



# Applicant Information Pack

## Job Purpose – Teacher of Physical Education

We are looking for a passionate and driven **Teacher of Physical Education** to join us in supporting our students in meeting and achieving their goals and developing their social and educational skills.

Our students have a range of needs, including social and emotional difficulties, which can often impact upon their learning. Consequently, the ability to engage with challenging and vulnerable learners is an essential part of this job. Our mission is to ensure that each young person leaves REACH ready to take their next steps into education, employment and the wider world, with courage, purpose and pride in who they are becoming. We can take up to 67 pupils in years 9, 10 and 11 so strong knowledge and quality first teaching are essential for the position.

### **Our ideal candidate will:**

- Be able to build relationships and engage with challenging and vulnerable learners
- Be enthusiastic and passionate about helping our young people to fulfil their full potential
- Be committed to high standards of teaching and learning
- Contribute to our vision and values

### **We offer:**

- A competitive salary
- Excellent training and development opportunities
- Employee Assistance Programme
- Free parking

Together we form a friendly and dedicated community. We pride ourselves on being a welcoming team that provide an inclusive and supportive environment for our students and staff alike. All staff take an active role in supporting our students whilst onsite and developing relationships and support networks.

We welcome visits to the school before making an application. If you would like to arrange a visit, please contact Georgia Foster on 0121 675 8989 or [info@reachschool.co.uk](mailto:info@reachschool.co.uk).

**How to Apply:** Completed application forms should be emailed to [info@reachschool.co.uk](mailto:info@reachschool.co.uk) by the deadline. Late applications will not be accepted.

**Deadline for applications:** 9am on Wednesday 13<sup>th</sup> May 2026

**Provisional Date for Interviews:** Wednesday 20<sup>th</sup> May 2026

## About Us

At REACH School, in the heart of the Kings Heath community since 2013, we create a safe, supportive environment where young people rediscover confidence in learning.

We believe every student should leave us knowing who they are, understanding their strengths, and believing in their future. Through meaningful experiences, strong relationships and ambitious learning, we develop the character, resilience and skills needed for adulthood.

Our students arrive with a wide range of experiences and challenges, and every young person at REACH is at risk of permanent exclusion. Many have experienced significant disruption to their education, including disengagement from mainstream school, social and emotional difficulties, and, on average, have attended four secondary schools before joining us. Our role is to provide stability and belonging, rebuild confidence and re-engage them in learning so they can move forward successfully in life.

REACH School's curriculum is deliberately designed to break this cycle. We welcome students in Years 9, 10 and 11, and through a blend of academic, vocational and experiential learning, alongside Life Skills, Pathways and Active Citizenship, we equip our students with the tools to succeed beyond school. This is underpinned by the Skills Builder essential skills, ensuring students leave not only with qualifications, but with the confidence, resilience and character needed for adulthood.

We are proud of the kindness, calm and genuine care shown by our staff, who build strong, trusting relationships. Our practice is rooted in TIASS, with trauma-informed and attachment-aware approaches shaping everything we do, alongside a commitment to the UNICEF Rights of the Child so that every young person feels safe, valued, respected and heard.

Our students leave REACH ready to take their next steps into education, employment and the wider world, with courage, purpose and pride in who they are becoming.



## Job Description

**Post Title:** Teacher of Physical Education  
**Salary/Grade:** MPS/UPS  
**Contract Type:** Full Time / Part Time  
**Contract Term:** Permanent  
**Contract Start Date:** September 2026 (earlier start may be negotiable)

**Core Purpose:** Ensure that students make positive progress against prior attainment, by ensuring that teaching is consistently of a high quality, progress is monitored, and appropriate measures are taken to address any areas of underachievement.

### Responsibilities for all teachers:

- Meet the relevant Teachers' Standards
- Promote the values and aims of the school
- Follow all relevant school policies
- 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 school's safeguarding policies
- Create and maintain effective partnerships with parents and carers
- Treat students, parents and colleagues fairly, equitably and with dignity and respect
- To comply with the school's Health & Safety policy and statutory requirements
- Plan lessons and sequences of lessons, ensuring lessons have pace and variety, that learning is personalised to meet individual learning needs and that teaching caters for the full range of learning styles of students
- Ensure that teaching reflects the diversity of backgrounds of students and promotes mutual respect
- Contribute to regular curriculum review to help maintain a relevant, stimulating and innovative curriculum provision
- Take responsibility for personal continuing professional development to ensure that knowledge and skills are kept up to date with respect to subject(s), pedagogy and curriculum developments plus wider school, local and national issues
- Assess progress of students in line with policy and records to ensure regular feedback and encouragement is given to students to take responsibility for their own learning
- Instigate measures to address the causes of identified underperformance and monitor the effectiveness of those measures
- Submit assessments to the school database, and complete students' reports for parents' consultation deadlines in school calendar, ensuring they provide an accurate record of the progress of each individual and meeting high quality standards
- Complete registers to monitor attendance and punctuality and take action to address any issues
- Utilise appropriate behaviour management strategies in lessons in line with school policy
- Participate in lesson observation and other measures to monitor delivery of learning outcomes and quality of teaching and implement measures to address any improvement issues identified
- Participate in the appraisal process, identifying personal professional development priorities which will impact on students' learning

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified. Employees will be expected to comply with all reasonable requests from the Headteacher to undertake work of a similar level that is not specified in their job description.

The post is on the Teachers' Pay Scale and therefore comes under the Teachers conditions of service.

# Person Specification

Post Title: Teacher of Physical Education

Qualifications	Essential	Desirable
Degree (at least 2:2 or equivalent)	✓	
Qualified teacher status	✓	
Recent and relevant CPD		✓
Further relevant study		✓
<b>Experience</b>		
Relevant teaching practice and training with the subject area	✓	
Experience of teaching Physical Education to GCSE level with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	✓	
Experience of writing schemes of learning and lesson planning	✓	
Ability to foster a positive classroom ethos which motivates students to fulfil their potential	✓	
Evidence of achieving good or better progress for students	✓	
An understanding of alternative provision and mainstream education	✓	
Record of teaching in ethnically and culturally diverse communities		✓
<b>Professional Knowledge and Understanding</b>		
<b>Teaching and Learning</b>		
Have knowledge and understanding of up-to-date curriculum issues and a record of curriculum delivery, monitoring and assessment	✓	
Secure knowledge and understanding on sequencing and the National Curriculum in Physical Education	✓	
Commitment to student personal safety, academic needs and achievement at the highest possible individual level	✓	
Inspire high student expectations while sensitive to individuals' backgrounds	✓	
Consistent, fair and respectful approaches to managing behaviour	✓	
Ability to establish and sustain high expectations of behaviour for all students, built upon relationships, rules and routines	✓	
Ability to teach a second subject area		✓
<b>Working in Partnership</b>		
Good written and oral communication skills	✓	
Forge effective and constructive relationships with colleagues, parents and members of the school community	✓	
<b>Personal and Professional Skills, Qualities and Attributes</b>		
A commitment to supporting the vision, aims and values of REACH School	✓	
A passion for teaching and learning and working with young people	✓	
Self-motivating and able to motivate, inspire and challenge others	✓	
Excellent interpersonal and communication skills	✓	
Ability to work under pressure		
Ability to differentiate and prioritise tasks appropriately	✓	
Ability to use IT in all aspects of teaching and learning	✓	
Able to empathise with young people and be fair and consistent when dealing with them	✓	
<b>Suitability to Work with Children</b>		
Commitment to the safeguarding and promoting the welfare of children and young people	✓	

## **Safer Recruitment**

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We expect all applicants to read our Safeguarding and Child Protection Policy, which outlines our commitment to the safety and wellbeing of young people.

The successful candidate will be subject to all necessary pre-employment checks, including: enhanced DBS, prohibition check (where applicable); qualifications (where applicable) medical fitness, identity and right to work.

All applicants will be required to provide two suitable references.

An online search will also be carried out as part of due diligence on all short-listed candidates.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2000. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Further information about filtering offences can be found in the DBS filtering guide.

This post is covered by Part 7 of the Immigration Act (2016). Therefore, the ability to speak fluent and spoken English is an essential requirement for this role.