

# Bancroft's

Independent Co-educational Day School 7-18

## Teacher of Girls' PE (Maternity Cover)

From as soon as possible to August 2025



[www.bancrofts.org](http://www.bancrofts.org) | [hr@bancrofts.org](mailto:hr@bancrofts.org)



## Being Bancroft's

**Located on the border between North-East London and Essex and backing on to Epping Forest, Bancroft's is a co-educational independent day school for around 1200 pupils from 7 to 18.**

Our pupils achieve outstanding academic outcomes. In 2023, 68% of our students achieved A\*-A at A Level and 74% of all entries were awarded the top grades of 9 or 8 at GCSE.

And yet, we strive to achieve so much more than just results. 'Being Bancroft's' is the name which we give to our holistic approach to developing our pupils. This is a rounded educational framework running through the school which guides pupils to take full advantage of the huge range of different opportunities on offer at the school; whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music or attending some of our numerous clubs and societies, we want our pupils to challenge themselves and learn by taking part wholeheartedly in school life. All teachers are expected to contribute to the co-curricular life of the school beyond their subject specialism.

Bancroft's is a warm, forward-looking, modern school; a centre of excellence for the twenty-first century. We have a very diverse intake of pupils, valuing inclusivity of pupils and staff of different ethnicities, religions, sexualities, genders, learning needs and strengths. We value inclusion for all it can bring to each of us at Bancroft's as well as the school as a whole.

Professional development and training is a fundamental part of working at Bancroft's. Our staff are supported and encouraged to continually reflect on their practice; together we want to ensure that each member of staff feels that they are being developed and able to help provide the very best educational and transformative experience for all our pupils.



## The Bancroft's Aim

We aim to provide a transformative experience for every child.

## The School's Values

Our education is based on six core values: Curiosity, Kindness, Integrity, Courage, Balance and Excellence. We think these values are essential to the wellbeing of every child.



### Curiosity

We want our pupils to take delight in the possibilities that the world has to offer and to develop an abiding curiosity about the world; to explore their imaginative and creative potential and to take pleasure in self-expression.



### Kindness

We want Bancroft's pupils to be kind, to have integrity and the courage to pursue and protect what is good; to make wise decisions, based on compassion and empathy.



### Integrity

We want our pupils to learn to understand themselves and others and develop a clear moral grounding for their lives.



### Courage

We want our pupils to show courage and a spirit of adventure in all aspects of their learning; to confront challenges and try to overcome them.



### Balance

We want our pupils to learn how to live balanced, healthy, productive and well-regulated lives and to learn to understand the different aspects that combine to create a secure framework for flourishing.



### Excellence

We want our pupils to aspire to be the best they might be and to make the most of their talents and abilities; we want our pupils to form realistic and ambitious ideals for the future.



## The Role

We are looking for an enthusiastic and motivated candidate to join our team in a thriving PE department to cover a period of Maternity. We are an academic school but we believe firmly in educating the whole child and that sport- both elite sport and 'sport for all'- is integral to this. Our sports teams compete at an impressive standard, including in national competitions. We also believe that it is important to imbue all our children with a lifelong enthusiasm for participatory sport. The successful candidate will have the ability to teach across a range of sports, with a focus on teaching Girls' Netball, Cricket and Hockey.

## The Department

Sport, Physical Education and Exercise are well-resourced at Bancroft's. There are more than 14 specialist teachers and coaches who are overseen by the Director of Sport. This enables a wide range of activities and opportunities, within a programme that offers a lot of teams in traditional sports as well as other games and fitness opportunities.

Curriculum PE is compulsory for all students until the sixth form and offers a variety of activities including swimming, gymnastics, fitness, badminton, volleyball and table tennis. Lessons are generally taught in mixed ability groups. Each year group also has a timetabled Games afternoon where the major sports of Hockey and Rugby (Autumn Term), Hockey and Netball (Spring Term), Cricket, Tennis and Athletics (Summer Term) are taught within ability groups.

Sport at Bancroft's plays an important role within the wider education of our students and it enjoys a high profile within the school. Bancroft's has a proud sporting tradition and has gained National recognition in a variety of sports.

Competitive sports fixtures take place on Saturday morning, as well as mid-week, and are complemented by strong inter-house competitions in all areas. Major overseas sports tours have also become a regular aspect of the sporting life at the school.



## Key Responsibilities

- To deliver subject curriculum to pupils
- To work effectively as a member of the Sports Department team to ensure that the quality of teaching, coaching and learning is consistently high
- To significantly contribute to the co-curricular programme including after School, Saturday mornings and sports tours
- To actively promote the department within the school community to encourage pupils' interest in the subject area
- To use a variety of methods and approaches to match the range of pupils' different needs and abilities and ensure that there is an equal opportunity for all pupils to perform to the best of their ability
- To teach practical PE to pupils through the School at Key Stages 3, 4 and 5.
- To attend regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- To adhere to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, to assist in the induction of new staff into the department
- To participate in an annual review

## Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues
- Assisting with trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels
- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting



## Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Director of Sport, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



## Person Specification

	Essential	Desirable
<b>Education</b>	Have a good honours degree in a relevant subject	QTS/PGCE
<b>Experience</b>	<p>Experience of teaching across a range of sports with a desired speciality in Girls' Netball, Hockey, football and Cricket</p> <p>Experience of teaching PE to 11-18-year-old pupils</p> <p>Proven experience of successfully contributing to or running co-curricular clubs and sporting activities</p>	Experience of teaching high ability students
<b>Skills</b>	<p>The ability to develop and maintain good relationships with students and colleagues</p> <p>Dedication to promoting Sport within the school and marketing within and outside the school</p> <p>The ability to use IT appropriately to support teaching and learning</p> <p>Have a good understanding and awareness of safeguarding procedures</p> <p>Be willing to contribute to the co-curricular, sporting activities and pastoral life of the school</p> <p>Excellent communication skills</p>	Commitment to ongoing professional development
<b>Personal Qualities</b>	<p>Be enthusiastic</p> <p>Be confident</p> <p>Be diligent</p> <p>Be creative</p>	



## **Additional Work Information**

This job description reflects the major aspects of the role. The successful candidate may be expected to assume some additional responsibilities as reasonably requested by the Head and to demonstrate a commitment to improving and developing the organisation's processes and facilities.

The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events.

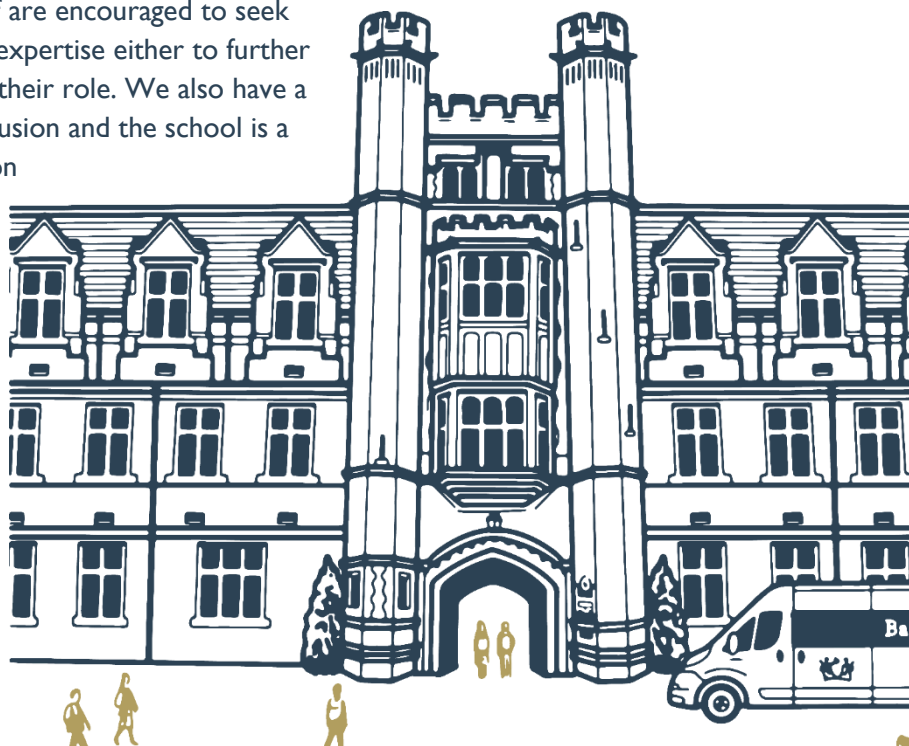
## **Working at Bancroft's**

**An attractive salary package is offered, according to experience and expertise.**

Bancroft's offers a generous benefits package to all staff, including:

- Competitive salaries
- Commitment to supporting ongoing professional development
- Outstanding support for ECTs
- Generous holiday allowance
- Use of school gym. Yoga, swimming and Pilates sessions for staff
- Friendly and welcoming common room, which organises regular social events
- Access to school counsellors and the support of a staff wellbeing team
- Optional subsidised private health care
- Complimentary lunches

There is generous CPD support and staff are encouraged to seek opportunities to develop their skills and expertise either to further their career or to support enjoyment of their role. We also have a staff group working on Diversity and Inclusion and the school is a founding member of the Schools' Inclusion Alliance.





## How to Apply

**An application form is available to download from the School website or by emailing [hr@bancrofts.org](mailto:hr@bancrofts.org).**

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.

