

# **Teacher of PE (Boys)**

## **Candidate Information Pack**

**Closing Date: 3.00pm, Monday 23<sup>rd</sup> March 2026**



# Contents

Welcome from the CEO .....	3
Welcome from the Executive Headteacher.....	4
Teacher of PE (Boys).....	5
Job Description .....	7
Person Specification .....	9
How to Apply .....	11
Spark Career Development Programme .....	12
Employee Benefits.....	13

# Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards in all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.



Louise Spellman



# Welcome from the Executive Headteacher

Dear Applicant,

We are seeking to appoint a committed Teacher of PE (Boys) to join our team. This is an exciting opportunity to join our school.

Laurence Jackson School is a genuinely comprehensive school serving the rural town of Guisborough and surrounding rural area. Students also choose to come to Laurence Jackson from south Middlesbrough. Whilst the school has a pupil premium that is broadly in line with the national average at 25%, our intake is wide ranging by nature, and we are proud of our very inclusive philosophy. In June 2024, Ofsted rated our school as Good.

The school is a larger than average 11 to 16 secondary school with 1240 on roll and PAN of 1250 and is full on first choices for September 2024 and has been oversubscribed for the last three years. Student mobility is low. The school moved into a new building in 2016 as part of the Building Schools for the Future initiative. The new school provides an excellent learning environment.

We have a strong and committed staff team and are very invested in developing our staff and providing excellent opportunities for progression and development and offer a number of opportunities for progression both in the school and wider trust

Kind regards,



Catherine Jukes  
Executive Headteacher



# Teacher of PE (Boys)

**Job Title:** Teacher of PE (Boys)

**Location:** Laurence Jackson School (Guisborough)

**Start Date:** 1<sup>st</sup> September 2026

**Actual Salary:** £32,916 to £51,048 (MPS1 to UPS3)

**Hours of Work:** 1FTE (0.6 or above would be considered for an exceptional candidate)

**Contract Type:** Permanent

**Closing Date:** 3.00pm, Monday 23<sup>rd</sup> March 2026

**Interviews:** Friday 27<sup>th</sup> March 2026

## About the Role

Laurence Jackson School is a 11-16 oversubscribed comprehensive school of 1220 students. Our intake is wide ranging by nature and we are proud of our very inclusive philosophy of high standards and expectations.

We seek to appoint a very well-qualified, dynamic and inspirational Teacher of PE who has the desire to work within a high achieving department. The successful candidate will have the passion and ability to impact at all key stages, including GCSE and BTEC Tech. The PE department is well resourced with a full size AstroTurf, Athletics Track, Gym, Sports hall, Fitness room and playing fields. The successful candidate may also be required to teach a second subject at Key Stage 3. This is a full-time role, however a 0.6 or above contract would be considered for an exceptional candidate.

Our PE Department is:

- Highly successful, extremely well resourced, and nationally renowned
- Thriving at Edexcel GCSE PE and Pearson BTEC Tech Sport with excellent results at KS4
- Committed to a wide range of extra-curricular
- Currently running over 37 teams across 9 different sports
- Successfully competing in many traditional sports locally, regionally and nationally
- Committed to sustaining and improving results across all levels and Key Stages
- A highly collaborative and supportive department
- Innovative, creative and student centered

The successful candidate must have:

- A passion for the subject and a thorough knowledge of the PE curriculum
- Very strong practical sports ability and active involvement in sport
- The ability to inspire pupils to strive for sporting excellence whilst increasing participation
- A commitment, drive and enthusiasm to work as part of our dedicated and successful team
- Measurable impact as an individual teacher
- An innovative approach to teaching and learning and model excellence in both theory and practical lessons
- An ability to motivate and inspire students to achieve their full potential

## About Us

We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

## What we have:

- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers

- Opportunities for career development

For further details on us as an organisation, please click [here](#).

For further information on the school, please click [here](#).

### **How to Apply**

Please make sure that the application form is completed and returned via email to [vacancies@laurencejackson.org](mailto:vacancies@laurencejackson.org) addressed to Mrs C Jukes, Executive Headteacher.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

### **Safeguarding Notice**

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Laurence Jackson School is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click [here](#).

# Job Description

<b>Post Title:</b>	<b>Teacher of PE (Boys)</b>
<b>Purpose:</b>	<ul style="list-style-type: none"> <li>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.</li> <li>To monitor and support the overall progress and development of students as a teacher and Tutor</li> <li>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</li> <li>To contribute to raising standards of student attainment and progress</li> <li>To share and support the school's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.</li> </ul>
<b>Responsible for:</b>	The provision of a full learning experience and support for students.
<b>Liaising with:</b>	Head Teacher, Deputy HT, AHT's, teaching/support staff, external agencies and parents.
<b>Working Time:</b>	FTE (0.6 or above would be considered for an exceptional candidate)
<b>Salary/Grade:</b>	MPS1 to UPS3
<b>MAIN (CORE) DUTIES</b>	
<b>Operational and Strategic Planning</b>	<ul style="list-style-type: none"> <li>To assist or lead in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in PE</li> <li>To contribute to the department's improvement plan and its implementation.</li> <li>To plan and prepare courses and lessons.</li> <li>To ensure that all work undertaken fully reflects the school's ethos</li> <li>To use data on pupil performance to inform target setting, identify underachieving pupils, implement targeted intervention and monitor the progress.</li> <li>To support the school monitoring procedures.</li> <li>To support the review of teaching strategies and programmes of work.</li> <li>To attend all department, staff and strand meetings</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>To teach, students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere.</li> <li>To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</li> <li>To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</li> <li>To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students</li> <li>To undertake a designated programme of teaching.</li> <li>To ensure a high quality learning experience for all students that will stimulate learning appropriate to student needs.</li> <li>To prepare and update subject materials.</li> <li>To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li> <li>To undertake assessment of students as requested by external examination bodies, departmental and school procedures.</li> </ul>
<b>Staff Development:</b>	<ul style="list-style-type: none"> <li>To take part in the school's continued professional development programme by participating in arrangements for further training and development.</li> <li>To continue personal development in the relevant areas including subject knowledge and teaching methods.</li> <li>To engage actively in the Performance Management Review process.</li> <li>To ensure the effective and efficient deployment of classroom support</li> <li>To work as a member of a designated team and to contribute positively to effective working relations within the school.</li> </ul>

<b>Efficient and effective deployment of resources</b>	<ul style="list-style-type: none"> <li>• To assist the Subject Leader to identify resource needs and to contribute to the efficient and effective use of physical resources.</li> <li>• To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and the students.</li> </ul>
<b>Pastoral System:</b>	<ul style="list-style-type: none"> <li>• Promote the School's Ethos and development of individual students and Tutor Group as a whole.</li> <li>• To monitor and support the overall progress and development of students within the department.</li> <li>• To ensure the Behaviour Management system is implemented in the department so that effective learning can take place.</li> <li>• To be a Form Tutor.</li> <li>• To register students and encourage their full attendance to all lessons and registration periods.</li> <li>• To alert appropriate staff to problems experienced by students.</li> <li>• To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.</li> <li>• To contribute to Pastoral programme, citizenship and enterprise according to school policy</li> </ul>
<b>School ethos</b>	<ul style="list-style-type: none"> <li>• Play a full part in the life of the school community, upholding its values and setting a professional example at all times.</li> <li>• Actively promote all of the school's safeguarding policies and procedures</li> <li>• To comply with the school's Health and safety policy and undertake risk assessments as appropriate.</li> </ul>
<b>Other Specific Duties</b>	<ul style="list-style-type: none"> <li>• To undertake any other duty as specified by STPCB not mentioned in the above.</li> </ul>
<b>Safeguarding and Promoting the Welfare of Children and Young People</b>	<ul style="list-style-type: none"> <li>• To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers.</li> <li>• To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.</li> </ul>
<b>Special Conditions of Service</b>	<ul style="list-style-type: none"> <li>• Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended.</li> <li>• The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to enhanced criminal records bureau disclosure.</li> </ul>
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.</li> </ul>



# Person Specification

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
APPLICATION	<ul style="list-style-type: none"> <li>Fully supported in reference</li> <li>Well-structured supporting letter</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Reference</li> </ul>
QUALIFICATIONS	<ul style="list-style-type: none"> <li>Degree qualification</li> <li>Qualified Teacher Status</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> </ul>
TRAINING	<ul style="list-style-type: none"> <li>Evidence of regular participation in Continuing Professional Development</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> <li>Ability to demonstrate high standards of theory and practical lessons</li> <li>Experience of teaching in KS3 and KS4</li> <li>Experience of making a significant impact upon children's learning and progress</li> <li>Experience of tracking, monitoring and assessing pupils to support progression for all learners</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with parents and outside agencies</li> <li>Experience of being a form tutor</li> <li>A thorough and up to date knowledge of teaching and wider curriculum developments</li> <li>Experience of teaching Key Stage 3 in another subject</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>
SKILLS	<ul style="list-style-type: none"> <li>Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners</li> <li>High quality and reflective practitioner</li> <li>Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement</li> <li>Ability to deliver well differentiated lessons to ensure stretch and challenge for all students</li> <li>Ability to motivate and enthuse children</li> <li>Ability to understand how children learn</li> <li>Willing to develop specialist skills and subject knowledge</li> <li>Ability to readily establish professional relationships and work as part of a team</li> <li>Good organisational and interpersonal skills</li> <li>Good written, verbal and ICT skills</li> </ul>	<ul style="list-style-type: none"> <li>Ability to enhance the practice of others</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
	<ul style="list-style-type: none"> <li>Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies</li> </ul>		
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> <li>Knowledge of the structure and content of the current curriculum in KS3 and KS4</li> <li>Understanding and knowledge of current issues in education</li> </ul>		<ul style="list-style-type: none"> <li>- Application Form</li> <li>- References</li> <li>- Interview</li> </ul>
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> <li>Enthusiastic, ambitious and adaptable</li> <li>A commitment to extra-curricular activities</li> <li>Ability to form and maintain appropriate relationships and personal behaviour with children</li> <li>Emotional resilience in working with children with challenging behaviour</li> <li>High degree of motivation for working with children and young people and share enthusiasm for the subject</li> <li>Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community</li> <li>Excellent attendance and punctuality</li> <li>Good command of English Language</li> <li></li> </ul>		<ul style="list-style-type: none"> <li>- Application Form</li> <li>- References</li> <li>- Interview</li> </ul>
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> <li>Fully supported references</li> <li>Suitability to work with children</li> </ul>		

# How to Apply

Application forms and further details are available on the Trust's website –

[www.sparkeducationtrust.org.uk](http://www.sparkeducationtrust.org.uk)

Please make sure that the application form is completed and returned via email to [vacancies@laurencejackson.org](mailto:vacancies@laurencejackson.org) addressed to Mrs C Jukes, Executive Headteacher.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

## Confidential References

Two referees should be nominated, including one from your current/most recent employer – Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

## Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

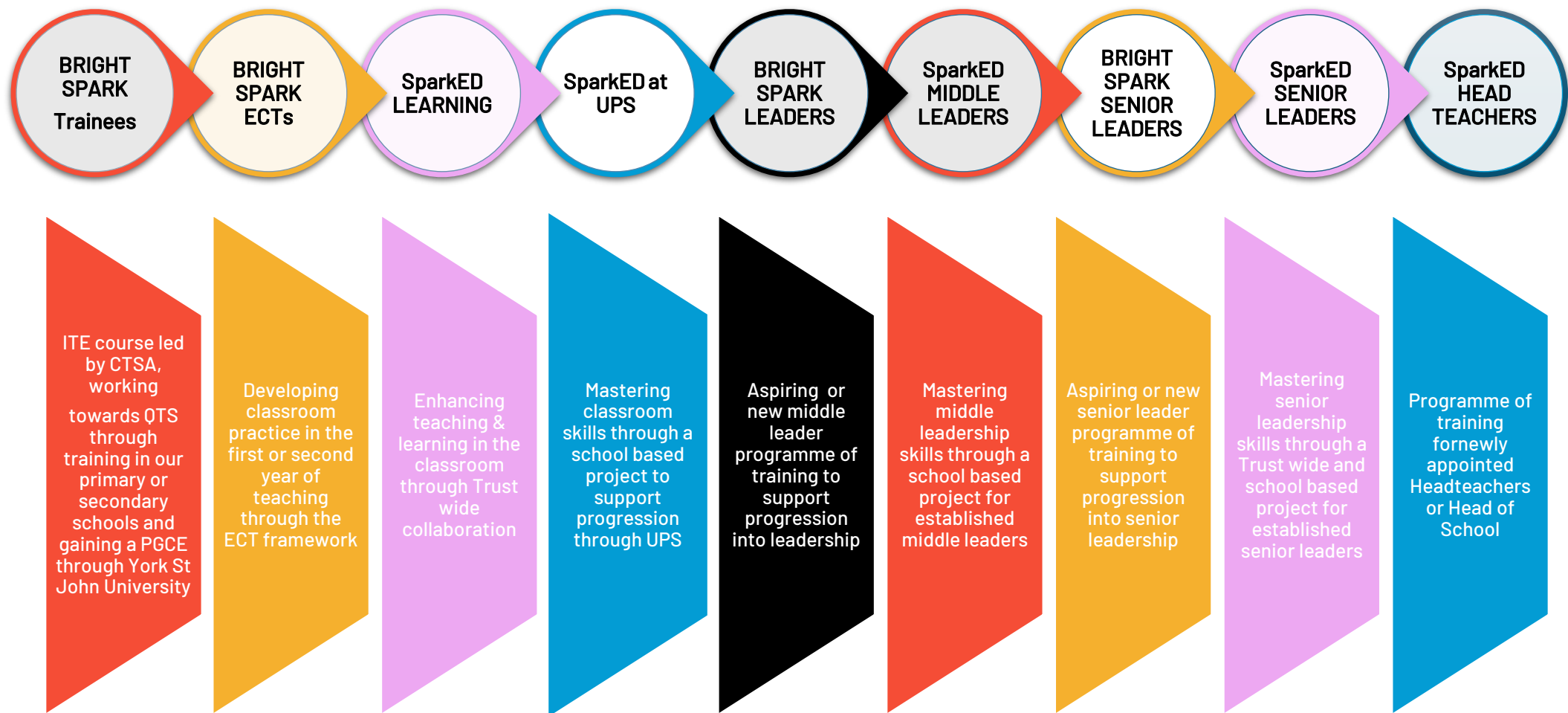
## Person Specification

Sets out the criteria to be used for the shortlisting process.

**Closing date: 3.00pm, Monday 23<sup>rd</sup> March 2026**

**Interviews to be held: Friday 27<sup>th</sup> March**

# Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

# Employee Benefits

## Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

## Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

## Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through [www.greencommuteinitiative.uk](http://www.greencommuteinitiative.uk) which enables staff to access a new bike and bike equipment.

## Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

## Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.