



# Welcome to our Trust

PE Teacher  
Recruitment Pack



# Contents

**03**

Welcome

**05**

About Anglian Learning and Bottisham  
Village College

**08**

Working for Anglian Learning

**10**

Role Summary

**11**

Job Description and Person Specification

**15**

How to Apply

# Welcome to Anglian Learning

Thank you for your interest in the position of PE Teacher at Bottisham Village College.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Aaron Perry at [aperry@bottishamvc.org](mailto:aperry@bottishamvc.org) or contact [hrrhub1@anglianlearning.org](mailto:hrrhub1@anglianlearning.org)

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

**Jonathan Culpin**

**CEO, Anglian Learning**



# Our Values:

## Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.



## Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.



## Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.



## Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.



# About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.



Educating more than

**11,100**

pupils

Employing over

**1,650**

members of staff

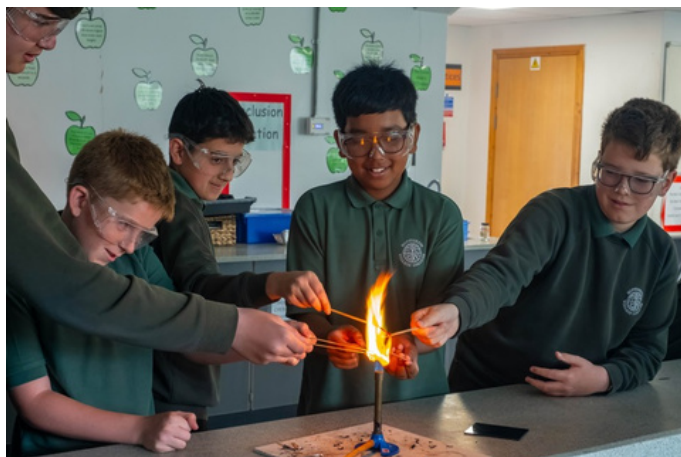
**3**

counties

**22**

academies

# About Bottisham Village College



We are an ambitious and innovative comprehensive school for up to 1500 students, based in the heart of rural East Cambridgeshire and we take great pride in our vision: to inspire, to care for and to enrich the lives of every student within our community.

We are committed to providing an outstanding education to all of our students, enabling them to develop into mature, independent young people, ready to take their place in society.



In addition to our academic rigour, our relationship-driven approach permeates throughout all aspects of college life, from the maths classroom to the sports field, from the music room to the ICT suite and from the library to the auditorium, this is a college where we recognise the transformative power of positive relationships. Students will only succeed if they are happy and we make every effort to achieve this.

The College was opened in 1937 as the second of the Cambridgeshire Village Colleges. These were the forerunners of community education in this country and are still committed to lifelong learning in its widest sense. The vision of their founder, Henry Morris, was that schools should be at the heart of their communities, open to all and that they should offer an attractive and stimulating environment for learning. This vision still resonates today with both Adult Learning and a Sports Centre actively used by the whole community.



# About Bottisham Village College



## Our Staff

We are committed to supporting the professional development of all members of staff. To this end, we have a varied Continual Professional Development programme, which is personalised each year to support both our main college priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues across the Trust as well as drawing on external expertise. Colleagues with management responsibilities are given appropriate time within their timetable to fulfil these duties, and ECTs have a reduced timetable in order to support them in their early stages of their career. The Trust's network of leaders and schools will be able to support you with a range of opportunities and enhancements. We are equally keen to nurture, grow and celebrate teachers who are willing to share effective pedagogy and practice to support their colleagues.

Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.



## Our Students

Our catchment area is one of rich contrasts: areas of social deprivation on the fringes of Cambridge, rural communities, some very isolated, areas connected with the stables at Newmarket and pockets of expensive housing in some villages. We have a truly comprehensive intake in every sense, and the inclusive ethos of the College means that we are able to form very positive relationships with them all. We are absolutely committed to supporting each individual student; we want them to feel safe, in an environment where they can grow and thrive and leave us confident in their ability to play a meaningful role in society, as global citizens.

# Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

## Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact [hrhub1@anglianlearning.org](mailto:hrhub1@anglianlearning.org)

# Benefits

Other benefits and support available to all Trust employees include:



Career Average Revalued Earnings Pension Scheme (CARE)



Cycle to Work Salary Sacrifice Scheme



Free membership to all Anglian Learning Sports Centres



20% discount on Anglian Learning Adult Education Courses



Professional Development Scheme Policy



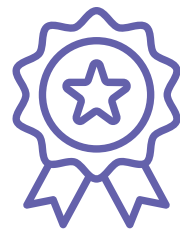
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



## Role Summary

We are seeking an ambitious, inspiring and energetic teacher to join our school as a PE Teacher in September 2026. This is an exciting opportunity for an exceptional practitioner to contribute to a thriving PE department where participation, teamwork, resilience and sporting excellence are at the heart of the curriculum.

The successful candidate will deliver high-quality Physical Education lessons across a range of sports and activities, promoting a lifelong love of physical activity and healthy living while supporting students of all abilities to achieve their full potential.

We are looking for someone who:

- Is an outstanding classroom practitioner with a passion for Physical Education and sport
- Has the ability to inspire, motivate and engage students both in lessons and extracurricular activities
- Believes in inclusive education and high expectations for every learner
- Can foster a positive, supportive and encouraging learning environment
- Is committed to continuous professional development and innovation in teaching and learning
- Has strong organisational skills and is willing to contribute to the wider life of the school, including fixtures, clubs and enrichment opportunities

In return, we can offer you:

- Enthusiastic students who enjoy sport, teamwork and physical challenge
- A well-resourced, supportive and collaborative PE department, including an onsite Sports Centre with pool and gym.
- High-quality CPD and professional development opportunities
- A school culture that values wellbeing, professional trust and innovation
- The opportunity to contribute to a vibrant extracurricular sports programme and the continued development of PE within the school.

# Job Description

Teacher of PE  
Bottisham Village College



<b>SALARY:</b>	Teacher Pay Scale (M1 to UPS3)
<b>HOURS:</b>	Full time - part time considered
<b>PENSION:</b>	Teachers Pension Scheme
<b>DISCLOSURE LEVEL:</b>	Enhanced DBS <plus Barred List Checks>
<b>LOCATION:</b>	The post holder will be based at Bottisham Village College but will be expected to work across the Trust and to travel between sites.
<b>RESPONSIBLE TO:</b>	Head of Faculty

## MAIN RESPONSIBILITIES

### Teach

Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the students in any class or group assigned to you:

- Plan and prepare courses and lessons
- Teach, according to their educational needs, the students assigned to you
- Set and mark work to be carried out by the pupil in school and elsewhere
- Assess, record and report on the development, progress and attainment of students

### Other activities

- Promote the general progress and well-being of individual students and of any class or group of students assigned to you
- Provide guidance and advice to students on educational and social matters and, where appropriate, on their further education and future careers, include information about sources of more expert advice on specific questions; make relevant records and reports
- Make records of and reports on the personal and social needs of students
- Communicate and consult with the parents of students
- Communicate and co-operate with persons or bodies outside the school and
- Participate in meetings arranged for any of the purposes described above

### Assessments and reports

- Provide or contribute to oral and written assessments, reports and references relating to individual students and groups of students

### Appraisal or review of performance

- Participate in arrangements made in accordance with the 2002 Regulations or the 2006 Regulations for the appraisal or review of your performance and that of other teachers

### Review, induction, further train and development

- Review from time to time your methods of teaching and programmes of work
- Participate in arrangements for your further training and professional development as a teacher including undertaking training and professional development which aims to meet needs identified in planning and review statements.

## **Educational methods**

- Advise and co-operate with the head teacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements;

## **Discipline, health and safety**

- Maintain good order and discipline among the students and safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere;

## **Staff meetings**

- Participate in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements;

## **Cover**

- To supervise, and so far as is practicable teach any students, whose teacher is not available to teach them (you will not be required to provide such cover for more than 38 hours in any school year).

## **External examinations**

- Participate in arrangements for prepare students for external examinations, assess students for the purposes of such examinations and record and report such assessments; and participate in arrangements for students presentation for, and conduct, such examinations;( you are not required routinely to participate in any arrangements that do not call for the exercise of a teacher's professional skills and judgement, such as invigilation)

## **Management**

- Contribute to the selection for appointment and professional development of other teachers and support staff, include the induction and assessment of new teachers and teachers serving induction periods
- Assist the head teacher in carry out threshold assessments of other teachers for whom you have management responsibility;
- Co-ordinate or manage the work of other staff; and
- Take such part as may be required of you in the review, development and management of activities relate to the curriculum, organisation and pastoral functions of the school;

## **Administration**

- Participate in administrative and organisational tasks related to such duties as are described above, include the direction or supervision of persons provide support for the teachers in the school; and
- Attend assemblies, register the attendance of students and supervise students, whether these duties are to be performed before, during or after school sessions.
- You are not required routinely to undertake tasks of a clerical or administrative nature which do not call for the exercise of a teacher's professional skills and judgment.

## **Management time**

- A teacher with leadership/management responsibilities shall be entitled, so far as is reasonably practicable, to a reasonable amount of time during school sessions for the purpose of discharge those responsibilities. **12**

# Person Specification

Teacher of PE  
Bottisham Village College



## Qualifications and Training

### Essential:

- Degree in a related subject
- PGCE or QTS

### Desirable:

- Further qualifications and/or evidence of CPD

## Experience

### Essential:

- Successful teaching experience as a fully qualified teacher at secondary level

## Skills and Knowledge

### Essential:

- Expertise in the teaching of relevant subject, including evidence of own work as a practitioner
- Able to form good relationships with students, staff and other stakeholders.
- Able to work collaboratively with others
- Excellent organisations skills
- Strong classroom management skills, including managing behaviour
- Excellent communication skills, including strong verbal and written English
- Good knowledge and understanding of current issues in teaching and learning
- A reflective practitioner, open to feedback and continuous development
- Clear indicational of leadership potential

### Desirable:

- Leadership skills
- Willingness to get involved in the broader life of school, including extra-curricular activities

# Person Specification

Teacher of PE

Bottisham Village College



## Skills and Knowledge

Essential:

- ICT competency, in particular within teaching and leadership
- Excellent time management skills

## Personal Qualities

- Positive energy, enthusiasm and ability to motivate students
- High standards of behaviour in a professional role, with a clear understanding of Teacher Standards.
- Commitment to form and maintain appropriate relationships and personal boundaries with young people
- Commitment to safeguarding and promoting the welfare of young people
- Satisfactory enhanced DBS check, 2 references and medical clearance.

# How to apply

## Dates

<b>CLOSING DATE:</b>	Monday 1 <sup>st</sup> June
<b>INTERVIEW DATES:</b>	Week commencing 8 June
<b>START DATE:</b>	01 September 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about this position and meet the person specification we invite you to apply for this exciting opportunity via our [online recruitment platform](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via [hrhub1@anglianlearning.org](mailto:hrhub1@anglianlearning.org).

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

<This job does not entail work that would be considered regulated activity. Appropriate pre-employment checks will be undertaken relevant to the role. This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org).>

OR

<This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org).>

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



# Get in touch

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Cambridge  
CB25 9DL

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**EMAIL:** [hr@anglianlearning.org](mailto:hr@anglianlearning.org)

**WEBSITE:** [www.anglianlearning.org](http://www.anglianlearning.org)

**SOCIAL MEDIA:**

