



**Bingley  
Grammar  
School**

Belong | Grow | Succeed

LAMPADA TRADERE NOSTRUM EST

# Bingley Grammar School

Application Pack  
Teacher of PE

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**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check.**

**Headteacher Mr Luke Weston**

Bingley Grammar School, Keighley Road, Bingley, West Yorkshire, BD16 2RS **Tel:** 01274 807700 **Email:** school@bingleygrammar.org



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# WELCOME FROM THE HEADTEACHER

Dear Candidate

Thank you for your interest in applying for a position at Bingley Grammar School. This is an exciting opportunity to be part of a dedicated team and to make a real difference to the lives of our students. It is our staff who drive the high standards of achievement that our students expect and deserve.

Within this Information Pack you will find;

- School History & Vision
- Staff Benefits Information
- Post details
- Job Description
- Person Specification

If you feel you are ready for the challenge and would like to know more about the school and its activities, please take a look at our website. If you would like to speak with me directly or arrange a visit to the school please do not hesitate to contact school on 01274 807700.

I hope the information provided will assist you in submitting your application but if you require any further information please contact our recruitment team on 01274 807720 or [recruitment@bingleygrammar.org](mailto:recruitment@bingleygrammar.org)

*To apply for the post please complete the relevant application form in full and ensure it is submitted before the closing date advertised. We do not accept CVs but please feel free to attach a copy of your CV to your application form.*

We, as a school, are extremely proud of our diverse community of staff and students and we look forward to you joining our team.

Yours faithfully



Mr Luke Weston  
Headteacher



# SCHOOL HISTORY & VISION

At around 1900 students, Bingley Grammar School is a large and high attaining 11-18 comprehensive, mixed ability and multi-cultural school and understandably that gives the school a great sense of community. All our staff are incredibly hard working and we take pride in knowing our students as individuals. We deliver a constantly evolving broad and rich curriculum along with high quality pastoral support. As a staff we are committed to high quality professional learning and as such we have a two hour CPD session on alternate Mondays as well as many other opportunities such as our programme allowing staff to study for a Master's Degree in Education and a variety of other in-house bespoke courses.

Since its foundation the School has prided itself on its motto of 'passing on the torches of learning', and this is as true today as it was in 1529. We are proud of our past but also focused on the future and aim to provide an education that combines the very best of tradition and innovation.

Constantly developing a culture of excellence is at the heart of everything we do and we do not limit our definition of achievement simply to traditional academic pursuits. We believe in developing well rounded individuals and as a result we make significant investment into the areas of sport and the creative and performing arts.

The Sixth Form at BGS is a thriving one with over 300 students following highly personalised pathways. Virtually all our learners leave us at the end of Y13 to attend their first choice university. We are currently redeveloping our sixth form building to enhance the resources available to our Sixth Form students.

Our vision is simple, we seek to develop the skills, talents and interests of all our students as individuals. No young person learns effectively unless he or she feels safe, secure and happy. Bingley Grammar School is a caring and supportive school and we try to address the individual needs of every student through a comprehensive, flexible pastoral system. As such, we work together to develop self-respect, self-discipline and self-understanding.

We look forward to our future but we value our past and particularly our traditions, believing they provide a solid and stable foundation for the whole school. Our well-established house system at the heart of the school helps to foster a strong sense of belonging.

We, as a school, are extremely proud of all our staff and students and we look forward to you joining our team.



# STAFF BENEFITS INFORMATION

**The school offers all its staff a range of benefits including:**

Appraisal – The opportunities to achieve enhanced increments for outstanding achievement and progress in lessons.

CPD – An extensive programme including the opportunity to apply for Master's Degree in Education and NPQML/NPQSL. The school also closes early on alternate Mondays in order for staff to participate in training much of which is faculty based.

Cycle to Work Scheme – lease a bike and safety equipment as a tax free benefit through our salary sacrifice scheme.

Employer Pension Scheme – Teachers Pension Scheme (Teachers). Local Government Scheme (Support Staff).



# DEPARTMENT INFORMATION

## Department overview

The PE department at Bingley Grammar School is a passionate and vibrant department dedicated to ensuring students are provided with the opportunities to experience a wide variety of sporting activities, which can positively infer lifelong activity choices. We offer a varied PE curriculum in line with the national curriculum and offer a wide range of extracurricular opportunities to enhance our offer. We are department currently consisting of three male and three female members of staff.

## Curriculum overview

### KS3

Our student's currently cover six activities in the academic year within a weekly 80-minute PE lesson. We have access to a four-badminton court sports hall, MUGA area, football and rugby pitches, a wide stocked fitness suite and an old style gym. We currently offer football, rugby, netball, fitness, badminton, cross-country, basketball, athletics and rounders as extracurricular activities as well

### KS4

Students can choose to study the OCR Cambridge National level 2 in Sports Science as an academic option. This qualification comprises of three units studied over the two years (1 is an external exam, 2 are coursework based) within two 80 minutes lessons a week.

In addition every student in Y10 & 11 has one 80 minute lesson a week of core PE. These lessons are option based with students have more autonomy of the activities they prefer to be involved in, thus the emphasis is on being physically active and promoting positive well-being through exercise.

### KS5

Students in y12 & 13 can choose to take the Cambridge Technical level 3 qualification in Sport & Physical Activity. There is a single or double award pathway, which has been popular with students over the last 5 years.

# POST DETAILS

## **Teacher of PE Permanent role/Full time Commencing September 2023**

At Bingley Grammar School, we firmly believe that it is our moral imperative to work hard to give our students the best start in life, both academically and socially.

As a Teacher of PE you will be fully supported by an experience team of colleagues who share a vision of excellent teaching and learning founded on working collaboratively to encourage, motivate and inspire our students to develop lifelong activity habits and succeed in their academic studies.

We wish to appoint an enthusiastic Teacher of PE with the ability to produce excellent results. We are looking for an individual who can excite and motivate young people, is committed to bringing imaginative ideas into their teaching and engage students with promise into skillful, successful and independent learners.

The successful candidate will:

- Be an inspirational teacher with a proven track record of success.
- Be confident in your ability to teach effectively across Key Stages 3 & 4 PE lessons.
- Have the ability to inspire, engage and enthuse students, staff and the wider community
- Be confident at delivering theoretical PE lessons including the teaching of Cambridge National Level 2 Sport Science.
- Have a professional drive, energy, determination and aspiration.
- Collaborate and work with key leaders across school to support further school improvement
- Have a passion for inspiring young people to attain the highest level possible
- Have the ability to work confidently within a team and communicate effectively

The role and responsibilities include:

- Provision of high-quality teaching of Physical Education
- Raising student attainment
- Assessing, recording and reporting on student progress
- Supporting the vision and values of the school

We can offer you:

- The opportunity to work within a collaborative team of staff who are committed to enhancing the quality of teaching and learning
- Proactive support for your career development. Dedicated CPD time allocated every two weeks.
- An approachable and supportive Leadership Team and Governing body

Closing date: 19<sup>th</sup> April 2023, 9am  
Interviews: 27<sup>th</sup> April 2023

Please note CVs will not be accepted

**For more information and to apply please see our website:**

**[www.bingleygrammar.org/about/vacancies](http://www.bingleygrammar.org/about/vacancies)**

*Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. You will be required to undertake an enhanced DBS check.*



# JOB DESCRIPTION

**Responsible to:** Subject Leader and relevant Associate Assistant Headteacher

**Salary:** The postholder will be paid on the appropriate point of the main/upper scale.

## Job Content

The basic duties of a teacher are outlined in the latest School Teachers' Pay and Conditions Document.

## Operational Responsibilities

- Teaching up to and including Key Stage 5.
- Plan work in accordance with departmental schemes of work and national curriculum programmes of study.
- Take account of students' prior levels of attainment and use them to set future targets.
- Set work when required for absent students.
- Maintain good discipline by following the school's student disciplinary policies and procedures.
- Establish a purposeful working atmosphere during all learning activities.
- Set appropriate and challenging work for all students.
- Identify and work appropriately with students with additional needs and more able students.

## Assessment, Recording and Reporting

- Keep appropriate records of students' work.
- Mark and return work set, including homework within an agreed and reasonable time.
- Use the school's marking scheme at all times.
- Carry out assessment programmes, as agreed by the school, faculty or department.
- Complete records of achievement in line with school policy.
- Complete student reports in line with school policy. Attend parents' evenings as required and keep parents informed about their child's performance and future targets.

## Student Support

- Undertake responsibility for a form group.
- Monitor and set targets for the social and academic progress of all pupils in the form.
- Endeavour to build up a good relationship with the pupils in the form, so that they will look to you for support and advice.
- Report issues of concern to the appropriate senior staff.
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.

## General

- To support the aims and ethos of the school i.e. to be the school of first choice in Bingley, where every student is valued, challenged and nurtured in order to realise their potential
- To be proactive in ensuring effective communication within and between teams
- To be a good role model for all members of the school community
- To set a good example in terms of dress, punctuality and attendance
- To uphold the school's behaviour code and uniform regulations
- To develop links with all relevant stakeholders
- To carry out any other reasonable task at the request of the Headteacher.

## Performance Management and Professional Development

The teacher will be part of the school's performance management scheme. They will have a team leader who will set agreed targets for the year subject to the ongoing review and approval by the Leadership team. The team leader and leadership team will monitor and review performance, including classroom teaching.

The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

Additional Responsibilities for teachers paid on the Upper Pay Range must satisfy the Upper Pay Range requirements of the School's Pay Policy for the teacher:

To be highly competent in all elements of the relevant standards and for their achievements and contribution to the education setting or settings to be substantial and sustained.

Details of the expectations in this school are provided in the current Pay Policy document.

### **Fluency duty**

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard. For this role the post holder is required to meet the Mastery or proficiency level which requires the post holder to demonstrate that he/she can express him/herself spontaneously at length with a natural conversational flow, avoiding or backtracking around any difficulty so smoothly that the person with whom they are conversing is hardly aware of it.

### **CONDITIONS OF EMPLOYMENT**

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).
- The postholder is required to support and encourage the school's vision and its objectives, policies and procedures as agreed by the Governing Body.
- To uphold the school's policy in respect of child protection matters.
- They shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- The postholder may be required to perform any other reasonable tasks at the request of the Headteacher.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the postholder.
- All staff members participate in the school's performance management scheme.

*The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. This document will be reviewed annually as part of your Performance Management Review or at any such other times as are required, in the opinion of the Headteacher, to ensure the continued effective and sustainable leadership of the school. It may be modified by the head teacher, after consultation with you, to reflect or anticipate changes in- role, commensurate with the salary and job title.*



# PERSON SPECIFICATION

## Key

E/D = Essential/Desirable Criteria for post  
Interview

I =

A = Application Form

C = Certificate

T = Test

Criteria	E/D	How Measured			
		A	I	T	C
Qualifications					
Master's degree in relevant subject or further educational studies	D	X			X
Qualified Teacher Status	E	X			X
Experience & Knowledge					
Outstanding classroom practice that inspires students and adds value to their progress.	E	X	X		
Understands the foundations of knowledge that students must acquire at each Key Stage.	E	X	X		
Ability to motivate and inspire students to learn.	E	X	X		
Sound knowledge of examination framework and exam specifications and a record of successful student achievement at KS4.	E	X	X		
Successful teaching experience of PE across KS3 & KS4	E	X	X		
Can plan lessons strategically to ensure that progress is made.	E	X	X		
Can effectively use student performance data to shape lesson planning and manage interventions.	E	X	X		
Previous experience of successfully teaching PE or Sport at KS5.	D	X	X		
Experience of teaching a wide array of sporting activities, including dance, gymnastics and trampolining	E	X	X		
Proven track record of having impact on students' outcomes in current post / teaching practice school	E	X	X		
An ability to teach another subject at KS3`	D	X	X		
Up to date knowledge of examination specifications and the ability to use that knowledge to drive assessment and examination / coursework preparation	E	X	X		

Skills and Competencies					
Confidently use ICT as both a teaching and administrative tool.	E	X	X		
Sound literacy and numeracy skills.	E	X	X		
Ability to use ICT packages and office equipment effectively	E	X	X		
Commitment to the highest standards of child protection	E	X	X		
Effective behaviour management skills	E	X	X		
Working Behaviours					
Evidence of commitment to personal CPD and knowledge of forthcoming curriculum changes.	E	X	X		X
Enthusiasm, energy & commitment	E	X	X		
Able to follow direction and work in collaboration with Line Manager and Student Support Team	E	X	X		
Ability to work constructively as part of a team, understanding school roles and responsibilities	E	X	X		
Willingness to take responsibility for identifying own training and development needs	D	X	X		
Excellent communication and time management skills	E	X	X		
Willingness to contribute fully to the PE extra –curricular programme	E	X	X		
Ability to build and maintain honest and respectful relationships with students and staff which promotes excellence in behaviour and achievement across the school	E	X	X		
Fluency Duty					
Demonstrable fluency of English language at Mastery Threshold level.	E	X	X		
Bingley Values & Ethos					
A passion for education and for making a difference to young people's lives	E	X	X		
Commitment to supporting & promoting equality, diversity and inclusion	E		X		
Commitment to safeguarding young people and vulnerable adults	E		X		

We are committed to safeguarding and promoting the welfare of children