



Full Time Teacher of Physical Education (PE)

We seek to appoint a full time Teacher of Boys PE from 1 September 2018.

This is an opportunity for an ambitious and dynamic individual to join a well-established department teaching a wide range of PE and sporting activities to our male students. The successful candidate will be able to teach both GCSE and A level material and have a real passion for sport and healthy living to inspire and motivate our students.

The PE Department is based within the Performance Curriculum Area and has a wide range of facilities including; a gym, a large sports hall, a weights room, tennis courts and a large expanse of playing fields which has space for cricket nets, a 400m running track and numerous sports pitches. The department also access Squash Courts and the Swimming Pool in Backwell Leisure Centre next door to the school site. 9 members of staff (both full and part time) including a Subject and Deputy Subject Leader. The Department is ultimately overseen by the Curriculum Leader for Performance.

Sport is incredibly important to Backwell School. PE is a popular subject at both GCSE and A Level and students achieve well; however extracurricular sport is where Backwell really excels. The School has multiple teams, across numerous disciplines, competing and winning at regional and national level; for example our Year 10 rugby team are the County Cup Champions for 2017-18. We also have an extensive lunchtime and afterschool programme of sports clubs which PE staff are strongly encouraged to support and take part in. Termly inter-house competitions are held across all year groups.

Backwell School offers its staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. Our induction programme is highly regarded and new teacher can expect to be assigned a mentor in addition to professional development support.

Backwell School is a large comprehensive school with over 1700 students of which 350 are in the Sixth Form. Judged by Ofsted as Outstanding in both 2008 and again 2013 the school has an excellent reputation in the local area and is oversubscribed in regards to student applications. Our latest Ofsted report can be read [here](#).

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the [Backwell School Charter](#).

The school has thriving extracurricular activities particularly in sport (as mentioned above), music and drama, and staff are encouraged to play a full part in the life of the school. Teachers are encouraged to run clubs for students around either personal interests or subject areas and the school has a wide range of these taking place.

All members of staff are expected to act as tutors within the pastoral unit system. Newly qualified teachers may be asked to assist rather than take sole responsibility for a group.

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed on the job and person specification below.

To make an application please visit the: [Backwell School Eteach page](#)

The closing date for applications is **9.00 am on Monday 19 February 2018**.



Job Description: Teacher of Physical Education

RESPONSIBLE TO: Curriculum Leader of Performance

JOB PURPOSE:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out the professional duties and responsibilities and in line with the duties outlined in the School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

DUTIES

All teachers are required to carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. Teachers should also meet the Teacher Standards (2012). Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons

- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

As a Teacher of PE

- Plan and deliver creative lessons following the department schemes, using a range of methods to engage and motivate students of all abilities, including regular verbal feedback
- Create resources for schemes of work to share within the department and provide advice or workshops to colleagues on using materials, processes and techniques for schemes
- Have the skills needed to teach effective lessons within KS3, KS4, GCSE and A Level
- Attend department standardisation meetings for KS3-KS5 classes and follow department policies and procedures for assessing and giving feedback for class and homework
- Attend department exam group moderation meetings, mark all work in line with exam board and department standards, and invigilate department exams when necessary, following JCQ guidance on coursework and controlled assessments
- Read and follow the PE H&S policy and procedures, and specific risk assessments, to ensure lesson planning includes safe activities and all students follow instructions and are aware of any risks
- Instruct students with the proper care and use of equipment
- Assist with the planning and running of extra-curricular clubs, practices and fixtures
- Follow the school and department policy for writing appropriate PE cover when absent

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships

- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the School Teachers' Pay and Conditions Document

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with the school's appraisal process

Other

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Person Specification: Teacher of Physical Education

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.	Coaching qualifications from, National Governing Bodies	Application
KNOWLEDGE & EXPERIENCE	Record of very good classroom practice. The ability to teach PE at KS3, KS4, GCSE and A Level	Working with young people.	Application References School Data Portfolio
TRAINING AND PROFESSIONAL DEVELOPMENT	Experience of teaching at GCSE and A Level. The ability to plan and deliver creative lessons to all levels. Good knowledge of current educational thinking and developments. Experience/knowledge of Ofsted Teaching Standards. A balanced programme of relevant INSET Awareness of recent revisions of the curriculum, Assessment without Levels and exam specifications.	Experience with teaching Edexcel courses at GCSE and OCR A level. On-going involvement in developing own skills. Experience of leading successful professional development activities. Effective use of Powerpoint to plan and deliver lessons.	Application References Portfolio Interview

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
PERSONAL QUALITIES	<p>Enthusiastic, perceptive and fair.</p> <p>Knowledge and expertise in how people learn.</p> <p>Ability to both support and challenge students.</p> <p>A personal commitment to high quality and excellence that will match and extend the school's proven record.</p> <p>Punctual with the ability to meet deadlines</p> <p>Smart appearance at all times.</p>		<p>Application</p> <p>References</p> <p>Interview</p>
OTHER SKILLS	<p>Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.</p> <p>Evidence of involvement in/commitment to extra-curricular activities.</p> <p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the school stakeholders and community.</p> <p>Ability to work independently and as a team member.</p> <p>Respect for the professional expertise of others.</p> <p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p>	<p>Willingness to represent the department and make connections across the school.</p> <p>Experience of organising and running PE fixtures and trips.</p>	<p>Application</p> <p>References</p> <p>Interview</p>
COMMUNICATION SKILLS	<p>Good communicator to a range of audiences.</p> <p>The ability to contribute to the success of meetings.</p>		<p>Application</p> <p>References</p> <p>Interview</p>

February 2018

Reasons to work at

BACKWELL SCHOOL

We respect your professionalism

Subject areas are 'free' to make their own decisions around curriculum, teaching & learning and assessment. Teachers teach in their specialist areas, are not required to submit lesson plans and lesson observations do not carry a formal judgement. There are no proscribed teaching and learning styles – we encourage an evidenced approach rather than following educational fads.

Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including musical groups and there is a healthy staff social life too.

Staff Production of the Wizard of Neverland

Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in consistently excellent examination results.

Fantastic developmental opportunities

As a teaching school leading the NSTA (North Somerset Teaching Alliance) we offer a huge range of training programmes. As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools. As a large school with a large Sixth Form, there are many opportunities to develop your experience and for internal promotion.

NSTA INSET Day

Backwell is in a superb location

We are in the countryside, with beautiful views from our large playing fields but very close to Bristol with excellent transport links: for example it is a ten minute walk to the Backwell and Nailsea train station.

Sixth Form Block and School Playing Fields