



**Recruitment Pack**

**Teacher of PE (Female)**

**September 2023**

'We have a culture rooted in high expectations for all, which cultivates a love of learning and ambition, together with a strong sense of belonging'.



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Dear Applicant,

Thank you for your interest in the post for **Teacher of PE (Female)**. This is an exciting time to be working with us as we move forward to enhance our offer, so we achieve outstanding academic outcomes and close the gaps in student achievement.

We are an oversubscribed school with a diverse and enthusiastic student intake reflecting our local vibrant community. Our recent Ofsted inspection (July 2022) recognised us as a “Good” school with many strengths. Our students are “proud of the diverse nature and inclusive ethos of their school. Enthusiastic and committed teachers make lessons interesting for pupils”, and “teachers have strong subject knowledge and are passionate about their subjects”.

We are a school where PE is very successful, situated in an area where sports and physical activity are high profile and much appreciated. Our school dominates Hackney sports in a borough which is committed to high participation. Our vision includes excellent participation and life-long enjoyment of physical activity for every child: students in year 7 to 10 receive 4 hours of Core PE each fortnight, and Year 11 receive 3 hours. We also have a high number of groups taking up GCSE PE and A level PE.

This is an excellent opportunity to be involved in one of the most significant, committed and successful PE teams in London. You must have excellent interpersonal skills and the highest expectations of every student and member of staff. This post is suitable for ECTs or experienced colleagues.

The successful candidate will:

- care deeply and have high ambitions for every one of our students.
- be flexible and adaptable.
- ideally have some experience of working with young people in a school or other setting
- Be organised, efficient and competent with Microsoft Office packages and quick to learn new software (e.g., Class Charts)

We are committed to our pledge of being an anti-racist school and strive to have a workforce reflective of our school body. Applicants from Black and Global Majority backgrounds are strongly recommended to apply.

Best wishes,

Zehra Jaffer  
Headteacher



## **Staff Benefits**

We understand teaching and working in schools can be hugely rewarding but can also be demanding. Our staff are totally committed to the young people, colleagues, and families in our community. We seek for all our staff to have a healthy work-life balance. Our staff benefits are one way we show our appreciation to our staff.

### **Development & Training**

Quality continuing professional development is essential to ensure everyone maintains and enhances the knowledge and skills necessary for a positive learning environment. As practitioners, we seek to be well-informed about recent evidence-based research. At SNS, we allocate time to implement strategies so teaching practice maximise the learning in the classroom. The SNS Teaching and Learning Hub is the teacher training, professional development, and quality assurance element of our school. The Hub, led by the Assistant Headteacher leading on Teaching and Learning together with the Lead Practitioner and Early Careers teacher Mentor, provide support and expertise to staff and departments across the school.

### **Flexible and Family Friendly**

We know it can be challenging finding the right work-life balance. We want the very best people to work in our school, and so we want to support flexible working. We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. The number of part-time staff is above average for similar schools, and we always try to accommodate if the timetable and resources permit.

It is important that staff who are parents, do not miss out on important milestone events, such as your child's first day at school or graduation. Where we can, we will support these important moments.

As part of our admission policy, staff members with children who wish to attend SNS are given a priority school allocation.

### **Pensions**

Pensions are an important part of our life planning. We understand that and we want to make it as easy as possible for you to access the right pension scheme for you. When you join SNS, you are eligible to join the relevant pension scheme.

### **Health and Wellbeing**

Balancing everyday life with the requirements for work and home can create pressures for all of us. Work is a large part of people's lives. Each member of the teaching staff is equipped with a laptop. However, it is vital to ensure that there is a productive, healthy environment that is conducive to a healthy lifestyle. We actively encourage emails to only be sent during 7am and 6pm of a school day, and not during the weekend. The school will operate a texting service to alert staff should there be a need in an emergency.

A subsidized lunch from our school canteen helps our staff through the day. The culinary offer is wide and highly popular with staff and students alike.

Optical expenses – we offer free eye tests for staff who use display screen equipment.



All employees are part of the Employee Assistance Programme. The Employee Assistance Programme is a 24/7 confidential service giving employees access to a range of support from lawyers, health and wellbeing professional, financial and debt specialists, and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

### **Getting to work**

By public transport:

Season ticket travel loans are available so staff members can take advantage of discounted annual fares for travelling to work by public transport.

By car:

We have on site parking. Applications will be considered on an individual basis.

Cycle Scheme:

We encourage all staff to walk or cycle to work if possible. The school's Cycle Scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. Spread across monthly payments deducted from your salary.

### **Discounts**

Staff are offered a Vectis card, this is a discount card offering savings across retail shops, tourist attractions and holidays. Clissold Leisure Centre, immediately opposite our school, offers a 10% discount on their membership scheme.

### **SNS Staff Association**

A strong sense of belonging is essential for us to thrive in the workplace. Our staff association holds events for staff, and their families, from weekly football, half-termly socials and Family Fireworks evening. In addition, such events as the Community Evening and our annual school performance are open to all staff and their families.



## Teacher of PE (Female)

Required for September 2023

Inner London Pay Scale

### The School

This is an exciting opportunity to contribute to a successful and popular 11-19 inner-city comprehensive school. The school is proud of all its subjects and is especially committed to creative teaching and learning. We aim for every colleague to have excellent professional development which leads to every student having an outstanding education. Stoke Newington School is actively committed to being anti-racist, and totally inclusive, by striving hard to challenge through our curriculum. We seek to inculcate and strengthen the knowledge, confidence and skills for all in our community to challenge racism.

### The Post

We will expect you to be passionate about teaching PE to all our students. You will want the very best for and from every student and from yourself. You will need to be well qualified, a keen sports person yourself and be ambitious for your future career. We expect you to be creative and dynamic in teaching and a reflective practitioner who constantly looks to improve your own educational practice. We will expect you to lead on after school competitions, clubs and teams in at least one of our many sports offered.

We provide very well-regarded professional development opportunities for all staff. This post is suitable for NQTs: a leaflet about our NQT programme is in the pack.

If you are interested in joining our team please apply via [the TES website](#). Alternatively, you can download an application pack from our website [the School's website](#). Please name your application file with your full name and the role you're applying for and submit via [Recruitment@sns.hackney.sch.uk](mailto:Recruitment@sns.hackney.sch.uk)

Closing date is **midday Monday 12<sup>th</sup> June 2023**.

We are an equal opportunities employer committed to ensuring diversity in our workforce.

***As employers we are committed to safeguarding and promoting the welfare of children. A DBS clearance is a statutory requirement for all positions.***

***We are an equal opportunities employer committed to ensuring diversity in our workforce.***



## Job Description

**Title of the Post:** Teacher of PE (Female)

**Pay Rate:** Inner London Pay Scale

**Line Manager:** Eamonn Fahy

### Function of the Post:

To teach Physical Education including Core PE at KS3 and KS4 and examined courses. Other subjects may also be taught as identified by the Headteacher.

To contribute to the planning, evaluation and curriculum developments in the Physical Education departments for years 7-13.

### Main Tasks and Responsibilities:

- To plan and teach high quality lessons at all times, and to maintain a stimulating learning environment.
- To implement the National Curriculum and relevant examination courses for Physical Education across the age range.
- To keep clear records in accordance with department and school policy, and to assess, monitor and report on individual pupils' work.
- To help with the smooth running of the department by undertaking tasks as requested and directed by the head of department.
- To ensure all students make excellent progress through well planned and differentiated classwork
- To ensure all students make excellent progress through setting and marking challenging homework – for exam classes
- To be a form tutor or associate tutor.
- To attend parents' evenings.
- To teach and lead on a range of Physical Education related after school and/or holiday activities and clubs.
- To play a full part in the school's partnership events, both directly related to your subject and in those with a wider brief
- To attend school meetings as directed the department or by the Headteacher.
- To carry out all responsibilities in accordance with the school's and the Authority's equal opportunities policies.

### Skills & Abilities

- Ability to work hard under pressure.
- Ability to convey enthusiasm for Physical Education at all levels
- Skills in building relationships with young people
- Commitment to highest achievement for all groups of students, particularly those from disadvantaged socio-economic backgrounds
- Commitment to caring for all students
- Ability to use I.T. effectively in teaching and organisation
- Ability to be effective in record keeping
- Good communication and organisational skills.



- Good interpersonal skills and a strong ability to work collaboratively.
- Excellent creative teaching ability.
- Commitment to personal career development.

#### **Knowledge & Understanding**

- Knowledge and understanding of the recent developments in Physical Education, including related Physical Education examination courses
- Understanding of developing differentiated Schemes of Work within a mixed ability context.
- Knowledge of the importance of appropriate planning, assessment for learning and homework.
- Knowledge of careers related to Physical Education which will help enthuse and inform sixth form students.

#### **Experience**

- Successful experience of teaching Physical Education to students of all abilities, preferably including teaching BTEC Sport Level 3 or similar.
- Relevant coaching experience in specific or specialised sport.

#### **Qualifications**

- Qualified teacher status.
- Excellent degree in Physical Education or related
- NGB coaching courses (desired)

#### **Equal Opportunities**

- Understanding of the different social backgrounds of students.
- Understanding of the needs of different students, and the appropriate policies and strategies to support them.
- Understanding of the needs of bilingual students.
- Commitment to equal opportunities across all groups of staff





	<b>Essential</b>	<b>Desirable</b>
<b>Pastoral Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a school or similar establishment.</li> <li>• Understanding of basic principles of health and safety in a school environment</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to relate well to children and adults.</li> <li>• Experience of working amongst pastoral teams.</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills and good standard of numeracy and literacy skills.</li> <li>• Ability to build and form good relationships with young people, colleagues, other professionals and parents/carers.</li> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities including own</li> <li>• Initiative and ability to prioritise one's own work and work under minimal supervision.</li> <li>• Proficient in the use of IT, including word-processing, spreadsheets, databases and internet systems.</li> <li>• Ability to absorb and understand a wide range of information.</li> <li>• Ability to self-evaluate learning needs and actively seek learning opportunities.</li> <li>• Ability to adhere to, and interpret, working procedures and policies in a school environment.</li> <li>• Efficient and meticulous in organisation and record keeping.</li> <li>• Ability to deal with confidential data/issues appropriately.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of how students learn and barriers to learning.</li> <li>• Knowledge of positive behaviour management and restorative justice strategies</li> <li>• Knowledge of Equal Opportunities and approaches to inclusion.</li> <li>• Knowledge &amp; understanding of Child Protection and Safeguarding procedures.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Organised, reliable, committed and trustworthy.</li> <li>• Able to work flexibly to meet deadlines and respond to unplanned situations.</li> <li>• Desire to enhance and develop skills and knowledge through CPD.</li> <li>• Commitment to the highest standards of child protection.</li> <li>• Recognition of the importance of personal responsibility for Health &amp; Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to the school's ethos, aims and its whole community.</li> <li>• Warm and welcoming whilst always completely professional</li> <li>• Robust, resilient and positive!</li> <li>• Sense of humour</li> </ul>