

Bristol Cathedral Choir School

Head of PE

Job description

Job title	Head of PE
Location	Bristol Cathedral Choir School, BS1 5TS
Salary	Teachers Pay Scale - M1 to UPS3 (£31,650 to £49,084) + R1 subject leadership allowance (£3,387)
Role Summary	Leading both on-site and off-site PE provision (including at our sports ground at Failand), fixtures and sports clubs.
Working pattern	Full time (32.5 hours contracted per week)
Responsibilities	<p>Core Teaching Responsibilities:</p> <ul style="list-style-type: none"> • Delivery of core PE to KS3, KS4 and KS5 • Delivery of GCSE PE • Delivery of Cambridge National Sports Studies (2022 Specification) • Plan and deliver lessons which implement inclusive curriculum intent and deliver excellent outcomes (both academic and pastoral) for all learners, particularly those vulnerable or disadvantaged; • Work collaboratively within the department and the wider team to ensure that underachievement is addressed quickly and effectively; • Regularly mark student work in line with the department making policy and give feedback that stimulates improved learning; • Engage fully in our culture of continual professional development and coaching, in which we encourage and challenge each other to be the best we can be; • Be a professional presence around the school site. • Show genuine care and respect for our young people and for everyone who makes up the community at BCCS; • Be mindful of your own wellbeing and that of your colleagues; • Be a pastoral leader and teacher in any and every school context; • Follow, support and model the implementation of the school's behaviour policy, including systems, routines and duties;

- Be active in pursuing personal and professional development beyond your immediate role, seeking breadth of knowledge and experience, as well as depth;
- Be involved in the co-curricular offer at BCCS by either leading or supporting additional activities that are enriching;
- Be responsible for promoting and safeguarding the welfare of all pupils and young people within the school;
- Uphold and promote the ethos and reputation of the School at all times;
- Promote, understand and value the intentional development of student agency, both for themselves and our community;
- Care for our environments, including by creating effective and stimulating spaces for learning;
- Organise and run clubs/teams/fixtures/events as part of our extracurricular and school sport programme including at break, lunch and after school.
- BCCS Specific Teaching Responsibilities, primarily for Girl's PE:
- Promoting and safeguarding the welfare of children and young persons for who you are responsible and with whom you come into contact.

Middle Leadership Responsibilities

- Lead the schools' PE department by providing a professional, positive and creative approach;
- Participate in the Performance Management process as a reviewee and, where appropriate, as a reviewer; to support staff in achieving their Performance Management targets;
- Support the Leadership Team in implementing whole school practice;
- Model effective learning and teaching;
- Lead appropriate planned curriculum change;
- Promote the wellbeing/morale of colleagues;
- Manage staff career development;
- Support underperforming teachers/colleagues;
- Manage and organise the PE spaces and equipment;
- Contribute to whole school strategic planning;
- Manage the department's finances and resources;
- Take responsibility for implementing a robust culture of health and safety awareness within the PE department;

	<ul style="list-style-type: none"> ● Be aware of the health and safety of all members of the school community and to deal with or report any areas of concern immediately. ● Complete any additional responsibilities as required by the Head of School. ● Attend Subject Leader meetings and contribute to Teaching and Learning. <p>Note: The duties outlined in this job description may be modified, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. This document does not form part of your contract of employment with the school.</p>
<p>Reporting to</p>	<p>Assistant Headteacher or Deputy Headteacher (TBC)</p>
<p>Safeguarding</p>	<p><i>We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.</i></p>

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Person Specification

We are committed to creating an inclusive working environment. If you are excited about this role and can demonstrate many but not all of the areas below, we would encourage you to apply as you may just be the person we are looking for.

The listed criteria will be reviewed across the stages of our recruitment process, including application form, personal statement (within the application form), interview, references and certificates.

Skills and personal attributes:

(Personal competencies, qualities, attitude and behaviours that will allow you to perform effectively in the role, ensuring the safeguarding and welfare of children and young people)

Essential for this role:

- Commitment to safeguarding and promoting the welfare of children, young people and adults;
- A dynamic leader and a **teampayer**;
- A **positive disposition** with a good sense of humour;
- A high level of **attention to detail**;
- A **rule follower**;
- Values based and outcomes driven;
- Genuine care and respect for students and colleagues;
- A high level of professional integrity;
- Able to work well under pressure;
- 'Can do attitude', willing to engage in the whole of the school's life.
- Fully embrace the mission and values of the school;
- Maintain the highest expectations of all students and all staff;
- Ability to design and refine curriculum intent and content such that we achieve our goal of being a +1 school for progress;
- Be an outstanding teacher and coach and be keen to be coached;
- Communicate effectively with your team and with the leadership team.

You are likely to have:

- Ability to lead on research informed pedagogy across the department and the school;
- Ability to quality assure implementation and impact of a department and strategically address areas of concern or development;
- Experience in delivering and organising high quality CPD for staff to improve outcomes.

You may have:

- Personal interests and enthusiasms that you can bring to the school community.

Knowledge and qualifications:

(Professional, technical or academic qualifications that you have achieved relevant to this role)

Essential for this role:

- Good Degree;
- QTS;
- Proven track record of strong teaching;
- Evidence of high impact.

You are likely to have:

- Experience of delivering girls' sports.

You may have:

- Further professional qualifications eg MA, PhD, NPQ.
- Evidence of continuous professional development in preparation for a middle leadership role.

Experience:

(Please draw upon experience and achievements gained through paid employment, voluntary work or personal life experience relevant to this role)

Essential for this role:

- Experience of delivering PE across a range of key stages as part of your professional practice;

You are likely to have:

- Experience of line management of staff;
- Experience of contributing to whole school improvement.

You may have:

- Experience in leading a department;
- Experiencing leading change.

Other Requirements:

Essential for this role:

- A willingness to commit to supporting all faith activities in a faith designation school.

You are likely to have:

- A track record of fostering an open, fair and equitable culture.



Cathedral Schools Trust is an equal opportunities employer and recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status. We particularly encourage applications from under-represented groups.

As part of our commitment to equal opportunities, we ask that all applications are made using our application form and are accompanied by an equal opportunities form. The equal opportunities form is anonymous and is not shared with the shortlisting panel.