



**FUTURE  
ACADEMIES**  
LIBERTAS PER CULTUM



# Physical Education Teacher Recruitment Pack





## WELCOME FROM OUR PRINCIPAL

Dear Applicant,

I am excited to introduce myself as the Principal at The Grange Academy. We are a flourishing, mixed, non-selective secondary school and sixth form, based in Bushey, Hertfordshire, welcoming students from ages 11 to 18.

As part of the **Future Academies** family of schools, we share a commitment to high standards of excellence. With the support of our sponsors, we engage with the best teachers, leading universities, and prominent employers across the country to ensure our students are equipped with the **knowledge, aspiration, and respect** to achieve *libertas per cultum* — “freedom through education.”

Thank you for your interest in the **Physical Education Teacher** role. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of The Grange Academy. In this role, you will play an essential part in supporting our students’ academic development and personal growth.

**Future Academies** is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of our academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you believe you have the skills, experience, and qualities we are looking for, we strongly encourage you to apply. We look forward to meeting you and learning more about how you can contribute to our vision.

If you would like to discuss the role in more detail, please do not hesitate to contact **Emma Stevens, HR Officer**, [e.stevens@thegrange.futureacademies.org](mailto:e.stevens@thegrange.futureacademies.org).

Thank you for your interest, and we look forward to receiving your application.

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Aziza Ajak  
Associate Principal



## JOB DESCRIPTION

<b>JOB TITLE:</b>	Physical Education Teacher
<b>LINE MANAGER:</b>	Head of department
<b>HOURS:</b>	Full time
<b>SALARY:</b>	Pay Scale FMPS 1-6 (£33,075 - £45,037), or FUPS 1-3 (£47,031 - £50,471) per annum. <i>Starting salary to be confirmed based on experience.</i>
<b>PLACE OF WORK:</b>	The Grange Academy
<b>RIGHT TO WORK:</b>	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
<b>STAFF BENEFITS:</b>	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none"><li>• A supportive ethos and concern for the well-being of all colleagues.</li><li>• Excellent CPD opportunities and career progression.</li><li>• Employer Contributions to Local Government or Teachers Pension Scheme.</li><li>• Mintago – employee benefits platform.</li><li>• Employee Assistance Programme.</li><li>• Access to a Virtual GP</li><li>• Eye Care Voucher scheme.</li><li>• Partnership with YellowNest -Salary sacrifice childcare.</li></ul> <p>For further information regarding our staff benefits, please visit our <a href="#">website</a>.</p>
<b>PROBATION PERIOD:</b>	The post holder will be required to complete a 4-month probation period

## MAIN RESPONSIBILITIES AND TASKS

### ACHIEVEMENT AND STANDARDS

- To set high expectations and stretching targets for your areas of responsibility which contribute significantly to Academy targets.
- To ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.
- To evaluate student progress across the specified aspects of the department through the use of appropriate assessments and records and regular analysis of the data.
- To ensure that teachers within the learning area set, track, evaluate and report on individual student progress towards their targets.
- To use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students within your subject area
- To ensure that teachers within the department monitor students' work giving formative, next step feedback and targets for improvement in line with the Academy Assessment policy.
- To ensure that appropriate procedures are in place mark and within your department for the moderation teacher assessments to ensure reliability.
- To recognise and reward students who are making good progress, and identify underachievement putting in place appropriate support to address the areas of weakness.

### QUALITY OF PROVISION

- To raise the quality of teaching and learning so that lessons are good or better and there is no inadequate teaching within the department.
- To regularly observe and develop colleagues and act as a beacon of best pedagogical practice.
- To monitor the quality of teaching and students' learning through the analysis of performance data, observation of teaching, work scrutiny, student interviews in collaboration with the senior leadership team.
- To construct, revise and develop schemes of work within your subject area with accompanying learning materials ensuring that they meet statutory and legal requirements and provide a range of teaching and learning methods that personalise the learning experience for students giving the equality of opportunity to make progress.
- To ensure you are up to date with national and international curriculum developments.
- To prepare students for end of Key Stage examinations and assessments.
- To contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- To develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- To seek opportunities to collaborate with other Academies, innovative and high achieving schools
- To implement strategies that ensure high standards of behaviour.
- To promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- To have a teaching commitment in line with other Heads of Department within the Academy.



## OTHER

- To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy.
- To adhere to all Academy policies and procedures.
- To participate in any appropriate meetings with colleagues and parents.
- To participate in performance management arrangements with the Trust.
- To attend training courses as required and lead by example on CPD.
- To observe and promote Equalities across the Trust.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

The Job Description will be subject to periodic review to fit in with the needs of the Trust and provide development opportunities. It is not a comprehensive set of tasks, but sets out the main expectations of the Trust in relation to the postholder's responsibilities and duties at this time

To undertake similar duties, commensurate with the level of the post and at the discretion of the Line Manager, as the Line Manager shall from time-to-time reasonably require.

## PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<p><b>Training, Qualifications and Experience:</b> On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:</p>		
	<ul style="list-style-type: none"> <li>• Qualified to at least degree level in the subject being taught.</li> <li>• Qualified to teach in the UK.</li> <li>• Qualified to work in the UK.</li> <li>• QTS or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualifications.</li> <li>• Experience of teaching A Level in this subject.</li> </ul>
<p><b>Personal and Professional Qualities and Attributes:</b> In their statement of suitability and during the selection process, candidates will demonstrate the ability to:</p>		
	<ul style="list-style-type: none"> <li>• Ability to deliver consistently outstanding lessons in this subject to students of all ages and abilities.</li> <li>• Proven record of significantly raising achievement with all groups of students across the age and ability range and of helping them achieve impressive examination outcomes.</li> <li>• Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Female teacher preferred.</b></li> <li>• Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage.</li> <li>• Successful experience of working particularly with high ability or SEN students.</li> <li>• Experience of leading successful enrichment and extracurricular activities, which inspire and motivate learners</li> </ul>
<p><b>Additional Requirements:</b> In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements</p>		
	<ul style="list-style-type: none"> <li>• Thorough knowledge of the requirements of the National Curriculum in the subject.</li> <li>• An understanding of the ways children learn and how individual needs may be assessed and met.</li> <li>• An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards in an urban school setting, and a commitment to relentlessly implementing these strategies.</li> <li>• Knowledge &amp; experience of Safeguarding &amp; Child Protection issues.</li> <li>• Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff and parents.</li> <li>• The ability to develop positive relationships with all young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Actively informed of developments in your subject area, and of broader pedagogic developments at local, national and international levels.</li> <li>• Thorough knowledge of Key Stage 4 and Key Stage 5 specifications in the subject.</li> <li>• An ability and willingness to teach across more than one subject.</li> <li>• A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals' and cohorts' attainment.</li> <li>• Competent user of ICT.</li> </ul>

<ul style="list-style-type: none"><li>• Well-developed planning &amp; organising skills including time management, prioritisation, delegation and administration.</li><li>• Sound judgement and problem solving skills.</li></ul>	
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## WHAT WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental, and low stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.



## APPLICATION PROCESS

### 1. Applying for the role

- To apply for the post, please visit our website.  
[Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than **9am 14/04/25**. Applications after this date will not be considered.

### 2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

### 3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

### 4. Taking up the post

- The successful candidate will take up the post as soon as possible.

### 5. Additional information

- For further information please email [HRenquiries@futureacademies.org](mailto:HRenquiries@futureacademies.org) and a member of the HR team will contact you.

### 6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

