At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students. 

inspiring excellence in character and scholarship

Community Sports Facilities Manager
(Maternity Cover)
Information Pack
Dear Colleague,

I am delighted you are considering joining Moseley School and Sixth Form. This is an exciting opportunity to make a significant difference to the life chances of our students. You will have an important role in building on the good standards already achieved at Moseley School and Sixth Form. We are very proud of the achievements our students make academically and in many other spheres. We aspire to provide the very best educational opportunities and outcomes for all our students. Ofsted recognised that we are doing a good job of this when they inspected in May 2016.

Please explore our website and read through the additional materials included in this pack to find out more about Team Moseley. The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

Your application must be received by 8.00am on Wednesday 5th June 2019. Please write a letter to accompany your application form that outlines your experience and achievements that equip you for this role and how you will make an impact in our school. Your letter must be no longer than two sides of A4 with a minimum font size of 11. Interviews will take place on Thursday 13th June 2019.

Yours faithfully,

Roger McBrien
Headteacher
We are looking for an enthusiastic person to join Moseley School and Sixth Form to cover the maternity leave of the Community Sports and Facilities Manager.

We are looking for someone with the ability to lead, organise and motivate their team towards achieving successful objectives. If you have experience of driving forward a business in a community leisure facility and can demonstrate a history of developing strong relationships with both customers and internal users then we would be interested in seeing an application from you.

Are you an individual, with real passion to deliver the highest standards?

Our perfect candidate will:

- Be flexible
- Have experience of working in a sports/leisure environment
- Have excellent knowledge of Health and Safety
- Be able to maintain accurate records and handle banking
- Be able to manage and motivate a team
- Be able to work under pressure and to deadlines, and produce work to the required standards and to agreed timescales.

We are a welcoming team that strive to provide an inclusive and supportive environment for our students and staff alike.

If this is you come and join ‘Team Moseley’. The staff at Moseley School and Sixth Form are a passionate team of professionals. Our purpose is to inspire excellence in character and scholarship. The students and their families have bought into this vision. Together we form a friendly and dedicated community.

Moseley School and Sixth Form is a large comprehensive secondary school with a thriving sixth form. Moseley School first opened its doors in 1923. We value our long history whilst being excited about our future. There are 1400 students, 195 teaching and support staff, excellent facilities housed in a grade two listed building, a modern building which opened in 2012 and a recently completed sports complex and extensive grounds. Staff enjoy access to our on-site gym.

Download an application pack from our website www.moseley.bham.sch.uk or contact Emma Holland, Headteachers PA, on 0121 566 6441.

If you would like to arrange a visit contact Joanna Baker, the current Community Sports Facilities Manager, on 0121 678 1290.

Closing date: 8am Wednesday 5th June 2019

Interviews date: Thursday 13th June 2019

Completed applications should be returned to Emma Holland, Headteachers PA, Moseley School and Sixth Form, Wake Green Road, Moseley, Birmingham, B13 9UU or via email to recruit@moseley.bham.sch.uk, with an accompanying letter explaining how you meet the requirements of the role.

At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students.
Job Description

Post Title: Community Sports Facilities Manager (Maternity Cover)

Reporting to: Site Manager

Salary / Grade: GR4 (£26,999 to £33,799)

Disclosure Level: Enhanced

Working Time: Operational Hours:
- Monday to Friday: 5.00pm to 10.00pm
- Saturdays: 9.00am to 5pm
- Sundays: 9.00am to 3pm
- Sunday winter hours, September – March 9.00am to 7pm

Normal working hours 36.5 hours per week. All year round.
Flexibility to attend any other meetings/events outside normal working hours when required is essential

Direct Report(s):
- Sports Centre Operatives x 5
- Maintenance Operative x1

Core Purpose:
- Work with internal and external partners to continually develop a robust programme of activities that reflects the needs and aspirations of service users
- Provide opportunities to participate in sporting, health & fitness, youth, educational and community activities
- Support the planning, implementation and review of the centre business plan on an ongoing basis.
- Develop new activities that increase opportunities for Sports centre participation and increase revenue

Responsibilities:

Line Management
- Responsible for the line management and overseeing the work of the sports centre operatives and maintenance operative and in the post holders’ absence provide cover for these roles
- Line management will include; the day to day supervision of the work, ensuring responsibilities are delivered as required; performance management and; recruitment and selection activities for the post
- Ensure appropriate training and development is identified and provided to staff
- Participate in the recruitment and selection of Sports Centre staff
- Responsible for the safety and welfare of staff
- Ensure appropriate support and training is identified and undertaken
- Performance manage staff in line with the School’s policy
- Allocate duties and responsibilities as required, to include the planning and allocation of work as well as checking & evaluating.

Financial Management
- Ensure the effective and efficient running of the sports centre budget as delegated by the School Business Manager.
- Ensure requisitions are raised for all sports centre related expenditure.
- Ensure sales invoices are raised for all sports centre income.
- Undertake budget monitoring activities and ensure significant variances are investigated and corrective action identified and reported to the School Business Manager.
- Produce five year projections for budgets.
- Ensure surplus income is generated to create a reserves budget for the future costs for 3G replacement.
- Ensure the finance team have up to date and accurate income information with the weekly banking to support the coding of this in the finance system.
Facility Management & Operation
- Responsible for the security of facilities and ensuring staff are adequately trained
- Liaise and work with the School and Community
- Develop clear pathways for club links working in partnership
- Ensure the booking system is properly administrated and utilised, manage biannual block bookings and ensure community use time is still available
- Ensure the facility continues to meet the targets set by Sport England and reports figures back accurately and as required
- Ensure that high levels of cleanliness are maintained at all times and facilities are always well presented.
- Ensure 3G maintenance is being done and in line with agreed requirements

Health & Safety
- Comply with Statutory Regulations and Codes of Practice as well as Risk Assessment Protocol, with input from PE department
- Ensure Sports Centre staff are aware of their Health & Safety responsibilities
- Ensure a safe and healthy environment is maintained for you, other staff and members of the public
- Maintain qualifications in line with statutory and risk assessment requirements, ensuring HR are informed and provided with confirmation of achievement/renewals
- Identify and report faults/damage to equipment or the building fabric as appropriate
- Ensure safe and correct practices are undertaken with all equipment, both by staff and service users, in compliance with Health and Safety legislation and guidance
- Regularly update and adapt the normal operating procedure and emergency action plan to ensure working practices are up to date.

Customer Service & Quality Standards
- Uphold and promote Customer Service Excellence
- Monitor quality standards against performance targets, communicate and manage service standards of Sports Centre staff
- Respond to compliments, comments and complaints as specified within policy.

Marketing & Promotion
- Identify with and promote the service’s brands, products and services
- Present a positive image and uphold good public relations.
- Deliver marketing campaigns, ensure promotional and marketing material is current, relevant and correctly displayed
- Undertake regular meaningful consultation to monitor performance against set standards
- Working with the Design & Communication Officer create and maintain a strong social media presence.

Other Responsibilities
- Attend meetings as required
- Participate in professional development opportunities, willingness to develop additional skills and expertise.
- Keep up-to-date with current educational developments and legislation affecting school facilities management within your area of responsibility.
- Contribute to school development through identified communication and consultation channels.
- To respect the confidential nature of information relating to the school, students and customers.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the School.
- Develop constructive relationships and communicate with other agencies/professionals.
- Be aware of safeguarding and promoting the welfare of children and to report any concerns in accordance with the school’s safeguarding policy.
- To comply with the school’s Health and Safety policy and statutory requirements.
- To undertake any other duties not detailed above commensurate with the level of the post.

Moseley School and Sixth Form is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.
**POST TITLE:** Community Sports & Facilities Manager

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<thead>
<tr>
<th>Attributes tested by Application, Interview, Task and References</th>
<th>Essential E/ Desirable D</th>
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<tbody>
<tr>
<td><strong>Qualifications &amp; Experience</strong></td>
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<tr>
<td>• Educated to degree standard or recognised professional qualification in Sport/Leisure</td>
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<td>• Must be able to consistently demonstrate they are numerate and literate</td>
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<td>• Qualified fitness instructor (at least level 3 or equivalent)</td>
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<td>• First Aid at work qualification/ be prepared to undertake such a qualification</td>
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<td>• Management qualification</td>
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<td>• Experience of managing in a Leisure Centre/Community Leisure Centre environment</td>
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<td>• Experience of managing a team</td>
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<td>• Experience of managing a budget</td>
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<tr>
<td>• Successful track record of leading/working in a team which successfully implemented a revised programme which improved service quality and standards</td>
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<td>• Working knowledge and understanding of health and safety legislation, to include undertaking risk assessments, normal operating procedure and emergency action plan design and maintenance</td>
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<td>• Experience of leading/working in a team to develop and implement a diverse service programme that meets the needs of the local community</td>
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<td>• Experience of driving forward a business led marketing approach in a dual use community leisure facility</td>
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<td>• Experience administering a variety of social media pages for business.</td>
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<td><strong>Skills and Abilities</strong></td>
<td>Essential E/ Desirable D</td>
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<tr>
<td>• Strong listener and communicator who can effectively convey information at an appropriate level</td>
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<td>• Analytical thinker with strategic vision and creative talent for identifying and improving work processes</td>
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<td>• Computer-literate performer with experience administering leisure booking software as well as being confident in the use of all Microsoft office programmes</td>
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<td>• Ability to work in a pressurised environment and manage competing priorities whilst delivering on a broad range of tasks and adapting to changing circumstances and priorities</td>
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<td>• Proven relationship-builder with both internal and external collaborators with strong interpersonal skills</td>
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<td>• Goal-driven leader who maintains a productive climate and confidently motivates, mobilises and coaches partners to meet high performance standards</td>
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<td>• The ability to lead, organise and motivate a team towards achieving successful objectives</td>
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<td>• Personable professional whose strengths include cultural sensitivity and an ability to build rapport within diverse multicultural settings</td>
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<td>• Innovative problem-solver who can generate workable solutions: resolve concerns and complaints, through effective use of own initiative</td>
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<td>• Team player who is strong at building trusting relationships with customers and colleagues</td>
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<tr>
<td>• Demonstrates a flexible approach to work to enable effective delivery of programme</td>
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At Moseley School and Sixth Form, we are committed to safeguarding and to promoting the welfare of our students

**Inspiring excellence in character and scholarship**

**Moseley School** is an equal opportunity employer and is committed to the safeguarding and to promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.
Moseley School Sports Complex

Moseley Sports Complex is a vibrant and exciting community hub where people of all ages, cultures, backgrounds and sporting prowess can come to enjoy sport and all it has to offer.

The school has just completed its new multi-million pound sports hall development providing the students, community and sports clubs from around Birmingham the opportunity to train and enjoy sport in a facility which is second to none.

The new space offers a range of sports including volleyball, badminton, netball, basketball and much more all with equipment at a standard for national league play or higher. Coupled with this we have a multimedia area containing a 70 inch plasma screen television suitable for instant gameplay analysis and review. The facility further boasts tiered seating for 350 suitable for performances and displays along with lighting rigs and private changing areas.

We’re not all about our new sport hall though! Along with this we offer a further two sports facilities where a plethora of activities are on offer from football through to cheerleading and dance. The first is a private, well lit space with sound cancelling ceiling and multiple power points meaning it’s perfect for all sorts of dance or intense fitness sessions. As well as offering privacy and seclusion it contains a recently resurfaced floor and a vast array of gymnastics and trampoline equipment.

Our third hall is the definitive 5 a side space. This space is perfect for the ‘beautiful game’ as well as being a specialised area for basketball and cricket. The room has recently been refurbished and offers fantastic lighting and pitch markings ensuring no matter how intense and fast paced the game gets, everyone can still feel totally involved.

As well as all of these facilities we also have a large astro turf suitable for hockey and football. Due to its large size it caters for either one large game of 11 a side or three smaller 7 a side games; perfect for training or match play.

But that’s not all! Our gym and dance studio are the beating heart of the facility. Offering a variety of cardiovascular and resistance equipment accompanied by a private, mirrored dance studio there really is something for everyone here at Moseley Sports Complex!
Moseley School and Sixth Form's purpose is to inspire excellence in character and scholarship.

Our vision for Moseley School and Sixth Form

Moseley School and Sixth Form aims to be an inspirational place to learn, where passionate teachers nurture the curiosity, creativity and imagination of students. Everything we do is inspired by our aim to support the progress of all students. We recognise the potential in everyone and we support and challenge each individual to achieve their best. All the resources of the School are used to enable each student to receive support and achieve ambitious goals. The School is a place in which staff can develop as leading professionals and make valuable contributions to the educational community in Birmingham and beyond. Staff and students receive support and guidance to prepare them for the next step in their careers.

We are a welcoming and compassionate school that enables students to thrive. We endeavour to be an emotionally intelligent school where we acknowledge the fallibility of human beings and recognise the impact our actions and words have on others. Our pastoral system ensures that each student is cared for and their needs are met through effective relationships with all our partners, especially parents and carers. Students welcome opportunities to broaden their social and cultural horizons. The School provides a clear moral framework based on shared values. Students are able to reflect on their own beliefs, appreciate different views and develop understanding of their own identity and their own self-worth. The School values its long history whilst being dynamic and forward-looking; a place where staff and students enjoy memorable experiences.

The staff and students aim to be aware of the effect of our decisions and actions on communities and on our environment. A global perspective that celebrates diversity and respect for individual rights is central to the School and nurtures responsible citizens and independent thinkers. We are a compassionate community where positive relationships are cultivated. We provide opportunities for everyone to develop leadership, organisation, resilience, initiative and communication skills. All of the School’s diverse communities share our vision and purpose and, through developing character and scholarship, achieve excellence.

Moseley School and Sixth Form Values:
All members of our School community embrace our core values: Respect, Endeavour and Compassion.
2018 Results

Key Stage 4

53% of students achieved a Pass (Grade 4) or above in English
44% of students achieved a Pass (Grade 4) or above in Mathematics
53% of students achieved a Pass (Grade 4) or above in Science
38% of students achieved A/A* or equivalent grades

Key Stage 5

92% of students achieved 3 passes with an average of a grade C
75% of students achieved a grade A*-B
45% of all A-level grades achieved were a grade A*-B
What we can offer you

We have a very positive ethos and excellent staff/student relationships; we value our staff both as individuals and as professionals and are committed to their personal and professional development. We pride ourselves on being friendly and welcoming to everyone who visits and works with us.

Following a recent staff survey, 72% of staff identified a key strength of the school was the induction process for new staff. We provide a comprehensive process to ensure that the transition into the school is as smooth as possible. 75% of staff were very positive about the appearance and maintenance of the school, thus creating a positive learning environment for students and a welcoming place to work for all staff.

Staff wellbeing is at the centre of our practice, we are fully inclusive and provide a wide range of programmes to enhance the employee experience and engagement, this includes:

- Employee voice, through surveys and feedback sessions
- A 24-7 confidential employee helpline
- Regular wellbeing resources and information, supporting National Awareness Campaigns
- Free flu vaccinations and wellbeing clinics
- Wellbeing CPD
- A staff Social Committee, organising termly staff events
- Free access to the Schools Health and Fitness Centre
- Free weekly staff activities such as Yoga, Football and badminton
- Hospitality at breaktimes, including free tea and coffee facilities

We are committed to providing a supportive and developmental culture for all staff, through an extensive CPD programme, and identifying training to meet the individual needs of all staff and their varying roles and responsibilities. The school strives to deliver personalised pathways and opportunities in order to enhance the growth and development of all staff members. Over the last two years there has been a deliberate shift to a school-based model, increasing collaboration and the opportunity for reflection.

In order to create and sustain this culture the school has implemented and delivered a range of strategies: lesson collaboration, joint-practice development, Lesson Study, Moseley Teaching Programme, and other initiatives focusing on teaching and learning.

Other benefits to working at Moseley School and Sixth Form include:

- A designated car park space for each staff member
- Pension Scheme
- Appraisal, leading to potential pay progression
- A reward scheme that saves you money on everyday purchases
- Cycle to Work Scheme
- Child care voucher scheme
Curriculum

The curriculum seeks to maximise the achievement of all our students. It aims to provide a broad and balanced education, which meets the requirements of the National Curriculum, and is also tailored to the specific needs, interests and aspirations of our students.

The curriculum contributes to the good spiritual, social, moral and cultural development of students. This is achieved through the taught curriculum and through the programme of enrichment activities which help to deliver key aspects of personal, social and health education, as well as citizenship. The curriculum provision is also supported by a strong commitment to impartial careers information, advice and guidance.

Key Stage 3
At Key Stage 3 all students will study the following subjects

- English
- Maths
- Science
- PE
- Modern Foreign Language
- History
- Geography
- Religious Education
- Design Technology
- Art
- Computing
- Drama
- Music
- PHSE

Key Stage 4
At Key Stage 4 all students follow a core curriculum of English, Maths, Science, Religious Education and PE. They also have the opportunity to study four more subjects to GCSE level. There is a wide range of subjects to choose from which we will discuss with you and your child during our pathways events. Currently 25 subjects are on offer for your child to discover their passions.

Sixth Form
The Sixth Form at Moseley School offers a wide range of academic A level subjects as well as vocational subjects at both Level 2 and Level 3, all providing opportunities for progression on to higher education or apprenticeship programmes. 98% of our students achieved places at their first choice university in 2018.
Pastoral Care

Student Welfare
Student welfare is supported through vertical tutoring and the house system, both of which enable students to develop positive relationships with their peers and with students from other year groups in school. Students are placed into one of six houses. Each house is led by a pastoral team consisting of an Assistant Headteacher Head of House and a non-teaching House Pastoral Manager.

There are seven tutor groups in each house and each tutor group is made up of students from Year 7 through to Year 11. Although sixth form students do participate in house activities, they are placed in separate Year 12 and Year 13 tutor groups. A wider team of pastoral staff are on hand to provide more personalised support for students who are struggling with their studies or who are facing challenges outside of school. It is our intention to provide early help and support to our students and their families to ensure that all barriers to learning are removed, enabling our students to achieve their very best.

Celebrating Success
Students Excellence, Character & Scholarship is celebrated as we believe it is important to promote an ethos of success. We celebrate all successes through our Mosette rewards system. Students have the opportunity to earn awards through demonstrating excellent attitudes to learning (Scholarship) and positive conduct (Character).

Our rewards are broken up into short, medium and long term celebrations. Every week students are acknowledged and praised during house assemblies and awarded Mosettes and postcards home. For consistent excellence over each half term we promote students through our success posters around our school site and via termly awards assemblies. As long term rewards each term students aspire to earn places on our Gold, Silver and Bronze rewards trips where they will gain new cultural experiences. We also have two awards evenings during the year for KS3 and KS5 awards where students can become a part of the school’s history.

The six houses of Moseley also compete for our four house cups for Attendance, Punctuality, Conduct and Attitude to learning. These are presented to the house student leadership teams each half term by the head teacher and cups are displayed in our main hall.

Student Conduct and Attitudes to Learning
Students are aware of the clear expectations regarding their conduct in and outside of school and we have an established system of rewards and sanctions to support behaviour. With support from parents, we work in partnership to instil the positive values of respect and compassion into our students so that they conduct themselves as excellent ambassadors for the school and the community. Appropriate guidance and support is available for students who require additional help to maintain a high standard of conduct.

Students are provided with regular opportunities to develop positive attitudes to learning in order to secure excellent progress and conduct in lessons. Our focus on Attitudes to Learning is based around helping students to develop the following attributes: passion for learning, focus, initiative, leadership, resilience, reflection and readiness to learn.
Support for Learning

We believe that every member of Team Moseley has a key role to play in creating an inclusive learning community and promoting pride in scholarship. All students can become successful, independent learners able to integrate effectively into society as responsible citizens, confident throughout their lives in their ability to learn. At Moseley School and Sixth Form student safety and well-being are paramount. We are committed to ensuring that no student is left behind or feels that they are at a disadvantage to their peers and we are able to create individual support plans to meet the needs of every student. All children are treated equally with respect and expectations are high to enable all to achieve or exceed their potential.

SEND/EAL
All teachers are responsible for ensuring that all students, in all their classes, including those with SEND or gaps in their learning are accessing the curriculum and making measurable progress. Our SEND (Special Educational Needs or Disability), Literacy and EAL (English as an Additional Language) teams sit at the heart of our school improvement plan and provide excellent support to students, families and carers to remove barriers to learning. Through close relationships with the pastoral and curriculum teams, we are able to make provision for a wide range of needs. Students are identified for targeted interventions, including EAL, literacy and numeracy ‘catch up’ sessions. These are delivered by our team of specialist graduate coaches during the school day and after school in enrichment clubs. The EAL team lead, manage and work collaboratively with mainstream teachers and graduate progress coaches to plan and deliver effective English Language support to students with EAL, including those who are International Newly Arrived. Their expertise enables students to accelerate their acquisition of English facilitating their access to a broad and balanced curriculum. Occasionally these students have SEND needs too and we work collaboratively across teams to secure the most appropriate provision.

Assessment and Specialist Provision
We recognise that all students may require support at some stage in their education whether it is social, emotional, behavioural or academic. The views, wishes and experiences of students, parents and staff are integral to the planning and review of the support we allocate to our students. For students with pre-identified SEND or literacy needs, we scrutinise all progress data following every assessment point. For students with high-focus SEND needs we also use a range of assessments, in addition to requesting additional expertise from external agencies. For students who require additional support to improve their literacy skills a team of graduate Literacy Coaches work with individuals and small groups. Focused interventions from the Literacy team enable students to make rapid progress and enjoy success in class and examinations.

For students arriving with English as an Additional Language, a comprehensive programme of support is available to meet the individual needs of students. This ranges from an intensive English induction course, to short term language lessons all of which are designed to allow students full access to the curriculum as quickly as possible.

We also offer a large number of extra-curricular activities and clubs at lunch times and before and after school.

Quality First Teaching and Learning
In addition to support from the SEND, Literacy and EAL teams, teachers at Moseley School and Sixth Form are fully committed to maximising inclusion by designing and using teaching methods and resources that provide challenge for all. The key characteristics of Quality First Teaching and Learning are: highly focused lesson design with sharp objectives and outcomes; high demands of student engagement with their learning; high levels of interaction for all students; appropriate use of teacher questioning, modelling and explaining; an emphasis on learning through dialogue, with regular opportunities for students to talk both individually and in groups; regular use of praise to motivate and regular professional training opportunities for staff. Our superb, stimulating learning environments are accessible and fully resourced with state of the art ICT equipment.
Extra-curricular opportunities

At Moseley School and Sixth Form we believe in excellence in character and scholarship. We provide our students with opportunities to develop their character through many extra-curricular activities.

Moseley School and Sixth Form is a Silver: Rights Aware School. We aim to be a school where children’s rights are at the heart of our ethos and culture, to improve well-being and to develop every child’s talents and abilities to their full potential. Both staff and students will learn about their rights and put them into practice every day. By learning about their rights our students will understand the importance of respecting the rights of others. There are many opportunities for our Rights Respecting Student Leaders to shape the development of our school.

There are many ways for students to extend their learning as well as exploring other interests. STEM Club, Debate Mate, International Club and Games Clubs are just a small sample of wider opportunities available.

We also have many sports clubs for students to try out new sports, as well as representing the school in competitive fixtures. Students also have the opportunity to watch live sports events. Groups have recently been to Edgbaston to watch England play cricket, the NIA to watch the National Basketball Finals, the British Gymnastics Championship and Edgbaston Tennis Club to watch the AEGON tennis classic, which is the warm up event for Wimbledon.

In 2018 our school production of ‘Fantastic Mr Fox’ by Roald Dahl, achieved local acclaim and awards were achieved for our 2017 and 2016 productions of ‘The Witches’ and ‘Our Day Out’. There are regular opportunities for students to perform music and drama throughout the year.

Our Moseley Edge Programme is based on the key skills of leadership, organisation, resilience, initiative and communication. At Moseley School and Sixth Form, students will complete three levels of the Edge Award. In Key Stage 3 they will complete the Apprentice Level, at Key Stage 4 they will complete the Graduate Level and in Key Stage 5 they will complete the Master Level.

Students select challenges that they can complete at home, in school time, by attending extra-curricular activities or in the local community. The aim of Moseley Edge is to inspire our youngsters to be confident in demonstrating their leadership, organisation, resilience, initiative and communication in a variety of different situations and therefore having the edge over other students in the local area when applying for universities and further employment.

In Year 7 and 8 the Junior Award Scheme for Schools (JASS) is a progressive learning programme for young people: a key aim has been to meet the challenges of the transition from primary to secondary. JASS develops the whole individual by offering recognition in four key areas – regular physical activity (Get Active, Stay Active), exploring a personal interest (My Interests), working for the good of the community or the environment (Me and My World) and completing an outdoor activity or challenge (Adventure) and is designed so that participants move from Bronze, to Silver and then to Gold with increasing levels of, commitment, learning, and challenge.

The prestigious Duke of Edinburgh’s Award is recognised by universities and employers for its emphasis on character building. Students from Year 9 onwards can start training and preparing for a bronze, silver and ultimately a gold award. Planning and organisation are essential but resilience and leadership are also developed through the demands of the programme:

- Volunteering: helping others.
- Physical: improving in an area of sport, dance or fitness activities.
- Skills: developing practical and social skills and personal interests.

Expedition: planning, training for and completion of an adventurous journey in the UK or abroad.

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