



# Applicant Information Pack

Teacher of Physical Education



SCHOOLS PENANG

PENANG'S LEADING STEAM SPECIALIST SCHOOL

SCIENCE • TECHNOLOGY • ENGINEERING • ARTS • MATHEMATICS

# Welcome Message



**Jeanne Denyer**  
Campus Principal

Thank you for your interest in our vacancy for a teacher of Physical Education. I hope this pack will help you to decide that Tenby Schools Penang is a community you want to join, to make an invaluable contribution to the students within our school.

As a school, Physical Education is a cornerstone of our provision, valued by all. Our PE provision has improved greatly over the last four years, and this has led to a huge increase in the number of children participating in our after-school sport programme. Our students are continually demonstrating their progress through their participation in fixtures against other International Schools on the island and we have started to dominate in several sports. Our PE team is highly motivated and ambitious.

Choosing the school for the next stage of your career is an important one and, to that end, we welcome prospective applicants who wish to have an informal Teams chat before making a decision to apply. If this would be of interest, do contact our HR team via [HR.penang@tenby.edu.my](mailto:HR.penang@tenby.edu.my) and they will set up a meeting.

As a school, we are fortunate to attract staff who are fully committed to delivering our inclusive ethos. We work hard and go the extra mile to ensure our students achieve the very highest outcomes. In return, our staff are empowered to work within their area of specialism in a way that best supports learning within that subject. We aim to ensure that energy is directed in the best possible way, to promote 'Amazing Learning'. Our approach is personalised to each student, and we recognise that this personalisation must be extended to individual subject areas to allow staff the flexibility to instill their passion for their subjects to our students.

Our approach to 'Amazing Learning' is rooted in the science that underpins a Growth Mindset approach.

As a staff, we are consistent in our approaches and expectations through reference to our behaviour and discipline codes, with the aim of freeing up staff to focus on their craft. As a result, our student behaviour is recognised as extremely positive with children who are bright, engaged and exceptionally keen to learn.

In this pack, you will find a job description and a copy of the person specification for the post. If you feel Tenby Schools Penang is the right school for you for that next career step, please complete the following by the deadline of 12 noon on **Tuesday, 16 April 2024.**

- Submission of your CV, with a passport sized photograph.
- A statement of support outlining your suitability for the post and how your experience to date has prepared you for the requirements of the person specification. (See page 5 / 6 for information.)

Our school is rooted in our local community, on the beautiful island of Penang. We enjoy the best of both worlds, linked to the Malaysia's mainland by two road bridges – island life with direct access to the delights of mainland Malaysia!

We are served by an International Airport on the island with direct flights to Singapore, Kuala Lumpur, Thailand and Vietnam. We are part of the worldwide International Schools Partnership (ISP) group with access to a wealth of support and career development opportunity that a community of nearly 90 schools brings.

I very much hope that from what you read and see, you feel Tenby Schools Penang will be a good fit for your next career move. I very much look forward to reading your application.



## Description of School

Tenby Penang is part of the International Schools Partnership (ISP), a leading International Education company based in London with over 90 schools across the world. We are part of a worldwide family with sister schools in Spain, UK, Mexico, Costa Rica, USA, Canada, Dubai and the UAE.

We have a proven track record of staff development and good quality teaching and learning. We are unique because we have a Private Malaysian school and an International School on the same campus making us truly integrated, whilst delivering our respective curricula. Our new Head of Faculty will oversee the International School offer.

Tenby Penang is one of the leading schools on the island of Penang. Find out more on our website [www.tenby.edu.my/penang](http://www.tenby.edu.my/penang) and our social media sites.

## Key benefits

- A culture of engagement and trust, where staff contributions are recognised and valued.
- A passionate and motivated team of professionals who put children at the heart of decision-making.
- An embedded whole campus commitment to professional development and a commitment to serving others.
- A peer network of like-minded teaching colleagues and support from non-academic staff.
- Access to expertise, best practise sharing and learning opportunities across countries and cultures.
- Career development opportunities within one of the largest International School groups: 'International Schools; Partnership.'
- A commitment to employee well-being.
- A location that has a great balance between relatively low cost of living and high-quality lifestyle opportunities on a wonderful holiday island.

## We also offer

This is a two-year contract with an option to renew at the end. Benefits include:

- Competitive salary
- Fee discount for children of employees
- Medical outpatient and insurance benefits
- Personal Accident insurance coverage
- Flight and shipping allowance at the beginning and end of the contract
- Support with accommodation for the first two weeks after arrival.
- **Generous contributions to an Employee Provident Fund (EPF) – up to 23% of salary per annum (11% employee contribution + 12% employer contribution) payable as a lump sum on leaving Malaysia.**





As part of the International School Partnership (ISP) – we strive to be the leading international schools' group of quality and scale, with schools of choice recognised across local communities and the global education sector for Amazing Learning. [Click here](#) to find out more about why our students and parents love being here.

Our principles emphasise and underpin how we do what we do. We:

**Begin with our children and students;** Our children and students are at the heart of our business. Simply, their success is our success.

**Treat everyone with care and respect;** We look after one another, embrace similarities and differences and promote the well-being of each other.

**Operate effectively;** We focus relentlessly on the things that are most important and will make the most difference.

**Are financially responsible;** We make financial choices carefully based on the needs of the students, staff and our schools.

**Learn continuously** Getting better is what drives us.

- Our students benefit from high quality feedback and assessment that will support them to make progress above the level one might expect, and our assessment processes will enable us to intervene in a timely way, to support where needed.
- Our teaching & learning strategies are developed by high quality, research and evidence based CPD and we think this enhances the quality first teaching that underpins our approach.
- We have a school where our values of respect, excellence, ambitions, compassion, and honesty permeate everything we do.

# Job Description - Teacher of Physical Education

## Line Manager - Head of Physical Education & Sport

### Salary - Competitive

### Teaching Allocation - 23 /29 teaching hours per week – 80% loading.

#### Main purpose of the role

This position is open to dynamic and inspiring teachers who have a passion for delivering excellent attainment and achievement in Physical Education and Sport and who have the vision to support this.

#### The successful candidate will

- Demonstrate a passion for education and a desire to improve the life chances of all students.
- Exhibits a sense of humour and high energy levels in the classroom, fostering an engaging and dynamic learning environment.
- Willingness and ability to go above and beyond standard expectations.
- Actively contribute to the holistic development of the school community.
- Have the ability to empower and motivate students to engage with their learning.
- Maintain and develop the school's ethos of diversity, inclusivity and equality of opportunity.

#### Core Purpose

The postholder will:

- Ensure the highest possible standards of education through the promotion of effective teaching and learning; calling on the best research-based evidence to inform pedagogical practice in the teaching of Physical Education.
- Support the development of a comprehensive programme of extra-curricular opportunities, to foster a love of all things Physical Education and Sport.

#### Operational Responsibilities

The postholder will:

- Play a key role in promoting the aims, values and ethos of Tenby School Penang.



## Person Specification—Teacher of Physical Education

Please use the specification below to inform your supporting statement. Your supporting statement should be no longer than 2 sides of A4 paper.

Criteria	Essential	Desirable	Evidence
<b>Training &amp; Qualifications</b>	Degree Teaching Qualification	Further training / study	Application form Certification
<b>Educational Experience</b>	Teaching across KS1, KS2, K3 and KS4 age range (5-16 years.)  Developing & implementing strategies for achieving strong value-added outcomes for students  Using evidence-based information to inform planning and teaching.	Experience of teaching Cambridge iGCSE PE.  Experience of delivering to a diverse community of students including those for whom English is not their first language.	Letter of application Selection process References
<b>Professional Qualities &amp; Attributes</b>	<b>Ability to:</b>  Work in partnership with a team to achieve successful outcomes for students.  Motivate, influence and empower students.  Seek, and act on, feedback from others.  Build and maintain effective relationships.	<b>Experience of:</b>  Raising student achievement and adding value with specialist subject.  Effective liaison with parent groups.  CPD that demonstrates a secure knowledge of current thinking in pedagogy and practice.	Letter of application Selection process References
<b>Professional Knowledge &amp; Understanding</b>	Effective strategies for maintaining high standards of attainment, behaviour and attendance.  Principles and practice of educational inclusion, diversity and access.  Developing choice and flexibility to meet the learning needs of every student.  Strong knowledge on effective pedagogical approaches to support learning in Physical Education and Sport	<b>Experience of:</b>  Determination and drive to improve yourself and others.  A strong team ethos and work ethic.  Energy and willingness to go above and beyond for students and team members	Letter of application Selection process References
<b>Personal Qualities</b>	Flexibility.  Team centered approach.  Ability to work well under pressure.  A passion for all things PE and Sport	<b>Experience of:</b>  Working with other staff to secure continuous improvement.  Strong relevant subject knowledge and experience.	Selection process References

# Teacher of Physical Education

## Overview

The PE faculty currently teaches whole-school Physical Education to students from Nursery to Year 11. We also offer healthy IGCSE PE opportunities and have a group in both Y10 and Y11. Our Key Stage 3 and Key Stage 4 curriculum follows the British National Curriculum.

The curriculum intent within physical education and sport aims to promote lifelong health and wellbeing through active participation and skill development. We prioritize teaching essential values like teamwork, resilience, and inclusivity, ensuring every student feels empowered to engage fully. By offering diverse activities and fostering a positive attitude towards physical activity, we aim to instill a passion for lifelong fitness and personal growth in our students.

## Staffing within the Faculty

The Physical Education faculty currently has four full-time staff members. A group of passionate and dedicated academic staff and external coaches supports our ever-growing sporting program (Tenby Tigers). The successful candidate will demonstrate a willingness and ability to go above and beyond standard expectations, actively contributing to the development of our busy after-school sports program.

We work as a close and friendly team and support each other wherever possible. We demonstrate flexibility and go above and beyond for the team. By working together and sharing ideas and successes, we can help one another to develop professionally and become better and stronger teachers. We look forward to welcoming our new colleague and working with them, to taking Physical Education and Sport to the next level in our friendly International School where globalism is a core part of our ethos.

## Resourcing & Facilities

Our campus is equipped with a comprehensive range of sporting facilities tailored to meet the diverse interests and skill levels of our students. These include a 25-meter swimming pool for aquatic activities, a basketball court for team sports enthusiasts, and an indoor sports hall suitable for various indoor activities. Additionally, we offer a 7-a-side grass football field for recreational and competitive matches, along with two shaded tennis courts catering to tennis enthusiasts. With these facilities, we ensure that our students have ample opportunities to engage in physical activity and pursue their sporting interests within a conducive and well-equipped environment on campus.

## Faculty priorities for 2024/5

As a Physical Education faculty, our foremost priority is to promote the holistic development of our students through structured physical activity and sports engagement. We are committed to fostering an environment where every student feels empowered to pursue a healthy and active lifestyle, irrespective of their background or ability. Our curriculum emphasizes the cultivation of essential life skills such as teamwork, leadership, and resilience, alongside the development of physical fitness and sporting proficiency. Through our dedicated efforts, we aim to instill in our students a lifelong appreciation for the importance of physical health and wellbeing, equipping them with the tools necessary to thrive both on and off the field.

## Interview

Initial interviews will be completed through Teams or Zoom.

## How to Apply

The closing date is **16 April 2024** but it is strongly recommended to submit applications as soon as possible. We reserve the right to appoint to this post, should a suitably strong candidate apply before the deadline.

Candidates are invited to submit:

- A comprehensive CV with recent passport-size photograph and contact details of three referees (one of which must be from your current school).
- A statement of support which demonstrates how your experience meets the requirements of the person specification and job description.

Applications should be emailed to: [hr.penang@tenby.edu.my](mailto:hr.penang@tenby.edu.my)

Applications must be received no later than midday on Tuesday, **16 April 2024**. Applications received after this date and time may not be considered.

## Shortlisting

Shortlisting will be finalised on **Wednesday, 17 April 2024**.

## Interviews

The selection process will be discussed with the shortlisted candidates.

We are intending to undertake initial interviews for the post during week beginning **22 April 2024**.

## Notification of outcome

Shortlisted candidates will be notified of the outcome as soon as possible following the process.

## Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

## Taking up post

The successful candidate will take up post from **August 2024**.

Should you require any additional information, please contact [HR.penang@tenby.edu.my](mailto:HR.penang@tenby.edu.my)

## ISP Commitment to Safeguarding Principles

ISP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to appropriate vetting procedures and satisfactory Criminal Background Checks or equivalent covering the previous 10 years' employment history.

