



Application Pack and Job Description
Teacher of Girls' PE
Newton Abbot College



**Teacher of Girls' PE
Newton Abbot College
0.4 FTE (Tuesday & Wednesday)
Until 31st August 2025**

We are seeking a passionate, highly skilled and proactive teacher of Girls' PE to join our successful, supportive and highly motivated PE dept. This is a really exciting opportunity for an aspiring teacher or a keen sports coach (or a recently qualified teacher), to join an exceptional department that delivers physical education to a high standard across a breadth of different sporting disciplines, including netball, football, cricket, swimming, water polo, to name but a few. There is also the opportunity to get involved in our Sixth Form enrichment programme, as well as our extensive Duke of Edinburgh & Ten Tors programmes, and to contribute to the administrative function of the department, working alongside the PE leadership team.

Newton Abbot College runs a Netball Academy that offers aspiring netballers the opportunity to follow a development and competitive pathway in pursuit of excellence. We have a number of girls on player development pathways and work with all students to provide the extra training they need to be successful. Our under-14 and under-16 netball teams have reached the Regional and National round of the National School England Netball competition and are regular finalists in the 'Sisters in Sport' netball cup competition. A key part of this post would be to take a leading role in the continuing development of the Netball Academy and its provision to our students and the local primary community.

If you are student-focused, keen to contribute to our Netball Academy and extra-curricular provision, a skilled sportsperson and recognise the positive impact PE and superb PE provision can have on young people, then we would very much like to hear from you!

Newton Abbot College is an over-subscribed secondary school with a growing Sixth Form that is situated in the heart of Newton Abbot, Devon. Our mission is to support, challenge and inspire every individual to be better than they ever dreamt they could be. To achieve this staff and students share the same set of values and drivers that underpin an ethos of traditional values and incredibly high expectations and a culture of high-quality teaching supported by exceptional pastoral care. Staff wellbeing and professional development are always a priority and we work hard to look after our staff and provide them with opportunities to develop their practice and, if they wish, further their careers. There is a very strong sense of community and team at Newton Abbot College; everybody looks out for one another and everybody is proud of their role; as together we grow our college from strength to strength.

Newton Abbot College ("Good" in all areas, Ofsted 2024) is part of Ivy Education Trust. We have exceptional expectations of our students and staff, and we welcome applicants who share our commitment to place student learning at the centre of everything we do. Ivy Education Trust is an inspiring place to work with staff who are dedicated to increasing opportunities, maximising outcomes and improving the life chances of all pupils. We prioritise nurturing and developing the talent of our staff; our induction programme is excellent, and all staff are involved in an innovative CPD programme. All Ivy Education Trust schools form a wider family with a vision of inspiring excellence through collaboration.

Ivy Education Trust works closely with all schools within the Trust and beyond. The Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you would like to talk to someone about the post, please contact Charlotte Tonge, Head of Department, on ctonge@nacollege.devon.sch.uk.

Application forms and further information are available from our website, www.ivyeducationtrust.co.uk or via email to recruitment@ivyeducationtrust.co.uk

Completed application forms should be sent to recruitment@ivyeducationtrust.co.uk before the closing date stated below.

Closing date for applications is Monday 6th January 2025 at 09:00, interviews will be arranged once application forms have been shortlisted.

Dear applicant,

First, I would like to say a huge thank you for your interest in working at Newton Abbot College.

When I started as Headteacher in September 2021 every time I asked a member of staff what they loved about working at Newton Abbot College the reply came back the same: the staff and the students! And having been part of that team now for over three years, I completely agree with them; our staff body are friendly, caring, inspiring, diligent and collaborative. They epitomise the essence of team and I feel privileged to be part of it. And our students are kind, respectful, hard-working and take a real pride in our college community and the role that they play in it; they make me proud!

As a staff, our mission is to provide all our students with the best possible educational experience that we can; an experience that supports, challenges & inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within the Newton Abbot College Lesson Framework that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering an enrichment calendar which is unrivalled in its breadth of offer and in what it has enabled our students to experience and achieve – most recently our U-14s Netball team getting through to the National Finals, and the college being awarded the ArtsMark Platinum Award.

We treat everyone in the Newton Abbot College community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of courage & perseverance, hard work & achievement, kindness & respect and pride & aspiration; values that we expect everybody to embrace and embody.

We offer our staff opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong Pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to offer the best and be the best and would like to be part of the Newton Abbot College team as together we aim to achieve our mission, then please apply; we would love to hear from you.



Amy Grashoff
Headteacher
Newton Abbot College

Job Description

Post Title:	Teacher of Girls' PE
School:	Newton Abbot College
Salary Grade:	Unqualified Teacher Scale
Contract Type:	0.4 FTE (Tuesdays & Wednesdays). Temporary until 31 st August 2025.
Responsible to:	Head of Department - PE

Key purpose of job:

In accordance with the college Framework of Excellence, develop and deliver the PE curriculum across the age and ability range, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

Expected outcomes:

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

Main duties:

- Teach PE across the age and ability range from KS3-KS4 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and college policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with college policies, ensuring that marking and assessment are of consistently high quality and in accordance with the college assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the college's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the college's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of PE.
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work.
- To undertake any administrative duties requested by the Head/Second in Department.
- To engage actively in the college's Coaching CPD.
- Contribute to objectives of the curriculum area within the college objectives and take part in an annual review of the subject and curriculum area.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the college.
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the college.
- To follow agreed policies for communications in the college.
- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events

with partner colleges/colleges; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.

- To engage actively in the college's Performance Management review process.
- To embrace the continued professional development programme within the college, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the college and Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the college's policies, including Department Improvement Plans and the overall college Improvement Plan and to contribute to the process of college Self-Evaluation taking full account of quality standards and performance criteria.
- To supervise/line manage any technician, teaching assistant or temporarily assigned post within their curriculum area, as directed by the Subject Team Leader.

Other duties

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the college's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the college.
- To follow the college's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the college's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the college as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the college and its commitment to equal opportunities.
- To comply with the college's Health & Safety policy and statutory requirements.
- To undertake any other additional duties not detailed above as required and as specified in the college Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.

This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed.

Person Specification

Criteria	Essential	Desirable
Qualifications		
Teaching Qualification		✓
Good Honours Degree		✓
Class of Degree 2:2 or higher		✓
Class of Degree 2:1 or higher		✓
Professional experience and knowledge		
Ability to teach PE to GCSE level		✓
Personal aptitudes, qualities and skills		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	
Ability to set high levels of challenge for students	✓	
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.

The PE Department

PE at Newton Abbot College

The PE department are a highly successful department who for several years have achieved results way above local and national averages. We deliver BTEC Sport at KS4&5 as well as BTEC Sports Coaching at KS5. We pride ourselves on our outcomes both academically and in the sporting arena. The overriding factor in the success of these outcomes are the positive relationships that are built between the PE team and our students. We have high expectations of our students and our students do of our staff.

Approach

At KS3 all PE is taught through practical participation. This is to develop students' love of sport but to also teach them some of the theoretical aspects they will need if they choose to study BTEC Sport at KS4. We build relationships with all our students that mean that we have large numbers of students wanting to study sports courses but also all students in the college are actively involved in, and enjoy sport for their seven years with us.

The team

You will be joining and leading a large department of 10 staff including experienced PE teachers, ECTs as well as a SSCO. The word team sums the department up perfectly as everybody within the department work for and support each other and are all focused on getting the best outcomes and experiences for our students within PE. The team strives for excellence in all areas and constantly seek to look for ways to develop our approaches and curriculum to ensure our students do they very best they can. All members of the team actively contribute towards the development of the department and regular formal and informal meetings ensure that standards of teaching and learning reflect the aims of the college.

Resources and teaching rooms

On the college site we have a sports field that accommodates a 200m running track, two rounders pitches, a nine-a-side football pitch as well as a long jump pit. We have a MUGA with a small hard court basketball court and small astro football pitch. We have a large astroturf that offers four netball courts and tennis courts. We also have access, through the leisure centre, to a dance studio, gymnasium, a four-badminton court sports hall and use of the attached swimming pool and fitness suite.

Extra-curricular opportunities

Here at Newton Abbot College we are very proud of our extra-curricular programme. We accommodate both sport for all and drive excellence in sport. We compete in local, county and national competitions in a wide variety of sports. We have regular success at county level and are now performing well at a national level in a number of sports. As well as this we offer extracurricular clubs in all sports that are delivered in our curriculum that are open to all students of any ability.

Timetable and curriculum

At Newton Abbot College PE is a vital and valued part of the college curriculum and due to this all of our students have two hours of Pe a week in all years in KS4&5 and we offer a sport enrichment programme in 6th form. Our KS3 curriculum covers a wide range of sports and is based on installing the skills and knowledge in these areas so that students can have a lifelong love of sport. We have a PE and a Games pathway in KS3 that all students follow.

At KS4 our curriculum is based much more around the softer outcomes of sport and developing students' physical and mental well being as well as improving their social development in sport.

Why work at Newton Abbot College? Because we look after our staff.



Fairy Godmother scheme – every member of staff has an anonymous fairy godmother who leaves them messages (cards and/or gifts).



Annual flu jab offered to all staff.



Annual diary/and or planner and staff handbook for all staff to aid planning and induction.



No am briefings after a late-night whole school event.



No after school meetings in the first and last week of each half term.



In-trust career development and leadership courses; support to access the NPQ suite of courses and progression opportunities within the college's leadership structures.



Centralised detention system for non-completion of homework and behaviour that does not meet expectations.



All teaching staff receive weekly incremental coaching as their personalised CPD to develop pedagogy; no whole school one-size-fits-all approach.



Staff social events each term and staff sport sessions/running club.



PowerPoint clicker, visualiser and timer for all teaching staff to facilitate lesson delivery.



Dedicated INSET days following exam and assessment windows to allow for marking, moderation and planning.



Regular safeguarding updates to empower & protect staff.



New staff buddy system: a buddy outside the department to catch up with for support.



Transparent meetings schedule and sacrosanct line management meetings to ensure consistency of experience.



Room 101 – regular opportunities to meet with the Headteacher and talk about things you'd like to change about the college.



Laptop and tablet for teaching staff to allow for administering of ClassCharts without interrupting use of PowerPoint/other software delivering the lesson.



Late start/early finish cards x 2 for every member of staff.



SLT & coaching team open door policy.



College calendar published at the year start detailing deadlines for advance notice.



Centralised department schemes of work and shared resources.



Three cover supervisors employed to minimise rarely cover.



Only three data drops a year per key stage, staggered to ensure drops are manageable and timely.



Cake (and fruit)-at-break Fridays.



Communication strategy that protects time outside of the school day by promoting a 7am-7pm email window, core working hours, individual working patterns and no-email days.



Numerous strategies to value staff contributions e.g. colleague of the month, thank you postcards, shout-outs.

Our mission is to provide all our students with the **best educational experience** we can. We are **driven** by having **high expectations & standards** in all we do; **delivering high quality lessons** that **inspire & engage**; **maximising opportunities & outcomes**; treating all individuals with **care & compassion**; and creating a strong **culture & college community**.