



Urmston Grammar

Teacher of Girls PE (Maternity Cover)

0.8-1.0 Contract



Applicant Information 2025

Dear Colleague,

Thank you for showing interest in this exciting opportunity to join our successful co-educational grammar school. We are seeking to appoint an inspirational teacher of Girls PE with ambition and drive to contribute to outstanding teaching and learning to raise the achievement of young people.

We have a reputation as a forward-thinking dynamic learning community and a leader in education. We have received national recognition for our work as a Science and Language college and in September 2010 we became a converter academy. We are using our status to ensure that our students continue to receive a high-quality education.

We celebrate the pursuit of excellence and encourage each individual to achieve their personal best. We provide students with an education that is built on a tradition of courtesy and mutual respect, hence our motto, "Manners Makyth Man". High quality teaching and excellent facilities ensure that students receive an education that prepares them for successful, fulfilled lives in this demanding twenty-first century. Our school building has retained much of the original structure that works well to serve our needs, however newer areas incorporate elements of modern design. These fit together seamlessly to provide an excellent working environment. This reflects our philosophy on education, which is built on strong traditions but open to new ideas and approaches.

The success of our school is not just based on the aptitude of our students, but on the expertise of our staff to nurture each individual. Students are challenged and supported to maximise their achievement. They are expected to actively participate in school life and make a valuable and sustained contribution to their wider community.

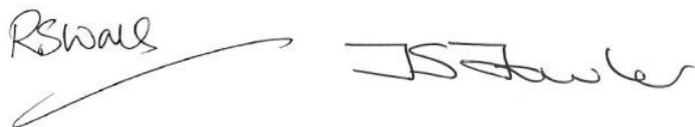
Information about the PE Department, a job description and person specification are included in this pack. **This role is required on a part-time basis (0.8 contract) though we are open to incorporating additional cover supervisor responsibilities if the successful candidate is interested in a full time position.** Additional information about our school is available on the school website.

Please complete the TES application form which includes your formal letter of application. Your letter should address the points identified in the job description as well as the requirements outlined in the person specification.

Urmston Grammar is a prestigious and heavily oversubscribed school where examination successes regularly place us in the top state schools as well as the top grammar schools. This is an excellent school in which to work; the staff are hard-working, highly committed and passionate about making a difference to the lives of the students they teach.

If you would like any further information, please do not hesitate to contact us. I look forward to hearing from applicants who can contribute to the future success of our school.

Yours faithfully,

The image shows two handwritten signatures in black ink. The first signature on the left is 'R Wall' with a long, sweeping underline. The second signature on the right is 'T Kennedy-Fowler'.

Mrs R Wall & Mr T Kennedy-Fowler

Headteacher & Co-Headteacher

Introduction to Urmston Grammar

The Governors and Urmston Grammar's Senior Leadership Team run a highly successful 11-18 co-educational grammar school with an excellent local and national reputation for academic excellence. In 2024 our school Progress 8 score was +0.88; the highest of any co-educational school in the North West of England.

There are just over 1100 students at Urmston Grammar; admission into Year 7 is by the GL 11+ assessment that pupils take when they are in Year 6 at primary school. The same assessment is used for admission to four other grammar schools in the area that form the GL Trafford Consortium. The school is a five form entry and has the capacity to admit 150 students in each year group Years 7-11. There are currently around 375 students in Years 12 and 13.

At the end of Year 11, many of our students stay on into our Sixth Form, but they must fulfil our entry requirements. They are joined by up to 80 students from feeder schools from the Greater Manchester area. Upon leaving the Sixth Form, the majority of students go on to university. In recent years there has been a growing demand for routes into higher level apprenticeship courses.

The school attracts and retains exceptional staff who possess a wealth of experience, knowledge and expertise. As caring professionals, our commitment to the welfare and pastoral care of our students is aimed at allowing each of our students to flourish.

Our students enjoy working in a respectful and mutually supportive atmosphere where self-discipline is fundamental to our enjoyment of learning. We offer them a safe and secure environment with access to the very latest facilities.

The principle aim of our school is to develop the full potential of each student academically, artistically, emotionally, morally, physically and socially so that they are able to take their place in society as mature, discerning and caring adults.

The school seeks to provide extensive opportunities, enrichment and stimulation for the achievement of individual excellence; to prepare students for living in a complex, technological world.

At Urmston Grammar we are proud of our students; we expect them to work hard, contribute to the life of the school and be effective role models for their peers and for younger pupils. In return, we provide high quality teaching, a place where they can learn with like-minded students who want to succeed, excellent facilities and a wide range of opportunities to enhance their personal portfolio.

Our key messages for everyone in the Urmston Grammar community are:

- Take **PRIDE** in yourself and in all that you do.
- **PARTICIPATE** and make the best of the opportunities at Urmston Grammar.
- **EMPATHISE** with others so that you can understand how they feel, increasing tolerance and mutual respect.

Further information about the school can be found on our website: www.urmstongrammar.org.uk

PE Department Overview

The PE department is currently comprised of 4 full time members of teaching staff. In September 2025 a new Deputy Headteacher is joining Urmston Grammar who is also a PE specialist, growing the team to 5. Teaching takes place in excellent facilities including a Sports Hall, Gym, Fitness Suite, Astro-turf and extensive school fields.

In Year 7, students are in mixed gender and ability groups and follow the same curriculum. A great emphasis is placed on developing a love for PE; being physically active and developing confidence in a broad range of activities and curriculum areas. Students develop knowledge and skills across 12 activity areas in Year 7 that last 8 x 1 hour lessons each. This carousel model is revisited and built upon in Years 8 and 9.

Students in Year 7 also follow a scheme of work on developing Fundamental Movement skills, to develop key common core skills such as throwing, catching, running and movement patterns. Year 7 students attend a 3-day residential in the Lake District where they do a range of outdoor activities such as climbing, raft building and orienteering. We aim to develop the students' cognitive, affective, and psychomotor domains through the use of 'Head, Heart & Hands' assessment model and use these to monitor progress and set individual targets.

In Years 8 and 9 students are put into ability groups and follow the same curriculum. Most activities are encountered either once or twice more, forming a spiral curriculum allowing for revision of learned areas and for progression to more complex ideas, skills and tactics.

At KS4 all students continue with 'Core' PE lessons with an allocated hour each week. Students can also opt to study Edexcel GCSE PE in addition. GCSE groups have an additional 5 hours of timetabled lessons per two-week timetable.

In the Sixth Form students who opt for A Level PE study the AQA specification. Results at A level are consistently high and the department have consistently achieved ALPS score of 2 or 3 over recent years.

The PE department is proud to offer a wide extra-curricular programme of activities and students are encouraged to attend in all year groups. There are both recreational activities, such as badminton, and a whole range of competitive teams and fixtures where we compete at school, county and national levels with great success. We have links with our local community and share facilities with Urmston Tennis and Cricket Club. We have numerous students that play and compete at National level.

Person Specification
Teacher of Girls PE – Maternity Cover

	Essential	Desirable
Qualifications/ Training	<ul style="list-style-type: none"> • An honours degree in PE/Sport or other relevant subject. • Qualified Teacher Status. • Evidence of commitment to own professional development. 	<ul style="list-style-type: none"> • A good honours degree in PE/Sport or other relevant subject
Experience	<ul style="list-style-type: none"> • Recent success at teaching PE to GCSE grades 8-9. • Recent experience in leading extra-curricular teams and taking them to fixtures. • Relevant pastoral experience in being a form tutor and teaching PSE lessons. 	<ul style="list-style-type: none"> • Successful experience of using ICT to motivate students and encourage them to progress. • The ability to offer extra-curricular opportunities in a range of sports.
Skills	<ul style="list-style-type: none"> • Ability to excite and motivate young people in mixed ability classes within a grammar school. • An excellent classroom manager. • Ability to work effectively within a team. • Ability to create a stimulating and safe environment and to maintain a purposeful working atmosphere. • To plan, prepare and deliver the curriculum as relevant to the age and ability groups that you teach. • To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers and to meet differing learning needs. • Ability to accept and promote new ideas. 	<ul style="list-style-type: none"> • Willingness to participate in extra-curricular activities.
Knowledge & Understanding	<ul style="list-style-type: none"> • Understanding of how to use target grades to inform teaching and motivate learners to reach and exceed target grades. • Assessing and recording the progress of pupils' learning to inform next steps and monitor progress. 	
Additional qualities	<ul style="list-style-type: none"> • High personal standards (including dress and appearance). • Good ICT skills. • Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom. • Encourage children in developing self-esteem and respect for others. • Use ICT to advance pupils' learning. 	<ul style="list-style-type: none"> • Willingness to be involved in out of hours activities (e.g. lectures, trips). • Willingness to supervise students studying the EPQ.

Urmston Grammar - Job Description

Post: Teacher of Girls PE (Maternity Cover)

Start Date: September 2025

Hours: Part Time (0.8) contract. (This can become a full-time position with additional cover supervisor responsibilities by mutual agreement)

Pay Scale: MPS/UPS (Suitable for ECTs)

Reporting to: Head of Department/Head of Girls PE

Responsible for: Teaching and learning within the PE Department

Core Purpose

All teachers make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

- To be an active member of the department.
- To liaise with Senior Leaders, Heads of Department, Heads of Subject and pastoral staff.
- To attend assemblies.
- To assist with school visits.
- To participate, if necessary, in the school performance management procedures.
- To contribute to the wider life of the school community.

Strategic Role

- Contribute to the development of policy and practice to support the continued improvement of effective teaching and learning.
- Contribute to students' spiritual, moral and cultural development e.g., citizenship, trips and visiting speakers.
- Contribute to school and departmental procedures which allow the analysis and interpretation of relevant data, research and other documentation to inform future practice, expectations and teaching methods.
- Participate in the school system for the quality assurance and self-evaluation of their curriculum area.

Teaching and Learning

- Set high expectations which inspire, motivate and challenge students.
- Establish a safe and stimulating environment for students, rooted in mutual respect.
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- Demonstrate consistently, the positive attitudes, values and behaviour which are expected of students.

Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes.
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- guide students to reflect on the progress they have made and their emerging needs.
- demonstrate knowledge and understanding of how students learn and how these impacts on teaching.
- encourage students to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings.
- demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
- keep up to date with developments in pedagogy, teaching resources and make relevant changes to instructional plans and activities.
- use relevant technology to support teaching and learning.
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

Plan and teach well-structured lessons

- plan, prepare, teach and evaluate lessons throughout the age and ability range
- impart knowledge and develop understanding through effective use of lesson time in accordance with statutory requirements, school aims and objectives, school policies and departmental Schemes of Work.
- promote a love of learning and students' intellectual curiosity.

- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired and ensure that homework is set and recorded on show my homework.
- reflect systematically on the effectiveness of lessons and approaches to teaching.
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s) which meets internal and external quality standards and develops independent learning.
- use a variety of teaching methods which will stimulate learning appropriate to student needs and demands of specifications.
- maintain resources and create positive learning environments in order to support learning.
- take reasonable care of department resources and account for any equipment used.
- establish and communicate clear objectives for all learning activities.
- set cover work when on leave of absence/known absence

Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them ensuring targets outlined in a student's Education, Health and Care (EHC) Plan are pursued.

Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.
- To assess and monitor student work in accordance with statutory requirements and school and Departmental policies and to set realistic and challenging targets for improvement.
- To maintain teaching records, attendance and other pastoral records.
- To maintain accurate, transferable student registers and records.
- To complete student reports and reviews.
- To attend Parent & Carer Evenings as appropriate.
- To assist in setting and marking internal examinations.
- To ensure that external examination requirements are satisfied

Manage behaviour effectively to ensure a good and safe learning environment

- maintain a tidy, safe and stimulating working environment.
- maintain good order and discipline ensuring health and safety including training students in the safe and appropriate use of equipment.
- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, 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 students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.
- keep a record of student attendance at, and punctuality to, lessons and report any notable observations to the form tutor.

Quality Assurance

- To contribute to the school's QA procedures for lesson observation, work scrutiny and student voice activities.
- To help to monitor and evaluate the curriculum area in line with the agreed QA framework.

Ethos and Culture

- Promote an ethos and culture within the department that are in line with achieving the aims of the school.
- Always insist on the highest standards of behaviour and work from all students.
- Celebrate students' work including organising the provision and regular updating of displays.

Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school.
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- deploy support staff effectively.
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- refer any Child Protection concerns to the designated safeguarding lead (DSL) in the school.
- record any safeguarding concerns on CPOMS
- communicate effectively with parents about students' achievements and well-being.

All teachers are expected to demonstrate consistently high standards of personal and professional conduct.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

- This job description may be amended at any time by mutual agreement, but in any case, will be subject to regular review.
- The post-holder will be subject to a full police and DBS check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and all convictions or cautions must be declared.