



Application Pack

KINDNESS ~ RESPECT ~ DETERMINATION

TEACHER OF P.E WITHIN THE
PERSONAL DEVELOPMENT FACULTY

Welcome to our School

Welcome to Bourne Community College, a unique secondary school on the south coast of England, located between the historic city of Chichester and the villages of West Sussex and Hampshire.

We are delighted to welcome you to our school community. We are proud of our dedicated staff and supportive Governing Body, who work together to create a positive and inspiring environment for every student where we all strive to become the best version of ourselves.

At the heart of everything we do are our core values:



KINDNESS



RESPECT



DETERMINATION



These values guide our shared mission:

To inspire and enable everyone to make a positive contribution to themselves, our community and wider society

To strive for excellence in both character and learning

“Pupils enjoy the many opportunities they have”

Ofsted 2026



Our Vision

Bourne Community College is a very special place to work where every student and staff member is known and valued. Our students are proud of their school and actively participate in a wide range of extra-curricular opportunities, from performing arts and sports to leadership programmes, enrichment activities and community events. We are looking to hear from people who share our vision of helping every student flourish and who believe that education extends far beyond the classroom.

We are proud to hold Gold status as a Rights Respecting School, with respect at the heart of daily life. Our International School Award also gives students the chance to learn about different cultures, broaden their horizons, and develop understanding, tolerance and respect for others.

Above all, we are incredibly proud of our students and everything they achieve both in the classroom and through sport, enrichment and charitable work.



The school is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check.

Leadership



At Bourne Community College, the Senior Leadership Team is unwavering in its dedication to achieving the highest possible outcomes and providing exceptional support for every student. Our cohesive school thrives on strong, collaborative relationships.

Our Senior Leadership Team work alongside our dedicated governors, to define the overarching shared vision for Bourne. We are entering an ambitious new phase of development in how Leadership is distributed in the school, making this an exciting time to join the school. Strategic leadership of our school priorities is being spearheaded through our newly formed Faculties, empowering all leaders to define a shared vision for Bourne.

The Middle and Senior Leadership teams play a vital role in guiding and supporting our dedicated teaching and support staff across the school, ensuring that strong, positive relationships are at the heart of everything we do. We believe that high-quality teaching and learning flourish in an environment built on trust, collaboration and mutual respect, where staff and students feel valued, supported and inspired to achieve their best. There is an unwavering commitment to professional development and growth, recognising that investing in our people strengthens the relationships and culture that enable students to thrive academically and personally.

Our aim for the future is to create a school environment where every student is encouraged to achieve their best through high-quality teaching and engaging learning experiences. We are committed to providing strong support for all students, helping them feel valued, confident, and able to succeed. We also strive to promote effective leadership throughout the school to maintain high standards and continue improving the experience for both students and staff.

Why work at Bourne?

We have a proactive approach to support a healthy work life balance including:

- Meetings, events, and activities are carefully planned throughout the year to minimise the number of occasions staff are required to work beyond the school day.
- Early finishes are provided for Open Evening, Christmas, and the end of the summer term.
- Flexible discretionary leave is available to support family commitments and significant life events.
- Staff voice is highly valued, and concerns are listened to and acted upon.
- A clear appraisal system is in place for all staff, with realistic and meaningful objectives.
- We promote supportive relationships between staff, students, and families, creating a collaborative and welcoming working environment.
- Access to professional development and training opportunities.
- The opportunity to work for an organisation held in the highest regard by the local community.

We offer these great employee benefits

- Free on-site parking
- Near railway station
- Cycle to work scheme with West Sussex Choices
- Gym Membership Discounts
- Health Cash Plans with BHSF
- Employee Assistance Programme
- Governor dedicated to staff wellbeing



P.E at Bourne

Aims

The P.E. Department strives to achieve the following aims for our students:

Enable all students to experience and enjoy a wide range of sporting activities.

Promote the importance of adopting a healthy lifestyle and highlight the benefits of physical activity on the body.

Provide extra-curricular opportunities for students to pursue their interests in sport and physical activity.

Enable students to work independently and as part of a team in varied activities.

Curriculum

Throughout Years 7-9, students have 2 X 60 minute P.E. lessons a week.

The P.E. Department ensures that all students follow as wide a range of activities as possible.

This allows our younger students to experiment with sport and hopefully specialise in at least one. The department strongly believes that lessons should be fun, challenging and above all, educational. The following sports are taught:

- Fitness
- Football
- Tennis
- Basketball
- Athletics
- Cricket
- Hockey
- Stoolball
- Volleyball
- Rounders
- Rugby
- Badminton
- Gymnastics
- Dance
- Netball

Our curriculum is designed to provide a platform from which students will build physical competencies, improve aspects of fitness, in addition to developing personal and interpersonal skills and attributes. It enables students to develop the concepts and skills necessary for participation in a wide range of physical activities in preparation for further study.

P.E. is taught in both separate and mixed gender groups where students will encounter a variety of practical learning experiences, including working on their own, with a partner and in groups, both outdoors and indoors.

Year 7:

During Year 7, students follow a programme where they will be taught the basics of Invasion games, Gymnastics, Dance, Fitness, Athletics and Striking and Fielding games. We teach the students the basic skills and tactics for these games, building on any past experiences they may have gained. During the first half term, all students will be tested on their practical skills in all areas of P.E. This information will then be used to help with target setting.

Year 8:

The students in Year 8 further develop their experiences and knowledge gained in Year 7. They will then go on to focus on particular areas of coaching and self-management, including leading warm ups for small groups

Year 9:

Students follow a programme which allows further skill development creating a sense of independence. Throughout a range of sporting activities, students will be asked to lead 'warm up' sessions and parts of the lesson and will be encouraged to analyse their own performance as well as that of their team, developing appropriate feedback.

Students will also get a great opportunity to take part in a Sports Leader's course, which will develop their leadership, organisation and management skills. The key skills will help support the development as a well-rounded individual and allow them to support local primary schools in the organising and running of events.

- Core P.E. is compulsory for all students in Years 10 and 11. They also have the option to take GCSE P.E. or OCR Sport Studies.
- Core P.E. - Students follow a programme of participation where a variety of sports are offered throughout the year.

GCSE

This is a popular and highly successful examination course which the students may choose to follow at the end of Year 9.

The students study the AQA syllabus.

Marks are awarded for continuous practical assessment, from a wide range of sports. (30%) and a written analysis of performance coursework (10%).

There are two written theory papers based on the human body and movement (30%) and Socio cultural influences and well-being in physical activity and sport (30%).

Some of the practical and coursework marks are moderated by an external examiner.

OCR Cambridge National Sports Studies

Alongside the AQA GCSE P.E., we also offer a Cambridge National in Sport Studies.

This carries the same weighting as a GCSE and is broken down into 3 units.

Unit 1: Contemporary Issues in Sport - This is a 1 hour 15 minute written exam which the students sit at the end of Year 11. (40%)

Unit 2: Outdoor Adventurous Activities – Typed assignment and practical exploration of various Outdoor Adventurous Activities and their health benefits. (30%)

Unit 3: Practical Performance - Students will be assessed in their practical ability in both a team and individual sport of their choice. They will also plan, deliver and evaluate a sports session to some of the younger years in the school. (30%)

BTEC Award In Performing Arts Through Dance

This is a new and exciting course that we are running for those wishing to follow a dance pathway.

Students complete 3 units:

Exploring dance 30%:

A course work unit where students study 3 choreographers and learn about their work.

Improving technique 30%:

Students take part in various technique workshops to develop their performance.

Responding to a brief 40%:

Students compete their own choreographed project based on a provided brief.

Students have many performance opportunities to perform their own shows and to many different audiences.

Trips & Activities

To practise, to train, to improve! All levels of ability are welcome to the many clubs which are run by P.E. staff after College. These include:

Autumn Term:

Girls and boys football, rugby, badminton, dance, netball, basketball

Spring Term:

Girls and boys football, rugby, badminton, dance, fitness, netball, basketball

Summer Term:

Boys and girls cricket, rounders and athletics.

The department benefits from being part of the West Sussex West Sports Partnership, this allows us to compete in all area tournaments with strong links to County and National competitions



TEACHER OF P.E WITHIN THE PERSONAL DEVELOPMENT FACULTY

Job Title: Teacher of P.E within the Personal Development Faculty
Accountable to: Director of Faculty

We are seeking to appoint an enthusiastic and highly motivated Teacher of Physical Education to join our ambitious and successful PE team. The successful candidate will be a dynamic and engaging practitioner with the ability to inspire students across all key stages and contribute positively to the wider life of the school. This role is suitable for Early Career Teachers (ECTs) and those with existing teaching experience in a secondary school.

We are particularly interested in candidates with a strong background and passion for football and rugby, alongside the ability to deliver a broad and balanced PE curriculum across a range of sporting activities. The successful applicant will demonstrate excellent subject knowledge, high expectations of students and a commitment to promoting participation, teamwork and sporting excellence.

This is an exciting opportunity for a teacher who is innovative in their approach, committed to inclusive practice and eager to contribute to a thriving extracurricular programme. We are looking for someone who can build positive relationships with students, motivate learners of all abilities and play a key role in ensuring every student is supported to thrive both within PE and across the wider school community.



JOB DESCRIPTION

Aims of The Post

To deliver Quality First Teaching to KS3 and KS4 classes in the faculty as required by the school timetable. To be responsible for planning and assessment for classes taught. To monitor progress and development of students both as a tutor and teacher. To embody the vision and ethos of Bourne Community College.

Key Responsibilities and Main Duties are to:

- Demonstrate teacher standards at the appropriate level of experience and the agreed Performance Management Objectives relevant to career stage (TMS1 to UPS3)
- Plan, prepare and deliver engaging, sequenced lessons in line with national curriculum requirements
- Adapt classroom provision to meet the needs of all learners
- Create a safe, supportive and inclusive classroom environment
- Assess, monitor, record and report on the learning needs, progress and achievements of learners
- Promote positive behaviour strategies, modelling high expectations and supporting whole-school behaviour for learning policy
- Contribute to the faculty's leadership of a school priority
- Participate in professional development and contribute to school improvement initiatives
- Take responsibility for a tutor group, supporting their personal and academic development
- Establish positive relationships with parents and carers
- Work within the policies, ethos and aims of BCC and to carry out such other duties as may reasonably be assigned by the Head teacher



PERSON SPECIFICATION

Qualifications (Essential)

- Qualified Teacher Status (QTS)
- Degree or other suitable qualification, in a relevant subject area
- Evidence of recent positive engagement with professional development relevant to this role

Experience, Knowledge & Understanding (Essential)

- Secure subject knowledge
- Successful teaching experience in a secondary school setting (KS3 and 4)
- Experience in supporting vulnerable learners and promoting inclusive practice
- Experience of acting as a tutor or providing pastoral support
- Excellent classroom practice and a strong understanding of effective teaching and learning strategies
- Good knowledge of current curriculum requirements and assessment practices · Ability to adapt teaching to meet the needs of all pupils, including those with SEND and other vulnerabilities
- Consistent application of positive behaviour for learning strategies

Personal Qualities & Other Skills (Essential)

- Strong communication and interpersonal skills
- Good IT skills and ability to use school information systems
- Evidence of engagement with and ability to work collaboratively with others, including community stakeholders
- Enthusiasm and resilience
- Reliability and integrity
- Good personal and professional organisation skills

How To Apply

Applications should be completed using the application form along with our recruitment monitoring form (both available on our website) and supporting statement (no more than two sides of A4).

Your supporting statement should demonstrate how you would fulfil the job description and the degree to which you meet the person specification.

Please email the documents to office@bourne.org or post to Mrs Menzies (Headteacher's PA) no later than the advert deadline.

Suitable candidates may be invited to interview prior to the closing date, and we reserve the right to close the vacancy early should sufficient applications be received.

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