

# Director of Sport



St Mary's School  
CAMBRIDGE

**September 2024**

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## Welcome from the Head

Thank you for showing interest in this role at St Mary's School, Cambridge.

We are an independent day and boarding school for girls aged 3 to 18. We have a school roll of over 600 students. Approximately 10% of the students are boarders. Reflecting the cosmopolitan community of Cambridge, on average 25% of students originate from overseas, from 30 countries.

The School offers a secure and welcoming learning environment for girls: we are delightfully situated in the heart of the academically renowned and culturally vibrant city of Cambridge. The Junior School is adjacent to the famous backdrop of Coe Fen, and the Senior School and Boarding House overlook the University of Cambridge Botanic Gardens.

Cambridge is an outstanding place to live and work. As a university city, Cambridge has the cultural advantages of a much larger settlement but with a population of approximately 145,000, it is a safe, clean and attractive location. The city has an international reputation owing to its world ranking university and the school benefits from its proximity to the digital and enterprise communities in the various high-tech science parks and enterprise hubs. We are within easy travelling distance of London, less than an hour by train and a short hop from London Stansted Airport.

There has been major investment in new facilities at the School over the past decade: a new Junior School; a new Sixth Form Centre; new provision of Art & Photography; the creation of our Science Hub; and our new boarding facility, Mary Ward House. We have developed our sporting facilities through an ambitious collaboration with Homerton College, University of Cambridge and have invested in a new boat house in a joint partnership with City of Cambridge Rowing Club and Homerton College. We are proud to have opened our Mary Ward Educational Suite in January 2024 which will provide new state of the art teaching spaces.

High quality facilities are only as good as the people who work in them, so we invest heavily in our staff, who we know are our greatest asset. We encourage staff to develop themselves through training and facilitate bespoke CPD opportunities for all.

St Mary's School promotes equal opportunity for all staff and pupils and is committed to its culture of diversity and inclusion. We encourage applications from candidates from a wide range of backgrounds.

Above all, St Mary's School, Cambridge is a very happy place. We have an excellent local reputation for being very friendly and nurturing, and yet ambitious, for the young women in our care, enabling strong progress to next steps at university, the world of work or a gap year. Our girls are genuinely delightful, the teachers and support staff are exceptionally dedicated; we are a very close-knit, loving, joyful and purposeful community.

St Mary's really is a warm and welcoming environment for all staff, whatever their role, and we look forward to receiving your application.

Charlotte Avery

## The St Mary's Approach

We are proud to be a Christian school in the Catholic tradition and founded on the principles of our 17th century foundress, Mary Ward, our vision is that 'By God's grace, women in time will do much' (Mary Ward 1585-1645). The challenge for women is not over, and whilst there are now more opportunities for 'women to do much' there are still considerable barriers and so our work continues via our mission to develop curious, creative and compassionate young women with the aspiration, confidence and integrity to shape a better world for the common good. Our approach is based on the core values of Freedom, Joy, Justice, Love and Truth and we live these values in school through our HEART habits of

H – Hard work	We show perseverance and sustain focus.
E – Empathy	We are kind, joyful, generous, value friendship and celebrate diversity.
A – Adaptability	We adjust to difficult situations, are open minded, discerning and take calculated risks.
R – Responsibility	We act justly and strive to uphold truth and lead by example.
T – Thoughtfulness	We are creative, reflective, attentive, show gratitude, hear others and disagree well.

Our unique approach to education fosters a love of life and of learning, while growing the academic curiosity and spiritual wellbeing of each individual girl so that they can look beyond themselves and enter adulthood aspiring to be more and to give more, not just to have more. We warmly welcome girls, and staff, of all Christian denominations and other faith and secular backgrounds to join our thriving community.

This year the school celebrates its 125<sup>th</sup> anniversary. Building on our 400-year tradition, St Mary's School, Cambridge belongs to an international network of approximately two hundred Mary Ward schools.

## Innovative Learning at St Mary's

We empower all our students to aim high. As an accredited High Performance Learning World Class School there has never been a more exciting time to join our team.

High Performance Learning (HPL) is a research-based, pedagogy-led philosophy that responds to our growing understanding of human capability. It sees all students as potential high performers who are not limited by 'ability'. HPL makes the goal of high performance the expectation for all students and uses a unique teaching and learning framework to systematically grow minds and develop the cognitive skills, values, attitudes and attributes needed to reach success.

Here at St Mary's, we are proud to be developing our own approach to HPL and welcome applications from like-minded colleagues who are ambitious for their students and committed to research-based approaches to teaching and learning.

For further information please visit <https://www.highperformancelearning.co.uk/>

## Digital St Mary's

St Mary's is a digital school which supports the School in its goals through

- developing a community of staff and students which learns in, responds to and engages with an ever-changing digital world;
- preparing students for their future by giving them the confidence to work in a digital environment;
- establishing creative teaching and learning environments;
- employing teaching staff who are trained and supported to be technologically and digitally skilled.

All members of St Mary's work digitally using Microsoft 365 as a platform. All students in the Senior School and Sixth Form have access to an individual device (Microsoft Surface Pro) which are used extensively in lessons and for home learning.



## Director of Sport

<b>Reporting to:</b>	Deputy Head Academic
<b>Hours of Work:</b>	Full-time (including Saturday sport provision)
<b>Salary:</b>	Salary up to £53,219 (depending on experience) + Saturday Sport £720pa
<b>Direct reports:</b>	Head of Junior School Sport, Head of Rowing and PE Department

## Department Summary

St Mary's school is on a town site, the main sports field being a short minibus ride away. There is a large gym, two halls and a netball/tennis court situated on the Senior School site. At the Junior School there is a netball court, hall and gym space.

St Mary's School, Cambridge and Homerton College have formed a partnership which has led to a substantial regeneration of the school's sports ground, located on Long Road. Owned by St Mary's School, Cambridge, and leased to Homerton College, the site features two new AstroTurf pitches – for hockey, and for rugby and football; new netball and tennis courts; athletics facilities comprising a grass running track and field events facilities; a new pavilion, including physiotherapy room, kitchen, and changing facilities; and floodlighting.

In addition, we are partnered with City of Cambridge Rowing Club (CCRC) which enables our girls to have full access to Cambridge's most iconic sport. We also offer rowing to girls aged 12 and above on a Saturday and Sunday morning which is directly linked to CCRC.

The PE department consists of two full time and four part time members of staff with additional input in the sports programme from sport specialists (Head of Dance and Head of Rowing), a sports assistant, a dedicated gap student and specialist coaches. All staff have responsibilities in both the Junior and Senior School. The aims of the department are to stimulate and maintain pupil interest and enjoyment in a wide range of activities within physical education. The school has a strong commitment to sporting excellence and sport for all. We encourage as many pupils as possible to involve themselves in extra-curricular sport and provide the opportunity for each girl to achieve exceptional results in her chosen activities.

We aim to make the experience of taking part in Physical Education exciting and challenging through a varied use of approaches, materials and a stimulating curriculum. Members of the department share a common ethos and the atmosphere is very positive, productive and supportive. Colleagues willingly share expertise and resources and volunteer for extra responsibilities as and when necessary. The school has a proactive policy of promoting continuous professional development and there are opportunities to further develop qualifications working for St Mary's School.

The current Physical Education and Games curriculum covers the following activities:

- Early Years – Multi-skills, Healthy Active Lifestyle, Dance, Gymnastics and Athletics
- KS1 – Games, Outdoor Adventurous Activities, Healthy Active Lifestyle, Dance, Gymnastics and Athletics
- KS2 – Games (Netball, Hockey, Cricket), Swimming, Dance, Gymnastics, and Athletics
- KS3 – Hockey, Netball, Cricket, Football, Dance, Gymnastics, Athletics, Badminton, Tennis and Fitness
- KS4 & 5 – Full Games Options Programme, Academic (GCSE WJEC PE Short Course, A-Level AQA PE)

## **Director of Sport: Job Description**

The role of Director of Sport provides an excellent and exciting opportunity for an ambitious, forward-thinking and committed professional to establish St Mary's School, Cambridge as a market leader in sport, by enhancing the local, national and international reputation of the sports programme. The position is to be the strategic lead for the full sports provision, including the academic Physical Education (PE) curriculum and the full Games programme.

The Director of Sport will have the ability to set the long-term strategy for the future of sport at St Mary's School. They will play a crucial role in ensuring that all students from EYFS to Sixth Form, including our Boarding community, will have the opportunity to be healthy and physically active, while also nurturing and developing opportunities for elite athletes. As such, they will set high professional standards in all aspects of their work, delivering exceptional opportunities within the curriculum and in the extra-curricular programme. They will be ambitious for all our pupils, leading with vision and inspiration. They will use initiative and management to create a positive and encouraging climate that will enable all staff to flourish and every pupil to thrive. Through excellent communication and strategic planning, the Director of Sport will play a vital role in the development of health, wellbeing and competitive participation across the entire school, promoting a positive, life-long attitude to physical activity and healthy living.

### **Overall Expectations**

The Director of Sport will:

- provide opportunities for all students to develop a love of sport;
- be fully responsible for leading, overseeing and teaching the PE curriculum;
- be fully responsible for leading, overseeing the organisation, and coaching within the Games programme;
- enhance the standing of the department and embed the culture of sport within the School;
- promote and maintain a high profile of sport with parents, alumnae, feeder schools and the wider community;
- support the Strategic Plan and School Development Plan by actively contributing to culture of continuous improvement and development;
- be inclusive, by being responsive to the needs of students, positively affecting their behaviour and attitudes, and offering them a broad range of opportunities.

### **Vision**

The Director of Sport will:

- establish the strategic direction of sport at the School including the development of sporting excellence and the participation by pupils, of all abilities, in sporting activities for enjoyment, health and lifelong engagement;
- create a strategic vision which encompasses traditional girls' team sports, as well as cricket, rugby and football, that also incorporates and supports the development of our highly successful rowing programme;
- help develop St Mary's as a school that understands the important value of sport – one that enables all pupils to participate in a meaningful and stimulating games programme, as well as one that provides a wealth of opportunities for all to excel at all levels;
- develop an approach which operates a full six-day high-standard sporting programme;
- develop a calendar of (major) sporting trips and tours;
- create and maintain an innovative Sports Scholarship programme, that allows individual athletes to succeed at county, regional and national level in a variety of different sports;
- be creative in promoting sport to all our other stakeholders.



## **Leadership & Management**

The Director of Sport will:

- provide inspirational, motivational and dynamic leadership and management, ensuring that all departmental staff have clear direction and that they work closely together as a team, delegating responsibility where appropriate;
- regularly meet with all members of department to maintain and develop all aspects of the department, such as teaching and physical resources, schemes of work and the physical environment of the department;
- model and uphold high personal and professional standards, including setting high expectations of coaching standards across all sports, ages and levels of ability;
- line-manage, performance-manage and appraise all staff in the department;
- work closely with members of department to help develop all their skills, within the School culture of continual appraisal and professional development;
- support teachers who teach the subject ensuring schemes of work are followed, and that appropriately high standards are maintained through the setting of guidelines and lesson/session observation;
- encourage high quality assessment and feedback throughout the department;
- share in the work of appointing new members of the department;
- support probationary staff, new teachers, including the induction process of ECTs, where appropriate; especially with regard to Health & Safety requirements, the procedure for injuries and medical protocols;
- keep abreast of new developments in the subject, making departmental colleagues aware of new developments;
- oversee the departmental development plan in coordination with the Deputy Head Academic;
- prepare annual analyses of the Department's end of year and public examination results;
- maintain and develop the team to deliver against existing commitments and plan and prepare for the future, by identifying and addressing requirements in terms of competence and succession planning;
- inform the Deputy Head Academic of any difficulties that may arise in the department;
- manage the departmental budget;
- annually appoint, and manage, the Sports Captain.

## **Whole School Responsibility**

The Director of Sport will:

- actively participate in the promotion of the School, for example, showcasing the department during open events and contributing to the marketing strategy, publications and publicity material;
- represent the department at GCSE and Sixth Form option events;
- contribute to the retention of students into our Sixth Form;
- help to establish curriculum links between departments and be part of the wider Heads of Department team.

## Teaching & Learning

The Director of Sport will:

- teach all Key Stages, from EYFS to Sixth Form;
- ensure that a suitable Games programme is provided for each age group which covers the needs of all pupils;
- modify PE schemes of work, in the light of new developments in the subject and the demands of public examinations, to maintain the confidence of all stakeholders;
- liaise with the Head of Junior School Sport, regarding EYFS, KS1 and KS2, as well as liaising with regards to the Years 7 & 8 curriculum to ensure a continuity and consistency between the Junior and Senior Schools;
- be responsible for the selection of appropriate textbooks and teaching materials;
- promote the values of St Mary's as a community of learners so that students acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society;
- be responsible for developing a variety of teaching approaches within the Department which emphasise the need for student engagement especially regarding High Performance Learning;
- work with the Deputy Head Academic and the Senior Teacher on all matters concerned with teaching and learning and the curriculum;
- monitor the setting and reviewing of homework and update the departmental assessment strategy;
- ensure procedures for rewards and sanctions within school policy are followed throughout the department;
- development the Sports Scholars programme, including assessment and conducting individual annual reviews focusing on mental skills training, nutrition, recovery, and strength and conditioning.







### **Fixtures & Games and Enrichment & Extra-Curricular**

The Director of Sport will:

- coach at least one of the school's squads or teams in the major sports;
- review and develop a full fixture list to ensure vibrant and well-balanced opportunity for each sport, providing an appropriate level of competition for all pupils across all sports (including weekends, as well as during the weekly afternoon Games sessions) playing both other independent schools and local maintained schools, developing the range of schools played to ensure the highest possible calibre of fixtures at appropriate levels;
- ensure that an accurate fixture list for each sport is produced by the deadline for each term, in conjunction with the Deputy Head Operations, and that these fixtures are correctly administered on SOCs;
- ensure that appropriate transport is booked for teams to away fixtures, and that a liaison regarding minibuses on a daily basis is established with the Operations Manager, as appropriate;
- ensure the School provides appropriate medical cover, in line with best practice;
- organise termly Sports Assemblies and the annual Sports Award Dinner, ensuring that Colours are awarded;
- oversee the running of calendared sporting events including the annual Sports Days for both the Junior and Senior Schools as well as inter-house sports competitions, the Gym Display and Dance Display in conjunction with the Sports Captain and other Sixth Form students, as required;
- review and develop the annual cycle of tournaments, tours and overseas trips for the Senior School in all sports, and liaise with the Head of Junior School Sport to plan Junior School tournaments, tours and overseas trips, as appropriate;
- liaise with the Head of Boarding and dedicated gap student, regarding the extra-curricular programme for Boarders, which occurs after school and at weekends;
- organise the Sports Scholarship processes for 11+, 13+ and 16+ ensuring fair selection of Sports Scholars in conjunction with the Deputy Head Operations;
- develop the Strength and Conditioning programmes across all age ranges;
- encourage students to trial for representative honours at district, county, regional or national levels, where appropriate, and co-ordinate entries for district, county, regional and national competitions;
- ensure that all pupils wear the correct kit for each sporting activity, by reviewing the provision of all sports kit;
- ensure all pupils are smartly turned out for fixtures, and behave appropriately before, during and after;
- provide weekly sports reports for Friday whole school assemblies;
- oversee the involvement of Sports Scholars in the wider community.

## **Administration, Logistics and Other Responsibilities**

The Director of Sport will:

- meet regularly with direct report line-manager;
- produce, maintain and communicate up-to-date policies and procedures to be undertaken that relate to sport provision and facility use including external hire;
- liaise with a wide range of external agencies including the GSA and Regional and National organisations;

### Equipment

- manage the care and upkeep of facilities at the Boat House, Long Road sports ground and on the three school sites (Junior, Senior and Boarding) in liaison with the Bursar, Operations Manager and the Works team;
- ensure that all sports equipment is organised, risk-assessed, stored and maintained appropriately and treated with due care by all users;
- maintain departmental resources, including those in the library and ordering new equipment where appropriate;
- organise travel and catering arrangements throughout the year for regular travel to Long Road by minibus as well as for fixtures;
- work with kit suppliers to ensure that pupils and staff are in keeping with the School brand;

### Health & Safety

- take responsibility for departmental Health & Safety procedures and practices, prepare and regularly review risk assessments, and ensure all staff and pupils maintain awareness of relevant policies and procedures;
- manage the use and provision of space to ensure that all departmental areas are safe, secure, orderly and stimulating environments for students;
- attend and contribute to the whole school Health and Safety Committee;
- liaise closely with the School Nurses in all matters relating to injuries and medical protocols;

### Staff & Pupil Administration

- ensure pupils are entered for public examinations including external exams and re-sits, in conjunction with the Examinations Officer, and that the department is represented when GCSE and A Level results are published;
- work out departmental teaching requirements and assign teachers to classes/sessions, in the light of the needs of the students and the career development of the staff;
- attend Head of Department meetings, any other appropriate academic meetings, and whole school meetings;
- review and maintain the Departmental Handbook;
- organise the agenda for the weekly departmental meeting, ensuring that members of the department are fully briefed and have every opportunity to put forward new ideas, that minutes are kept and sent to the Deputy Head Academic;
- oversee the internal assessment and tracking of pupils, as determined by school policy, and establishing a common approach to task work;
- oversee the selection of students for prizes;
- publicise students' successes and keep accurate and up-to-date records of achievement.





## Key Responsibilities for a teacher

KEY AREAS	PROFESSIONAL DUTIES AND RESPONSIBILITIES
<b>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>• Planning and preparing courses and lessons</li> <li>• Teaching, according to the needs of each student</li> <li>• Assessing, recording and reporting on the development, progress and attainment of students</li> <li>• Setting high educational standards for every student within the classroom</li> <li>• Promotion of the general wellbeing of classes and the individual students within these</li> <li>• Provision of specific subject related guidance and advice to students on further education and future careers, including information about sources of more expert advice on specific questions and university/work experience interview practice</li> <li>• On school systems, keeping records of and writing reports on the academic progress and needs of students</li> <li>• Ongoing self-review of your methods of teaching and programmes of work</li> <li>• Where appropriate, moderation of non-examinable assessments, including Extended Project Qualification or other project based qualifications</li> <li>• Setting of cover work when absent, when appropriate to do so</li> </ul>
<b>Safeguarding &amp; Pastoral</b>	<ul style="list-style-type: none"> <li>• To promote and safeguard the welfare of students at all times</li> <li>• To comply with the Safeguarding and Child Protection Policy of the School, and ensure that any concerns relating to the safety or welfare of children are reported to the appropriate person</li> <li>• Maintaining good order and discipline among the students when they are engaged in authorised school activities elsewhere</li> <li>• Maintaining student health and safety</li> <li>• Liaising with the Head of Boarding, the Heads of Year, tutors and the nurses regarding the welfare of students</li> <li>• Keeping records of and writing reports on the personal and social needs of students</li> <li>• Tutor duties including one-to-one meetings with tutees, attendance at assemblies, registration of the attendance of students and supervision of their attendance, organising form prayers and delivery of PSHEE, whether these duties are to be performed before, during or after school sessions</li> </ul>
<b>Enrichment &amp; Extra Curricular</b>	<ul style="list-style-type: none"> <li>• Participation in the enrichment programme as part of timetabled lessons</li> <li>• Participation in the extra-curricular programme, both within the department and for the whole School, outside of timetabled lessons</li> </ul>
<b>Professional Responsibilities</b>	<ul style="list-style-type: none"> <li>• Adherence to the Staff Behaviour Policy of the School at all times</li> <li>• Participation in an induction programme</li> <li>• Attendance of all INSET meetings and completion of relevant training</li> <li>• Communication and consultation with parents</li> <li>• Communication and cooperation with persons or professional bodies outside the school</li> <li>• Participation in meetings arranged for any of the purposes described above</li> <li>• Attendance at Briefings, Parent Evenings, and Open Events, or any other events reasonably required by the School</li> <li>• Participation in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements</li> <li>• Participation in reviews and appraisal of your performance and that of other teachers, where appropriate</li> <li>• Participation in arrangements for further training and professional development including those aimed at meeting the needs identified in performance objectives or in appraisal statements</li> <li>• Teachers will be required to be available for cover as indicated on the reserve list but also at other non-contact times as the need arises</li> <li>• Assist with invigilation, as required</li> <li>• Participation in administrative/organisational tasks related to duties around the school</li> <li>• Other related duties as directed by Head, senior leaders or line-manager</li> </ul>

## Person Specification

SPECIFICATION	DETAIL
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Undergraduate Degree in relevant area desirable</li> <li>• PGCE, QTS or equivalent desirable</li> <li>• A high standard of personal sporting achievement desirable</li> <li>• Advanced coaching qualifications in our major sports desirable</li> <li>• Further coaching qualifications associated with this role desirable</li> <li>• Experience leading a sport or as an assistant Director of Sport (or equivalent) desirable</li> </ul>
<b>Qualities and Attributes</b>	<ul style="list-style-type: none"> <li>• Commitment to academic excellence</li> <li>• Ability to work effectively in a team</li> <li>• Excellent organisational skills and attention to detail</li> <li>• Ability to communicate articulately and confidently with all stakeholders</li> <li>• High levels of personal and professional responsibility and integrity</li> <li>• Resilient, flexible and responsive to challenge</li> <li>• Prioritise deadlines and work under pressure</li> <li>• Self-motivation, enthusiasm and approachability</li> <li>• Good rapport with students, colleagues and parents</li> <li>• Appropriate levels of personal presentation</li> </ul>
<b>Experience, Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Experience of teaching academic PE to A Level desirable</li> <li>• Experience teaching primary aged pupils desirable</li> <li>• Excellent secondary school classroom practice</li> <li>• Confident use of ICT</li> <li>• Effective planning, teaching and class management</li> <li>• Preparing and sharing teaching resources</li> <li>• Motivating and inspiring students</li> <li>• Creative and innovative in teaching and learning</li> <li>• Commitment to improve, monitor and self-evaluate teaching and learning</li> <li>• Involvement in all elements of school life including enrichment activities</li> <li>• Commitment to best practice in pastoral support and student welfare</li> <li>• Promotion of safety and wellbeing of students</li> </ul>
<b>Personal Values</b>	<ul style="list-style-type: none"> <li>• Commitment to the Mission, Vision and Values of the school</li> <li>• Commitment to own personal development</li> <li>• Commitment to a culture of continuous improvement</li> <li>• High expectations for student attainment and conduct</li> <li>• Commitment to availability for fixtures and training after school hours and at weekends</li> <li>• Commitment to working during pupil holiday periods on tours and trips</li> <li>• Readiness to contribute to the whole school when required</li> </ul>

The successful applicant will be expected to drive one of the school minibuses. For insurance purposes the successful candidate must be over the age of 21 and have a full, clean driving licence. If the candidate does not hold a D1 category licence, which must have been held for a period of at least two years, appropriate training will be provided.

Applicants without a formal teaching qualification should be able to demonstrate an ability to teach and exemplify any teaching they have undertaken (including adult education, university teaching). They should also have developed subject knowledge, be effective communicators and be able to identify with young people.



## Benefits

At St Mary's you will enjoy an exceptional career and comprehensive benefits including:

- a defined contribution workplace pension scheme offered through APTIS (Aviva Pensions Trust for Independent Schools) at a flexible employer contribution level up to 22%
- BUPA cash plan, 33% discount (pro rata for part-time staff) on school fees
- an occupational sickness scheme
- free lunches and refreshments
- a season ticket discount and much more

## Equality, Diversity and Inclusion

St Mary's School is committed to ensuring equal opportunities in all aspects of employment and selects staff on merit irrespective of race, religion or belief, pregnancy and maternity, marital status, sex, sexuality/gender preference, disability or age. You are not obliged to complete the Equal Opportunities Form, but any information given will help us monitor the effectiveness of our policies and procedures.

If you have a disability, you are invited to request any special arrangements that you may require for interview or any adjustments that you would consider necessary to your working arrangements by contacting our Human Resources department ([hr@stmaryscambridge.co.uk](mailto:hr@stmaryscambridge.co.uk), 01223 353253).

## Process

Application is welcomed by completing the Application Form and Equal Opportunities Form which can be found on the Vacancies page of our website. This may be accompanied by a covering letter and a curriculum vitae. We are unable to accept applications supported by a CV alone.

Interviews will be conducted in person, and they will explore candidates' suitability to work with children. Candidates are required to bring with them the necessary ID documentation and any relevant qualification certificate(s), all of which must be originals. Further information of the interview format will be provided if you are shortlisted for interview.

If you have any question, please contact the HR Team by email: [hr@stmaryscambridge.co.uk](mailto:hr@stmaryscambridge.co.uk) or call: 01223 353253.

**Closing date: 8.00am Friday 3<sup>rd</sup> May 2024**

**Interview date: from 8.00am Wednesday 8<sup>th</sup> May 2024**

We will review applications on receipt. Suitable candidates may be interviewed before the closing date, and we reserve the right to withdraw the position if an early appointment is made.

## Child Welfare and Child Protection Issues

The interview for this post will include exploring issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people;
- ability to form and maintain appropriate relationships with children and young people;
- emotional resilience in working with challenging behaviours;
- attitudes to the use of authority and maintaining discipline.

Any relevant issues arising from the take up of references will be discussed at interview. The school is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants are subject to an Enhanced Disclosure and Barring Check.



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