



FITZHARRYS SCHOOL

Abingdon Learning Trust

HEAD OF PE
RECRUITMENT PACK

January 2025



Fitzharrys
School

About

ABINGDON LEARNING TRUST

At Abingdon Learning Trust, our vision is to nurture curiosity, ambition, resilience, and courage. We support a deep-rooted compassion for others and our world, enabling choices and opportunities for a happy and successful life. This vision encompasses every child, pupil, student and member of staff.

Why Work for Us? At Abingdon Learning Trust, we believe that our people are our greatest asset. We are dedicated to creating an environment where every member of staff feels valued, supported, and inspired to achieve their best.

A People-Centric Culture. We are passionate about making a positive difference in the lives of children and young people. Our inclusive culture embraces equality and diversity, ensuring that everyone is treated with fairness, dignity and respect. You will be part of a community that values your unique contributions and supports your professional growth.

Empowered Local Leadership. We trust our local school governors and leaders to make the best decisions for their schools. This means you will have the autonomy to innovate and tailor your approach to meet the needs of your students and community. Each school within our Trust has its own unique ethos, yet we all share the same core values.

A Long-Term Vision. We are focused on preparing the next generation for the future. Our long-term view goes beyond immediate test and exam results, emphasising the development of skills and capabilities that will benefit our pupils throughout their lives. Join us in our mission to create a sustainable future with our net zero ambitions for 2035.

Investment in the Future. At Abingdon Learning Trust, we are committed to investing in our staff and our schools. You will be part of a forward-thinking organisation that values innovation and continuous improvement. Together, we can make a lasting impact on education and the wider community.

OUR VALUES

QUALITY to create an outstanding learning community, including strong leadership and governance

OPPORTUNITY to provide the best opportunities for all children to reach their full potential

COLLABORATION to support a shared commitment and dedication to learning

AMBITION for continual improvement and to strive for excellence in all we do

COMMUNITY to be an active participant in our community, leading and supporting initiatives for the benefit of all members of society

Further detail can be found on the *Abingdon Learning Trust website*.



JOB DETAILS

POST OF:

AT:

COMMENCEMENT:

CONTRACT TYPE:

SALARY:

Head of PE

Fitzharrys School

1 September 2025

Permanent, full-time

Mainscale or Upper Pay Scale if post
threshold, plus TLR 2b of £5,645

Letter from the CHAIR OF LOCAL GOVERNORS

On behalf of the Local Academy Board, I would like to thank you for applying to work at Fitzharrys.

We are extremely proud of what the school has achieved under its current head, Will Speke. If you join the school, you will find a strong sense of common purpose among your colleagues; a commitment to widening the opportunities available for young people; a sense of ambition reflected in the great results that our GCSE and A level students achieve; and, of course, a group of youngsters who embody the school's key values of trust, decency, sincerity and truthfulness.

As governors we are a mixed group, comprising parents, members of the local community, employers and staff: mixed in background, but all united in our support of the school's professional staff and all ambitious to make the school an excellent place to work and an excellent place to be a student.

We believe that our support, and the challenge we provide, are part of what makes Fitzharrys a good school.

We hope you will be inspired to work here and will want to be part of Fitzharrys' journey to becoming an outstanding school. You will receive good support, and opportunities provided for professional development outside the school, without the anonymity that you might experience in a larger trust.

We look forward to your application.



Introduction to FITZHARRYS SCHOOL

Fitzharrys is a fantastic school where students are given an array of opportunities to develop, thrive and achieve high aspirations. Our superb team of staff are committed to helping every student reach their full potential. They work with care and expertise to bring the very best out of our students. This is evident in the enthusiasm, focus, and achievements of our students.

There is real warmth in the welcome you receive when you join Fitzharrys. The sense of pride and belonging is evident in the school, as is the support and challenge. We want our students to be the very best they can be, and we do everything we can to make that happen.

Our Ofsted report, consistently strong results, high attendance, and impressive behaviour for learning all illustrate the ethos of Fitzharrys. We pride ourselves not only on our students' academic and extracurricular achievements, but also on their approach to every challenge and opportunity; integrity is a key characteristic at the school.

We have high aspirations for our students, and our clear approach to teaching and learning, through our Fitzharrys Lesson Standard, ensures consistent high-quality teaching in every subject area. Students study a carefully designed curriculum, balancing skills, knowledge and understanding.

Staff and students see that the biggest opportunity is in their learning, yet the wider opportunities we provide for students are exciting, engaging, and enhance the personal development of our students. This includes school productions, sports tours, ski trips, the Duke of Edinburgh award, and our school camp. Fitzharrys students have the chance to develop and progress both in and out of the classroom.

Our social media pages and events calendar give a sense of what our students achieve and the opportunities they have; we are incredibly proud of what our students accomplish from year 7 through to year 13.

We always welcome people to come and visit us. Meeting our staff and students will give you a real insight into what our great school has to offer.



Job

DESCRIPTION

The core purpose of a member of the Middle Leadership Team is to provide professional leadership and management in relation to their areas of responsibility. Successful leadership involves modelling and consistently demonstrating the following personal and professional attributes:

- an enthusiastic and emotionally intelligent leader
- committed to ensuring all pupils and students are academically successful.
- capable of promoting partnerships and collaborative working in our school, across the Abingdon Learning Trust and in the wider Abingdon teaching community.
- a role model for our pupils and students, and staff.
- have a professional focus on raising standards in PE, as part of a learning experience that is positive and engaging for all.
- active in working to develop their own practice.

Head of Department: Physical Education

- Ensure high standards and outcomes in line with high expectations.
- Promote enjoyment and engagement in PE
- Promote the value of PE across the school.
- Ensure access to engaging and high-quality curriculum that is implemented and has impact for all students.
- Ensure access to engaging and high-quality additional experiences for students.

A. Improve outcomes for students

1. Tenaciously pursue the best outcomes for all groups of students.
2. Lead a department that aspires to have, and achieves, positive progress outcomes for students at both GCSE and A level.

B. High quality teaching & learning

1. Lead by example in own teaching, consistently modelling the high-quality teaching and learning.
2. Ensure consistency in curriculum planning, lesson planning and delivery across the department in accordance with our agreed approaches and high expectations.
3. Support all staff to achieve consistently high-quality teaching and learning.
4. Ensure effective feedback with an impact on students' progress and outcomes.
5. Ensure that every student's work is marked in accordance with our marking and assessment policy.

C. Behaviour for learning

1. Model good practice in relationships with students.
2. Support staff in establishing positive and professional relationships with students.
3. Ensure the department uses the school's rewards and sanctions policy.
4. Assume responsibility for addressing behaviour issues and create and maintain a climate conducive to learning.
5. In conjunction with other middle leaders and the Assistant Headteacher (personal development), set standards for classroom behaviour across the school



D. Leading an effective team

1. Promote effective teamwork and motivate all staff to ensure individual and collective progress.
2. Maintain relationships that enable honest and productive conversations to improve outcomes for students.
3. Recognise and celebrate great work and good practice.
4. Hold colleagues to account to address underperformance and generate improvement.
5. Manage colleagues on the Upper Pay Spine to ensure that they are making an appropriate contribution to the faculty and the school.

E. Quality assurance

1. Maintain an accurate day to day working knowledge of the strengths and areas for development of each member of the team and of the department as a whole.
2. Monitor the quality of provision through presence around the department, learning walks, lesson observations, book scrutiny and other means.
3. Evaluate the work and performance of the department in line with the school's policies and lead actions to generate improvements.
4. Analyse progress checks, internal and public examinations to shape development planning and direct responsive interventions.

F. Staff development

1. Act as the lead professional in the department, modelling engagement in continued personal professional development.
2. Lead appraisal processes for teaching and wider workforce colleagues to demonstrate impact.
3. Facilitate staff engagement with CPD across the Abingdon Learning Trust.
4. Facilitate staff engagement with subject associations.
5. Lead staff induction and support within the department, including for ECTs.

G. Curriculum provision and development

1. Lead curriculum development for the department.
2. Ensure schemes of learning are in place in accordance with the school's policies.
3. Keep up to date with national developments in the subject area, teaching practice and methodology.
4. Actively monitor and respond to curriculum development and initiatives at national and local levels.

H. Organisation

1. Manage the department resources and budget effectively.
2. Ensure proactive compliance with Health and Safety regulations.
3. Ensure that deadlines are met personally and as a department.

I. Line management and reporting

1. Produce reports for line manager, SLT and governors upon request.

J. Maintain positive and productive partnerships with:

1. Other subject areas.
2. JMF6 teachers.
3. Primary Schools through the Abingdon Learning Trust and the Abingdon Partnership.
4. The OX14 Learning Partnership.

Safeguarding

Abingdon Learning Trust is committed to safeguarding and promoting the welfare of children. All staff must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.



Person

SPECIFICATION

PERSON SPECIFICATION – HEAD OF SUBJECT	Essential	Desirable	A/C/I/R
Leadership qualities			
Courage and conviction to achieve the best outcomes for all	*		I/R
Respect and empathy towards others	*		I/R
Positive, enthusiastic outlook, embracing opportunities	*		I/R
Integrity in relation to your own and the school's practice	*		I/R
Drive for improvement and challenging underperformance	*		I/R
Decisive, consistent and focused on solutions	*		I/R
Resilience, perseverance and optimism	*		I/R
Commitment to continued professional development as a reflective practitioner	*		I/R
Capacity to be flexible, adaptable and creative	*		I/R
Qualifications			
Degree or equivalent in an appropriate subject	*		A/C
Qualified Teacher Status	*		A/C
Further higher qualifications		*	A/C
Attributes and experience			
Excellent classroom teacher	*		A/I/R
Proven track record of planning and delivering learning to match the needs of students across the full age and ability range	*		I/R
Proven track record of improving outcomes for all students	*		I/R
Proven impact in the use of assessment, recording and reporting of student's attainment to further student's learning and improve outcomes	*		I/R
Experience of reflecting on and improving teaching practice to increase student achievement	*		I/R
Ability to act upon advice and feedback and be open to coaching and mentoring	*		A/I/R
Up to date knowledge in the curriculum area	*		A/I
Genuine passion and a belief in the potential of every student	*		I/R
Proven behaviour management skills	*		A/I
Promote positive relationships in order to fulfil the potential of every student	*		I/R
Ability to establish a purposeful learning environment conducive to learning	*		I/R
Ability to demonstrate the positive values, attitudes and behaviour expected of students	*		I
Ability to lead and motivate a team, supporting department members in developing and sharing good practice.	*		I
Ability to develop appropriate learning resources and to contribute to the department's Schemes of Work	*		I
Good communication, planning and organisational skills	*		A/I
Track record of excellent punctuality, attendance and meeting deadlines	*		R
Commitment to equality of opportunity and the safeguarding and welfare of all	*		I/B





QUALITY
OPPORTUNITY
COLLABORATION
AMBITION
COMMUNITY



Terms of APPOINTMENT

The appointment will be made based on the School Teachers' Pay and Conditions Document (STPCD) and attracts a TLR of £5,645.

The appointment is for 1 September 2025 and is full-time, and permanent.

Fitzharrys School and Abingdon Learning Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act.

A copy of the school's Safeguarding and Child Protection Policy is here: [Policies - Fitzharrys School](#)

Applicants must be willing to undergo all the relevant pre-employment checks as laid out in Keeping Children Safe in Education.

Person SPECIFICATION

Closing date for completed applications is **12 noon on 27 January 2025.**

Applications should be completed online through our recruitment portal, My New Term, at [Vacancies - Fitzharrys School](#)

Shortlisted applicants will be notified following assessment of applications against the person specification and job role requirements.

Interview date to be confirmed.

Please do contact Carole McKivitt, Head of HR, by email/phone via cmckivitt@fitzharrys.school or 01235 462424 for an informal discussion about the role.

We look forward to receiving your application.

Polite notice to Recruitment Agencies:

Please be aware that we do not accept unsolicited applications or CVs from recruitment agencies. Any unsolicited information sent to us will not be considered, and we will not be liable for any fees related to such submissions.

