



# GRADUATE SPORTS ASSISTANT

MORE HOUSE SCHOOL, FRENHAM



# Overview

**Full-time, fixed-term position (January 2025 to July 2026)**

*For the right candidate, there is a possibility of residential accommodation on-campus in exchange for a reduced timetable of boarding duties.*

An ambitious graduate seeking school experience and personal development – possibly with a view to teacher-training in the future – is sought to work within our busy Physical Education department.

**Our staff are committed and inspirational, transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language Disorder and associated conditions, by empowering them.**

## **Our School Vision is:**

*To lead in transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language Disorder and associated conditions, by empowering them.*

## **Our School Values are:**

*Kindness - Spirit - Responsibility*



**More House School**  
**Rated Outstanding by Ofsted (2023)**



# The School

Nationally celebrated, More House School provides an exceptional, mainstream education for intelligent boys with Specific Learning Difficulties and weakness in their developmental language skills. Providing a transformative education repeatedly recognised as 'Outstanding' by Ofsted over more than a decade, we offer a specialised learning environment for day and boarding boys from Year 4 to Year 13. Our pupils are taught to recognise their strengths and develop their self-belief so that they achieve independence and extraordinary results at GCSE, BTEC and 'A' Level, above the national averages. A majority progress to university.

The School has an 85-year history of supporting boys with additional challenge in their educational experience. Now with 500 pupils, the School has grown significantly in recent years and has the largest number on roll ever. It is recognised as being the largest SEND-specialist provision in the United Kingdom and is heavily involved in outreach work. More than half of pupils have their places funded by their local authorities.

Delivering a mainstream independent-school experience, both academically and socially, the very broad curriculum affords all pupils the opportunity to discover their strengths, challenging them to fulfil their academic and extra-curricular potential. Pupils benefit from classroom teaching which recognises that each pupil is individual in his profile of skill strengths and weaknesses, and which focuses on adaptive strategies which look beyond pupils' individual diagnoses and prioritises the support of the four core elements of language, attention, processing and working memory. All teachers are supported to develop their understanding and professional practice in this respect, both on arrival and throughout their employment, through high-quality, nationally-accredited training delivered in-house.

Class-sizes are small, with a maximum of 15 pupils, and almost all pupils receive timetabled support through the on-site Learning Development Centre which comprises Speech and Language Therapists, Occupational Therapists and specialist Dyslexia-qualified Literacy and Numeracy Tutors.

Judged 'Outstanding' by Ofsted in its last five School inspections, our most recent inspection (March 2023) graded More House School 'Outstanding' overall, and 'Outstanding' in each of the six sub-sections of the report. The School's provision for residential boarders was most-recently inspected in November 2023 and likewise graded Outstanding in every respect. More House is CReSTeD approved, listed in their Specialist Schools category, and is an active member of the Independent Schools Association and the Boarding Schools' Association.

The School is set on a wooded hillside in nearly thirty acres on the Hampshire/Surrey border and within the Surrey Hills Area of Outstanding Natural Beauty. Attractive modern facilities lie above the playing fields. London Waterloo is one hour away by train from close-by Farnham railway station, and there is easy access to the M25, M3 and A3 major routes. Guildford is twenty minutes' drive away, Basingstoke twenty-five, and Southampton an hour.

In recent years, the School has built its School of Engineering and CAD facilities, opened a new Humanities block and School Chapel, completed our brand-new library and Media Studies centre, and grown our learning support facilities. 2018 saw the expansion of the campus and the conversion of a large domestic building into our new Sixth Form centre, which was opened in January 2019, improving further the facilities for both teaching and independent study. In December 2022, we installed a new Strength and Conditioning fitness gym for students and employees. Future plans include an ambitious building project improving further our Science laboratory facilities, extending the School's medical surgery and improving facilities for therapeutic counselling. We are also seeking planning permission for another project which will realise increased resources for Sports.

Teaching and support staff join the School from a variety of backgrounds. Many employees have worked at More House for a number of years, but the School has supported numerous teachers through their initial teacher training, and more through their Early Career Training. Those already qualified may have previous experience in the state-maintained or independent sectors, and may have previous experience supporting learners with specific learning and language difficulties, or may not.

Adults with a genuine wish to develop their skills in making learning opportunities successful for neurodiverse learners thrive at More House School. The School provides a high level of support and training for all teaching and support staff, affording the development of confidence, skill and qualifications in helping pupils to overcome the potential barriers to achievement posed by their difficulties. The School also provides training for many other external professionals and other schools, and on behalf of the Independent Schools Association.

The School is characterised by a continuous pursuit of excellence and improvement in all aspects of its provision, in order to realise the best possible experiences and outcomes for all pupils. All our staff are united by a shared commitment to the School's vision and mission, and by our values of Kindness, Spirit and Responsibility.

# About the department

Located at the heart of the School, the Physical Education department affords pupils superb opportunities and experiences, delivered both within the timetabled curriculum, and through extra-curricular activities. We see Physical Education as a vital element that underpins the curriculum and as such, we strive to foster a love of sport in all students. To this aim, we are committed to continual improvement of not only the curriculum but also the sporting facilities at More House.

Current staffing comprises five full-time P.E. teachers and – in each academic year, a graduate sports assistant. Facilities include an outdoor, heated swimming pool, sports hall with a purpose-built strength and condition gym and changing rooms, hard games-area and extensive playing fields. The School is currently seeking planning-permission to lay down a multi-use games area in the form of a full-size under 16s' football and hockey all-weather pitch, together with a new pavilion comprising two changing rooms and hospitality space.

The department teaches Physical Education to all pupils from Years Four to Eleven and delivers BTEC Level 2 and 3 Sport. Class sizes across the School are small, with a maximum of fifteen, although in physical education lessons, larger groups are often brought together.

## About this post

An enthusiastic graduate is sought to support the delivery of Physical Education across the age ranges. We welcome applicants who have a wide range of sporting experiences and who want to help lead and support in a range of indoor and outdoor activities.

In addition to the commitments of the academic timetable, the post-holder will be attached to a form-tutor group and may be appointed as a form-tutor. They will participate in the supervision-duty programme, responsible within a team of staff allocated to duties at lunch and break-times, and other times as is necessary. The post-holder may be required to perform such other duties as may be, from time to time, deemed appropriate by the Headmaster. This is a non-residential post.

A comprehensive induction programme is offered, and ongoing professional development is supported through INSET days and training opportunities. Lunch is provided free of charge, daily, as is parking within the School's beautiful grounds and free use of the recently-refurbished strength and conditioning fitness gym.

The above list of duties is not exhaustive, and the post-holder may be required to perform such other duties as may be deemed necessary by the Headmaster from time to time.

For the right candidate, on-campus single-occupancy residential accommodation may be available in exchange for a reduced timetable of additional residential boarding duties. This can be explored further at interview.

## Training:

Professionals with a genuine wish to develop their skills in making learning and social opportunities successful for neuro-diverse learners thrive at More House School.

The School provides staff with extensive, specialist training in developing practice effective in supporting intelligent pupils with literacy and developmental language weaknesses, and associated special educational needs, to succeed academically, socially and in physical pursuits, and to transform their futures.

Within their first year, new members of the staff are supported through a programme of weekly induction-training sessions, delivered on Monday afternoons from 4.30pm to 5.30pm.

During this first year, new teaching staff also complete the School's fully-funded and nationally-accredited Level 3 Award 'Effective SEND Support'; a twelve-week, tutored and supported study course with opportunities for further progression. This is available for graduate assistants who wish to gain this CPD Standards-accredited Award.

The above training complements the School-wide, continuous programme of INSET training and preparation days and other ongoing training and development opportunities, including other nationally-accredited CPD SEND Awards at levels 3 and 4. The School is strongly committed to supporting employees' career development.

## Relationships:

- The post-holder is responsible to the Headmaster in all matters, and is supported by and reports to the Director of Sport in respect of academic matters, and the Head of Year for pastoral matters.
- The successful applicant must also interact effectively on a professional level with colleagues, and seek to establish and maintain productive relationships with all.



# Personal Specification

## ESSENTIAL

## DESIRABLE

### QUALIFICATIONS

Undergraduate degree or other sports appropriate coaching qualification.

Qualifications, or evidence of study, relating to sports, education, child development or care.

### SKILLS AND EXPERIENCE

An ability to lead, support and differentiate for pupils who find sport difficult and who lack self-esteem.

Experience in supporting pupils with specific learning difficulties, including speech and language disorders and associated social and communication difficulties.

Experience of leading sports-focused activities.

Experience of school-based sports education.

Ability to make effective use of strategies to motivate and engage children and young people in sports and fitness, and to promote good student relationships and outcomes.

Evidence of a commitment to own professional interest and development in relation to Physical Education.

Recent professional development relative to the subject area.

Competence with basic Information Technology applications, including those within the Office 365 suite.

Experience of using a school Management Information System (MIS), such as SIMS, iSAMS or Engage. (The School uses Engage).

Capacity to contribute ideas towards a stimulating learning environment to inspire pupils.

## ESSENTIAL

## DESIRABLE

### PERSONAL ATTRIBUTES

Strong sense of humour, optimistic enthusiasm and inclination to embrace challenge.

Evidence of resilience and professionalism in the face of challenge. Readiness to identify and respond with appropriate initiative to new challenges.

Excellent interpersonal and communication skills demonstrating an understanding of, and commitment to, professionalism and teamwork.

Excellent standard of written English and attention to accuracy.

Commitment to promoting confidence, aspiration and a sense of self-efficacy amongst all pupils.

Energy, enthusiasm, flexibility and determination to succeed.

Understanding of own strengths and areas for development.

Excellent time-management and prioritisation skills, and ability to work under pressure and to deadlines.

Perseverance.

Strong and secure personal commitment to the school's ethos, aims and values, promoting the best possible outcomes for pupils.

Professionalism and reliability, able to demonstrate sound judgement and decision-making skills, appropriate to an adult working within the children's workforce.

## **Hours:**

8.20 am until 4.30 pm three days a week, and 8.20 am until 5.30 pm on two days a week during term-time (after-school club or activity). Teaching and assistant staff are required to be on-campus and ready to commence their work by 8.20 am.

(Note: academic terms are typically shorter than those in the state-maintained sector, and School holidays are therefore significantly longer).

Attendance at School events outside these hours from time to time, as well as Founder's Day and INSET days towards the beginning or end of School holidays.

## **Remuneration and support:**

- Annual salary, paid in monthly instalments: extremely competitive and in accordance with qualifications, experience and recognised skills;
- Pension - there is a contributory pension scheme in operation specifically for non-teaching personnel. As governed by pension legislation you are automatically opted into the scheme and once enrolled, need to complete an 'Opt Out' form not to be included. Contributions are paid by the School at the Governors discretion and directed by Government legislation. Contributions towards your own personal pension plan may be made, but again this will be at the discretion of the Governors with the forementioned restrictions. Details about the scheme can be found at <http://www.nestpensions.org.uk>;
- Employee Assistance Programme;
- Cycle to Work Scheme;
- Free on-site parking within the School's beautiful grounds;
- Excellent lunchtime meals at no cost in the School's refectory;
- Free use of the School's fitness gym facilities;
- Comprehensive induction programme offered including fully-funded and nationally-recognised L3 SEND Award, and ongoing professional development, including further specialist qualifications, supported through INSET days and training opportunities.

## **Safeguarding:**

This role is deemed to be one of working in regulated activity, meaning that the post-holder may expect to come into unsupervised contact with children and young people frequently in the discharge of their duties on-campus. As such, the expectations of conduct, required of all adults working at More House School, apply to this position, as does a full Safer-Recruitment vetting process of any appointee. A key responsibility of all adults working within the School is that of ensuring the effective safeguarding of all children and young people, through adherence to the School's policies; full training is given.





# TO APPLY

Please visit our website and complete the online application form More House School – Teacher and Therapeutic Staff Application Form.

	<p><b>Teaching and Therapeutic Staff Application Form</b></p> <p>Please supply a full history in chronological order (with start and end dates) of all employment, self-...</p> <p><a href="#">More House School /</a></p>
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Interested candidates are welcome to make an appointment to visit the school for an informal visit in order to learn more about the role and setting.

The School reserves the right to interview appropriate candidates in advance of the above-named dates, and to appoint. Interested candidates are therefore strongly urged to submit their application as soon as possible.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed.

**More House School** is firmly committed to safeguarding and promoting the welfare of children and young people.