



Associate Director of Sport

Main Pay Scale/Upper Pay Scale (Outer London) + Competitive TLR + £1,500 Harris Allowance

Full or part time/job share applications welcome

Permanent, start date Easter/September 2026

Cash Health Plan + Harris Benefits

Are you a passionate leader, trained Teacher of PE ready for your next step?

We are seeking an experienced and ambitious Teacher to lead Physical Education at Harris City Academy Crystal Palace – a high-performing, Ofsted Outstanding Academy with a strong sporting culture and a large, thriving Sixth Form.

Harris City Academy Crystal Place is a school steeped in tradition. The Academy has proudly represented its community and the wider Harris Federation as its founding and flagship Academy for 35 years; the core vision upon which the school was founded 35 years ago remains the same today: "All Can Achieve". This achievement encompasses academic excellence but extends far more than this meaning "the highest priority is placed on pupils' personal development" (Ofsted, April 2025).

This track record of exceptional outcomes is echoed in our sports provision, where we are currently ranked 114th in the national school sport rankings. This puts us in the top 2% of ALL schools nationally. We are looking for someone to continue to provide these opportunities and more for our students.

In this pivotal role, you'll:

- ✓ Lead and develop a high-performing PE department
- ✓ Inspire students to achieve their best, in and beyond the classroom
- ✓ Shape curriculum, culture, and enrichment across sport and wellbeing
- ✓ Be part of a supportive Academy and the wider Harris Federation network.

You'll join an Academy with four consecutive Outstanding Ofsted judgements, where "All Can Achieve" is more than a motto – it's a lived reality. With exceptional CPD, clear progression pathways, and Federation-wide support, this is a chance to grow as a leader while transforming young lives.

To arrange a confidential discussion with the Principal or a visit to the Academy please contact Tracey Harrison, PA to the Principal HarrisonT@harriscrystalpalace.org.uk

For details on closing date, please consult the advert on our website. Interviews will be held on receipt of successful applications; therefore, you are encouraged to apply early.

References will be taken up for all candidates shortlisted for interview. Only shortlisted candidates will be contacted. The successful candidate will be subject to an enhanced DBS check.

Post Title:	Associate Director of Sport
Start Date:	Easter/September 2026
Post Holder:	Vacancy
Main Areas of Responsibility:	<p>Your responsibilities will include:</p> <ul style="list-style-type: none"> • Managing and overseeing the day-to-day running of the PE department, a team of five all subject specialists and passionate about sport • Working with Greenhouse Sports and the Kinetic Foundation as part of the departments offer and overall provision • Overseeing inter-faculty competitions within the Academy • Overseeing of 300+ fixtures a year • Overseeing local and National competitions across Year 7-13 across a range of sports • Promoting an inclusive environment that provides development opportunities for all students • Assisting in developing and delivering the PE curriculum • Implementing and reviewing Key Stage 3 and 4 core curriculum to ensure breadth, balance and relevance for all students • Ensuring the development of Physical Education aligns with the national curriculum • Ensuring appropriate schemes of work for all courses taught and updating them regularly in line with national developments • Determining, implementing and monitoring systems for improving student attainment and progress in Physical Education • Liaising with the SENCO and staff with Special Educational Needs expertise to ensure curriculum accessibility for all students • Communicating weekly through the Academy Bulletin • Delivering an outstanding extra-curricular programme for students • Maintaining team rooms, resources and equipment in good order with regard to health and safety, security and display • Overseeing inter-faculty competitions within the Academy • Overseeing of 300+ fixtures a year • Delivering outstanding provision for gifted and talented athletes within the Academy.
Reporting To:	Director of Performing Arts & PE
Responsible For:	Teaching staff, other relevant personnel and students within the subject area.
Liaising With:	Principal, Senior Vice Principal, Vice Principal, Assistant Principals – Faculty Directors, Faculty Coordinators and other Heads of Subjects, Student Support Services and relevant staff with cross-Academy responsibilities, relevant non-teaching support staff, students and parents.
Disclosure Level:	Enhanced

PERSONAL SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified teacher status Honours degree or equivalent 	
Experience	<ul style="list-style-type: none"> A clear and good understanding of current educational issues, theory and practice, with particular regard to: The National Curriculum Equality and issues relating to pupils' access to learning Class management Sound subject knowledge as represented by a relevant degree, CPD or experience Strong command of subject area Understanding of relevant programming language theory and application The ability to use assessment data to inform planning, set targets and implement intervention The ability to use relevant research and inspection evidence to improve learning and teaching in subject • 	
Personal Qualities	<ul style="list-style-type: none"> Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all. Willingness to work hard. Creative approaches to enhancing the learning environment. Record of excellent attendance and punctuality. Enthusiastic and Exceptional teacher, with a proven track record of excellent results in public examinations. Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. 	

SAFER RECRUITMENT IN EDUCATION

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification may also be provided and will include a specific reference to suitability to work with children.
- A Harris Federation Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

CVs will not be accepted

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.