**Job Description: Head of Physical Education**

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| **Post Details** |  |
| **School:** | The Grange School  |
| **Post Type** | Teaching Staff |
| **Grade/Pay Level:**  | Main/Upper Pay scale + TLR 2.2 |
| **Weeks per year:** | Full time |
| **Duration:** | Permanent |
| **Responsible to:** | Director of Sport, Health and Outdoor Education |

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| **Main Purpose** |
| To lead and inspire excellence throughout the school. To set an ambitious vision for the role of Physical Education at TGS.To design and implement a high performing, exciting and vibrant PE curriculum.To champion Physical Education ensuring that every child at TGS has the opportunity to experience a rich and varied PE curriculum.To work with the Director of Sport to develop a high quality outdoor education opportunities including but not limited to the Duke of Edinburgh Award. To work closely with the School Games Organiser to develop sports-related leadership opportunities for students.To ensure a wide-ranging and varied extra-curricular PE programme is in place for all students in Years 7-11 which allows students actively participate in the PE.To promote ‘competition’ and the value of competitiveness through the organisation of both internal and external competitive events.To passionately promote the disadvantaged agenda within PE and all extra-curricular activities ensuring wider participation and a relentless approach to engaging students from disadvantaged and vulnerable backgrounds. |

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| **Main Duties and Responsibilities** |
| * To be responsible for the design and effective implementation of a world class curriculum in PE at The Grange School.
* To be accountable for the outcomes of all PE qualifications delivered solely within the TGS curriculum, currently BTEC Sport Level 2 and Level 3
* To lead the further development of the Level 3 BTEC Sport qualification supported by and accountable to the Director of Sport.
* To be the operational lead for the design and implementation of the Core PE curriculum at TGS.
* To be the lead colleague for any inspection, review or visit related to the PE.
* To set aspirational standards of students in the PE and ensure the teaching staff maintain these high expectations.
* To maintain appropriate evaluation and development documentation for PE at TGS.
* To maintain an up to date Curriculum Handbook documenting that details the curriculum as well as subject specific pedagogy
* To maximise student opportunities in PE by liaising closely with the Director of Sport to collaborate on all aspects of PE including shared use of facilities and opportunities at TS to widen participation.
* To work closely with senior leaders, Director of Sport the Head of PE at TS to deliver a rich academic PE pathway that includes both academic and vocational PE qualifications and a shared use of resources and staffing to achieve this.
* To effectively evaluate and quality assure curriculum implementation across both schools and to shape subsequent reviews and intervention as required.
* To be responsible for the development and implementation of the department development plan (currently in the form of a JEFI and 3x3x3) and ensuring that improvement priorities are accurately identified and that the action plan is regularly reviewed and updated.
* To ensure the subject area of the student gateway is kept up to date, relevant and is easily accessible to students providing excellent opportunities for independent learning
* To work with the school business partner to source funding and ensure funding is managed effectively and efficiently.
* To provide accurate and timely evaluation of the PE curriculum and staffing as required by senior leaders across the trust.
* To ensure robust analysis of curriculum impact, using internal and external data alongside qualitative measures to ensure excellent outcomes for all our students.
* To be responsible for the performance management of PE staff as directed by the Director of Sport.
* To line-manage staff as directed by the Director of Sport.
* Actively monitor and respond to developments and initiatives in PE at national, regional and local levels.
* Ensure every teacher in PE has a thorough appreciation of the relationship that exists between curriculum, teaching and learning and assessment and including the role each plays in improving our student outcomes.
* To work with other leaders across the Trust in supporting the work of the SISS (Self-improving school system) Board as directed by senior Trust leaders.
* To teach key student groups as required.
* To promote an effective subject-specific CPD programme for all teachers of PE so that they have access to high quality training and development based on evidence informed and research-led thinking.
* To be responsible for ensuring the development of an ambitious and wide-ranging extra-curricular PE programme and for maintaining high participation rates from students.
* To work with the Director of Sport to deliver a thriving D of E Award programme at TGS.
* To extend the curriculum by ensuring relevant trips, visits from relevant external speakers/sports persons and other enriching opportunities.
* To liaise closely with local and national sports clubs at both grassroots and elite level to ensure strong links and relationships are developed with TGS.
* To ensure school success in a wide range of competitive sporting competition, ultimately securing national recognition for excellence and winning local and national competitions.
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| **Safeguarding Duties and Responsibilities** |
| * Promoting and safeguarding the welfare of children and young people in accordance with the school’s Safeguarding and Child Protection policies.
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| **Twynham Learning Attributes for all Staff** |
| * Ambition for excellence
* Professionalism
* Humility
* Championing change
 | * Inclusiveness
* Positivity
* Community-mindedness
* Being collaborative
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| **Other Duties** |
| * To support other senior leaders in the recruitment process, organising interview lesson observations and providing accurate feedback to selection panels where appropriate.
* Working closely with the EHT, HoS (TGS), DHT (Academic) and Director of Sport to provide accurate evaluation of the quality of teaching and development and recruitment needs within the PE.
* Provide accurate and timely reporting on the quality of teaching in PE using effective tracking and monitoring systems.
* Provide accurate and timely reporting on engagement in PE related extra-curricular activities.
* To work closely with and support the Director of Sport, Operations Manager and site team with regards to Health and Safety concerns and issues related to PE.
* To be responsible for the effective management of the PE facilities including close liaison with external contractors and the management of equipment.
* To support the TL Performance Management and appraisal processes, being an appraiser for identified staff and ensuring that high standards of performance are both set and met in line with Trust policy.
* To play a full part in the life of the Trust community, to support its vision, mission and values.
* To support the work of Twynham Learning MAT which at times may require supporting other schools within the MAT as agreed in consultation with the postholder.
* To support the work of Two Rivers Institute (TRI, formerly Twynham Teaching School) which, at times, may require supporting schools locally or delivering CPD through TRI as agreed in consultation with the postholder.
* Promoting and safeguarding the welfare of children and young people in accordance with the school’s Safeguarding and Child Protection policies.
* All Twynham Learning staff may periodically be expected to carry out tasks and duties within their area of competence that are not listed herein, as directed, to meet the needs of the Trust. The particular duties and responsibilities may vary from time to time.
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| **Knowledge, Skills and Attributes** |
| Knowledge and Skills - Essential:

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| * An honours degree (or equivalent) in a Sport related discipline
* Qualified Teacher Status (QTS)
* Proven experience of improving outcomes for students in PE as a classroom teacher
* Successful experience of teaching PE across Key Stage 3-4 in a state 11-16 or 11-18 school
* Experience of leading staff and responsibility for outcomes of a cohort of students beyond your own classroom
* Understanding of the current Ofsted framework and the application of the Quality of Education judgement within the PE curriculum.
* An understanding of effective pedagogy
* Successful experience of curriculum design
* Experience of delivering extra-curricular activities
* Ability to teach a range of sports and physical activities
* Excellent classroom management skills
* Ability to drive and access to own car
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| * Knowledge and Skills - Desirable:
* First class or Upper second-class degree in a Sport related discipline
* Knowledge and understanding of Level 2 and 3 vocational Sport qualifications
* A background of working in a department with” above average” progress data
* Ability or desire to teach Health and Social Care
* Experience of, and commitment to support, staffing of Duke of Edinburgh Award or similar
* Successful teaching experience of A-level a Sport related discipline
* Evidence of further leadership development
* Experience of working across a range of school environments
* Experience of involvement in successful (good or outstanding) Ofsted inspection
* Experience of leading school trips and a commitment to the encouraging extra-curricular activities
* A knowledge of the changing national education agenda
* Qualified minibus driver

Personal Attributes |

* High-energy and passionate individual with a clear moral purpose which is driven by a desire to improve the life chances of young people.
* Highly emotionally resilient
* A reflective practitioner with a history of expertise in classroom pedagogy and the ability to improve outcomes for students
* An ability to inspire and relate well to the whole community.
* An emotionally intelligent colleague who can adapt to a range of situations and communicate with various stakeholders including students, parents and other colleagues and professionals.
* An aspirational colleague who is ambitious for future whole-school leadership
* A team player who is comfortable in both providing and responding to professional challenge.
* A commitment to and evidence of professional development of both yourself and others
* A commitment to engaging with evidence and research to inform practice
* Outgoing and enthusiastic with a positive “can-do” attitude and a solution-focused approach.
* A sense of humour
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| **Notes** |
| * This job description may be amended at any time in consultation with the postholder. Employees will be expected to comply with any reasonable request from a manager to complete manager to undertake work of a similar level that is not specified in this job description.
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| **Key to Acronyms Used/Glossary of Terms Used in this Job Description** |
| * TL = Twynham Learning
* D&T = Design and TechnologyEHT = Executive Headteacher
* DHT = Deputy Headteacher
* AHT = Assistant Headteacher
 | MAT = Mutli-academy trustTRI = Two Rivers Institute HoD = Head of DepartmentDoE = Duke of Edinburgh Award |