



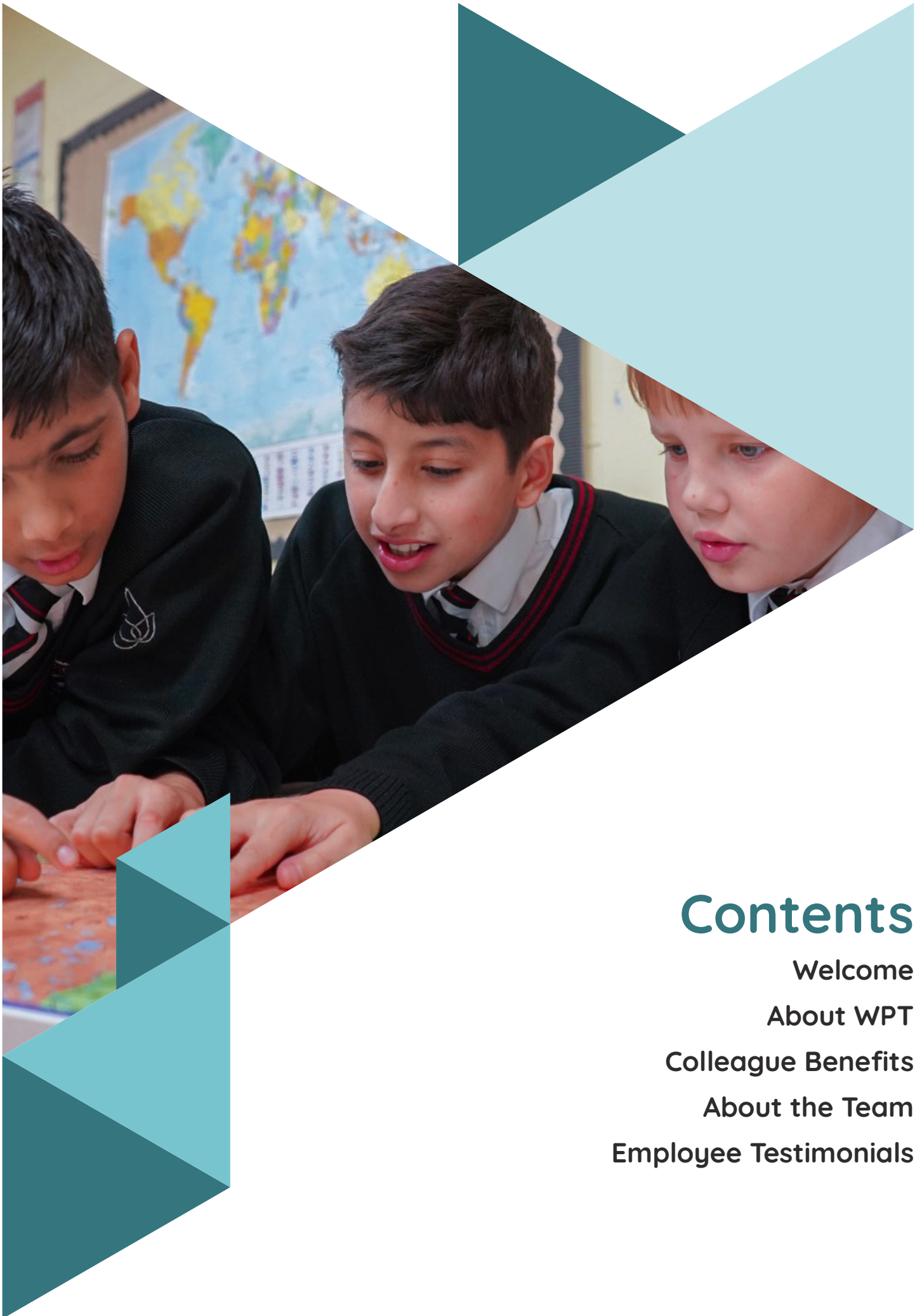
PE, Outdoor Adventurous Activity & School Sport

Central Services Recruitment Pack

wickersleypt.org



WICKERSLEY
PARTNERSHIP
TRUST.



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Welcome

A very warm welcome to Wickersley Partnership Trust.

Wickersley Partnership Trust (WPT) was founded in 2014, and I became CEO in 2018. WPT exists to further the interests of the young people that it serves. We believe that education empowers and enriches: our vision is to send all children into an ever-changing world able and qualified to play their full part in it. We are committed to ensuring that all students have the best educational experience possible, and we know that recruiting the highest quality colleagues is key to realising this mission.

As a parent myself, I am a strong believer that if it isn't good enough for my own children, it isn't good enough for the children of the communities we serve. I uphold these standards in every decision I take as CEO.

Our ethos is clear: we are one school on many different sites. Our innovative use of System Leadership ensures that colleagues are well supported and work collaboratively so that all students, regardless of the school they attend, receive the same high-quality education and experiences.

As a Trust we invest heavily in our colleagues. All staff have access to Westfield Health, with many benefits including 24/7 GP access and counselling sessions. Our innovative Workforce Development program, ongoing Professional Development, outstanding Training Opportunities including Degree Level Apprenticeships for support staff and NPQ routes for teaching staff, truly set us out from the crowd. All roles at WPT are part of wider job families, with clear progression routes identified. This enables colleagues to progress in their chosen career, and allows a natural succession plan to form with systems in place to identify talent.

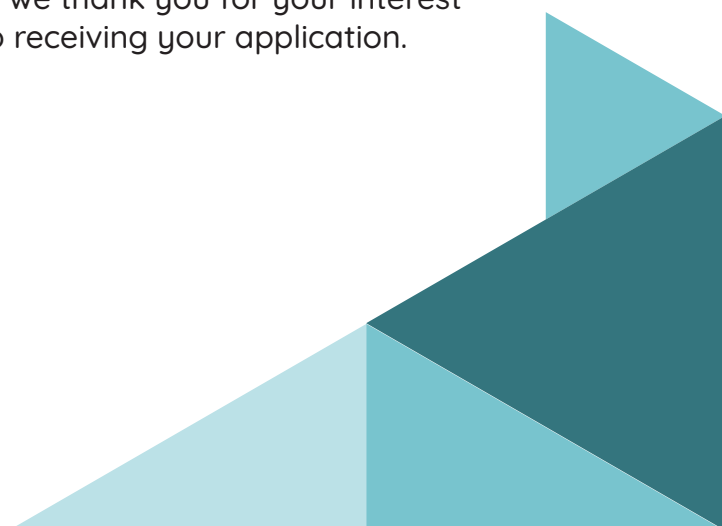
All staff are enrolled into generous local government or teacher pension schemes, and we were among the first Trusts in the country to standardise terms and conditions for our support and teaching colleagues.

The wellbeing of our colleagues is our number one priority. We hold regular wellbeing events, including an annual Staff Awards evening. We can offer flexible working and term time / flexible hours. We invest in our Induction programme to ensure that all colleagues are welcomed to the Trust fully informed and ready to positively affect the education and futures of the children that we serve. We strongly believe in a healthy work-life balance; leaders are always mindful of this when managing their teams.

Regardless of the position you are applying for, we thank you for your interest in joining our growing team. We look forward to receiving your application.



Helen O'Brien
Chief Executive Officer,
Wickersley Partnership Trust



About WPT

We aim to send all children into an ever-changing world, able and qualified to play their full part in it.

Wickersley Partnership Trust (WPT) was formed in March 2014 when Wickersley School and Sports College - one of the original 100 Teaching Schools - became an academy. In August 2014, Rawmarsh Community School became the first school to join WPT, and since then we have grown into a family of 13 schools, including 5 secondary schools, 8 primary schools, 1 sixth form and several SEMH provisions. We predominantly serve the town of Rotherham, South Yorkshire, but also operate The Gainsborough Academy in Lincolnshire.

We have a proven track record of improving our schools, with five schools moving from 'Requires Improvement' to 'Good' to join our existing 'Good' schools.

We are proud of the close links we have formed between our schools. We have a strong team of Subject Directors, Lead Practitioners and Senior Leaders to ensure consistency of approach, and to enable all students, regardless of their background, to have the same opportunities and life chances.

Many of our primary schools feed in to our secondary schools, and we pride ourselves in our unique and inclusive transition arrangements, including residentials for all Year 5 and Year 6 students and Prom for all Year 6, Year 11 and Year 13 students. Our Year 7 students start with us in July each year - 3 weeks early - for an extended transition period known as Rollover.

All schools have access to the services of our embedded Central Team. Our centralised services include HR, Recruitment, Finance, Governance, Transport, Premises, Operations, Marketing and Communications, IT, Data, Timetabling and Cover. Offering these services centrally enables our schools to focus on their core mission of improving outcomes for our students.

We have close links to Learners First, who offer industry-leading teacher training. We also have close ties with Rotherham School Games, which sees our students compete across various sports against other schools in the borough. WPT has exclusive access to Ulley reservoir, where students participate in a unique Outdoor Adventurous Activities offer.

We invest heavily in our infrastructure and environmental commitments. In recent times we have built a new block at Rawmarsh Community School, refurbished and extended Foljambe Primary School, installed solar panels at the majority of our schools and improved our SEMH Provision facilities, as well as investing in new outdoor spaces at our primary schools.

Our Strategic Priorities underpin everything that we do at WPT:

- Leadership Development
- People Development
- Effective Curriculum & Outcomes
- Active Part of the Community
- Wellness: Staff and Students

The WPT website contains much more information about what we stand for and believe in.

www.wickersleypt.org

Colleague Benefits

WPT has developed a core benefits and wellbeing offer that all colleagues are entitled to. From a leading pension to Westfield Health access; our annual Staff Awards to termly wellbeing events, the wellbeing of our staff underpins every aspect of how we operate.

- Competitive salary
- Generous Local Government (support staff) and Teacher Pension Schemes
- Westfield Health subscription including:
 - Togetherall - a confidential, safe online forum
 - Doctorline - 24/7 access to a GP
 - 24-hour advice and information line
 - 1:1 counselling
- Enhanced and equitable Teaching and Support Staff Terms and Conditions

Professional Development

- Ongoing Professional Development, including our innovative Workforce Development programme and employee-generated CPD
- Embedded System Leadership with built-in support and development for all colleagues
- Degree-level Apprenticeship opportunities for support staff
- Middle and Senior Leader training via NPQ routes in partnership with Learners First
- Specific job families and identified progression routes
- System training on topics including Google, Bromcom, Excel and internal systems

Wellbeing

- Innovative Induction Programme
- 33 days minimum annual leave including bank holidays, increasing after 5 years' service
- Flexible working opportunities for part time, job share and term time only roles
- Occupational sick / maternity / paternity / adoption pay
- Published Directed Time Calendar for teaching staff
- Annual Staff Awards
- Termly wellbeing events including Wreath Making at Christmas and Cake Decorating at Easter
- Free flu jabs



About the WPT PE, Outdoor Adventurous Activity & School Sport Team

The Wickersley Partnership Trust Central PE, Outdoor Adventurous Activity (OAA) and School Sport team has a variety of different roles to offer, working across both primary and secondary schools internal and external to the Trust.

The Sports Development Manager works closely with school staff, Senior Leaders and the wider Central Team, to ensure collaboration and quality assurance across the board. The team's remit is to deliver curriculum PE to Trust primary schools, deliver outdoor adventurous activities to Trust primary and secondary schools, develop leadership opportunities in sport for students, deliver a swimming programme which goes above and beyond the national curriculum, coordinate and implement the national School Games programme across the whole of Rotherham as well as working with key stakeholders at a community level to ensure as many young people as possible have exit routes depending on their need. The team works on engaging with National Governing Bodies and local community clubs to help raise the profile and participation levels in sport and physical activity locally, regionally and nationally.

WPT PE, OAA & School Sport Team Structure



David Walker

Sports Development Manager & School Games Organiser

After gaining a Sports Development degree at the University of Huddersfield in 2011, I began my career working as School Games Organiser at Wickersley School shortly after. The role consisted of picking up where the School Sports Partnership Programme had left off, delivering a competition programme for primary and secondary children across the borough. I moved over to work centrally for WPT in 2016, where I took on the role of Sports Development Manager. This role built on the work I had done previously with primary schools, looking at their PE curriculum and helping them to deliver a programme that met their school need - this developed into line managing the Outdoor Education provision, which now has both primary and secondary school pupils accessing provision on a weekly basis. After line managing the SGO programme, I took on a dual role in 2021 as Sports Development Manager and School Games Organiser. This allowed me to implement change on a wider scale, now working back across the whole of Rotherham and linking with local and national key stakeholders to develop further opportunities for young people in physical activity and sport. The restructuring of the School Games programme at a county level now means we have an events calendar that is accessible to all - with 4 different event categories for schools to target their young people appropriately.



Team Responsibilities

The WPT PE, OAA & School Sport Team consists of the following roles:

Sports Development Manager

Works closely with the CEO and Senior Leaders to develop and implement strategies for effective PE, School Sport and Physical Activity engagement, in line with the Trust's Strategic Priorities. Line manages Primary PE, School Games, Outdoor Education & Swimming delivery.

School Games Organiser

Leads on the national School Games programme, taking directive from Youth Sport Trust and the key government stakeholders and delivering at a localised level. Engaging schools in physical activity, school sport and additional opportunities is central to the role.

Lead Outdoor Education Coordinator

Oversee the WPT Outdoor Education programme which includes liaising with key stakeholders within the Trust and beyond - community outreach and development of outdoor provision in the borough is a priority whilst managing the team and day to day Trust delivery of the outdoor programme.

Sports Coach

Delivers the WPT Primary PE curriculum across all 8 Trust primary schools. Responsible for the effective delivery of the programme, linking with Senior Leaders in schools to ensure individual school needs are met. Assists on the delivery of School Games and wider WPT opportunities.

Assistant Outdoor Education Coordinator

Supports the delivery of the WPT OAA programme across primary and secondary, including climbing, archery, teambuilding and water sports provision.

Sports Assistant

Assists with the delivery of the WPT Primary PE curriculum, School Games and OAA programme throughout the academic year.

School Games Administrator

Responsible for the administration side of the School Games including event entries, communication and format. The School Games Administrator works closely with the School Games Organisers to ensure all schools within the borough have access to the programme.

Swimming Instructor

Delivers the WPT KS2 swimming programme, which includes blocks of sessions where children achieve against the national curriculum. 1 to 1, SEND and catch up sessions are also delivered to ensure all pupils within the trust are achieving.

Primary PE Curriculum

The primary PE curriculum delivery is central to the whole PE & School Sport offer, with the planning mapped out to support the effective engagement in the School Games and OAA programme.

The Primary PE delivery includes the following:

- Curriculum time delivery across EYFS - Y6
- CPD support for school staff in PE and School Sport
- Assessment across all areas, focusing on knowledge, as well as skill
- SEND and targeted intervention delivery
- School Games preparation - liaising with school staff to target and train child appropriately



Outdoor Education Programme

The Outdoor Education Programme has developed over a number of years, which has included new provision added to the already existing structure.

The Outdoor Education Programme offers:

- Indoor Climbing - both bouldering and harnessed climbs are available across a number of our Trust sites
- Archery - in both an indoor and outdoor setting, archery is a key part of our OAA Programme
- Team Building Activities - the Trust has access to specialist team building equipment to enrich the offer for the young people accessing the programme
- Orienteering - map work looking at control points and working as a team
- Paddlesports - a variety of different disciplines are offered, including kayaking, canoeing, paddle boarding, raft building and sailing

All of the above are delivered in a safe and controlled environment, with progression through the Key Stages also considered.



School Games Programme

The School Games, which is funded by Sport England and delivered by the Youth Sport Trust, involves funded School Games Organisers (SGOs) at a local level, and Active Partnerships at a county level, to create an annual calendar of events to increase schools participation levels in PE, Physical Activity & School Sport.

The five School Games outcomes ensure there is a clear direction to work towards the same priorities for young people in Years 3-13 across all education settings:

1. Advocate and position the delivery of the Chief Medical Officer's daily active minutes for all young people, as a universal offer to maintain and grow school engagement
2. Ensure all competition has a clear intent and creates positive experiences based on the motivation, competence, and confidence of the young people that need support the most
3. Have a clear focus on secondary school engagement and transition points
4. Support the personal development of targeted young people through youth engagement and leadership
5. Advocate and engage key stakeholders on the value of School Games to support local provision and improve the experience for young people and their families

This is delivered at a local level with key stakeholders, focusing on the specific needs of the area and the individual schools.

Continued Professional Development (CPD)

All areas of the programme are supported by the Sports Development Manager, who liaises with the CEO and School Improvement Officer to quality assure the provision. WPT strives to ensure all members of the team progress at a level suitable for their need, which may include the Trust funding NGB accredited courses to upskill further.



Advert

Outdoor Education Assistant

Wickersley Partnership Trust



WPT Band 3 £23,114 - £23,893 (£20,358 - £21,044 pro-rata)



Permanent



37 hours/week, term time only



As soon as possible



Who we are

We're Wickersley Partnership Trust (WPT) - a multi-academy trust with eight primary schools, five secondary schools, one sixth form and one Central Team under our umbrella.

We're dotted across Rotherham, South Yorkshire with one school based in Gainsborough, Lincolnshire.

At WPT, students are at the heart of everything we do, and we aim to send all children into an ever-changing world, able and qualified to play their full part in it. To give them the best educational experience possible, we recognise the importance of investing in and supporting our colleagues.

And that starts with finding the right person for the job!

The role

Join Our Team as an Outdoor Education Assistant!

We are seeking to appoint an Outdoor Education Assistant to join the Outdoor Adventurous Activity team at Wickersley Partnership Trust.

Our ideal candidate is someone who wants to advance their career working in the outdoor industry.

In the summer term there are water sports and land based activities which the trust run at Ulley Country Park. Over the other terms our main focus will be delivering rock climbing and archery sessions within the schools. You may also be required to take part in extracurricular activities that may occur within term time or school holidays.

Key Responsibilities Include:

- Being responsible for preparing equipment and packing away at the end of lessons
- Ensuring equipment is maintained to a suitable standard for teaching outdoor activities
- Providing logistical and teaching support to the teacher and outdoor instructors during outdoor sessions, carrying out assessment and observations of individuals or groups to achieve session targets
- Having an adaptive in approach to session delivery, to ensure that all students are supported to participate and achieve in outdoor activities
- Contributing to the coordination of a range of extra-curricular activities including participation at local competitions
- Exploring and assisting with the different aspects and elements of various outdoor activities

In addition to the above, you will be expected to provide first-aid and have the relevant qualifications (training will be provided where required). You must also have confidence around water sports/outdoor

instruction and a general idea of good practice/safety measures and expectations from the National Governing Body perspective.

Join Our Team and Make a Difference!

If you're ready to make a positive impact on the lives of students and inspire a lifelong love for physical activity and sports, we invite you to apply for the position of Sports Coach. Together, let's empower our students to lead healthy, active lives and achieve their full potential. Apply now and become an essential part of our dedicated team!

For further details, and to apply, please visit our [recruitment portal](#).

During the application process, please upload a supporting statement which should be no longer than two sides of A4 (this should not be a CV) clearly demonstrating:

- Why you are applying for this position
- How you meet the competencies of this role using examples from your current and previous experience (please refer to the documents attached to this advert)
- Any information which you consider relevant that you have not already mentioned

This information is important as it will be used in the shortlisting process to identify suitable candidates for interview and assessments.

We may hold interviews as and when applications are received, and this job may be withdrawn without notice. We encourage you to apply as soon as possible.

Application forms and further details are available from <https://recruitment.wickersleypt.org/>

In line with our commitment to safeguarding and promoting the welfare of our students, all appointments are subject to an enhanced Disclosure and Barring Service check and satisfactory references. Shortlisted applicants will undergo relevant checks in line with statutory guidance.

Further information about the Disclosure Scheme can be found at www.gov.uk/disclosure-barring-service-check

Please note we operate under a Safer Recruitment Policy and as such do not accept CVs. All applicants must complete an application in full via our recruitment portal.



JOB DESCRIPTION

OUTDOOR SPORTS ASSISTANT

RESPONSIBLE TO:

MAIN CONTACTS:

JOB PURPOSE

Provide support to teaching staff for delivering high quality Outdoor PE sessions across the academy. To run a variety of extra-curricular activities such as lunch clubs and sports teams, in order to increase the opportunity for high achievement and memorable moments for pupils of all abilities.

MAIN RESPONSIBILITIES

- To be responsible for preparing equipment and materials and packing away at the end of lessons ensuring equipment is maintained to a suitable standard for teaching outdoor adventures.
- Providing logistical and teaching support to the teachers /outdoor instructor during outdoor sessions, carrying out assessment and observations of individuals or groups to achieve set targets
- Assist in the implementation of Individual Education Programmes for students and help monitor their progress, providing support for individual pupils to enable them to fully participate in learning experiences
- Contribute to the coordination of a range of extra-curricular activities including participation at local competitions
- In addition to the above, the post-holder will be expected to provide first-aid and have the relevant qualifications (training will be provided where required).
- Must have confidence around water sports and a general odea of good practice/safety measures and expectations from that National Governing Body prespective.
- Willing to explore and assist with the different aspects + elements of outdoor activities.

OTHER DUTIES

The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties that may be required from time to time in accordance within the general scope of the post, including, for example, break duties and supervision of children.



PERFORMANCE STANDARDS FRAMEWORK COMPETENCIES ESSENTIAL TO BASIC PERFORMANCE OF THE ROLE

COMMITMENT & MOTIVATION (LEVEL 2)

- Displays energy and enthusiasm for work and is motivated to achieve, demonstrates flexibility
- Identifies own development needs and seeks learning opportunities understanding learning priorities that link with Trust's aims and objectives
- Engages in every learning opportunity and reflects on and develops own practice
- Liaises effectively with people demonstrating a willingness to share knowledge, learning and experience with others
- Uses initiative within clearly defined guidelines and displays sound judgement, based on factual information when making decisions
- Monitors own performance against high standards
- Actively seeks feedback, to inform self-development plans

PROBLEM SOLVING & DECISION MAKING (LEVEL 1)

- Works to general instruction using initiative to make routine decisions within guidelines, with the ability to challenge where appropriate and relevant
- Escalates decisions outside own area of responsibility
- Gathers relevant information to assist good decision making
- Offers ideas on how things could be done differently

PLANNING & ORGANISATION (LEVEL 1)

- Organises and manages own tasks and work time effectively
- Implements operational plans for own areas of responsibility under guidance
- Provides feedback to inform planning
- Prepares resources including where appropriate relevant ICT
- Prepares for a specific activity taking account of varying needs and abilities of stakeholders

IMPLEMENTING CHANGE (LEVEL 1)

- Contributes constructively to support change in own area of work with a view to improving performance
- Uses initiative and knowledge to implement given tasks or plans.
- Identifies and makes recommendations for improving performance in their own area of work
- Approaches change in a positive, flexible and enthusiastic manner

MANAGING OBJECTIVES (LEVEL 1)

- Has a good understanding of own role and carries out task effectively, within deadline, fulfilling short term goals of the team
- Provides agreed feedback of effectiveness and progress
- Recognises the values, learning styles, management styles and ethos of the Academy
- Uses national trends to inform key goals and objectives

PERFORMANCE STANDARDS FRAMEWORK COMPETENCIES ESSENTIAL TO BASIC PERFORMANCE OF THE ROLE

RAISING STANDARDS (LEVEL 1)

- Contributes to setting individual objectives and agreeing measurable targets
- Collects supporting evidence and agrees success criteria
- Maintains consistent performance
- Remains focused on delivering results
- Takes responsibility for the quality of own work and keeps manager informed of how the work is progressing
- Provides support for learning activities including effective use of ICT to support pupils learning

CUSTOMER FOCUS (LEVEL 2)

- Develops positive relationships and contributes to the prevention and management of challenging behaviour / promotes positive behaviour.
- Effective at drawing out information and understanding varying needs
- Contributes to planning and assessment of needs
- Observes and reports on progress
- Delivers under direction
- Takes ownership of issues, focus on providing the right solution depending on needs and abilities, keeping pupils and stakeholders up to date with progress
- Ensure that levels of service are maintained – identifying risks or concerns in order to meet pupil & stakeholder requirements
- Responsible for the safeguarding and welfare of pupils
- Has a good understanding of H&S legislation. Produces risk assessments, ensuring a safe working / learning environment

COMMUNICATION (LEVEL 2)

- Communicates confidently using a variety of methods at different levels of ability and understanding
- Structures discussion in a logical way
- Interprets and analyses information to construct basic written reports including recommendations as appropriate
- Prepares materials for others to use
- Selects the most appropriate communication method for the topic and audience including those with complex needs
- Creates and delivers effective presentations
- Uses appropriate questioning techniques
- Actively listens and encourages open discussion
- Explains this clearly and concisely giving clear instructions

PERFORMANCE STANDARDS FRAMEWORK COMPETENCIES ESSENTIAL TO BASIC PERFORMANCE OF THE ROLE

IMPACT & INFLUENCE (LEVEL 2)

- Recognises behaviour patterns and implements agreed management strategies.
- Actively supports positive interaction with colleagues and has an awareness of fairness and diversity.
- Anticipates likely responses to situations, tailoring actions to create intended impact
- Responds to questions in a clear and concise manner appropriate to the recipient and work-related procedures.
- Respects the opinion of others and accepts feedback.
- Develops and participates in networks and partnerships to achieve Trust's aims and objectives.

TEAM WORKING (LEVEL 1)

- Follows agreed instructions and takes personal responsibility and ownership for own actions, performance and delivery
- Shows willingness and ability to work cooperatively with a range of stakeholders
- Contributes to dialogue regarding aims and objectives
- Provides effective support to colleagues, responds well to guidance

QUALIFICATIONS & SKILLS (LEVEL 3)

- NVQ Level 2

Employee Testimonials

“I came to Wickersley School as a pupil for 7 years and after three years studying in London, I applied to do my PGCE via Schools Direct. I did my placements at WSSC and RCS and was then offered a job at Wickersley School.

I was lucky enough to have the opportunity to teach A Level Statistics early on in my career and have since helped to develop other A Level teachers and the A Level curriculum within the department. I was then provided with the opportunity of mentoring some staff in their initial teacher training. After my first year, I was offered the middle leadership course and within two years of teaching I undertook the role of Teaching and Learning Lead for Mathematics providing me with the opportunity to work with teachers at other schools in Rotherham. I then proceeded to take on the role of numeracy lead whilst a colleague was on maternity leave.

Two years ago, I became the Director of Mathematics for Wickersley Partnership Trust. In my first year of this position, I was supported immensely by Senior Leaders across the Trust and was encouraged to study for my NPQSL with Learners First. I have also been provided with the release time to work with other colleagues across the nation who lead Maths across Multi-Academy Trusts. In the last few months, I have been made full time Director to provide more time to the role. I absolutely love my job and would not be here without the support from Wickersley Partnership Trust and the leaders around me believing me and providing me with every opportunity to develop and succeed.”



Laura Sharp
Director of Maths



“My career journey within WPT began at Wickersley School & Sports College in 2008, where I joined as an NQT in the English Department. Wickersley was a wonderful place to learn my trade, as workforce development was always a priority and opportunities to gain experience as an aspiring leader were aplenty.

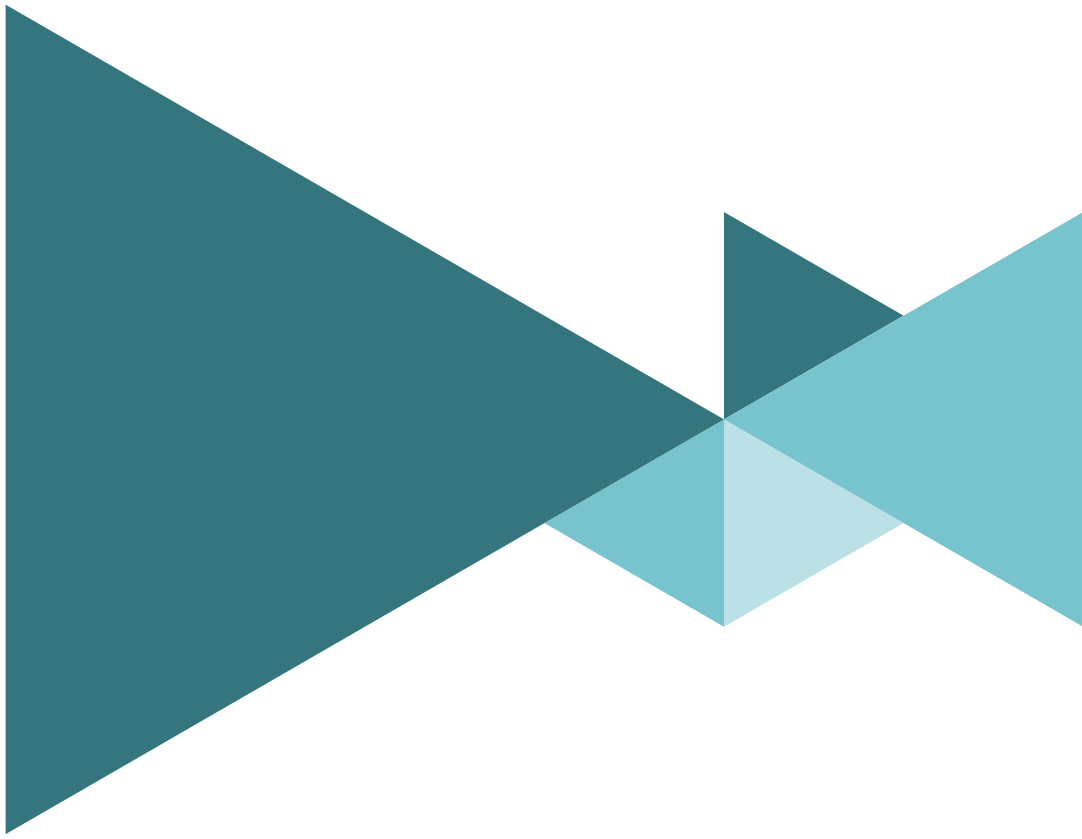
Six years on, when WPT was still in its infancy, I made the switch to Rawmarsh Community School. Here, I would discover the true value of working as part of a family of schools. This was especially true as I moved into more outward facing roles as part of the Senior Leadership Team. Being able to collaborate with colleagues within our local feeder schools and WPT partner schools proved hugely valuable in my development as a professional.

After seven and a half thoroughly enjoyable years at Rawmarsh, I made the move to my third WPT secondary school to take up the position of Deputy Headteacher at Clifton in 2022. Having the opportunity to fulfil my ambitions within WPT is testament to the support and training that I have received over the years.

In my experience, at WPT, the next opportunity really is just around the corner and, as the Trust continues to evolve year on year, it is as exciting as ever to be a part of it.”

Jamie Skirrow
Deputy Headteacher,
Clifton Community School





WPT PE, OAA & School Sport Team

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