



Higham Lane School
Helping Learners Succeed



Job Specification

Permanent Teacher of Girls PE

Full-time or Part-time (minimum 0.6 FTE)

MPR/UPR

For January/Easter 2025 start



Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane, part of the Central England Academy Trust, is a large, 11-18 comprehensive academy with Aspiring Teaching School status, set on an attractive site on the Warwickshire -Leicestershire border, easily accessible due to excellent road, train and bus connections.

Achievement in all its forms: artistic, academic, social, cultural, sporting and intellectual is equally valued in our diverse five year, knowledge-rich curriculum. We are enormously proud to have performed in the top 15% (yes that's top 15%!) of schools in England for student progress at GCSE in 2018. We are also delighted to have achieved impressive A level results in our high-performing Sixth Form. Our progress figures indicate that our teaching and learning and student behaviour and engagement are excellent!

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be!"

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing.

The closing date for applications is: **midday, Monday 25th November 2025**. (If you encounter a problem in meeting this deadline, please contact the School.) If you are interested in applying for this post, please complete the application form that you will find on the School's website (www.highamlaneschool.co.uk) and email it to jobs@highamlaneschool.co.uk, indicating in the message title the post you are applying for.

If you would like to have a chat about this post or arrange an informal visit to see our school, please contact Charlotte Mulholland, Subject Leader for PE, on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure. Higham Lane School is also strongly committed to protecting personal data. Our Privacy Notice, which can be found under the GDPR section on the School website, describes why and how we collect and use personal data and provides information about individuals' rights.

We really look forward to reading your application and meeting you!

Yours sincerely,



Michael Gannon
Headteacher



WHY WORK FOR HIGHAM LANE SCHOOL?



EXCELLENT CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

- we are passionate about teaching and learning, always developing our practice and learning from each other!
- we will give you the opportunity to develop your skills to teach A Level in our successful Sixth Form (if A level is offered in your subject)
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques.
- we provide bespoke career stage training such as NPQSL, NPQML and NPQH as well as Olevi programmes for improving and outstanding teachers.
- we have expertise in teacher training and formed the Higham Lane School Partnership comprising 11 partner schools across both primary and secondary phases in collaboration with the University of Warwick.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches.

REDUCING WORKLOAD

- we are committed to reducing teacher workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively.
- we value our staff as experts in their subjects.
- staff work very effectively in their subject teams to produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use knowledge organisers for revision during homework and peer-assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

BEHAVIOUR FOR LEARNING THAT EMPOWERS TEACHERS

- we empower teachers to teach and students to learn!
- students' behaviour is excellent.
- our SLT and Progress Leaders move around our site during every lesson to visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour for Learning Policy.

SAFEGUARDING

- all the staff whom we employ are expected to demonstrate a responsibility for and a commitment to the safeguarding of students. We will offer you regular, high-quality training to enable you to do this effectively.

STAFF WELLBEING

- staff wellbeing is very important to us. We care about each other.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times.
- we support staff to look after themselves, for example through our health awareness events. The School also participates in the Cycle To Work scheme, a government-backed initiative that helps employees save on the cost of their bike and safety accessories. It's a great way for employees to save money and stay healthy! Our staff also receive reduced price gym membership!
- we get on well together and celebrate our many achievements in a range of social events.

SERVING OUR COMMUNITY

- students play an active part in the running of our school and student voice is important to us.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank and Edward Street Food Kitchen.

OFFERING A PLACE TO YOUR CHILD AT OUR SCHOOL

- where places are available, priority is given to children of our staff who live outside of the priority area and who have been employed for two or more years at the school. We also give priority when offering spare places to the children of staff recruited to meet a demonstrable skills shortage.



STAFFING AND ACCOMMODATION

- The PE Department has seven full-time and one part time member of staff, one of whom is the Subject Leader and another the Assistant Subject Leader.
- We have a range of accommodation including a sports hall, gymnasium and two playing fields.
- All PE lessons are taught by PE specialists.
- Each member of the Department has a laptop.
- Teamwork is a real strength of the PE Department. Teachers work closely together on writing Schemes of Learning and sharing practical approaches to teaching each aspect of every course.

KEY STAGE 3

- In Years 7, 8 and 9, students are taught core PE in single sex groups and ability groupings are used.
- Students receive four hours of PE per fortnight throughout Key Stage 3 and are taught three activities per term.

KEY STAGE 4

- In Years 10 and 11 students in core PE can choose from a range of different activities each half-term. Some activities are taught off site and by specialist coaches.
- Core PE in Key Stage 4 is also taught in single sex groups
- Students receive two hours of core PE per fortnight throughout Key Stage 4
- Students can also choose GCSE PE or Cambridge Nationals in Sport as part of the options process.
- Students who opt to study GCSE PE or Cambridge Nationals in Sport receive an additional five lessons a fortnight.
- Groups are mixed ability.

KEY STAGE 5

- Students who opt to study A-level PE receive 10 periods of teaching per fortnight and each lesson is 60 minutes.
- A-level PE lessons are taught in in our brand new, purpose-built Sixth Form Centre in classrooms equipped with digital projectors and whiteboards.
- A-level PE is taught by 3 members of staff.

EXTRA-CURRICULAR

The Department prides itself on its excellent range of extra-curricular provision for students and the results achieved by the school teams as can be seen on the PE departments Instagram page. This includes district and county success in a variety of sports, in particular netball, football and badminton. Several staff are involved in organising and overseeing sports in the district and county.

GENERAL PE DEPARTMENT INFORMATION

The PE Department at Higham Lane School is a consistently high-performing team of teachers. Our aim is to further increase the high standards of our work and offer students a broad, balanced curriculum, to give them the skills and confidence needed to pursue their chosen further studies and careers. We use a range of strategies to maximise student performance, ensuring teaching and learning is creative, challenging and engaging. The Department has links with other schools in the district and organises meetings regularly to share best practice.

2024 EXAMINATION RESULTS

GCSE PE

86% of students achieved grades 9-4

29% of students achieved grades 9-7

A-LEVEL PE

100% of students achieved grades A* - C

CAMBRIDGE NATIONALS IN SPORT

44% of students achieved grades

Distinction* - Pass at Level 2

Job Title:

Permanent Teacher of Girls PE
(full-time)

Job description

Date of Commencement:

Jan/Easter 2025

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach core PE to girls in Key Stages 3 and 4 and GCSE PE or Cambridge Nationals in Sport to Key Stage 4. The ability to teach A-level PE to Key Stage 5 level would also be desirable, but is not essential and would not prevent suitable candidates from being shortlisted, if they meet the person specification.

General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at: <https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reporting and liaison with other staff as necessary.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Person Specification for Permanent teacher of PE (full-time or part-time)

1= application form; 2= selection day activities; 3=documentary evidence.

Category	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E E	Degree level qualification. Qualified Teacher Status.	1,3
Experience	E D	Experience of teaching core PE to girls in Key Stages 3 and 4 and GCSE PE or Cambridge Nationals in Sport at Key Stage 4. Experience of teaching PE at KS5.	1,2 1,2
Knowledge and understanding	E D E E E E E	Of one or more KS4 specifications. Of A-level specifications. Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques. Of how to make secure judgements relating to student progress and performance. Of how to use ICT to enhance teaching and learning and raise standards. Of the Teachers' Standards Of how to effectively safeguard students, including the requirements of 'Keeping Children Safe in Education'.	1,2
Professional Skills and Attributes	E	The ability to motivate, influence and challenge all students to achieve their best performance. The ability to consistently deliver 'good' or 'outstanding' lessons based on the latest OFSTED criteria. The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy. The ability to ensure excellent Behaviour for Learning of students. The ability to be well-organised, keep efficient records and meet deadlines. The ability to communicate effectively. The ability to work effectively as a member of a team. The ability to take responsibility for your own professional learning. Energy, enthusiasm, commitment and perseverance.	1,2
Health and Attendance	E	A good health and attendance record.	3



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