



SUCCESS FOR ALL
EDUCATIONAL TRUST



Redden Court School
Committed to Success for All

OUTSTANDING IN ALL AREAS



RECRUITMENT PACK

Dear Colleague,

Post: Sports Coach and Cover Supervisor (Secondary)

Thank you for your interest in this post. To help you decide if the job would suit you please read through this recruitment pack, which we hope will give you a flavour of what the school is about and of what we expect from the successful candidate.

Redden Court School is a high achieving, successful, well-ordered and caring mixed comprehensive school for students aged eleven to sixteen which was recognised as being an Outstanding School in 2022. We are very proud of our school, our students and the Harold Wood community in which we serve.

Our vision is focused on 'Commitment to Success for All' with aspiration for all members of our community. Redden Court is the founding member of the Success for All Educational Trust.

If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed [here](#) by the deadline of Tuesday, 7th May at 12pm. Interviews will take place Monday, 13th May 2024. We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

If you wish to have an informal discussion about the post before applying please feel free to contact Mr T Hughes on 01708 342293 or by emailing thughes@reddencourtcloud.co.uk

I look forward to receiving your application.



Yours sincerely,



Mr A Henry
Headteacher

General Information

The Redden Court School motto "**Committed to Success for All**" embodies what our school believes in and represents our common goal. We aim to incorporate this vision into everyday school life and ensure that all students have the best opportunities made available to them. Success can and will be found in different goals for a vibrant and varied student body and we value all of our students as individuals with unique talents and interests. We support our students to always be the best that they can be.

Notable Achievements

- In 2022, Redden Court School was recognised as being an Outstanding School with the additional accolade of being Outstanding in all areas.
- In 2021, Ofsted recognised there was enough evidence of improved performance to suggest that the school could be judged outstanding if the inspectors were to carry out a section 5 inspection now. The school's next inspection will be a section 5 inspection
- In 2021 we were awarded the Wellbeing Award for Schools
- In 2020 we were awarded the SSAT award for exceptional outcomes for our SEND Students
- We have recently been re-accredited as a Thinking School by the CEDU at the University of Exeter
- In 2019 we were awarded the 'Quality in Careers' standard for our work in this area

Building and Resources

The school is situated in Greater London, Romford, close to the M25, A12 and A127 and just 10 minutes walk from Harold Wood Railway Station. The school has on site parking for staff and visitors.

The school was built in 1931. Over the years we have expanded the site to accommodate our growing number of students, including two brand new buildings. We have new state of the art facilities in Science, technology and PE. Furthermore, there has been lots of renovation to the existing buildings which makes the school a pleasant learning environment for students and those to come. Our students enjoy well presented classrooms, clean and well kept facilities as well as pleasant dining and social time areas.

SLT

- Mr A Henry, Headteacher
- Mr S Carrington, Deputy Head (Quality of Education)
- Mr K Ward, Deputy Head (Behaviour and Attitudes)
- Miss T Greaves, Assistant Head of CPD, ITT and Timetabling
- Ms J Tyldesley, Assistant Head of Inclusion
- Mr M Hoque, Director of Personal Development
- Mr D Pendred, Director of Technology
- Mr T Hughes, Director of Student Performance
- Mrs C Jacques, Director of Teaching and Learning

Staff

We have 72 teachers, who are supported by 60 professional and competent Student Development Assistants and support staff. We work as a unified team to support and enhance the learning experiences of our students.

Wellbeing

Redden Court values its staff's wellbeing. We endeavour to offer a holistic approach to ensure all our stakeholders are supported in their emotional, physical and mental health.

We offer the following staff benefits:

- Career Development (apprenticeships, support towards achieving further qualifications, leadership programmes, progression opportunities, teacher training, shadow opportunities and a vast CPD programme of relevant courses)
- Child places at Redden Court School are available for staff who are employed at the school (subject to conditions)
- Pension
- All teaching staff are allocated a Chromebook
- Multi Gym available for staff use
- Staff supervision sessions with a trained professional
- Cycle-to-work scheme
- The school is signed up to the Schools Advisory Service which offers:
 - a 24 hour GP helpline,
 - access to physiotherapy sessions,
 - access to a counselling service,
 - free 12 week weight management programme,
 - support for stress management,
 - lifestyle screening,
 - menopause support,
 - long term condition support,
 - private medical operations.
- Regular staff social and get-together events
- A regular staff survey consults staff and takes actions based on the results.

Edtech

Redden Court School has been recognised as a specialist of computing technology for over a decade, and has always invested in modern technology to enhance the curriculum.

The Department for Education selected Redden Court School in 2020 as one of its Edtech Demonstrator schools to support 100s of other schools in the country with their use of technology in education. This was initially to help schools to respond to the pandemic but the project has continued to expand. In 2017 Google selected us to become one of the only Google Reference Schools in the UK as a result of our success over the years, giving us early, exclusive access to upcoming tools and the opportunity to attend and showcase at events. We have also gained international

recognition welcoming many visitors from abroad to support them with their own development.

Google Workspace for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device. In 2012, we adopted this free web-based communication and collaboration suite available to education establishments. With products including Gmail, Google Classroom, Calendar, Drive, Docs, Meet, Slides and Sites, we recognise the influence that these tools have on classroom and distance learning, our collaboration inside and outside of school, improvements in administrative efficiency and providing remote access for all. This enables all our students and staff to have access to the most up-to-date technology.

We have also rolled out a 1:1 Chromebook scheme with our students, with many of them buying the device through us, as an affordable browser-based device that provides quick, simple access to our online platforms. We also provide teaching staff with a Chromebook to support our edtech focus. Staff are offered a wide range of CPD to develop their skills in this area.

Recent Results

Results 2023	Redden Court School	Havering
Progress 8	+0.19	-0.17
Attainment 8	49.2	47.2
9-5% English & Maths (strong)	52%	43%
9-4% English & Maths (standard)	70%	64%
Ebacc % entered	82%	56%
Ebacc APS	4.68	4.25

Pastoral Care

We currently have 1050 students at Redden Court School. The pastoral team is particularly well staffed and this allows us to form a wide and comprehensive net of care around our student body.

The team is made of:

- Deputy Head - Pastoral Care
- Pastoral Director
- 5 non-teaching Heads of Year
- Home School Support Worker
- Education Welfare Officer
- 2 Learning Mentors
- 3 Student Service Officers
- Pastoral Support Officer
- Pastoral Administration

We also buy in counselling and mentoring services which, taken as a whole, provides a support base to our students which is second to none.

SEND

We are proud of our reputation for achieving exceptional outcomes for our children with special educational needs and disabilities. We support our students with SEND in mainstream with a combination of in-class support systems and withdrawn interventions. Children who need a higher level of support are educated in our Nurture Group and move on to study GCSEs on the Blue Pathway where they benefit from small classes and a high ratio of adults to children.

Redden Court also supports some children with EHCPs using our Additional Resourced Provision (ARP) funding. We are pleased to be able to offer bespoke packages of support for our children with the most complex needs.

Our dedicated SEND team consists of 6 SEND Teachers and 22 Student Development Assistants (SDAs) managed by our deputy SENCO. Leaders on the SEND team are highly invested in developing staff. Many former SDAs have found their experience on the SEND team to be a vital step as they move towards new careers in teaching, mentoring, counselling or other pastoral work with children. At Redden Court, we have a strong tradition of encouraging our staff to develop their careers.

CPD and Training

We invest heavily in our own staff training and development at all levels, from Initial Teacher Training, Associate and support Staff, through to Senior Leadership level. We run an in-house comprehensive programme each year which includes whole school CPD, faculty training, ECT and RQT professional studies, ASPIRE Teaching and Learning workshops and additional voluntary training sessions. We also offer a wide range of opportunities for staff to gain leadership experience such as termly or yearly secondments onto the pastoral team or senior leadership team. In addition we subscribe to the National College and actively encourage staff to take responsibility for their own professional development by completing courses and certificates online.

Values and Ethos

At Redden Court School our staff values are closely aligned to our student values, ASPIRE. Every individual is valued for what they contribute to our community.

- ★ **Ambitious** - To be passionate in our desire and determination to achieve success and exceed our potential.
- ★ **Supportive** - To provide encouragement, physical and emotional support to others where it is needed.
- ★ **Professional** - To recognise ourselves as role models and demonstrate positive examples to students and each other at all times.
- ★ **Innovative** - To be creative and open to change and new ideas.
- ★ **Respectful** - To treat others with dignity and respect; to celebrate and welcome diversity.
- ★ **Equality** - To promote and ensure that every individual has an equal opportunity to make the most of their lives and talents.

Collectively these values help to raise standards, develop positive behaviours and develop individuals. We recognise that through these values our staff work towards a common goal that supports the vision for our school.

Advert

Sports Coach and Cover Supervisor

Scale 4 point 7-10

Actual Salary - £23,932 - £25,036

36 hours per week - 39 weeks per year -Term Time only

Required for a September 2024 start

We are seeking a well-qualified and enthusiastic Sports Coach and Cover Supervisor who can make a significant impact on the extra curricular programme, the PE Faculty and the school as a whole.

As one of the top state schools for sport in the country, PE and the extra-curricular programme is at the heart of school life. The faculty is very successful with an enviable reputation both locally and regionally in a wide variety of sports, participating in a significant number of national finals and holding several regional titles each year.

The successful candidate will support the schools extensive PE Faculty programme, extra curricular clubs and Sports Academy. In this role the candidate will ensure that the programme provides exceptional opportunities for all students of all ages and abilities.

As a Cover Supervisor, you would provide cover for teaching staff where immediate, short term or unplanned cover is required when teaching staff are absent.

The role is to manage individuals, groups or whole classes either on their own or in the presence of teaching staff and/or Student Development support staff.

The Cover Supervisor will primarily be responsible for the maintenance of good order and focused activity. This requires behaviour management and interpersonal skills.

As an Ofsted Outstanding school, we believe in Committed to Success for All and continuing professional development and developing the skills and knowledge of our staff through a thorough appraisal system.

As an employee you will have access to the Local Government Pension Scheme and instant access to the Schools Advisory Service that offer a range of wellbeing services that includes;

- Access 24 hours a day to a GP helpline where you can have a telephone conversation for you and close relatives.
- Access to Physiotherapy
- Access to a counselling service
- Free 12 week Weight Management Programme
- Support for stress management
- Lifestyle Screening

- Relationship Counselling
- Long-term condition support - support for you and family members where you or a member of your family is suffering from a long-term condition such as cancer, Multiple Sclerosis or Motor Neurones disease. This list is not exhaustive.
- Private Medical Service
- Stress Counselling

Child places at Redden Court School are available for staff who are employed at the school.

Redden Court School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful for this position you will be expected to apply for a disclosure from the Disclosure and Barring Service before appointment is confirmed.

We welcome enquiries from everyone and value diversity in our workforce. Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, age or sexual orientation.

If you would like more information please contact Mr Tom Hughes, Director of Sport and Student Performance on 01708 3422933 or email thughes@reddencourtcloud.co.uk

If you would like to become a member of our thriving and successful community, please apply via 'Mynewterm' which can be accessed [here](#) by the deadline of Tuesday, 7th May at 12pm. Interviews will take place Monday, 13th May 2024.

References from 2 previous employers will be sought prior to interview.

We reserve the right to close this vacancy early if we receive sufficient suitable applications for the role. If you are interested in the role, please submit your application as early as possible.

Job Profile

Job Title:	Sports Coach and Cover Supervisor
Grade:	Scale 4 points 7-10
School:	Redden Court School
Reports to:	Head of PE and Cover Manager

Job Purpose and Context:-

- To provide direction, support and vision to a dynamic PE programme whilst shaping students in a school that values all sports as a major part of its ethos.
- To supervise and support the learning of classes, delivering pre-set work, in cover lessons.

Roles and Responsibilities:-

- To implement strategies to improve the standard of the student's skills and knowledge of sports through training sessions before school, at lunchtimes and after school
- To continue to promote and raise the profile of sports within school and beyond within local, county, and national fixtures
- To establish and maintain a purposeful, positive working atmosphere which supports student progress
- To communicate and consult with parents of students as necessary, including telephone calls, emails and parental meetings
- To contribute to the day-to day running of the PE Faculty
- To act as a cover teacher in PE and non-PE lessons providing professional guidance to classes, setting high expectations of conduct and behaviour and monitoring student progress within the lesson.
- Invigilate and supervise school examinations, tests and assessments.
- Supervise students on or off school premises in the context of trips, visits, concerts, assemblies
- Complete registers and/or use the school's attendance recording systems
- Work within the values, culture and ethos, equality and diversity of the school
- Ensure compliance with Health and Safety law and school procedures, minimising any health and safety risk and security of the working environment

Notes:

1. Redden Court School has a strong commitment to achieving equality of opportunity in its services to the community and the employment of people and expects all employees to understand, comply with and promote its policies in their work and to undertake any appropriate training

2. The post holder is expected to undertake any appropriate training, including recognised professional qualifications, considered necessary to fulfil the role
3. The post holder is expected to demonstrate a flexible approach in the delivery of work. Consequently the post holder may be required to perform work not specifically identified in the job description, but which is in line with the general level of responsibility of the post.
4. This job description will be subject to review with the post holder after one year and may then be reviewed from time to time

Signed:

Date:

Signed:

Date:

(Head Teacher)

Redden Court School is committed to safeguarding and promoting the welfare of children and young people. All adults who work at the school must share this commitment to young people.
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Person Specification

Skills and Abilities	Essential	Desirable	How Assessed Application(A) Interview(I) Test(T)
The ability to coach a variety of sports	x		A, I, T
The ability to work effectively and efficiently as part of a team of professionals	x		A,I
The ability to communicate effectively both in person and in writing	x		A,I,T
The ability to manage, supervise and direct activities for students	x		A,I
Ability to support the use of IT software programmes used in the school	x		A,I,T
Ability to deploy a range of strategies and techniques that promote positive behaviours and maintain order discipline	x		A,I
Understand how young people learn		x	A,I
Understand how ICT can be used effectively to enable students to learn		x	A,I,T
Have knowledge of Health and Safety in the workplace and individual responsibility for safe practice	x		I,A
Understand the importance of Equality and Diversity in the workplace	x		I,A
Knowledge of Safeguarding and Child Protection ensuring that a school is a safe environment for students	x		I,A
GCSE grade C or equivalent in both English and Maths or have competent literacy and numeracy skills	x		A,T
Experience of working with young people in a voluntary or paid capacity		x	A
NVQ3 in Teaching Assistance or equivalent qualification		x	A