

Head of PE

Location: Ark Kings Academy, Kings Norton, Birmingham

Salary: Ark MPS-UPS Outside London, £33,079-£53,094 with TLR 2b £5,870

Hours: Monday-Friday, 08:00-17:00

Contract: Permanent

Start date: September 2026

Closing date: 8th May 2026

Be part of a truly 'Good' school now striving to be 'Outstanding' with a dedicated staff team.

About the role:

You will be instrumental in our vision “At Ark Kings Academy, every individual will develop the character to thrive in life, education and employment.”

We are seeking an exceptional Head of PE to lead our PE department and drive outstanding outcomes for students across all key stages. This is a pivotal leadership role for an ambitious and inspiring practitioner who is passionate about physical education, student wellbeing and academic excellence.

As Head of PE, you will be responsible for the strategic direction and day-to-day leadership of the department, ensuring the delivery of a high-quality, inclusive and ambitious curriculum. You will foster a culture of high expectations, professional collaboration and continuous improvement, enabling all students to make excellent progress while developing lifelong habits of physical activity, resilience and teamwork.

You will play a key role in shaping whole-school culture through sport, enrichment and competition, while working closely with senior leaders, staff, students and families to strengthen our school community.

You will contribute to a workplace culture which has safeguarding and child protection at its heart.

About our school:

We are an all-through school serving the local community with pupils from Nursery - Year 11. Our mission is to create a school in which every child thrives, academically and socially.

Our school values are: ‘Wisdom, Resilience, Kindness’ – and they permeate everything we do in school with our pupils, our parents, our staff, and the wider community. We recognise our role in addressing inequality by ensuring that all pupils, regardless of circumstance have the opportunity to attain an excellent education.

Over the past 2 years we have made remarkable progress, moving from an Inadequate Ofsted rating to a Good. This achievement reflects the dedication and hard work of our staff with



Ofsted commenting that pupils “understand the high expectations that staff have for them and strive to meet with”. The strengths of our school include:

- ❖ **Safeguarding:** Effective in all areas.
- ❖ **Behaviour:** Our pupils know the school rules of, ‘ready, respectful and safe’ and demonstrate these qualities in their behaviour towards each other and their teachers.
- ❖ **An ambitious curriculum:** Our well-sequenced curriculum, spanning early years to Year 11, ensures that all pupils, including those with special educational needs, receive a high-quality education.
- ❖ **Reading strength:** Our effective teaching strategies empower pupils to become fluent readers, setting them up for success in their academic journey.
- ❖ **Personal development:** At Ark Kings Academy, we prioritise personal development, preparing our pupils for their future roles as responsible citizens.
- ❖ **Attendance:** Our pupils and parents recognise the importance of high attendance, and at secondary, we sit above the national average.



Why work for us?

Joining Ark Kings means becoming part of a network of education experts who are all united by the same purpose - a commitment to making a difference where it matters most. You will have the opportunity to come together with your peers locally, nationally and sometimes even internationally, to share resources, learning and good practice.

Ark Kings Academy partnered with The BCFC Foundation in November 2025. The BCFC Foundation brings an exceptional and inspiring dimension to our PE provision. As part of a proud professional football club with a rich heritage and deep roots in the local community, the foundation provides students with access to highly qualified coaches who deliver engaging, high-quality sessions across a wide range of sports. Their work goes far beyond physical activity, promoting resilience, teamwork, discipline, and aspiration while offering students the chance to connect with a professional club environment. Working in close partnership with our staff, Foundation coaches enhance the delivery of P.E, football coaching, targeted interventions and pastoral support, helping every pupil to thrive both academically and personally.

You’ll work with colleagues from different subjects, schools and regions, and have the chance to take on network-wide responsibilities such as leading programmes or training.

- ❖ Our salaries are 2.5% higher than main pay scale.
- ❖ Twice the number of training days as standard.
- ❖ Generous pension scheme – a salary average defined benefit pension scheme, meaning you build up a guaranteed amount in your pension, payable for every year of your retirement.
- ❖ Access to Ark Rewards – a scheme offering savings from over 3,000 major retailers.
- ❖ Interest-free loans – up to £5,000 available for season tickets or to buy a bicycle.
- ❖ Gym discounts – offering up to 40% off your local gym.
- ❖ Access to the Employee Assistance Programme – providing free, confidential counselling, legal advice and a range of different support services.
- ❖ Free soup in Autumn/Winter terms
- ❖ Free fruit in Spring/Summer terms





Ark Kings are deeply committed to staff wellbeing and work-life balance, which is why we offer an additional leave of absence day for personal commitments, along with a two-week October half-term—providing our staff with extra time to rest, recharge, and maintain a healthy work-life balance. These initiatives, alongside our comprehensive support systems, contribute to our well above national average benchmark for staff wellbeing and workload, as highlighted in our latest staff survey. By prioritising the wellbeing of our team, we foster a positive and supportive working environment where staff feel valued, motivated, and empowered to deliver their best for our pupils.

How to apply:

Please visit www.arkkingsacademy.org/vacancies and submit your application. This should include an explanation of your motivation to apply and examples/evidence of how you meet aspects of the job description.

We advise you to submit your application as soon as possible as we reserve the right to close the vacancy early if a high volume of applications are received. This is to ensure that we can manage application levels whilst maintaining a positive candidate experience. Unfortunately, once a vacancy has closed, we are unable to consider further applications.

For an informal and confidential discussion, please contact Tammy Mead or Paige Britton, HR on 0121 459 4451.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.



Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).

We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. To know more about Ark's diversity and inclusion commitments, please click on this [link](#).

Head of PE: Job Description

The Role

A passionate practitioner, you will deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom.

Key Responsibilities

Leadership and Management

- Provide clear, strategic leadership for the PE department, setting a shared vision for excellence in teaching, learning and student outcomes





- Line manage, coach and develop PE teachers and support staff through high-quality CPD, performance management and mentoring, including support for ECTs/NQTs and ITT trainees
- Lead departmental meetings, training and INSET contributions to ensure consistent and continually improving practice
- Oversee the effective use, maintenance and development of PE facilities, equipment and resources, managing the departmental budget

efficiently

- Establish and maintain high standards of behaviour, safety and professionalism within PE lessons and extracurricular activities, in line with academy policies
- Build strong working relationships with tutors, pastoral teams and parents/carers to support student engagement, attendance and achievement
- Raise the profile of PE and Sports throughout the school ensuring extra-curricular clubs, enrichment opportunities, House Competitions and links to Personal Development events and celebrations.

Teaching, Learning and Curriculum Development

- Model outstanding classroom and practical teaching, setting the benchmark for high-quality pedagogy across the department
- Lead the design, implementation and review of a coherent, ambitious PE curriculum that meets national requirements and reflects best practice
- Ensure curriculum pathways support progression, challenge and inclusion for all students, including those with SEND, prior low attainment or exceptional talent
- Track, analyse and evaluate student progress and attainment across all key stages, using data to inform curriculum development, targeted intervention and staff support, completing regular achievement review
- Be accountable for PE outcomes across Key Stage 3 and Key Stage 4, ensuring students achieve results that meet or exceed expected progress measures
- Conduct regular lesson observations, learning walks and work scrutiny, providing clear, actionable feedback and support to staff
- Lead collaborative planning and resource development, promoting consistency, innovation and the sharing of effective practice
- Develop and lead a strong enrichment offer, including extracurricular sport, competitions and leadership opportunities for students (such as fixture, internal programmes, Ark Network programmes and external delivery opportunities).

Other

- Actively promote the safety, welfare and wellbeing of all students, ensuring safe practice in all PE activities
- Maintain full compliance with safeguarding, data protection and health & safety policies and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- This job description is not an exhaustive list, and you will be expected to carry out any other reasonable tasks as directed by your line manager.





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Head of PE: Person Specification

Qualification Criteria

- Qualified to teach and work in the UK - essential
- Degree in Physical Studies or related subject - essential

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes including establishing a high achieving department within a large school
- Experience of improving the quality of teaching and learning
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex student data to drive lesson planning and student progress
- Mastery of and enthusiasm for PE
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every pupil
 - A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
 - Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
 - Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.





- Commitment to and understanding of professionalism in line with the National Teaching Standards

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role

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THE DUKE OF EDINBURGH'S AWARD

Ark

