanced programme of academic work and extra-curricular activities. The pastoral care in the school is very strong and all staff are highly involved in PSHCE and general pastoral matters. All teaching staff are required to be involved in at least one ECA and most do more than this, as both subject and general ECA are available.

Inspection

The school underwent a full integrated inspection by the Independent Schools Inspectorate in December 2015 and was found to be excellent in all areas. A compliance inspection was carried out in January 2019, the inspection was a great success and the findings affirm the excellent quality of education and care that we provide here at Kent College. The reports together with other information about Kent College can be found on our website at www.kent-college.co.uk



Kent College Pembury is a happy and thriving school, offering a broad education aimed at developing character, inter-personal skills and all-round wellbeing. This is reflected particularly in our Growth Mindset, and Sport and Wellbeing programmes. It is hoped therefore staff joining the school would share the same sense of openness and enthusiasm that we aim to cultivate in our students.

Benefits

Kent College Pembury employs over 200 people in both academic and support staff positions. The school excels in adding value both academically and pastorally and the highly skilled, dedicated and passionate staff are the driving force behind this.

We are delighted to welcome applications from candidates who share our core values and who are able to contribute to our continued future success. We recruit staff of the highest calibre who will inspire, support and challenge the pupils, and fellow colleagues, to achieve their full potential.

We believe in rewarding our staff and offer a complete range of employee benefits including:

- Reduced school fees on permanent roles (Rec-U6 Pupils)
- Meals whilst at school during term time working hours
- Reimbursement for eye tests
- On-site Flu Vaccinations
- Employee Assistance Programme for Staff Wellbeing
- Free on-site parking
- On-going professional training and development
- Use of fitness suite (at allocated times)





Physical Education Department

The Physical Education Department is a happy, thriving team made up of seven members of staff, which includes, Director of Sport, Head of Academic PE, Head of Hockey, and Head of Netball.

Facilities and Resources

Set in 75 acres of beautiful countryside our grounds incorporate, two adjoining sports halls, a new floodlit AstroTurf, fitness suite, seven netball courts, tennis courts, a confidence/ assault course, cross country course, indoor climbing wall, and dance studio. The school has recently been granted planning permission for a replacement swimming pool.

Curriculum and Extra-Curricular Activities

The Physical Education programme is structured to maximise the aims of the department and provide students with access to a broad and balanced curriculum. All students have two double periods of PE and Games from Reception to Year 8 and one double in Years 9 and 10 and ALL year groups from Year 3 have an additional afternoon off timetable for their Sport and Wellbeing session.

Sport and Wellbeing is a new initiative, which offers pupils a range of over 25 different activities each afternoon, which may include boxfit, badminton, trampolining, climbing, yoga, boot camp, lifesaving, basketball, table tennis and dance. The aim is for our pupils to participate with friends, switch off from academic pressures, and the everyday demands they are faced with and be introduced to new activities, whilst keeping fit and having fun.

Teaching groups are set according to ability, and we structure our curriculum programme to ensure that groups are taught by their sport specific coach during their lesson time.

Year 12's can opt to take the Sports Leaders course, and we offer GCSE and A Level Physical Education and PE BTEC, as well as GCSE Dance.

Extra-curricular activities are a core part of school life at Kent College for both staff and pupils, and the extensive sporting activities available play a major role in this. We have over two activities on offer across a normal school week. We run teams and play competitive matches against other schools in most activities; these take place during the weekends and on Saturdays. A large number of pupils regularly involve themselves in the inclusive lunchtime and after school practices and clubs. Competitions at Inter-house level affords all pupils the opportunity to be involved in an appropriately competitive environment.

Competitive Sport and Elite Athletes

There are Sports Scholarships available to pupils entering the School in Year 7, Year 9 and Sixth Form, with an assessment day for each. Scholars receive a Performance Plan timetabling their

training in and out of school to assist them in balancing their academic demands. Each scholar is assigned a mentor, who meets with the pupils weekly to check they are on top of their schoolwork. They take part in weekly strength and conditioning sessions and talks from guest speakers in the fields of sports medicine, nutrition and psychology. As well as the weekly programme of friendly fixtures in many sports, we also compete in the relevant Regional and National competitions, with teams regularly enjoying success at all levels. Each year many pupils also achieve representative honours in both team and individual sports and the School is involved in organising and hosting local, regional and often national rounds of competitions.

The Post

We are seeking to appoint an outstanding, ambitious and motivated individual, with a passion for inspiring students to lead a healthy, active lifestyle. The successful candidate will teach across the whole school and be able to deliver outstanding lessons across our diverse and varied curriculum. We would welcome applications from teachers new to the profession. Applicants should be able to coach at least one of our performance sports to a high level (hockey specialism would be desirable) and teach academic Physical Education at GCSE and A Level and/or BTEC Level 3.

Salary

Kent College's salary structure is based on the national Teachers' Pay Scale according to experience, albeit with enhancement, together with the school's own management and responsibility points. Kent College also offers the staff the opportunity of moving to the upper pay range of teachers' pay, including progression from U1 to U2, on KC criteria; existing threshold achievement to U2 will be honoured. The post holder will be eligible to join the Teachers' Pension Scheme operated by the Teachers' Pensions Agency.

Application process

The completed application form, including the names and addresses of two referees, cv and a letter of application should be sent to Head, Miss Katrina Handford, Kent College Pembury, Old Church Road, Pembury, Tunbridge Wells, Kent TN2 4AX by letter, fax (01892 820232) or email (hr@kentcollege.kent.sch.uk)

Closing date: Monday 27 June 2022 by Midday

Candidates are encouraged to apply well before the deadline. We reserve the right to interview candidates before the closing date.

References will be taken up prior to interview. One of the referees should normally be the applicant's current or most recent employer. The post requires the highest level of clearance through the Disclosure and Barring Service (DBS).

Kent College is committed to safeguarding and promoting the welfare of children. Appointees must be prepared to undergo child protection screening. Child Protection and welfare are taken very seriously at Kent College, with guidelines on confidentiality and staff-pupil relationship procedures well-publicised to staff.

All gaps of employment are to be accounted for and rigorously investigated. Referees are contacted to ensure the validity of the reference. Testimonials are not acceptable in place of confidential references.

