



Head of PE

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

We are seeking an outstanding Head of PE to work within our high performing Academy. Harris City Academy Crystal Palace is a mixed Academy for 1,300 students aged 11-18, with a large sixth form of nearly 400 students.

The Academy has four consecutive Outstanding judgments by Ofsted, with the most recent inspection in 2025 finding the Academy to be Outstanding in every category. We are a consistently high performing school. Our motto, 'All Can Achieve' encapsulates our vision that all members of the Academy community are supported and encouraged to achieve their absolute potential. We believe that a well-supported and valued staff body is the key to our success.

Harris City Academy Crystal Palace is part of the Harris Federation and this enables us to offer you a comprehensive induction programme and training and development opportunities to support your career development including Masters and other qualifications.

Harris City Academy Crystal Palace is committed to safeguarding and promoting the welfare of children. Successful applicants will be required to undertake an Enhanced Disclosure by the DBS (Disclosure & Barring Services).

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:	Head of PE
Start Date:	Easter/September 2026
Post Holder:	Vacancy
Main Areas of Responsibility:	<ul style="list-style-type: none"> Work closely with the Director of Performing Arts & PE and the Faculty Director of Science & PE to ensure the effective leadership of the department. Assist and deputise for, when necessary, the Director of Performing Arts & PE. Responsible for the management and day-to-day running of the PE Department. Work closely with the Director of Performing Arts & PE and the Faculty Director of Science & PE to promote an inclusive environment that provides development opportunities for all our students. Assist the Director of Performing Arts & PE in the development and delivery the PE Curriculum. Responsibility for Key Stage 3 and 4 core curriculum; implementing and reviewing the curriculum to ensure breadth, balance and relevance to all students whatever their abilities, aptitudes and needs. To ensure that the development of Physical Education is in line with the national curriculum. To ensure that there are appropriate schemes of work for all courses taught and these are updated regularly and are in line with national developments. Responsibility for student attainment in core PE. Determine, implement and monitor systems for improving students' attainment and progress in Physical Education. Liaise with the SENCO and any other staff with Special Educational Needs expertise, to ensure that the curriculum is accessible to all students. Responsibility weekly communication through the Academy Bulletin Deliver an outstanding extra-curricular programme our students. To ensure that the team rooms, resources and equipment are maintained in good order with particular regard to Health & Safety, Security and Display. To assist the Director of Performing Arts & PE in the running of the Academy's Sixth Form Rugby Academy. To take responsibility for the Academy's lower school rugby programme to include organisation of fixtures, training and entry into competitions. To oversee inter faculty competitions within the Academy. To deliver outstanding provision for our gifted and talented athletes within the Academy. Other duties as specified by the Director of Performing Arts & PE.
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.